



URhulumente  
weNtshona Koloni

UPhuhliso loLuntu

# Ingxelo Yonyaka ka-2019/20



**Western Cape  
Government**

Social Development

**BETTER TOGETHER.**

**ISebe loPhuhliso loLuntu  
kwiPhondo leNtshona Koloni  
INgxelo yoNyaka  
yoNyaka-mali wama-2019/2020  
(Ivoti 07)**

## Isilandulo

- Ingxelo yesiNgesi yale Ngxelo yoNyaka ithatyathwa njengesicatshulwa esisemthethweni IsiBhulu kunye nesiXhosa solu bhengezo ziyafumaneka xa ziceliwe.
- ISebe alisayi kubekwa tyala ngeenkcazelo ezingezizo ezinokuthi zenzeke kwinkqubo yolu guqulelo.
- 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 lweNtloko.

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**IZishunqulelo neZifinyezo**

<b>Izishunqulelo</b>	<b>INkcazelo</b>
AGSA	UMphicothi-zincwadi Jikelele woMzantsi Afrika
AOS	INkqubo yeGosa eliNika iNgxelo
APP	IsiCwangciso soNyaka sokuSebenza
ASC	ULolongo lwaseMva kokuPhuma kweSikolo
BAS	INkqubo yeSiseko yoBalo-mali
B-BBEE	UkuXhotyiswa ngokuBanzi kwaBantsundu kuQoqosho
BCP	IsiCwangciso sokuQhubeka koShishino
CBO	IMibutho esekwe kuLuntu
CCP	ULolongo lwaBantwana noKhuselo
CD	Umlawuli oyiNtloko
CGRO	UVavanyo ngokutsha koLawulo lweQumrhu neSikhokhelo
CoE	IMbuyekezo yaBasebenzi
CNDC	ISondlo soLuntu neZiko loPhuhliso
CPO	UMbutho woKhuselo lwaBantwana
CSC	IZiko leNkonzo yeQumrhu
CSD	Isizinda seeNkcukacha zaManani esiseMbindini soNikezelo
CYCC	IZiko loLolongo lwaBantwana noLutsha
DCPO	UMbutho oTyunjweyo woKhuselo lwaBantwana
DoH	ISebe lezeMpilo
DotP	ISebe leNkulumbuso
DPSA	ISebe leNkonzo kaRhulumente noLawulo
DSD	ISebe loPhuhliso loLuntu
DTPW	ISebe loThutho neMisebenzi kaRhulumente
ECD	UPhuhliso loBuntwana lwangeThuba
EHW	IMpilo neMpilo-ntle yoMqeshwa
EPWP	INkqubo eYandisiweyo yeMisebenzi kaRhulumente
ERM	ULawulo loMngcipheko weShishini
ERMCO	IKomiti yoLawulo loMngcipheko weShishini
GBV	ULwaphulo-mthetho oluSekwe kwiSini
GBVCC	IZiko lokuLawula ulwaphulo-mthetho oluSekwe kwiSini
HCT	Ukucetyiswa nokuHlolwa kwe-HIV & AIDS
HoD	INtloko yeSebe
ICB	ULwakhiwo lweKhono leZiko
ICT	ITheknoloji yeNgcaciso noNxibelelwano
IT	ITheknoloji yeNgcaciso
IYM	Ukubekwa kweLiso lwaPhakathi eNyakeni
MEC	ILungu leBhunga lesiGqeba
MPAT	IsiXhobo soVavanyo loLawulo loMsebenzi
MTEF	IsiCwangciso-nkqubo seNkcitho seSithuba esiPhakathi
MTSF	IsiCwangciso-nkqubo seQhinga seSithuba esiPhakathi

<b>Izishunqulelo</b>	<b>INkcazelo</b>
M&E	Ukubekwa kweLiso noVavanyo
NDP	IsiCwangciso seSizwe soPhuhliso
NDSD	ISebe leSizwe loPhuhliso loLuntu
NEET	Ayikho kwiNgqesho, kwiMfundo, kunye okanye kuQeqesho
NPA	UGunyaziwe weSizwe wezoTshutshiso
NPO	UMbutho ongenzi nzuzo
OHSA	UMthetho weMpilo noKhuselo eNgqeshweni
PCFF	IForam yePhondo yaBantwana neeNtsapho
PFMA	UMthetho woLawulo lweMali kaRhulumente
QPR	Iingxelo zarhoqo ngekota zeNkqubela-phambili
PPE	IziXhobo zoKhuseleko loMntu
PSG	Iinjongo zeQhinga lePhondo
PT	ICandelo loLawulo-mali lePhondo
RWOPS	UMsebenzi oHlawulwayo oNgaphandle kweNkonzo kaRhulumente
SAW	ABasebenzi abaNcedisayo boLuntu
SW	OoNontlalo-ntle
SAPS	INkonzo yamaPolisa oMzantsi Afrika
SASSA	I-Arhente yoKhuseleko loLuntu yoMzantsi Afrika
SCM	ULawulo lweSixokelelwano Sonikezelo
SDA	UMmandla woNikezelo lweNkonzo
SDICMS	INkqubo yoLawulo lweSehlo esiHlangeneyo soPhuhliso loLuntu
SMS	INkonzo yoBalawuli abaPhezulu
SOP	UMgangatho weNkqubo yokuSebenza
Stats SA	Iinkcukacha zaManani zoMzantsi Afrika
TPA	ISivumelwano seNtlawulo eKhutshelweyo
VEP	INkqubo yokuXhotyiswa kweXhoba
VIP	OkuPhambili okuVuselelwe nguMbono
VOIP	Iilizwi kwiSivumelwano se-Intanethi
WCDS	ISebe leNtshona Koloni loPhuhliso loLuntu (WCDS)
WCG	URhulumente weNtshona Koloni
WCSD	UMthombo weNtshona Koloni weNkcukacha zaManani aBanikeli beNkonzo



## IMbula-mbethe eyenziwa nguMphathiswa

Nksk. S.G. Fernandez

UMPhathiswa wePhondo: UPuhliso loLuntu



NjengoMphathiswa weNtshona Koloni woPhuhliso loLuntu, ndiziva ndibekile okokuba ndikhokhele eli Sebe elithe lanikezela ngokufanelekileyo kwizigunyaziso zethu zomgaqo-siseko, zomthetho nezonyulo.

Umsebenzi oqhutywe liSebe loPhuhliso loLuntu (DSD) ngesithuba sokugqibela sokunikezelwa kwengxelo usekelwe kokuPhambili okuVuselelwa nguMbono (iiVIP), ezithi zinikezele ngoluhlu lweenjongo zokunikezelwa kwenkonzo ngesithuba sowama-2019-2024.

I-VIP 1 kunye ne-VIP 3 yimimandla engundoqo ekujoliswe kuko yiDSD.

**I-VIP1: Ukwakhiwa kweengingqi zoluntu ezikhuselekileyo nezilungelelanisiweyo** kuding okokuba sichonge yaye sinikezele ngenkxaso kwiintsapho ezingazinzanga kulo lonke iPhondo. Ukungasebenzi kakuhle kosapho kunxulumene nobundlobongela basekhaya, ukusetyenziswa gwenxa kweziyobisi, ukungakhathalelwa nokulahlwa kwabantwana, konke kungundoqo ekumiseleni amanqanaba aphezulu olwaphulo-mthetho, phakathi kwezinye izinto, oku kudinga okokuba:

- **Siqinise ukomelela kweentsapho kulwaphulo-mthetho:** Ukugcinwa kweyunithi zeentsapho kubalulekile ukuphucula impilo nokusebenza kakuhle kwabantwana kunye noluntu yaye kunceda ekwakheni iingingqi zoluntu ezikhuselekileyo. Iinkonzo ezithi zinikezelwe zibandakanya iinkonzo zokulungisa ulwaphulo-mthetho lwasekhaya nolusekwe kwisini, ingcebiso kwiintsapho nogenelelo, nokunyangwa kusetyenziso gwenxa lweziyobisi.
- **Siqinise ukomelela kolutsha olusemngciphekweni:** Sinenkolo yokokuba ukuba singachonga yaye silungise imingeni yemihla ngemihla yabantu abatsha, ingakumbi ulutsha "olusemngciphekweni" lwendlela yokuziphantsi engasezantsi kwelo nqanaba lamkelekileyo kuluntu, singanceda ukunciphisa ulwaphulo-mthetho kwimimandla echongiweyo yeNtshona Koloni. Kangangoko inakho, i-DSD ixhabe ngokuphelisa imiqobo ethi ithintele upuhliso lolutsha ze ibeke abantu abatsha kwindlela yentshabalalo; endaweni yoko, isebe lithanda ukomeleza nokuxhobisa bonke abantu abatsha. Siya kusebenza ngothelwano kunye namanye amasebe karhulumente ukuchonga, ukuvavanya nokuthumela ulutsha olusemngciphekweni, oluhlala kwiingingqi zoluntu ezinobundlobongela kumangenelo awodwa.
- **Ukugxila kulwaphulo-mthetho olusekwe kwisini (GBV):** Njengo Mphathiswa weNtshona Koloni oKhokhela iKhabhinethi kwi-GBV, Ndiqalise ngama-365 Days of Activism alungiselelwe ukulwa ulwaphulo-mthetho olujoliswe kumabhinqa nabantwana ngomhla we-11 kuDisemba 2019. Injongo yeli phulo kukunikezela ithuba kwabachaphazelekayo lokunxibelelana nokuthabatha inxaxheba kuqulunqo lwesicwangciso sokusebenza ukulungiselela ukulungiswa kwe-GBV kwiPhondo nokunikezela ngezindululo zendlela yokuqinisa iimpendulo kwiGBV. Ndinenkolo yokokuba kufuneka sibe nengqiqo ebanzi kunye nenkcazelo ye-GBV. I-GBV ayinakuthatyathwa nje lula njengolwaphulo-mthetho olujoliswe kumabhinqa kuphela. Amabhinqa kunye namadoda angaba ngamaxhoba olwaphulo-mthetho yaye ngoko kufuneka samkele iinkqubo ezithi zinikezele ngeenkonzo kunye nenkxaso kumaxhoba angamadoda olwaphulo-mthetho ngokunjalo neenkqubo

ezijolise kumakhwenkwana kunye nabenzi bobubi bolwaphulo-mthetho. Siqinisa indlela yethu ejolise kwi-GBV ngokuseka idesika ye-GBV kwi-ofisi yoMphathiswa.

**I-VIP 3: Ukuxhobisa aBantu:** NjengeSebe, i-VIP3 idinga okokuba sijolise iinkonzo zethu kwinkxaso nalapho kuyimfuneko, sikhusele abahluphekileyo nabasesichengeni. Kufuneka sibaxhase okokuba bafikelele kuqoqosho yaye bazimele, benosapho olulungileyo, benobudlelwane babo bezique kunye noboluntu, yaye nekhono lokuba ngabathathi-nxaxheba abasebenzayo kwiingingqi zabo zoluntu naluntu loMzantsi Afrika ngokubanzi.

Kule meko, sigunyaziswe ngoxanduva lokuqinisekisa okokuba:

- Iinkonzo zentlalo-ntle ziyafumaneka ngokulula ukunceda apho abantwana babonisa indlela yokuziphatha esemngciphekweni, okanye bachatshazelwe kukwenzakala.
- Siqinisekise ngento yokokuba iinkqubo zoPhuhliso loBuntwana kwangeThuba ziyamiliselwa, ingakumbi kwiingingqi zethu zoluntu ezihluphekileyo nezo zisesichengeni kakhulu.
- Sinikezela ngokhuseleko oludingekayo namathuba kubantu abakhubazekileyo ngeli thuba zinika ingqwalasela nenkxaso kwikhono labo lokuba zii-arhent ezisebenzayo kwimpilo-ntle yabo nophuhliso.
- Unyango namangenelo anxulumene nokusetyenziswa gwenxa kwezinyobisi ayafumaneka.

NjengeSebe, senze imitsi ebonakalayo kummandla wokusetyenziswa gwenxa kwezinyobisi yaye uSihlalo weForum yeNtshona Koloni yokuSetyenziswa Gwenxa kweZinyobisi kunye nam simenywe yiWorld Federation Against Drugs okokuba sinike intetho ngokuhlengeneyo kwi-63<sup>rd</sup> United Nations Commission on Narcotic Drugs ngoMatshi wama-2020. USihlalo weForum yeNtshona Koloni yokuSetyenziswa Gwenxa kweZinyobisi wanika intetho ekunye nombutho omnye kuphela ongenzi nzala woMzantsi Afrika owawumenyelwe ukuba unike intetho.

Ububi bentlalo butshabalalisa iintsapho buze bubangele ukubandzeleka emphefumleni nokwenzakala. NjengeSebe sithathela ingqalelo isidingo sokulungisa esi simo sibalulekileyo yaye zonke iinzame zijoliswe ekufezekiseni le njongo esekelwe sisiCwangciso soKhuselo soRhulumente weNtshona Koloni.

Njengoko ndibhala le mbula-mbethe, sizifumana siphakathi kubhubhane we-COVID-19, osinyanzela okokuba sicinge ngokutsha indlela ethi i-DSD iqhube ngayo umsebenzi wayo ukuqwalasela imingeni emininzi eyahlukeneyo ebangelwe ngulo bhuhane waze wanyina kakubi ubume bezoqoqosho.

Ndinombulelo kumaqabane ethu e-NPO, kunye nayo yonke imibutho yoluntu – iinzame zenu zixatyisiwe yaye ziyathakazelelwa.

Ndithanda ukwenza umbulelo ongazenzisiyo kuGq. Robert Macdonald, iNtloko yeSebe. Phantsi kwesikhokhelo sakhe nobunkokheli kunye nobo beqela lolawulo elinesakhono sibe nakho ukuzalisekisa isigunyaziso sethu, nangona kukho imingeni emininzi eyahlukeneyo.

Ndithanda ngokunjalo ukubulela ilungu ngalinye leqela le-DSD ngokuzinikela nangomnikelo ekusebenzeleni abemi beli phondo.



UMphathiswa wePhondo woPhuhliso loLuntu

Nksk. S.G. Fernandez

Umhla: 30 EyeDwarha 2020

## INgxelo yeGosa eliNika iNgxelo

Gq. Robert Macdonald

IGosa eliNika iNgxelo: UPhuhliso loLuntu



## Uvavanyo ngokubanzi lwemisebenzi yeSebe

Unyaka-mali wama-2019/20 ibe ngunyaka wokugqibela kumjikelo wocwangciso lweqhinga leminyaka emihlanu. Kulo nyaka iSebe libeke phambili ukuhlangatyezwa kokungundoqo okuthiwe thaca kwisicwangciso salo seqhinga, ngakumbi ngokuphathelele kwiinkonzo ezithi zikhuthaze yaye zikhusele amalungelo esiseko abantu nokufezekisa uxanduva lomthetho lweSebe. Kubuninzi bexesha lesicwangciso seqhinga iSebe belisoloko lisebenza kwisimo soqoqosho esimandundu, kwisiseko esibuthathaka semali karhulumente wesizwe, kunye nentsingiselo ebheka ezantsi kwinkxaso-mali yomnikelo kwicandelo leNPO. Kwangaxesha linye, ubume boqoqosho, kunye nokwanda okukhawulezileyo kwabemi bephondo nokwanda kobubi bentlalo, kube nomphumela wokukhula kwebango leenkonzo zeSebe.

Ngokuhambelana nesigunyaziso seSebe sokunikezelwa kololongo lwabantwana kunye neenkonzo zokhuseleko, kunyaka wama-2019/20 kubekho ukwanda kweenkqubo else zikho zokhuseleko lwabantwana, uqeqesho oluqhubekayo loonontlalo-ntle ngokunjalo nenkxaso yemali ebhekiswe kwimibutho etyunjiweyo yokhuseleko lwabantwana. Ngokuphathelelene koku kuchazwe ekugqibeleni, iSebe landise izabelo zenkxaso-mali yomntwana ngamnye kunye nenkxaso-mali yesithuba somsebenzi woluntu kwiiNPO, nokuqaliswa ngokunjalo kwenkxaso-mali yesithuba solawulo. Le nkxaso-mali yangezelelweyo yamiliselwa ukuqinisekisa ngento yokokuba ezi NPO zinakho ukunikezela ngenkxaso yolawulo efunekayo kumacandelo azo omsebenzi woluntu, ukwenzela ukususa umthwalo kumacandelo ukulungiselela ukuba agxile kumsebenzi wawo ongundoqo wololongo lwabantwana kunye nokhuselekp. Amalinge oqeqesho onyaka abandakanya amathuba oonontlalo-ntle bokhuseleko lwabantwana ekusetyenzisweni kwesiXhobo seSizwe soKhuseleko noVavanyo loMngcipheko esilungiselelwe ukuphathwa kakubi kwabantwana nokuxhatshazwa, kunye nokuqeqeshwa konoontlalo-ntle abakwicandelo leNPO kwingcebiso yokwenzakala nokubhujelwa.

Ukwandiswa kweenkqubo zokhuseleko lwabantwana kubandakanya ukufunwa, ukuhlelwa nokuqeqeshwa kwamavolontiya angezelelweyo kwinkqubo ye-Eye-on-the-Child eseMasiphumelele nase-Ocean View nokuzinziswa nokwandiswa kwenkqubo ehlangeneyo isibindi ukususela kwiindawo ezisibhozo ukuya kwezilishumi. Ulolongo lwesondlo olusemva lwalungiswa ngokumiliselwa kwenkqubo yolawulo lololongo lwesondlo ethe yaququzelela ukubekwa kololongo olutsha olwandisiweyo ngokunjalo nenkxaso noqeqesho kukhuselo nabazali bololongo lwesondlo. ISebe liqhubile ngokunjalo ngomiliselwa lwayo lwe-Uniform Referral Pathway elungiselelwe iinkonzo zokhuseleko lwabantwana. Oku kuphucula ukufaneleka kweenkonzo ezinikezelwe kubantwana abanezimilo ezingezihle kuwo onke amasebe naphakathi kwamasebe karhulumente. Ekugqibeleni, imvume enikezelwe yiKhabhinethi kunye nomiliselwa olulandeleyo lwesicwangciso seSebe sokuthintelwa kokubulawa kwabantwana noncithiso kuvulele indlela yokusabela okulungelelanisiweyo kwesi sibetho esiphakathi kwabachaphazelekayo abangundoqo abafana neNkonzo yamaPolisa oMzantsi Afrika, uBumbano boBulungisa boLwaphulo-mthetho kunye namasebe amaninzi ephondo nakamasipala. Oku kuhlangukanye nothatyo-nxaxheba oluqhubekayo lweSebe kumaqela ohlaziyo kokubhubha kwabantwana kukhawulezise amaxesha okusabela kwiimeko apho abantakwabo bexhoba lomnwana banokuba semngciphekweni.

Ukubaluleka kweenkqubo ezihlangeneyo zabantwana nosapho kwaqinisekiswa ngoSeptemba 2019 xa iSebe liququzelele ucweyo lwabo bonke abachaphazelekayo oluthe,

ngentsebenziswano, lwaphuhlisa iQhinga loKhuselo noNgenelo lwaNgethuba loRhulumente weNtshona Koloni elilungiselelwe abantwana neentsapho kwiPhondo. Eli qhinga liya kukhuthaza ukunikezelwa okwaneleyo nokusasazwa kwezi nkqubo kulo lonke iphondo nokubandakanywa kwamangenelo ajongene neenkonzokozokugcinwa kosapho, iinkqubo ezinyangayo, ngokunjalo neenkonzozongenelelo nezokuhlangukanyiswa ngokutsha – zonke zijolise ekwakheni nasekuzinziseni ukomelela kosapho. Oku kuhlangukanyiswe nomsebenzi osele ukho kwiinkqubo ezijolise kuvuselelo ngokutsha, kumanyaniso kwakhona nokuhlangukanyiswa kwabantu abadala abanganawo amakhaya kunye neentsapho zabo yaye iingingqi zoluntu lwabo abaphuma kuzo zandise ubungakanani beebkonzo zeSebe kwiintsapho ezisemngciphekweni. Ngokuphathelele koku kokugqibela kuchaziweyo, inani leebhedi ekuxhaswe ngazo kwiindawo zokhuseleko esilungiselelwe abangenawo amakhaya landiswa ngokunjalo.

Inkxaso yophuhliso lwe-ECD kunye neprojekti elingwayo yokulungela isikolo inike ingxelo yeziphumo ezilungileyo ibandakanya uphuculo olukhulu kunye nomgama wophuhliso wabantwana abathabatha inxaxheba abali-1 368. Phakathi kwezinye izinto, uphuculo lwafunyanwa ngokuphathelelene nokubala, ulawulo lokubamba kunye nomsebenzi wengqiqo yaye abantwana bafunyaniswa okokuba bakumngcipheko ophantsi kulityaziso lophuhliso. Le ndlela ipheleleyo esetyenzisiweyo kusetyenziswa le projekti ebandakanye inkxaso noncedo kubazali ngokusetyenziswa kwe-app ejikelezayo kunye nocweyo kubazali. La mangelolo aneikezele ngenkxaso ethe ngqokubazali, kubanikezeli bololongo kunye nootitshala be-ECD ngohlobo lokuqulathiweyo okuphuhliso kunye nemisebenzi ethi incede abazali kunye nabanikezeli bololongo ukulungiselela ukuqaliswa kwemisebenzi ephuhliso kumsebenzi wesiqhelo wemihla ngemihla womntwana. Ngaphezulu, abantwana abangama-7 586 baxhamle kuMnikelo oneMiqathango we-ECD, yaye amaziko e-CED abhalisiwe ngemiqathango ahlaziywa kwicandelo le-ECD lezibonelelo zoMnikelo oneMiqathango.

Inkqubo yeSebe yaBantu aBakhubazekileyo ibe nokuthenga izithuthi ezini ezilungiselelwe ngokukodwa ezikhwela abantu abali-16 ngesithuba sonyaka-mali ophantsi kovavanyo, ezixhibe ukuqinisekisa ngothutho olukhuselekileyo lwabantwana abakhubazeke ngengqondo ukuya nokubuya kumaziko ololongo olulodwa lwasemini. Ngenxa yokuvalwa ngci kwesizwe kunye nokuvalwa kwala maziko ololongo lwasemini, unikezelo lwezi zithuthi kulibazisekile yaye kuya kuqhutywa nje ukuba imithetho yokuvalwa ivume. Ngaphezulu, Ukugqitywa komsebenzi wesibonelelo kwiziko lesebe lokuhlala (Sivuyile) elilungiselelwe aBantu aBakhubazekileyo ekupheleni konyaka-mali kube nomphumela wobukho bendawo zokulala ezangezelelweyo ezingama-30 ezifumanekayo ukususela ngomhla woku-1 ku-Epreli 2020, yenza loo nto isambuku esnani leendawo zokulala kweli ziko zali-110. ISebe liqhubile ngokunjalo ngobhaliso lwalo kunye nokubekwa kweliso kumaziko okuhlala axhaswa ngemali ngngaxhaswayo kunye neenkonzokozokugcinwa ezisekwe kuluntu ezilungiselelwe abantu abadala ze landisa iindleko zeyunithi kumaziko okuhlala afanelekileyo. Ngethuba lale ngxelo, inkxaso engaphezulu iyanikezelwa kula maziko ukunceda ukumelana nobhubhane weCOVID-19, kubandakanywa nokubonelelwa ngenkxaso-mali kulungiselelwa isiXhobo soKhuseleko loMntu (PPE). inkxaso yokonga yobuchule, kunye nezivumelwano zolawulo lolwasuleleko.

Iinkqubo ezilungiselelwe ukhuselo nonyango lokusetyenziswa gwenxa kweziyobisi ziqhubile ukwanda kwiSebe, ngokumanyaniswa kweenkonzo zonyango lweziyobisi kuMaziko alo akhusekileyo ololongo lwabantwana noLolongo loluTsha (iiCYCC) kunye neenkqubo zeziyobisi ezisekwe esikolweni (inkqubo yesibumbelo sabafikisayo) kwizikolo zamabanga aphezulu ezilishumi ezisemngciphekweni ophezulu kwiingingqi zoluntu zaseKuil's River, e-Eerste River, eSteenberg, eLavender Hill, eHout Bay nase-Elsies River. Ezi nkqubo ezisekwe esikolweni zinceda ekuchongweni kwangethuba kunye nenkxaso katitshala yaye ngoko kubonakaliswe ekusebenzeni kakuhle kweendlela zokuthunyelwa ezifanelekileyo ekuqinisekiseni ngento yokuba iinkonzokozokugcinwa ziyanikezelwa kubantwana abasemngciphekweni. Ukwandiswa kwekhono lonoontlalo-ntle besebe kulo msebenzi, uqeqesho lwanikezelwa kwi-Cognitive Behavioural Therapy Lifestyle Inkqubo, ngokunjalo nakumthetho wokusetyenziswa gwenxa kweziyobisi kunye nezithethe nemigangatho ukulungiselela unyango lwezigulane ezisesibhedlele. Umsebenzi kwiInkqubo eFanayo yoLwamkelo olungiselelwe unyango lweziyobisi uyaqhubeka yaye uthethwano kunye namaziko axhaswa ngemali onyango lwezigulane ezisesibhedlele ngokusebenzisa gwenxa iziyobisi uyaqhutywa. Inkqubo

yokunikezelwa kwamaxabiso ofundo lovavanyo lokusetyenziswa gwenxa kweziyobisi yaqakunjelwa lwaze unikezelo lokuqala – ingxelo yokuqala yamiliselwa. Uvavanyo lucwangciselwe ukuqakunjelwa ngo-Oktobha wama-2020 yaye imethodi yalo ihleliwe ukuthabathela ingqalelo ubhubhane weCOVID-19. ISebe liqukumbele ngokunjalo iimvavanyo zohambelwano ezingama-33 kuwo omabini amaziko onyango abhalisiweyo nangabhaliswanga kunye nohlolo oluli-13 lwamaziko abhalisiweyo onyango lwezigulane ezisesibhedlele. Amaziko angabhaliswanga onyango lwezigulane ezisesibhedlele afumana ngokunjalo uqeqesho kwizithethe nemigangatho echaziweyo kunye nemigangatho enxulumene nempilo ukulungiselela ukwandisa ulwazi lwawo ngeemfuno zokusetyenziswa kweziko lonyango.

Ulwazi oluyilwe liphulo elaziwa ngokuba yi-#EnoughisEnough linikele kwinani elandileyo lamaxhoba olwaphulo-mthetho lwesondo kunye nolwaphulo-mthetho lwasekhaya ekufikeleleni inkxaso zonyango lwengqondo yoluntu kwisithuba salo nyaka upheleleyo. Ngaphezulu kukwanda kwenkxaso-mali elungiselelwe imivuzo yomama abagcina izigulane kwiindawo zokhuseleko ezixhaswa ngemali, iSebe lifumene iibhedi ezangezelelweyo kunye neebhedi zokukhawulezileyo kwiindawo zokhuseleko ezilungiselelwe amaxhoba olwaphulo-mthetho nobundlobongela. Liqhubekile ngokunjalo ngenkxaso-mali yezifundo eziqinisekisiweyo zophuhliso lwamakhono ukulungiselela ukuba xa athe amaxhoba olwaphulo-mthetho olusekwe kwisini athe akulungela ukuyishiya indawo yokhuseleko, aya kuba exhotyiswe ngcono okokuba afikelele kumathuba okuvelisa ingeniso okanye imisebenzi. Kwicala lothintelo lolwaphulo-mthetho lwentlalo, imiqathango yokunciphisa ukuwa esonweni iyaqhubeka ukumiliselwa ukuqinisa iinkonzo eziqhubekayo kubaxhamli beenkoko zokulingwa. Ezi zibandakanya ukubuyiselwa kwakhona kunye neprojekti yololongo lwakamva kunye neeNkonzo zoNgenelelo kwiXhoba noMoni kulungiselelwa abenzi bobubi kunye namaxhoba obundlobongela basekhaya.

Ngaphezulu kwama-22 000 abantu abatsha bangenela iinkqubo zophuhliso loLutsha ezixhaswa ngemali liSebe kunye neeKhefi ezimbini zoLutsha ezixhaswe ngemali ngethuba lonyaka-mali (e-Uniondale naseRiversdale) zibangele nani leKhefu zoLutsha kwiPhondo ziyokutsho kwi-13. ISebe liqhubekile ngeenzame zokuphucula ukulunga kweenkqubo zophuhliso loLutsha ngokumiliselwa koqeqesho kwizithethe nemigangatho yenkonzo yophuhliso lolutsha. ISebe liqumbele ngokunjalo inkqubo yokunikezelwa kwamaxabiso kulungiselelwa iprojekti eyaziwa njenge-Sanitary Dignity Project ze yanikezela ngezishubelo zaxa usexsheni kumantombazana akwiigreyidi yesi-4 ukuya kweye-12 kwizikolo ezichongiweyo apho kukho umlinganiselo ophezulu wokungabikho kwabafundi abangamantombazana esikolweni kuthe kwachongwa. Umthwalo opholeleyo weemveliso zococeko wafunyanwa ngoFebruwari wama-2020. Ukunikezelwa kwazo kwakucwangciselwe okokuba kuqaliswe ngoMatshi wama-2020 kodwa kwarhoxiswa ngenxa yokovalwa ngci kokusebenza kwesizwe nokovalwa kwesikolo yaye kuya kuqaliswa xa izikolo sele zisebenza ngokupheleleyo kwakhona. Okokugqibela, amathuba omsebenzi ali-1 441 ayilwa ngokusetyenziswa kweNkqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP) kunye noGunyaziwe weMfundo noQeqesho weCandelo leMpilo neNtlalo-ntlalo (HWSETA) axhasa abalingwayo engqeshwenibophuhliso loluntu abangama-50 abathe ngoko bafumana amava endawo yengqesho nokuchanatywa kwingqesho. Olu lingo engqeshweni lukhulise isigxina sabasebenzi abangamagcisa aqinisekisiweyo ophuhliso loluntu lwaze ngaloo ndlela lanikela kuqinisekiso loPhuhliso loLuntu kwiPhondo. Inkxaso kwiNPO ezingthobeliyo iqhubile kwisithuba sonyaka-mali yaye amaphulo olwazi aqhutyweyo abe nomphumela webango elandileyo leeNPO lenkxaso kubhaliso lokufikelela kwiinkqubo zokwandiswa kwekhono.

Ukuvalwa ngci kokusebenza kwisizwe, njengenxalenye yokusabela kukarhulumente ekubhangiseni ukusasazeka kweCOVID-19 nokuncedisa ngexesha elaneleyo lokulungiselela ukunyuka kolwasuleleko, kube nempembelelo enkulu kwimisebenzi yesebe ukususela ekuqaleni kuMatshi 2020 yaye kuya kuqhuba ukwenjenjalo kwisithuba sonyaka-mali ozayo. Kubhengezwe njengenkonzo eyimfuneko, iSebe lizilungiselele yaye laxhasa iiNPO ethi izixhase ngemali ngamalungiselelo akhawulezileyo ngethuba elikhokhelela kuvale ngci lwemisebenzi. Ukuqaliswa kweenkonzo kube nokuchaphazeleka ngesithuba sikaMatshi 2020 njengoko abaxhamlo bonyango lokusetyenziswa gwenxa kweziyobisi bakuyeka ukuthabatha inxaxheba kwiinkqubo, i-ECD kunye namaziko ololongo olungaphelelanga ngokunjalo, amaziko enkonzo

yaBantu aBadala, ucweyo lokhuseleko ezolungiselelwe aBantu aBakhubazekileyo, kunye neeKhefi zoLutsha zanciphisa unikezelo lwenkonzo de zavalwa. Ukugcinwa kweeNtsapho kunye neenkonzo zophambuko zarhoxiswa kunye nolwamkelo kuwo onke amaziko azimeleyo naxhaswa ngemali – arhoxiswa.

ISebe lasebenzisa uMatshi 2020 ukucokisisa izicwangciso zokuqhubeka koshishino ze laqulunqa imiqathango efana nokujikeleziswa kwabasebenzi kwiindawo zenkonzo eziphambili edabini, ukuthengwa kwemathiriyeli yokusanithayiza kunye neePPE zabasebenzi abaphambili edabini kunye, amalungiselelo okusebenza akude asetyenziswa. Ukuqinisekisa ngolungelelwaniso olupheleleyo nokusabela, iKomiti yeSebe yoLawulo imilisele iintlanganiso kabini ngeveki ezenziwa ngokusetyenziswa kobuxhaka-xhaka bekhompyutha yaze yaqukumbela amalungiselelo athi aqinisekise ngento yokokuba zonke iiNPO zifumana izabelo zazo zenkxaso-mali kwangethuba kwisithuba sezi nyanga zilandelayo.

**Uvavanyo ngokutsha lweziphumo zemali zeSebe**

**Okufunyenweyo liSebe**

**ITheyibhile A: Okufunyenweyo liSebe**

Okufunyenweyo liSebe	2019/20			2018/19		
	Uqikelelo	Isixa-mali esisiso esiQokelelweyo	Inkcitho (Engaphezulu)/Engaphantsi	Uqikelelo	Isixa-mali esisiso esiQokelelweyo	Inkcitho (Engaphezulu)/Engaphantsi
	R'000	R'000	R'000	R'000	R'000	
IRhafu efunyenweyo	-	-	-	-	-	-
EzoNgcakazo	-	-	-	-	-	-
Iirhafu zoMdyarho waMahashe	-	-	-	-	-	-
AmaPhephamvume oTywala	-	-	-	-	-	-
AmaPhephamvume eziThuthi	-	-	-	-	-	-
Intengiso yempahla neenkonzongaphandle kwee-asethi ezinkulu	804	738	66	762	755	7
Okukhutshelweyo okufunyenweyo	-	-	-	-	-	-
IiRhafu, izohlwayo neLahleko	-	-	-	-	-	-
Inzala, izahlulo kunye nerente yomhlaba	38	50	(12)	36	54	(18)
Intengiso yee-asethi ezinkulu	-	-	-	-	-	-
Iintengiselwano zemali kwii-asethi nakumatyala	288	656	(368)	272	572	(300)
<b>Kukonke</b>	<b>1 130</b>	<b>1 444</b>	<b>(314)</b>	<b>1 070</b>	<b>1 381</b>	<b>(311)</b>

**Okufunyenwe liSebe**

Ingeniso yalo eveliswe liSebe ibe sisixa-mali esiyokutsho kwi-0.06 sepesenti kuhlalo lwabiwomali olupheleleyo. Imithombo engundoqo yeSebe yengeniso yile:

- Ukuqokelelwa kwamatyala abanjwa iSebe;
- Ikhomishini kwi-inshorensi nokuxhuzulwa kwemali eyalelwe yinkundla yamatyala emvuzweni womntu;
- Imali yokupakwa kwezithuthi kunye neendleko zendawo yokuhlala kumagosa ngokomgaqo-nkqubo weSebe lezoThutho neMizebenzi yoLuntu (DTPW); kunye
- Nokubuyiswa kweengxowa-mali zentlawulo ekhutshelweyo ezingasetyenziswanga zeminyaka-mali engaphambili. Ukuqokelelwa okungaphezulu kwengeniso kunyaka-mali wama-2019/20 ibe ngamaka angama-R314 yaye oku kubangelwe koku kulandelayo:
- Ukwanda kokufunyanwa kwemali ebingamatyala.

Uqokelelo olungaphantsi lokuthengiswa kwempahla neenkonzongaphandle kwee-asethi ezinkulu kubangelwe kukumiliselwa kwe-Voice Over Internet Protocol (VOIP) ethe yanciphisa iindleko zokutsalelwa kweminxeba yangasese okube nomphumela kuqokelelo plungaphantsi. Uqikelelo luya kuvavanywa ngokutsha kunyaka-mali omtsha.

**INkqubo yeNkcitho**

**ITheyibhile B: INkqubo yeNkcitho**

Igama leNkqubo	2019/20			2018/19		
	ULwabiwo-mali lokugqibela	INkcitho eyiyo	INkcitho (Engaphezulu)/ Engaphantsi	ULwabiwo-mali lokugqibela	INkcitho eyiyo	INkcitho (Engaphezulu)/ Engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo	239 828	232 012	7 816	226 115	223 696	2 419
INkonzo zeNtlalo-ntle yoLuntu	978 135	960 820	17 315	897 422	886 031	11 391
Abantwana neeNtshaphos	751 087	750 070	1 017	685 309	683 807	1 502
Iinkonzo zoVuselelo	423 130	420 087	3 043	387 914	387 914	-
UPhuhliso noPhando	69 174	68 917	257	50 032	50 032	-
<b>Zizonke</b>	<b>2 461 354</b>	<b>2 431 906</b>	<b>29 448</b>	<b>2 246 792</b>	<b>2 231 480</b>	<b>15 312</b>

**INkqubo 1:**

INkqubo ichithe iipesenti ezingama-96.74 zohlahlo lwabiwo-mali lwayo oluzizigidi ezingama-R239.828 lonyaka-mali wama-2019/20. Engachithwanga inxulumene nenkcitho engaphantsi kwiMbuyekezo yaBasebenzi (CoE) ngenxa yokuba kungafunyanwanga bagqatswa bafanelekileyo kwinkqubo yokufunwa kwabasebenzi, kukunyuselwa kwangaphakathi nokuyeka kwabasebenzi engqeshweni yaye, inkcitho engaphantsi kwinkxaso-mali ebichongiwe yomsebenzi woluntu ngenxa kwenani eliphezulu labashiye ingqesho kwinkqubo. Inkcitho engaphantsi kwiMpahla neeNkonzo ibangelwe lulwaziso olufike emva kwethuba lwenkxaso-mali kuthelakiswa nethuba elide lokufunyanwa komnikezeli wenkonzo. Umnikezeli weenkonzo waqeshwa ngoFebruwari 2020 yaye unikezelo lweenkonzo lwenzeka noMatshi 2020.

**INkqubo 2:**

INkqubo ichithe iipesenti ezingama-98.23 zohlahlo lwabiwo-mali lwayo oluzizigidi ezingama-R978.135 lonyaka-mali wama-2019/20. Iingxowa-mali ezingachithwanga ezizigidi ezili-R17.315 zinxulumene nenkcitho engaphantsi kwiMpahla neeNkonzo ezilungiselelwe i-Sanitary Dignitary Project emva kokuba inkqubo yokuthengwa kwezishubelo zokuba sexesheni kwafuneka iphindwe ngenxa yokungabikho kwabafake amaxabiso abafanelekileyo, kunye neentlawulo zee-Asethi ezinkulu ngenxa kulibaziseko lokuthengwa kwezithuthi ezilungiselelwe aBantu aBakhubazekileyo.

**INkqubo 3:**

INkqubo ichithe iipesenti ezingama-99.86 zohlahlo lwabiwo-mali lwayo oluzizigidi ezingama-R751.087 lonyaka-mali wama-2019/20. Iingxowa-mali ezingachithwanga ezizigidi ezisi-R1.017 million zinxulumene nenkcitho engaphantsi kwi-CoE kukunyuselwa kwangaphakathi nokuyeka kwabasebenzi engqeshweni.

**INkqubo 4:**

INkqubo ichithe iipesenti ezingama-99.28 zohlahlo lwabiwo-mali lwayo oluzizigidi ezingama-R423.130 lonyaka-mali wama-2019/20. Iingxowa-mali ezingachithwanga ezizigidi ezi-R3.043 zinxulumene nenkcitho engaphantsi kwi-CoE kukunyuselwa kwangaphakathi nokuyeka kwabasebenzi engqeshweni. Inkcitho engaphantsi kwiintlawulo zee-Asethi ezinkulu ibangelwe lulibaziseko ekuthengweni kwezixhobo ze-ofisi nefanitshala.



### INkqubo 5:

INkqubo ichithe iipesenti ezingama-99.63 zohlahlo lwabiwo-mali lwayo oluzizigidi ezingama-lonyaka-mali wama-2019/20. Iingxowa-mali ezingachithwanga ezingamawaka angama-R257 zinxulumene nenkcitho engaphantsi kwi-CoE ngenxa yonyuselo lwangaphakathi nokuyeka kwabasebenzi engqeshweni.

### IViramenti

#### ITheyibhile C: Ibonelela ngeenkukacha ngeViramenti eqaliswe kunyaka ophantsi kovavanyo.

Icandelo eliphambili ukusuka	Iya ku	R'000	Isizathu
Inkqutyana 2.1: IiNkonzo zeQumrhu	Inkqutyana 2.1: Ulawulo neNkxaso	4 078	Ulungelelwaniso lweCoE.
Inkqutyana 2.1: Ulawulo neNkxaso	Inkqutyana 2.1: IiNkonzo zeQumrhu	2 427	Ukuthengwa kwezixhobo zeTheknoloji yeNgcaciso (IT) ngenxa yokwanda kwabasebenzi nokuhlaziywa kwe-IT.
	Inkqutyana 1.3: ULawulo lwesiThili	310	IiNkonzo zeZithuthi.
Inkqutyana 2.3: IiNkonzo eziya kuBantu aBakhubazekileyo	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	302	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.
	Inkqutyana 2.1: IiNkonzo zeQumrhu	866	Ukuthengwa kwezixhobo ze-IT ngenxa yokwanda kwabasebenzi nokuhlaziywa kwe-IT.
Inkqutyana 3.1: Ulawulo neNkxaso	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	18	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.
	Inkqutyana 2.1: IiNkonzo zeQumrhu	450	Ukuthengwa kwezixhobo ze-IT ngenxa yokwanda kwabasebenzi nokuhlaziywa kwe-IT.
Inkqutyana 3.2: ULolongo neeNkonzo eziya kwiiNtsapho	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	348	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.
Inkqutyana 3.3: ULolongo lwaBantwana noKhuseleko	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	1 288	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.
	Inkqutyana 2.1: IiNkonzo zeQumrhu	2	Ukuthengwa kwezixhobo ze-IT ngenxa yokwanda kwabasebenzi nokuhlaziywa kwe-IT.
Inkqutyana 3.4: I-ECD noLolongo oluNgaphelelanga	Inkqutyana 2.1: IiNkonzo zeQumrhu	101	Ukuthengwa kwezixhobo ze-IT ngenxa yokwanda kwabasebenzi nokuhlaziywa kwe-IT.
	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	125	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.
Inkqutyana 3.5: AmaZiko abantwananawLolongo loLutsha	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	12	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.
Inkqutyana 4.2: UThintelo loLwaphulo-mthetho neNkxaso	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	1 326	IiBhasari nooMatshini neziXhobo.
	Inkqutyana 1.3: ULawulo lwesiThili	2 040	IiNkonzo zeZithuthi kunye nooMatshini neZixhobo.
	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	2 731	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.

Icandelo eliphambili ukusuka	Iya ku	R'000	Isizathu
Inkqutyana 4.3: UkuXhoyiswa kweXhoba	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	36	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19
Inkqutyana 4.4: UkuSetyenziswa Gwenxa kweZiyobisi, uThintelo nokuBuyiselwa kwisidima sangaphambili	Inkqutyana 5.4: Ukudanjiswa kweNdlala nokuZinziswa kweMpilo-ntle	3 967	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19

## UQengqelo

### ITheyibhile D: unikezela ngeenkukacha ngoqengqelo oluceliweyo ukususela kowama-2019/20 ukuya kowama-2020/21.

INkqubo	R'000	Injongo
INkqubo 1: ULawulo	477	Ukuqokunjelwa kwengxelo yovavanyo yokusetyenziswa gwenxa kwezinyobisi. Umnikazeli wenkonzo waqeshwa ngoFebruwari 2020 ze unikezelo lwenonzo lwahlangatyezwa ngoMatshi 2020. Iprojekti iya kuqokunjelwa kunyaka-mali wama-2020/21.
INkqubo 2: INkonzo zeNtlalo-ntle yoLuntu	3 793	Isigunyaziso somthetho esiqokugela sivela kumyalelo wenkundla ophathelelene nabantwana abakhubazeke kakhulu ngokwasengqondweni. Ilindelekile into yokokuba izithuthi ezine ezilungelelanisiweyo ziya kuziswa yiGovernment Motor Transport (GMT) kunyaka-mali wama-2020/21.
INkqubo 5: UPuhliso noPhando	23 636	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.

## Ukugcinwa kwengeniso

### ITheyibhile E: Inikezela ngeenkukacha zengeniso egciniweyo ukususela kowama-2019/20 ukuya kowama-2020/21.

INkqubo	R'000	Injongo
INkqubo 5: UPuhliso noPhando	314	Inkxaso-mali ekhawulezileyo yeNkqubo yoNcedo loKutya ukusabela kubhubhane weCOVID-19.

**Izizathu zenkcitho engagunyaziswanga, engenaziqhamo nengenamsebenzi kunye nezixa-mali ezibandakanyekayo ngokunjalo namanyathelo athatyathiweyo ukulungisa nokuthintela ukuphindwa kwesheho**

Izizathu zenkcitho engenaziqhamo nengenamsebenzi	Isixa-mali	Amanyathelo athatyathiweyo	Uthintelo lokuphindwa kwesheho
Ukushiywa yinqwelo-moya	R2 345,23	Ukuxhuzulwa okuchaziweyo kumvuzo wegosa.	ISebe lithe gqolo libeka iliso koku ngithuba lenkqubo yalo yeMali yeNkxaso nokuHamba nakuLawulo lwalo lwaNgaphakathi, Kwiinkqubo zasemva koPhicotho-zincwadi.
Indawo yokuhlala ebhukishiweyo engaqinisekiswa	R2 879,11	Ukuxhuzulwa okuchaziweyo kumvuzo wegosa.	ISebe lithe gqolo libeka iliso koku ngithuba lenkqubo yalo yeMali yeNkxaso nokuHamba nakuLawulo lwalo lwaNgaphakathi, Kwiinkqubo zasemva koPhicotho-zincwadi, kunye nolwazi ngokusetyenziswa kweesetyhula zangaphakathi.
Isohlwayo sokungafiki kwindawo yokuhlala ebhukishiweyo.	R1 547,30	Ukuxhuzulwa okuchaziweyo kumvuzo wegosa.	Iinkqubo zoluleko lwangaphakathi zilandelwe. Ukubekwa kweliso okuqhubekayo kwenkqubo yeMali yeNkxaso kunye nokuHamba noLawulo lwaNgaphakathi lweSebe (Uphicotho-zincwadi lwakamva) kunye nolwazi oluyiliweyo ngokusetyenziswa kweesetyhula zangaphakathi.

**Izicwangciso zexa elizayo zeSebe**

Ukufika kweCOVID-19 nokuncitshiswa kohlahlo lwabiwo-mali okubangelwa yimpembelelo yokulawulwa ngci koqoqosho kunye nengeniso karhulumente, kwadingeka okokuba iSebe liqwalasele ngokutsha kokuphambili kwinkonzo yalo kunye nendlela elinikezela ngayo iinkonzo. Okubalulekileyo okukhulayo koku yaye kuya kuba koku, ngumba wokhuselo lwabasebenzi nabaxhamli benkonzo. Oku kuya kudinga amangenele aqhubekayo athi akhuthaze ukubaluleka kokushiywa kwesithuba esikhulu phakathi komntu nomnye, ukunxitywa kweemaski. ukusanithayizwa kwezandla nemiphezulu yeekhabhathi nokumiliselwa kweQhinga lePhondo leeNdawo ezisemngciphekweni ngentsebenziswano namasebe akhokhelayo ePhondo afana nelezeMpilo nelezeMfundo.

ISebe liqalise ngokunjalo ukuguqula ubume balo bokusebenza ingakumbi ngokubhekiselele kwiinkqubo zalo zolawulo. Ukusebenzela kude ekhaya kuya kubekwa phambili yaye sele kuqalisiwe. Bonke abasebenzi abafanelekileyo bayafikelela kwiikhompyutha zabo, kwidatha yaye ngoko kuthungelwano. Kwizithintelo zohlahlo lwabiwo-mali, iSebe, apho kufanelekileyo liya kuqalisa ukhulisa ukulungiselela ukwandisa ukufaneleka ngokuphathelele kwiNkqubo yoLawulo lweNPO yaye liya kuqhuba ukuqhubela phambili ukusetyenziswa kwenkqubo ye-Electronic Content Management (ECM) ukuqinisekisa ngento yokokuba irekhdi zalo ziyafumaneka ngokulula kubasebenzi. ISebe liya kuvavanya imiqathango yayo engqongqo kubume bethetknoloji, efana nomgaqo-nkqubo walo wohlaziyo nokukhawuleziswa kweenkqubo zonxibelelwano ezisekwe kwi-VOIP apho ii-ofisi zinxulunyaniswe kuthungelwano lwe-broadband. Ii-ofisi ziya kufudukela kwiMicrosoft Office 365 yaye iTeams ziya kuthatyathwa njengethetknoloji yentlanganiso ezithi ngoko zincele ii-ofisi ezikude okokuba zihlangane ubuso ngobuso ngaphandle kokuba abantu bahambe baye kwindawo yentlangano. Oku akuyi kulondoloza ixesha nje kuphela kunye neendleko zezothutho kodwa ziqinisekise ngokhuselelo

Iwabasebenzi. ISebe limilisele ngaphezulu isivumelwano sotyikityo lwedijithali ukuthintela ukusasazeka kwentsholongwane kumaxwebhu. Okokugqibela, ubolekiswa lwamaqela abasebenzi kubume be-ofisi nokucocwa okunzulu okwenziwa rhoqo kuya kuqhubeka kumiliselwa ngenzame ehlangeneyo ukuqinisekisa ngento yokokuba apho kufuneka abasebenzi besebenze khona kubume be-ofisi, bakwenza oko ngendlela ekhuselekileyo ngkubonelelwa rhoqo nokwangelelwa kwakhona kweePP.

Kwiinzame zalo zokuqhuba nokubeka iliso novavanyo kwiiNPO zalo ezixhaswa ngemali ngethuba lokuvalwa ngci kweCOVID-19, iSebe likwinqubo yokuphuhlisa inkqubo yengqinisekiso yokulunga ethi incede iiNPO okokuba zinikezele ngongqina ngekhompyutha bemigaqo-nkqubo yazo kunye needlela zokusebenza ze ngoko nokulungela nokuhambelana nemithetho efanelekileyo nemigaqo-nkqubo enxulumene nezithethe nemigangatho. Obu buya kuhlalelwa lisebe ze apho kukho imfuneko amalinge ophuclo lokunikezelwa kwenkonzooya kunikezelwa ukuqinisekisa ngemigangatho yokunikezelwa kwenkonzo iyagcinwa nento yokokuba iingxowa-mali ziyqhubeka zisetyenziselwa iinjongo ezo bezixhityiwe.

Zonke iinkonzo ezisemthethweni ziya kuqhubeka kubandakanywa iinkonzo zeSebe zokhuseleko lwabantwana, iindawo zokuhlala zololongo, iinkonzo zolingo. Uncedo lokuzondelela amalungelo oluntu ngokusetyenziswa ngaMaziko eSondlo soLuntu kunye noPhuhliso (CNDC) kunye neendawo zesondlo zokutyisela ezichongiweyo ziya kuqhubeka nezibonelelo ezongezelelweyo ezabelwe kuzo phantsi kwesibhengezo sentlekele ukuxhasa ukhuseleko lokutya ecaleni kothungelwano olukhulo lokhuseleko lwabanikezeli abafana ne-Arhente yoKhuseleko lweNtlalo yoMzantsi Afrika (SASSA) kunye nezikimu zokutyisa zezikolo.

Ubonelelo lweepakethe zokutya nezempilo kwabasesichengeni abazibekela bucala kunye/okanye abavalelweyo ngenxa yesifo esasulelayo nako ngokunjalo kuya kuba okanye kuya kuhlala kubekwe phambili njengoko abantu abaninzi bengakwazi okwethutyana ukushiya amakhaya abo yaye/okanye, babe nokuvelelwa kukulahlekelwa ngumsebenzi.

Ngaphezulu, kukho isidingo esandileyo sokwandiswa nokusetyenziswa kwamaziko eGBV nokunikezelwa kweePPE kumaziko okuhlala nawololongo olungaphelanga. Uqeqesho lokhuselo lweGBV luya kuhlanganiswa kwiinkqubo zemfundo yomzali noqeqesho ngokunjalo nezothintelo lokusetyenziswa gwenxa kwezinyobisi, iinkqubo zonyango nevuselelo lwesimo sangaphambili eziqhutywa kuzo zonke iiDSD CYCC.

## **UThelelwano lukaRhulumente nolwaNgasese**

Akukho ngxelo inganikezelwa.

## **Imisebenzi eyekiweyo**

Ukuthengiswa kweenkonzo zololongo lokhuselo lweeCYCC kwiBosasa kwayekwa ukususela ngomhla woku-1 kuNovemba 2019. Inkonzo inikezelwa ngokwakaloku nje liSebe.

## **Imisebenzi emitsha okanye ecetywayo**

Akukho ngxelo inganikezelwa.

## **ULawulo lweSixokelelwano soNikezelo**

### **Izindululo zokunikezelwa kwamaxabiso ezingabongozwanga ziqukunjelwe kunyala ophantsi kovavanyo**

ISebe liqukumbele naziphi na izivumelwano zezindululo ezingabongozwanga zokunikezelwa kwamaxabiso ngethuba lonyaka ophantsi kovavanyo.

### **Iinkqubo zeSCM zikho ukuthintela inkcitho engalungelelananga**

Iinkqubo yaMagosa aNika iNgxelo (AOS) athi alawule uLawulo lweSixokelelwano soNikezelo (SCM) kunye nemisebenzi yolawulo lwee-asethi ezishukumayo imiliselwe. Ngeli thuba i-AOS iqwalasela yaye isithi thaca imiba yomgaqo-nkqubo yoLawulo loNikezelo lweSixokelelwano kunye nee-Asethi ezingaShukumiyiyo kwiSebe, uNikezelo lwaMagunya lweSCM luthi thaca amagunya okwenziwa kwezigqibo athi ancede iinkqubo kwi-AOS, llawula imisebenzi yeziko neyolawulo kwimisebenzi yemihla ngemihla yeSCM.

## Imingeni efunyenwe yiSCM kunye nendlela esonjululwe ngayo

Umngeni ophambili unxulumene neSCM kukuzaliswa kwezithuba njengoko inani lamagosa eyishiya iyunithi ngesithuba sonyaka ophantsi kovavanyo. Izithuba ezingazaliswanga ngokwakaloku nje zikwinqanaba lokufunwa nokukhethwa yaye isisombululo sethutyana sibe kukusetyenziswa kwabasebenzi abakhoyo ngendlela efaneleke kakhulu nesebenzayo ukulungiselela ukuqinisekisa ngento yokokuba yonke imisebenzi iyamiliselwa.

Ukubekwa kweliso kukumiliselwa kwe-AOS kube ngumngeni. ISebe liqhube iimvavanyo zokubekwa kweliso ukumisela ubungakanani elithe lahambelana neendlela ezichaziweyo zeSCM ezilungiselelwe umsebenzi wesixokelelwano sonikezelo kwiSebe. Ulwakiwo lwamakhono lwenza inxalenye yesicwangciso ukuphucula umsebenzi nokuhambelana neemfuno zomthetho nemimiselo.

Ukumiliselwa kweqhinga lentsusa livelise izibonelelo ezithile. Ngoko, libe nemingeni yayo yesithili ebandakanya, phakathi kwezinye izinto, izithintelo zohlhlo lwabiwo-mali kunye neenguqu kumaqhinga oshishino.

ISebe liyaqhuba ukumiliselwa iqhinga lentsusa eliyinqubo ebandakanyayo necwangcisiweyo ehi ihlahlele ngokubalulekileyo inkcitho ze isebenzise ingcaciso ukwenza izigqibo ezisebenzayo ezimalunga nokufunyanwa kwempahla kunye neenkono ukusabela kwendlela eyahlulwa-hlulweyo yesiCwangciso seSizwe soPhuhliso (NDP) kukuthengwa kwempahla.

Uhambelwano kwimimiselo yokuthengwa kwempahla yinjongo eqhubekayo yecandelo ukuqinisekisa ngolawulo olulungileyo. Oku kwenziwa ngokuqhutywa kwamathuba olwazi nokuqulunqwa kothelwano lwemisebenzi. Iforam yezeMali yindlela elungiselelwe ukuchonga, ukufumana nokugqiba ngemisebenzi yeSCM kunye nemingeni yeenkqubo apho kwenziwa khona umsebenzi (iingingqi kunye nezibonelelo).

## Uhlahlelo lwe-B-BBEE<sup>1</sup>

### ITheyibhile F: Uhlahlelo lwe-B-BBEE

Inkcitho kubaNikezeli beNkonzo abakuVimba weeNkcukacha zamanani beNtshona Koloni (WCSD) ngokweCandelo loBunini				
ICandelo lobunini labaNtsundu	2019/20		2018/19	
	Isixa-mali esiHlawulweyo	I-% yesixa-mali esiHlawulweyo	Isixa-mali esiHlawulweyo	I-% yesixa-mali esiHlawulweyo
Malunga nama-51% abanini ingabaNtsundu	R106 764 556.38	67.56%	R 123 057 631	80.30%
Ngaphantsi kwama-51% abanini ingabaNtsundu	R50 779 387.29	32.14%	R 30 021 283	19.59%
Alichazwanga	R474 204.66	0.30%	R 162 841	0.11%
<b>Ewonke</b>	<b>R158 018 148.33</b>	<b>100%</b>	<b>R 153 241 755</b>	<b>100%</b>
Inkcithi kubaNikezeli beNkonzo abakwi-WCSD ngkoBukhulu beShishini kwesi sithuba				
AMAKHULU <sup>2</sup>	R11 845 627.95	7.49%	R 76 400 470	49.86%
QSE <sup>3</sup>	R44 996 458.67	28.47%	R 34 064 365	22.23%
EME <sup>4</sup>	R81 136 343.18	51.33%	R 24 100 858	15.73%
ANGAZWAZWANGA	R20 076 867.53	12.70%	R 18 676 062	12.18%
<b>Ewonke</b>	<b>R158 055 297.33</b>	<b>100%</b>	<b>R 153 241 755</b>	<b>100%</b>

<sup>1</sup> UkuXhotyiswa kuQoqosho kwe-Broad-Based Black.

<sup>2</sup> Amashishini anengeniso yonyaka edlule izigidi ezingama-R50 ngonyaka.

<sup>3</sup> Amashishini amaNcinane oShishino afanelekileyo anengeniso yonyaka ephakathi kwezigidi ezili-R10 kunye nezigidi ezingama-R50.

<sup>4</sup> AmaShishini amaNcinane akhululweyo anengeniso engaphantsi kwizigidi ezili-R10 ngonyaka.

Ixabiso elipheleleyo leentlawulo ezithe zenziwa liSebe kubanikezeli benkonzo ababhaliswe kwiWCSD nakuVimba oseMbindini weeNkcukacha zamanani (CSD) sisixa-mali esifikelela kwizigidi ezili- R158. 055 kunyaka-mali u-2019/20.

- Iipesenti ezingama-67.56 zeli xabiso zahlawulwa kubanikezeli benkonzo ababunini babo ubuncinane izipesenti ezingama-51 bungabaNtsundu ze iipesenti ezingama-32.14 zexabiso abe nokwabelwa kwicandelo lobunini ngenxa yeentlawulo ezinjalo ezenziwe kumaziko abhaliswe kwiCSD angakhange achaze icandelo lobunini.
- Iipesenti ezingama-51.33 zexabiso elipheleleyo lenkcitho yempahla neenkonzo lahlawulwa kwii-EME ze iipesenti ezingama-28.47 zahlawulwa kwii-QSE. Iipesenti ezisi-7.89 zenkcitho zahlawulwa kwiiNkampani eziNkulu.
- Iipesenti ezili-12.70 zexabiso azibanga nakwabelwa icandelo lobunini ngenxa yeentlawulo ezinjalo ezenziwe kumaziko abhaliswe kwiCSD angakhange achaze imali eyingeniso

ICandelo loLawulo-mali lePhondo (PT) lithethana nabanikezeli benkonzo ukubacela okokuba bazalise ingcaciso yabo yengeniso nobunini kwiCSD. Ngokuhambelana nengeniso, ipesenti engaboniswa ngonyaka-mali wama-2018/19 ukuya kwi-12.18 ngonyaka-mali wama-2019/20.

**ITheyibhile G: IZipho kunye neMinikelo efunyenweyo engeyiyo imali kumaqela anganxulumanaga neSebe**

Iziko elamkelayo	Uhlobo lomnikelo/lwesipho/umelo	Igama nedilesi yoMnikeli	Ubudlelwane namalungu abasebenzi	Ixabiso ngeeRandi lesipho/lomnikelo
Iziko lokuHlala laseSivuyile	IiNkonzo zoNyango ngokuNikwa uMsebenzi	Friends of Thembaletu	IiNkonzo ze-OT zokuVolintiya	R 2 000.00
Iziko lokuHlala laseSivuyile	IiNkonzo zoNyango ngokuNikwa uMsebenzi	Friends of Thembaletu	IiNkonzo ze-OT zokuVolintiya	R 2 000.00
Iziko lokuHlala laseSivuyile	IiNkonzo zoNyango ngokuNikwa uMsebenzi	Friends of Thembaletu	IiNkonzo ze-OT zokuVolintiya	R 2 000.00
I-Ofisi yoMphathiswa	Ibhegi erhuqwayo enamavili yofele	USomlomo wePalamente yePhondo leNtshona Koloni	BobuChule	R 3 760.00
Metro East	Iipakethi zokutya, eziqulathe iitoti zenyama enkonxiweyo yenkomo, iitoti zentlanzi enkonxiweyo, iipakethi zespagethi, iitoti zejemb, amalaphu okuhlamba, isiqholo samakhwapha, izishubeli zaxa usexesheni kunye neesepha (x 1 iipakethe zokutya) amanapkeni (x 20) (0-3 iinyanga), (x 20) (4-6 iinyanga) Ubisi olungumgubo lwabantwana (x 18 iipakethe zoBisi)	AGAPE-Gaynor Smith	Ubudlelwane bobuchule bokusebenza phakathi kweNPO ebhalisiweyo kunye neSebe loPhuhliso loLuntu	R 4 548.00
Cape Winelands	Imizobo ekwiphepha elincanyathiselwa eludongeni kulungiselelwa iGumbi lokuDlala kwi-Ofisi yeNgingqi yase Worcester.	Yi-Urban Digital Printing, Nksk. Amelia Schreuder	I-Ofisi yeNgingqi icele ikowuti kwinkampani yoyilo ukulungiselela ukuhombisa igumbi elitsha lokudlala. Iindleko zaziphakame kakhulu, ze inkampani yacelwa ukuba ayinalo na olunye uhlobo olulolunye olukhoyo olunexabiso eliphantsi. Yabuza injongo yalo mzobo. Emva kwangoko inkampani yaqhagamshelana ne-Ofisi yeNgingqi yaze yanikela simahla ngalo mzobo wephepha elincanyathiselwa eludongeni, njengoko ingathanda ukunikela kukuchacha kwabantwana abenzakeleyo.	R 5 500.00
Iziko lokuHlala laseSivuyile	Imirhumo yehostele kaDeidre Van Der Westhuizen elungiselelwe i-Alta Du Toit School	Abahlobo beThembaletu	Iqela lenkxaso	R 2 405.00
I-Ofisi yoMphathiswa	Iindleko zokuHamba nezokuHlala ukulungiselela ukuzimasa ukuqaliswa komsitho woLwaphulo-mthetho oluSekwe kwiSini	Unilever- Nksk. Shobna Persadh, UMLawuli: IMicimbi yeQumrhu kunye noShishino oluZinzileyo	Akukho budlelwane	R 11 332.94

<b>Iziko elamkelayo</b>	<b>Uhlobo lomnikelo/lwesipho/umelo</b>	<b>Igama nedilesi yoMnikeli</b>	<b>Ubudlelwane namalungu abasebenzi</b>	<b>Ixabiso ngeeRandi lesipho/lomnikelo</b>
Abantwana kunye neeNtsapho (I-Ofisi ePhezulu)	IVawutsha yakwaWoolworths	SAOU- Mr. Chris Klopper	Uthelelwano neDSD	R 2 000.00
Outeniekwa	Impahla yokuqubha	Top Gear, 044 873 0626	Bobuchule- Umqeqeshi wokuqubha	R 2 000.00
ULawulo loLwazi (I-Ofisi ePhezulu)	Umelo olulungiselelwe ukusingathwa kwentlanganiso yarhoqo ngekota ye-IMST	Vodacom SA, Tumi Pooe	Abukho/ Umnikeli nguMthengisi kwiDSD yeSizwe	R 10 000.00
Outeniekwa	Izinto zokuhlamba X 150	UMasipala waseGeorge	Akukho budlelwane	R 4 500.00
I-Ofisi yoMphathiswa	Amatikiti amabini - Rugby Sevens R1750.00 Lilinye	ISebe leMicimbi yeMidlalo uBugcisa neNkcubeko	Akukho budlelwane	R 3 500.00
UPhuhliso loThelelwano (I-Ofisi ePhezulu)	30 Blazers@ R450EA, 233 Slippers@ R40EA, 150 Face Cloths@R8EA	Cape Grace Hotel	IHlakani loShishino	R 24 020.00
Outeniekwa	Basketball takkies	Pastor Troy Gahman	Professional Basket Ball	R 13 000.00
Iziko lokuHlala laseSivuyile	Closed-circuit television (CCTV) Camera System	Abahlobo beThembaletu	Iqela lenkxaso	R 47 204.05
West Coast	Office Furniture- in line with MOU between DSD and Sea Harvest	Deon Ocks, Sea Harvest Corporation, 022 701 4266	Abukho	R 84 467.88
Iziko lokuHlala laseSivuyile	CCTV Camera System	Abahlobo beThembaletu	Iqela lenkxaso	R 54 543.35
<b>Zizonke</b>				<b>R 278 781.22</b>



## **Ukukhululwa kunye noNxaxho olufunyenweyo oluvela kwiCandelo leSizwe loLawulo-mali:**

Akukho.

### **Izehlo emva komhla wokunikezelwa kwengxelo**

Ukufika kobhubhane wehlabathi weCOVID-19 kwikota yokugqibela yonyaka-mali wama-2019/20 nokuBhengezwa kamva koBume beSizwe beNtlekele ngoMatshi 2020, kunye ukuvalwa ngci okwalandelayo kube nale miba irheshayo ilandelayo kwiSebe:

- Inkxaso kwicandelo leNPO ukuvalwa ngci – izibonelelo nokuchazwa kwemithetho kunye neenkqubo. Ukubonelelwa ngeePPE kumacandelo achongiweyo afana neendawo zokhuselo, amaziko alungiselelwe abakhubazekileyo, abantwana kwiiCYCC ngokwemiqathango yoMthetho waBantwana kunye noMthetho woBulungisa baBantwana, amaziko okuhlala alungiselelwe abantu abadala, ii-ECD kunye nesibonelelo seepakethe zempilo eziya kubaxhamli abahluphekileyo nabasesichengeni eabzibekela bucala ngokwabo okanye abakuvalelo ngenxa yesifo esasulelayo. Inkxaso yanikezelwa ngokunjalo ngokusetyenziswa kwamaziko awangezelelweyo alungiselelwe amakhoba eGVB.
- Unikezelo lweenkonzo zenkxaso yengqondo kubaxhamli ingakumbi ngokubhekiselele kubhubhane.
- Ukumiliselwa nokuqiniswa koncedo lwezondolelo yamalungelo abantu nokubonelela ngokutya kubaxhamli abafezekisa iinqobo zokukhetha ezimiselwe kwangaphambili, ngeengxowa-mali zesebe ezibekwe phambili kulungiselelwa le njongo.
- Ukunikezelwa kwabasebenzi ngePPE nokusanithayiza rhoqo/ nokucocwa okunzulu kwee-ofisi nezibonelelo.
- Ukuhlaziywa nokumiliselwa kwesiCwangciso seSebe sokuQhubeka koShishino (BCP) kunye nomiliseko lwakamva lokusebenzela kude ekhaya kunye namalungiselelo angamanye okusebenza kwabaqeshwa.
- Ukuziswa kwezithuthi ekuhlala kuzo abantu abali-16 kwiiNPO ukuqinisekisa ngothutho olukhuselekileyo lwabantwana abakhubazekile ngengqondo ukuya nokubuya kumaziko ololongo losuku ngalunye kwalibaziseka ngenxa yokumiliselwa kokuvalwa ngi kwesizwe.

### **Ezinye**

Azikho.

### **Ukuncoma nokuqokumbela**

Egameni labalawuli abaphezulu beSebe, ndithanda ukubulela bonke abasebenzi beDSD, ingakumbi kwabo baphambili empini yokunikezelwa kwenkonzo ngokuzibophelela okuqhubekayo, okuhlangeneyo ekunikezeleni ngeenkonzo kwabo bahluphekileyo nabasesichengeni bephondo lethu. Oku kuqinisekise ngento yokokuba iSebe lifezekise ngempumelelo uninzi elijolose kuko kunikezelo lwenkonzo olulungiselelwe unyaka phantsi kweemeko ezinzima.

Ndikwathanda ukubulela onke amahlakani ethu ayimibutho ekwicandelo leNPO 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

Ukuqokumbela, ulolongo lwabantwana kunye nokhuseleko luhlala luzezon njongo ziphambili zeSebe yaye ibalulekile into yokokuba imiqathango ekhoyo kufuneka ixhaswe, yaye neenkonzo zandiswe. Ngokuhambelana nezigunyaziso zalo ezizezinye zomthetho nemigaqo-nkqubo, iSebe liya kuqhubeka lisebenza kunye nabachaphazelekayo balo ukunikezela ngeenkonzo ezisebenzayo kubo bonke abo bazidingayo. Ubume obutsha obuqhelekileyo obuveliswe ngubhubhane weCOVID-19 ibe nefuthe ngoko kwindlela ekunikezelwa ngayo

iinkonzo, budinga indlela eyahlukileyo kunikezelo lwenkonzo ethi ikhusele abasebenzi nabasebenzisi benkonzo.

Obekekileyo



Gq. Robert Macdonald

IGosa eliNika iNgxelo

Umhla: 30 EyeDwarha 2020

**Ingxelo yoXanduva neNgqinisekiso yokuChaneka kweNgxelo yoNyaka**

Ngokolwazi lwam kunye nenkolo, ndiqinisekisa oku kulandelayo:

- Yonke ingcaciso nezixa-mali ezibhengezwe kwiNgxelo yoNyaka ziyahambelana.
- iNgxelo yoNyaka iphelele, ichanekile yaye ayinako okushiyelelo.
- iNgxelo yoNyaka ilungiswe ngokuhambelana nezikhokhelo zengxelo yonyaka ezikhutshwe liCandelo leSizwe leMali.
- liNgxelo zoNyaka zeMali (iCandelo E) zilungiswe ngokuhambelana nomgangatho wemali ezinkozo eguqulweyo kunye nezicwangciso-nkqubo ezifanelekileyo nezikhokhelo ezikhutshwe liCandelo leSizwe leMali.
- iGosa loBalo-mali linoxanduva lokulungisa iingxelo zonyaka zemali ukulungiselela isigwebo esiza kwenziwa kule ngcaciso.
- iGosa loBalo-mali linoxanduva lokuseka, nokumilisela inkqubo yolawulo lwangaphakathi uluthe lwayilelwa ukunikezela ngengqinisekiso efanelekileyo ngemfezeko nokuthembeka kwengcaciso yokusebenza, ingcaciso yemicimbi yabasebenzi kunye neengxelo zonyaka zemali.
- Abaphicothi-zincwadi bangaphandle kunxityelelwene nabo okokuba banike imbono ezimelelo ngeNgxelo zeMali zoNyaka.

Ngokwembono yam, iNgxelo yoNyaka zibonisa imisebenzi, ingcaciso yokusebenza, ingcaciso yemicimbi yabasebenzi kunye nemicimbi yemali yeSebe elungiselelwe unyaka-mali ophela ngomhla wama-31 kuMatshi 2020.

Obekekileyo



Gq. Robert Macdonald

iGosa eliNika iNgxelo

Umhla: 30 EyeDwarha 2020

## UVavanyo Ngokubanzi

### UMbono

Uluntu oluzimeleyo.

### UMnqophiso

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

### Iinqobo ezisesikweni

Iinqobo ezisesikweni eziphambili zoRhulumente weNtshona Koloni (WCG), ezihambelana neSebe loPhuhliso, loLuntu, zezi zilandelayo:



#### Inkathalo

Ukukhathalela abo sibanika iinkonzo nesisebenza nabo



#### Ubuchule

Ikhono lokwenza umsebenzi esiqeshelwe wona



#### Ukuthwala uxanduva

Sithabatha uxanduva



#### Imfezeko

Ukuthembeka ze wenze oko kulungileyo



#### Inguqu

Ukwamkwa iimbono ezintsha nokuphuhlisa izisombululo ezakhayo kwiingxaki ngendlela enobuqili



#### Ukusabela

Ukusebenzela iimfuno zabemi bethu kunye nabaqeshwa

ISebe loPhuhliso loLuntu lizinikele kule mithethi-siseko **iphambili yokunikezelwa kweenkonzo ilandelayo:**

#### Inguqu: Ukusebenza ngokwahlukileyo

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

#### Uthethwano nobandakanyo

Siya kusoloko sikuthathele ingqalelo kunxibelelwno olunentsingiselo namahlakani ethu nabachaphazelekayo njengoko kuchaziwe kuMthetho wesiCwangciso-nkqubo soBudlelwana booRhulumente (13/2005).

#### Ufikeleleko

Kubalulekile ukufikeleleka kweenkonzo kwabo bazidingayo. ISebe liya kuqhuba liphucula amacandelo neenkqubo zalo apho kuyimfuno kwisithuba sesiCwangciso-nkqubo seNkcitho yeSithuba esiPhakathi (MTEF).

### Ukuthwala uxanduva nokuba phandle

Ukumiliselwa kolawulo olulungileyo lwequmrhu ngokusetyenziswa kokubekwa kweliso olusekwe kwiziphumo, uvavanyo nokunikwa kwengxelo, iinkqubo ezizinzileyo zoshishino, imigaqo-nkqubo nokwandiswa kohambelwano ukulungiselela ukuphuculwa kokuthatyathwa koxanduva nokusebenza.

### IZigunyaziso zoMthetho neZinye

#### IZigunyaziso zoMgaqo-siseko

UMthetho	Impembelelo kukusebenza kweDSD
UMgaqo-siseko weRiphabliki yoMzantsi Afrika (1996)	ICandelo lama-28(1) loMgaqo-siseko lichaza amalungelo abantwana malunga nenkathalo efanelekileyo (izondlo, indawo yokuhlala, iinkonzo zempilo neenkono zentlalo) nokungavalelwa enye ngaphandle kokuba kwenzeka kuba kungekho enye into enokwenziwa.
UMgaqo-siseko weNtshona Koloni (1/1998)	ICandelo 78 soMgaqo-siseko ubeka elubala imisebenzi yoMkomishina waBantwana ekufuneka encedise iWCG ekuphamiseni nasekukhuseleni abantwana beNtshona Koloni yaye ubhekisa kwicandelo leeNkonzo zeNtlalo-ntle ingakumbi

#### IZigunyaziso zoMthetho

UMthetho	Impembelelo kukusebenza kweDSD
UMthetho oLungisiweyo woLingo lweeNkonzo (35/2002)	Injongo yawo kukulungisa uMthetho woLingo lweeNkonzo, 1991, ukulungiselela ukufakela iinkcazelo ezithile: <ul style="list-style-type: none"> <li>● Ukwenza izibonelelo ezingaphezulu zeenkqubo ezijolise ekuthinteleni nasekubhangiseni ulwaphulo-mthetho;</li> <li>● Ukwandiswa kwamagunya nemisebenzi yamagosa olingo;</li> <li>● Ukunikezelwa kwimisebenzi yamagosa ancedisayo olingo;</li> <li>● Ukunikezelwa kohlolo olusisinyanzeliso lwabantwana ababanjiweyo;</li> <li>● Ukunikezelwa komkhoma-ndlela kukusekwa kwekomiti yengcebiso yolinga;</li> <li>● Ukunikezelwa kwabafuni beentsapho abatyunjiweyo kunye;</li> <li>● Ukunikezelwa komkhomba-ndlela kwimicimbi enxulumene nayo.</li> </ul>
UMthetho weMibutho eNgenzi nzuzo (71/1997)	Injongo yalo Mthetho kukunika inkxaso kwiiNPO ngokuthi kusekwe isikhokelo sezolawulo nesokumisela imigqo apho iiNPO zinokwenza khona imisebenzi yazo
UMthetho woLwaphulo-mthetho lwaseKhaya (116/1998)	Injongo yalo Mthetho kukunika amaxhoba obundlobongela basekhayeni olona khuseleko lungafikeleleka kumba wokuxhatshazwa ekhayeni.
UMthetho waMagciso eNkonzo yoLuntu (110/1978, IZilungiso: 1995, 1996 & 1998)	UMthetho useke iBhunga loMzantsi Afrika laMagcisa oMsebenzi woLuntu (SACSSP) yaye uchaza amagunya nemisebenzi yebhodi yeenkonzo zoluntu nobucisa.
UMthetho waBantwana (38/2005)	<ul style="list-style-type: none"> <li>● UMthetho wamiselwa luBhengezo lwePrezidanti ngomhla woku-1 ku-Epreli 2010 yaye uchaza:</li> <li>● Amalungelo noxanduva lwabantwana;</li> <li>● Uxanduva namalungelo abazali;</li> <li>● IMithetho-siseko neZikhokhelo zokhuseleko lwabantwana;</li> <li>● Ukukhuthazwa kwempilo-ntle yabantwana; kunye</li> <li>● Ukuhlanganiswa kwemithetho ephathelele kwintlalo-ntle nokhuseleko lwabantwana kunye, nemiba engalindelekanga.</li> </ul> <p>Oyena ndoqo wohlalutyo lwesibini loMthetho waBantwana yayikukufumanisa kweNkundla ePhakamileyo yoMzantsi yaseGauteng ngenyanga kaMatshi wama-2011 malunga nokutolikwa ngeyona ndlela ilungileyo kweCandelo 150(1) (a) lalo Mthetho. INkundla yafumanisa ukuba:</p> <p>Umntu ononophelayo onoxanduva lokunonophela ngokomthetho</p> <ul style="list-style-type: none"> <li>● (kule nkalo ke umakhulu) angatyunjwa njengomzali ozakunonophela umntwana lowo okwexeshana; yaye</li> </ul>

UMthetho	Impembelelo kukusebenza kweDSD
	<ul style="list-style-type: none"> <li>● Akukho zimfuno zaluvavanyo lwengeniso yomzali ozakunonophela kuMthetho waBantwana okanye kuMthetho weNkxaso yeNtloko okanye kwiMimiselo yayo, ngoko ke, imeko yemali yabantwana ekufumaniseke ukuba banesidingo sononophelo kufuneka siqwalaselwe, hayi esomzali ozakunonophela. Kwiimeko apho abazali abamele ukunonophela abantwana ngokomthetho kufumaniseka ukuba imeko yabo yoqoqosho ayintlanga, banelungelo lokufaka isicelo senkxaso-mali yokunonophela</li> </ul>
<p>UMkhomishina weNtshona Koloni woMthetho waBantwana, (2/ 2019)</p>	<p>Ukubonelela ngokutyunjwa koMkhomishina waBantwana kwiPhondo leNtshona Koloni; kulungiselelwa imicimbi engalindelwe apho nokunikezelwa kwimicimbi ethile ephathelele nalo ofisi. ICandlo 78 loMgaqo-nkqubo weNtshona Koloni, 1997, liseka i-ofisi yoMkhomishina waBantwana wephondo nokunikezela ngento yokuba uMkhomishina kufuneka acede iWCG ekukhuseleni nasekukhuthazeni amalungelo, iimfuno nomdla wabantwana kwiPhondo.</p>
<p>UMthetho waBantu abadala (13/2006)</p>	<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"> <li>● Umthetho ukhuthaza indlela yophuhliso ethathela ingqalelo:</li> <li>● Ubulumko nezakhono zabantu abadala;</li> <li>● Ukuthatha inxaxheba kwabantu abadala kwimicimbi yokuhlala;</li> <li>● Ukulawula ubhaliso lweenkonzo zabantu abadala; kunye</li> <li>● Nokusekwa nokulawulwa kweenkonzo namaziko abantu abadala.</li> </ul> <p>Ngokungafaniyo noMthetho waBantu aBadala, onguNombolo 81 we-1967 ugxininiso luyatshintsha ukusuka kolukukhathalelwa kumaziko</p>
<p>UMthetho woThintelo noNyango lokuSetyenziswa Gwenxa kweZiyobisi (70/2008)</p>	<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>
<p>UMthetho woBulungisa kuBantwana (75/2008)</p>	<p>Lo Mthetho umisela iinkqubo zomthetho weenkundla kubantwana abamangalelelwe ukwaphula umthetho benenjongo yokukukhusela amalungelo abantwana.</p>
<p>UMthetho woLwaphulo-mthetho (Amatyala eSondo neMiba eNxulumene) UMthetho oLungisiweyo (6/2012)</p>	<p>Lo Mthetho ulungisa uMthetho woLwaphulo-mthetho (Amatyala eSondo neMiba eNxulumene) UMthetho oLungisiweyo, ka-2007, ukuze kuvakaliswe ngokuphandle ukuba ukumiselwa kwemidliwo kumba wamatyala akumila kuthile njengoko kuqulethwe kulo mthetho ushiywa ekubeni uhoywe ziinkundla; kwanokubonelela ngeminye imiba ekwayameneyo.</p>
<p>UMthetho wokuThintelwa nokuBhangiswa kokuThengiselwa kwaBantu iSondo (7/2013)</p>	<p>UMthetho unika uncedo kwiSivumelwano seZizwe eziManyeneyo (UN) sokuthintela, ukucinezela nokohlwaya ukuthengiselwa kwabantu isondo, ingakumbi amabhinqa nabantwana, nokwangezelela kwingqamquthela ye-UN echasene nolwaphulo-mthetho oluququzelelweyo kumazwe onke.</p>
<p>UMthetho wesiCwangciso-nkqubo soBudlelwane booRhulumente (13/2005)</p>	<p>Lo Mthetho ujolise ekukhokeliseni intsebenziswano emandla phakathi kwala manqanaba mathathu karhulumente ngenjongo yokuphakamisa inkqubo ezininzileyo nephendulayo yezolawulo ephakamisa neyondla imigqaliselo nemigaqo yezolawulo lwegonga lseburhulumenteni</p>
<p>UMthetho weSizwe we-Arhente yoPhuhliso loLuntu (54/2008)</p>	<p>Injongo yalo Mthetho kukuyila nokukhuthaza ulungelelwaniso kwimicimbi yophuhliso lolutsha. .</p>
<p>UMthetho weNkxaso yeNtloko (13/2004)</p>	<p>Lo Mthetho umisela ukunikezelwa koncedo lwentlalo-ntle kuluntu kwakunye namalinge okunikezelwa kolo ncedo; ukumiselwa kwecandelo lohloko kwinkalo yoncedo lwentlalo-ntle; kwanokubonelela kweminye imiba ekwayameneyo</p>

UMthetho	Impembelelo kukusebenza kweDSD
UMthetho wokuNyuswa kweNgxowa yemali (107/78)	Lo Mthetho ubonelela ngokulawulwa kokuqokelelwa kweminikelo evela kuluntu; ukuqeshwa koMlawuli wokuNyuswa kweNgxowa yeMali; ukusekwa kweNgxowa-mali yoNcedo lweNtlekele, iNgxowa-mali yoMbuthe wezoKhuselo woMzantsi Afrika kunye neNgxowa-mali yoNcedo lwaBangcuchalazi; ukubhengezwa lwemisithi ethile eyintlekele njengeentlekele; kunye neminye imiba enxulumene naleyo.
UMthetho woLawulo lweNtlekele (57/2002)	Lo mthetho unikezela isikhokelo sokumiselwa komgaqo-nkqubo wolawulo ohlanganyelweyo noququzelekileyo 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 engalindelekanga.
UMthetho woLolongo lweMpilo yeNgqondo (17/ 2002)	Lo mthetho umisela ukunikezelwa kononophelo, unyango kwanokubuyiselwa kwisimo sesiqhelo kwabantu abagula ngokwengqondo, kumiselwe inkqubo ezahlukeneyo emazilandelwe xa kusamkelwa abantu abakuloo meko ze kumiselwe nenkqubo yokunikezelwa kononophelo kwanolawulo lwempahla yabantu abangaphilanga ngengqondo.

### Imisebenzi engundoqo yeSebe

ISebe lizinikele kule misebenzi mibini iphambili ilandelayo:

- Inkonzo yeNtlalo-ntle yoLuntu kubantu abahluphekileyo nabasesichengeni ngentsebenziswano nabachaphazelekayo kwakunye nemibutho yoluntu ngokubanzi; kunye
- NeNkonzo yoPhuhliso loLuntu enikezela ngeenkqubo zophuhliso oluzinzileyo, eziququzelela uxhotyiso loluntu.

### IZigunyaziso

UMgaqo-	Impembelelo kukusebenza kweDSD
IsiCwangciso-nkqubo seQhinga leSithuba esiPhakathi (MTSF) 2019-2024 (2019)	Esi siCwangciso-nkqubo seQhinga seSithuba esiPhakathi (MTSF) sisicwangciso seqhinga sikaRhulumente sethuba sevoti sowa-2019-2024. Sibonakalisa izithembiso ezenziwa kwimanifesto yombutho olawulayo ngethuba yokhetho, kuquka nokuzinikezela kumiliselwe lwesiCwangciso seSizwe soPhuhliso (NDP). I-MTSF ichaza iintshukumo aza kuzithabatha urhulumente kwaneethagethi ekufuneka zizuziwe. Injongo yeMTSF kukuqinisekisa ukuthungelana kwemigaqonkqubo, ukuhambelana nokuxhasana ngokwezicwangciso zikarhulumente kwanokukuhambelana neenkqubo zohlalo lolwabiwo-mali.
IsiCwangciso seSizwe soPhuhliso 2030 (2012)	IKhomishoni yeSizwe yoCwangciso ipapashe "isiCwangciso seSizwe soPhuhliso: uMbono wama-2030" ngomhla we-11 kuNovemba 2011 njengeniyathelo lokuqala indlela entsha yoMzantsi Afrika, ethi izame ukubhangisa indlela ze inciphise ukungalingani ngowama-2030: Ikamva lethu – lenze lisebenze" sapapashwa ngesithuba sowama-2012.
OneCape2040. Ukususela kumbono ukya kwisenzo (2012)	URhulumente weNtshona Koloni uwuphehlele ngo-Oktobha wama-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 uqaqosho lommandla wabo kwanoluntu ngokubanzi, ze ngokwenza oko, babe banikezela isikhokelo socwangciso nentshukumo eya kuphakamisa ukuzinikezela kwabo

UMgaqo-	Impembelelo kukusebenza kweDSD
	kwanokubonakalisaukusebenze ngendlela engafihlisiyo nenika iingxelo ejonge kwinkqubela yekamva elide.
IsiCwangciso sePhondo seQhinga (PSP) 2019-2024	IPSP le isisicwangciso seminyaka emihlanu esidiza izicwangcismaqhinga zikaRhulumente weNtshona Koloni kwisithuba seminyaka emihlanu. URhulumente lo sele echonge amanqaku amahlanu esicwangciso-qhinga kwinqongo yakhe yokufaka igxalaba ekuphumezekeni kweminqweno neenjongo zeNDP kwisithuba seminyaka emihlanu ezayo.
IPhepha leNgcaciso yoMgaqo-nkqubo (1997)	IPhepha leNgcaciso yoMgaqo-nkqubo lisebenza njengesiseko sempilo-ntle yoluntu emva kwe-1994 ngokunikezela imithetho-siseko ekhokhelayo, ikigaqo-nkqubo kunye neenkqubo zophuhliso lweenkqubo zentlalo-ntle yoluntu.
UMgaqo-nkqubo weSizwe woLutsha 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 abazikhethela zona kunye namatyathanga obudlelwane; kwanokunikezela ngenkxaso edingekayo ukuze baphuhliseke
ISebe loPhuhliso loLuntu: uMgaqo-nkqubo ongeNkxaso-mali kwiMibutho eNgeyayo ekaRhulumente kulungiselelwa ukuNikezelwa kweNkonzo zeNtlalo-ntle yoLuntu kunye noPhuhliso loLuntu (2015) njengoko ulungisiwe ngowama-2017	Injongo yalo mgaqo-siseko kukuqinisekisa ngento yokokuba iintlawulo ezikhutshelweyo zilawulwa ngendlela ebekwe elubala ethi ikhuthaze ukuthatyathwa koxanduva, ufikelelo, ulawulo olufanelekileyo, iimfuno zokusebenza ezicicileyo, kunye nemithetho-siseko yobulungisa kulawulo ukunceda iDSD ukufezekisa umnqophiso walo wokunikezela ngothungelwano oluhlangeneyo lweenkonzo zophuhliso loluntuoluya kuthi luncede yaye luxhobise abahluphekileyo, abasesichengeni kunye nabo baneemfuno ezizodwa.
IPhepha leNgcaciso yoMgaqo-nkqubo oneeNtsapho eMazantsi Afrika (2013)	Injongo ephambili yePhepha leNgcaciso yoMgaqo-nkqubo kukukhuthaza impilo-ntle yeentsapho, ukukhuthaza nokomeleza iintsapho, impilo yeentsapho kunye nemiba ephambili kwiintsapho kumalinge okuqulunqwa kwemigaqo-nkqubo karhulumente ngokubanzi. ISebe lithe laqulunqa isicwangciso sophuhliso lwephondo sePhepha leNgcaciso yoMgaqo-nkqubo kwiiNtsapho elithe lamkelwa yiForam yeeNkonzo zoSapho ngomhla we-16 kuSeptemba 2016.
IsiCwangciso-nkqubo seeNkonzo zeNtlalo-ntle yoLuntu (2013)	Esi sicwangciso-nkqubo sesizwe silungelelaniswe noYilo oluhlangeneyo lokuNikezelwa kweNkonzo (ISDM) yaye senza izibonelelo senkqubo ebekwe emgangathweni apho oonontlalo-ntle baya kunikezela ngeenkono zentlalo-ntle yoluntu zohlobo oluthile eziluhlobo oludingekayo, ezibanzi, ezihlangeneyo, nezisikwe kumalungelo, yaye zibonelelwe ngokwaneleyo.
IZithethe neMigangatho yohlobo oluthile yeeNkonzo zeNtlalo-ntle yoLuntu (2013)	Ubonelelo ngesiseko sokunikezelwa kweenkonzo zentlalo-ntle ezisemgangathweni yaye iyingxenyi yesiCwangciso-nkqubo seeNkonzo zeNtlalo-ntle yoluntu.
UMthetho wamaGcisa eNkonzo yeNtlalo (110/1978): IMimiselo enxulumene nobhaliso lwamachule kwiinkonzo zolingo (2013)	Le mimiselo ipapashwe kwiGazethi yeMimiselo enguNombolo 36159, ngomhla we-15 kuFebruwari 2013, iVol. 572, enguNombolo 991 zixhibe ekulawuleni nasekuphuculeni iinkonzo zolingo.
IsiCwangciso-nkqubo sobuGcisa seZiyobisi 2013-2017 (2013)	Isicwangciso sinceda ngolungelelwaniso lwamasebe kunye noomasipalangokuhambelana noMthetho woThintelo noNyango lokuSebenzisa Gwenxa kweZiyobisi, onguNombolo 70 wama-2008. Injongo yaso kukuqinisekisa ngento yokokuba ilizwe lisabela ngokufanayo kusetyenziso gwenxa lwezinyobisi.
IsiCwangciso-nkqubo sokoNgamela esilungiselelwe amaGcisa oMsebenzi weNtlalo eMzantsi Afrika (2012)	Sibonelela ngesicwangciso-nkqubo esilungiselelwe ulongamelo olusebenzayo loonontlalo-ntle, oonontlalo-ntle abaseseluqeqeshweni, oonontlalo-ntle abancedisayo, amachule omsebenzi wentlalo namagcisa angasese ukulungiselela ukuqinisekisa ngendlela zobuchule bomsebenzi wentlalo othi uncede ngokulungileyo inkonzo yabasebenzisi kwicandelo lentlalo loMzantsi Afrika.



UMgaqo-	Impembelelo kukusebenza kweDSD
IsiCwangciso-nkqubo seNgqinisekiso yokuLunga esilungiselelwe iNkonzo zeNtlalo-ntle yoLuntu (V4) (2012)	Esi sicwangciso-nkqubo sesizwe sibonelela ngenkqubo eyodwa nengagungqiyo kwakunye nemigaqo ecacileyo yokuhlola nokuvavanya ukusebenza ze sinikezele nangokuphuculwa okuqhubayo kumba weenkonzo zentlalo-ntle yoluntu.
IQhinga loPhuhliso loLutsha leSebe loPhuhliso loLuntu leNtshona Koloni (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.
IQhinga loPhuhliso loLutsha leNtshona Koloni (2013)	Injongo (yeqhinga lophuhliso lolutsha kukudala inkxaso eyongezelekileyo, amathuba neenkonzo zisiwe kubo bonke abantu abatsha ukuze baphilise kakuhle neendawo abaphila kuzo ze ngempumelelo bakhule babe ngabantu abadala abaziphethe ngendlela, abazimeleyo nabazinzileyo. Sijolise kulutsha olusengumlisela nomthinjana oluphakathi kweminyaka eli-10 ne-14 ubudala kwakunye nabakwinqanaba 'lolutsha' oluphakathi kwe-15 nama-24.
IQhinga elihlangenyo lePhondo loPhuhliso loBuntwana kwaNgethuba 2011-2016 (2011)	Iqhinga linceda ngofikelelo kwisibonelelo sophuhliso olulungileyo lobuntwana kwangethuba (ECD) (kubandakanywa noGreyidi R) esiya kunceda abantwana abaninzi kangangoko sinakho okokuba bafumane ukomelela, ukuzithemba, amakhono nobuchule ukuqinisekisa ngento yokuba bangabafundi abaxhotyiswe ngokupheleleyo yaye balungiselelwe ukungena kuGreyidi 1 ukuya kutsho kuGreyidi 12.
UMgaqo-nkqubo ngeenkonzo zoPhuhliso loLuntu ukuya 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 neenkonzo ezinqinisekisa ukubandakanyeka kwabo.
IsiCwangciso-nkqubo soMgaqo-nkqubo – iNkonzo kuBantu aBakhubazakeke ngeNgqondo (2015)	Injongo yesi sicwangciso-nkqubo lunikezelo lweenkonzo ezilungelelanisiweyo nezihlanganisiweyo, kubantu abanokukhubazeka ngengqondo (PWID) ngamacandelo/amasebe awahlukeneyo ephondo ukuqinisekisa ngendlela ebeka umntu embindini kwi-PWID kunye neentsapho zabo ngokuMisela uhlobo lwezidingo zePWID kuwo onke amacandelo kunye neendima zeseba elifanelekileyo, uxanduva kunye noyilo lwenkxaso – mali engakho ukuhlangabezana izidingo ezichongiweyo.
IsiCwangciso-nkqubo soPhuhliso lweSithuba sePhondo leNtshona Koloni (PSDF) (2014)	Isicwangciso-nkqubo sisebenza njengesiseko solunelelwaniso, uhlanganiso lonikezelo "emakhaya" lweenkqubo zeSebe lesizwe nelephondo; lixhase oomasipla okokuba bazalisekise isigunyaziso sabo socwangciso lomasipala ngokuhambelana ne-ajenda yesizwe neyephondo; sixhase yaye sichaze iinjongo zophuhliso lwesithuba sikarhulumente kwicandelo langasese nakwimibutho yoluntu.
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 nasekubuyiselweni kwabahlali beCYCC abagwetyiweyo ngokuthi basiwe kwiindawo ezingekho ngqongqo njengoko kuthiwe thaca kwiSahluko 11 soMthetho waBantwana, 38 wama-2005 kwakunye neMimiselo.
IQhinga leSebe loPhuhliso loLuntu leNtshona Koloni ukuPhuculwa kweenkonzo zoLolongo loMntwana noKhuselo (2015)	Iqhinga saqulunqwa ukuze kunqandwe imingcipheko eyayanyaniswa nokumiselwa kweemfuno zomthetho, imigaqo nemimiselo yoMthetho waBantwana. Iqhinga sichaza izizathu zengxaki kwanamalinge okuqhubisana nale mingeni.

<b>UMgaqo-</b>	<b>Impembelelo kukusebenza kweDSD</b>
IsiCwangciso-nkqubo seNgqinsekiso yokuLunga sokuqhutywa kokubekwa kweliso kwintlalo-ntle yoluntu nakunikezelo lwenkonzo yophuhliso loluntu (2015)	Esi sicwangciso-nkqubo sephondo silungelelaniswe nesiCwangciso-nkqubo sesizwe seNgqinsekiso yokuLunga kweNtlalo-ntle yoLuntu (2013) nokucebisa ukubekwa kweliso okuhlangeneyo komsebenzi ngokusetyenziswa kwendlela yengqinsekiso yokulunga yophuhliso loluntu kunye neenkonzo zentlalo-ntle yoluntu kwiSebe ngokunjalo necandelo leNPO kwiPhondo. Sigxile ngokunjalo kuphuculo lokulunga kunikezelo lwenkonzo nokuchaza imigangatho yokuncamisa kwenkonzo nendlela ethe yabekwa iliso ngayo yaze yalawulwa.
IsiVumelwano seNgqinsekiso sokuLunga samaziko ololongo lwaBantwana nolutsha 2016-2018 (2016)	Esi sibumelwano sikhuthaza umiliseko olupheleleyo lwesivumelwano sengqinsekiso sokulunga esigxile kuhambelwano lolawulo lomthetho, uhambelwano lolawulo lwequmrhu nohambelwano
Ukwandiswa kwesibonelelo seQhinga leNkqubo ejojise kwizinto ezininzi (2015)	Uphuhliso nolawulo lweqhinga ukuqinisekisa ngokunatyiswa okufanelekileyo okuxhaswe ngokufanelekileyo, okulungelelanisiweyo nokulawulwa kweCYCC kwiphondo, kunikezelwa ngoluhlu oluyimfuneko lweenkqubo zololongo lwendawo yokuhlala njengoko kuqulunqiwe kwiCandelo 192 loMthetho waBantwana.
UMgaqo-nkqubo weSizwe oHlangeneyo woPhuhliso loBuntwana kwa Ngethuba (2015)	Lo mgaqo-nkqubo ujojise ekuguquleni unikezelo lwenkonzo yophuhliso lobuntwana kwangethuba eMzantsi Afrika., ingakumbi ukulungiswa kwezithuba ezibalulekileyo nokuqinisekisa unikezelo lwenkqubo yophuhliso yobuntwana kwangethuba ehlanganeyo, yobudala nenqanaba lophuhliso elifanelekileyo, elifikelela kuzo zonke iintsana, abantwana abancinane kunye nabanonopheli babo njengoko kuqikelelwe kwiNDP.
UMgaqo-nkqubo waBemi boMzantsi Afrika (1998)	IPhepha leNgcaciso yoMgaqo-nkqubo likhuthaza uphuhliso lwabantu oluzinzileyo kwakunye nokulunga komgangatho wobomi kubo bonke abemi boMzantsi Afrika ngokuthi kuhlanganyelwe 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 oluzinzileyo.
IQhinga lePhondo leNtshona Koloni elilungiselelwe ukuBonelelwa kwamaziko ololongo lwaBantwana nolutsha (CYCCs) (2016)	Eli lilawula isibonelelo sokunikezelwa kononophelo olufanelekileyo loluhlu lweendawo zokuhlala ezilungiselelwe abantwana ngokusetyenziswa kweCYCC kuzo zonke iinkqubo zololongo ezifanelekileyo ezisekwe kwiziko kulo lonke iPhondo, ezilungelelaniswe neemfuno.
IsiCwangciso-nkqubo seQhinga sokuTya kwaseKhaya neSondlo soRhulumente waseNtshona Koloni (2016)	IsiCwangciso-nkqubo seQhinga sokuTya kwaseKhaya neSondlo seNtshona Koloni sijolise kwintsilelo ethile yenkqubo ekhoyo yokutya ukuqinisekisa ngento yokokuba sinikezela kubo bonke abahlali beNtshona Koloni. ekusombululeni imiba ethile yenkqubo ekhoyo ngoku ejongene nombala seQhinga sokuTya kwaseKhaya neSondlo seNtshona Koloni wokutya ngenjongo yokuqinisekisa ukuba isebenzela bonke abahlali beNtshona Koloni. IsiCwangciso-nkqubo seQhinga sichaza 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.
IInkqubo yoRhulumente weNtshona Koloni ejongene noLuntu lonke kuPhuhliso loQoqosho lweNtlalo (2018)	IInkqubo yalo lonke Uluntu (WoSA) inombono wabemi abakhuselekileyo, abathungelanayo kwinqanaba lobuntu nabanenzondelelo kwiingingqi zokuhlala ezoxhamla ngokulungana kumathuba eenkonzo zentlalo-ntle kwanokunye. Olu xwebhu lusiphathela isicwangciso-nkqubo sokunikezelwa kwenkqubo yophuhliso loluntu ehlanganyelweyo nesebenza ngeendlela ezintsha ngendlela enamanqanaba ohlukeneyo. Iqulunqwe ngenjongo yokuzuzisa imvumelwano ngendlela

UMgaqo-	Impembelelo kukusebenza kweDSD
	entsha yokuphakamisa uphuhliso loluntu "Ngokwendlela equka Lonke Uluntu".
IPhepha leNgcaciso yoMgaqo-nkqubo ongaMalungelo aBantu aBakhubazekileyo (2015)	IPhepha leNgcaciso yoMgaqo-nkqubo liza nendlela entsha yokuthathelwa phezulu nokubekwa elubala kumba wokuzuzwa kwamalungelo aBantu aBakhubazekileyo ngokuthi kudalwe uluntu olukhululekileyo nolusekelwe kubulungisa oluqethe aBantu aBakhubazekileyo njengabemi abakwinqanaba elilinganayo. Likwanikezela isikhokelo ze sikhuthaze ukuzimela kwabantu abaphila nokukhubazeka. Idiza ngokuthe gabalala uxanduva kunye nezigunyaziso ngokweentsika zesicwangciso-qhinga ezilithoba ezibeka uxanduva emagxeni amahlakani kumba wokupheliswa nya komkhwa wokujongelwa phantsi kwanokukhutshelwa ecaleni kwabantu aBakhubazekileyo. Linikezela isikhokelo kwiSebe Lophuhliso Loluntu kwiNtshona Koloni (iWCDS) ukuze linikezele ngenkqubo yeenkonzo engenamagingxigixi nengenamiqobo, efanelekileyo nehlanganyelweyo.
IQhinga leNtshona Koloni lokuHlanganiswa koKhubazeko 2015 -2020 (2015)	IQhinga leNtshona Koloni lokuHlanganiswa koKhubazeko seminyaka emihlanu esithe sanikezela ngesikhokelo kwiSebe ekusetyenzisweni kokuhlanganiswa njengeqhinga ngenjongo yokukhawulezisa inguqu esusela kwiinkxaso zabakhubazekileyo ababekelwe kude basondezwe embindini womtsalane kwinkqubo yeSebe yokuhanjiswa kweenkonzo ngokubanzi.

## **IZigwebo zeNkundla ezifanelekileyo**

### **I-Western Cape Forum for Intellectual Disability: Umyalelo weNkundla ityala elinguNombolo: 18678/2007.**

Isigwebo sanikezelwa ngomhla we-11 kuNovemba 2010 siyalela urhulumente okokuba anikezele imiqathango efanelekileyo yesidingo zemfundo zabantwana abakhubazeke kakhulu ngokwasengqondweni, Ngokuhambelana nomyalelo wenkundla, iSebe lenze isibonelelo semivuzo yabalolongi kunye nenkqubo yabamiliseli babantwana abakhubazeke ngengqondo kumaziko ololongo lwasemini kunye neengxowa-mali zothutho olukhuselekileyo lwaba bantwana ukuya nokubuya kumaziko.

### **INkundla ePhakamileyo yoMzantsi Afrika (Gauteng Provincial Division-Pretoria) efanelekileyo kubantwana abanokungalawuleki kwendlela yokuziphatha, inombolo yetyala 73662/16**

Umyalale wenkundla wenziwa ngomhla wesi-2 ku-Agasti 2018, uyalela amaSebe eSizwe eloPhuhliso loLuntu, eleMpilo neleMfundo okokuba enze isibonelelo sololongo olulolunye olufanelekileyo, iinkonzo zempilo yengqondo, iimfuno zemfundo zabantwana abangalawulekiyo ngendlela yokuziphatha. Ikomiti eququzelela iprojekti yamacandelo ahlangeneyoyasekwa ukulungiselela ukumisela imiqathango ukulungisa isimo ngophuhliso lomgaqo-nkqubo wamacandelo ahlangeneyo nesicwangciso somliso.

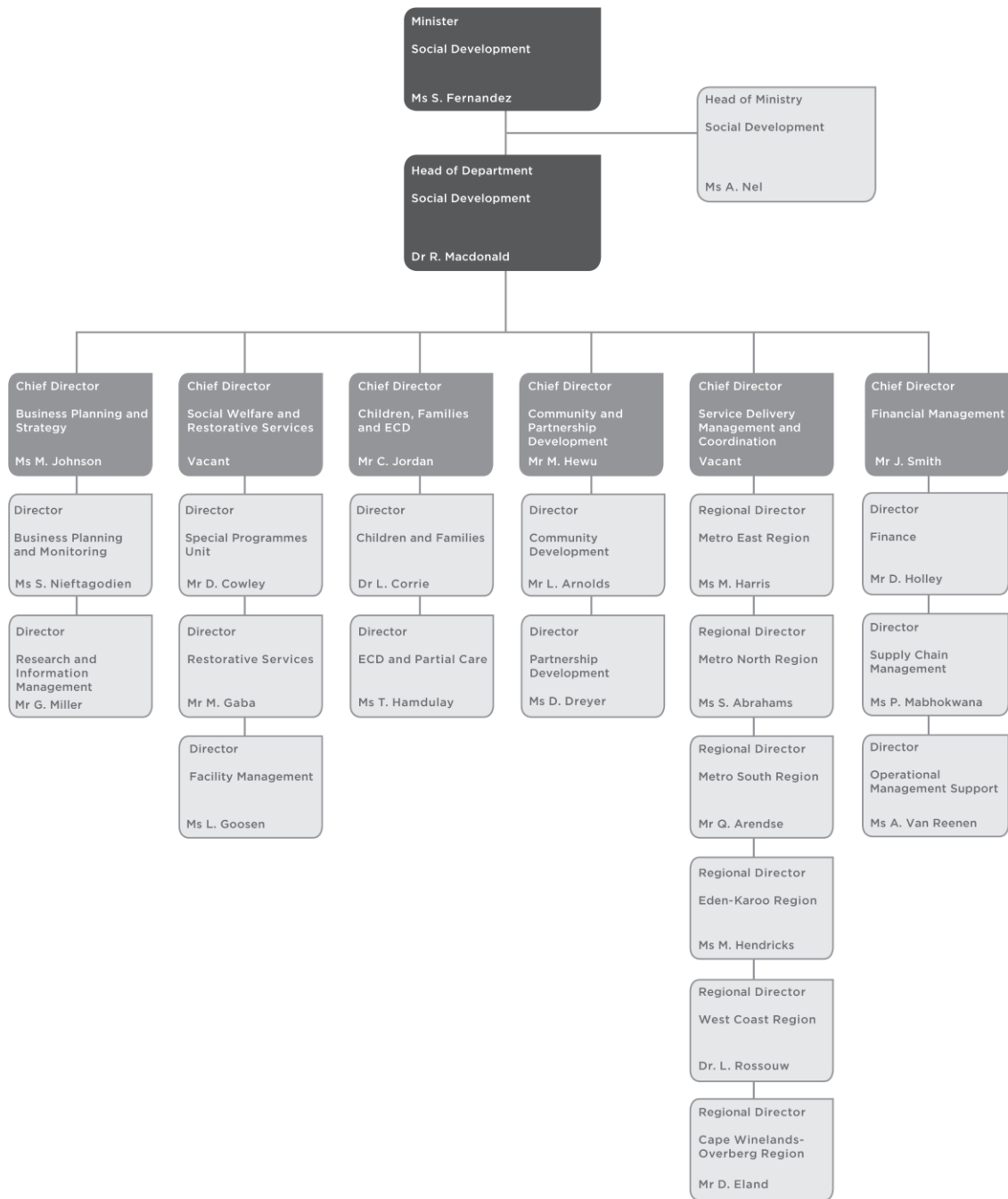
### **INkundla ePhakamileyo yoMzantsi Afrika (Gauteng Division-Pretoria) efanele uLolongo loKondla, inombolo yetyala 72513/2017**

Umyalelo wenkundla wethutyana wenziwa ngomhla wama-29 kuNovemba 2017, uyalela amaSebe oPhuhliso loLuntu ngokunjalo noSASSA ukuba anikele ngentlawulo eqhubekayo kunye nolwulo lwemyalelo yololongo lwesondlo engaphezulu kwama-200 000 ebelsele iza kuphelelwa lixesha ngoNovemba 2017. Ukulungiselela ukunikezela ngesisombululo somthetho esibanzi senkqubo yololongo lokondla, iSebe leSizwe loPhuhliso loLuntu layalelwa (kwisithuba seenyanga ezili-15 somyalelo), okokuba lilungiselele ukuqalisa ngezilungiso eziyimfuneko kuMthetho waBantwana, 2005, kunye/okanye uMthetho weNkxaso yoLuntu, 2014. Ngaphezulu, nawuphi na umyalelo wololongo lokondla othe waphelwa lixesha ngethuba lalo myalelo wenkundla, wathathwa njengosebenzayo isithuba seenyanga ezingama-24. Lo myalelo wenkundla waphelwa ngomhla wama-28 kuNovemba 2019.

### **INkundla ePhakamileyo yoMzantsi Afrika (eNtshona Koloni) efanele amaxhoba olwaphulo-mthetho oluSekwe kwiSini, inombolo utyala SS17/2017**

Isigwebo sakhutshwa ngomhla wama-21 kuSeptemba 2017, uyalela iSebe leWCG loPhuhliso loLuntu okokuba linikezele ngobeko liso olufanelekileyo sexesha elide, ingcebiso kunye neenkonzo zololongo lwakamva ezilungiselelwe amaxhoba olwaphulo-mthetho esondo. Ngaphezulu, iSebe kufuneka liqinisekise ngento yokokuba iinkonzo ezixhaswa ngmali lisebe ezinikezelwa ziNPO ziyahambelana kunye nezivumelwano lenqanaba lenkonzo yazo.

**UBume boMbutho<sup>5</sup>**



**AmaQumrhu aNika iNgxelo kuMphathiswa / MEC**

Akufanelekanga.

<sup>5</sup> Oku kwe 31 eyoKwindla 2020

## ICandelo B: INgcaciso yokuSebenza

### 1. INgxelo yoMphicothi-zincwadi: liNjongo eziMiselwe kwaNgaphambili

UMphicothi-zincwadi Jikelele woMzantsi Afrika (AGSA) uqhube ngokwakaloku nje iinkqubo eziyimfuneko zophicotho-zincwadi ngengcaciso yokusebenza ukulungiselela ukunika ingqinisekiso efanelekileyo ngendlala yezigqibo zophicotho-zincwadi. Isigqibo sophicotho-zincwadi ngomsebenzi kutheliswa neenjongo ezimiselwe kwangaphambili sibandakanywe kwingxelo kulawulo, kunye nokufunyenweyo okunikwe ingxelo ngako phantsi kwesihloko seeNjongo eZimiselwe kwaNgaphambili kwiNgxelo kwicandelo leemfuno ezizezinye zomthetho nezilawulayo zengxelo yomphicothi-zincwadi.

Khangela kwiphepha 156 leNgxelo yoMphicothi-zincwadi Jikelele, epapashwe kwiCandelo E: iNgcaciso yeMali yesiNgesi.

### 2. UVavanyo ngokuBanzi lokuSebenza kweSebe

#### 2.1 UBume bokuNikezelwa kweNkonzo

ISebe linikezela ngeenkonzo kwabona bantu basesichengeni phakathi kwamanqanaba anyukayo obundlobongela obujoliswe kumabhinqa nabantwana; ubundlobongela bamaqela emigulukudu, ukusetyenziswa gwenxa kwezinyobisi, amanqanaba aphezulu entswela-ngqesho, ukungakhuseleki kukutya nokungondleki komzimba. INtshona Koloni likhaya kwizigidi zabantu ezi-6.967 yaye kuqikelelwa okokuba liya kukhula ngaphantsi nje kwesiqingatha sesigidi sabantu kwisithuba seminyaka emine eladelayo liyokutsho kwizigidi ezisi-7.456 ngowama-2024<sup>6</sup>. Oku kuhlangukiswa neqondo eliphantsi lokukhula koqoqosho, amanqanaba athe gqolo ukukhula okungalingani nokwanda kobubi obunulunyanyiswe nako kuqaqambise isidingo seenkonzo zophuhliso loluntu phakathi kokwanda kwabemi abasesichengeni.

Abantwana abaqikelelwa kwizi-2 073 903 abaphakathi kobudala obu-0 ukuya kwiminyaka eli-177 abahlala eNtshona Koloni. Uphando<sup>8</sup> lubonise iqondi eliphezulu lezehlo zempatho-mpi ezinxulunyanyiswa, phakathi kwezinye izinto, nezehlo ezininzi zokusetyenziswa gwenxa kwizinyobisi, kubandakanywa utywala. Ngokuhambelana neSAPS (2018), iNtshona Koloni inike ingxelo yawona manani aphezulu okubulawa kwabantwana ngowama-2017/2018 inamatyala angama-279, kunye nenani eliphezulu lolwaphulo-mthetho olujolise ebantwaneni ngowama-2018/19. Oku kwaxhaswa ngaphezulu luhlahlelo lwangaphakathi lokubulawa kwabantwana eNtshona Koloni kwisithuba sowama-2013 – 2018 olubonisa intsingiselo enyukayo, enokunyuka okungama-23.5 eepesenti kwisithuba seminyaka emihlanu (SAPS, 2018). Kuba bume, indlela ehlangeneyo elungiselelwe uluntu lonke inyanzelekile ukulungisa imingeni embaxa yoqoqosho lwentlalo. Ukuza kuthi ga ngoku, iinzame ezenziwe liSebe zibandakanye ukulolongwa kweenkonzo zothetho esele zikho kumanqanaba akhoyo kunye nophuculo oluxhathise kulungelelaniso iinkonzo zokuthintelo namangenelo kwangethuba (umzekelo amaZiko okuShiywa kwezinto; ulolongo lwaseMva kokuPhuma kweSikolo (ASC) kunye namakhonkco enkqubo lisibindi). Iinkonzo zokuthintelo nezamangenelo angethuba ziya kujolisa kuphuhliso obusekwe kubungqina bamangenelo osapho ukunciphisa ukuba sesichengeni kwabazali, abanikezeli bololongo kunye neentsapho ezisemngciphekweni kunye, namangenelo athi achonge, ahlole ze anikezele ngenkxaso kwiimpembelelo zentlalo kunye nentlalo-ntle yoluntu eyodwakubantwana nolutsha olusemngciphekweni.

Malunga nabantwana abangama-564 253 kwiPhondo baphakathi kobudala beminyaka eyi-0 ukuya kwisi-4. Uphando oluqhutyiweyo liSebe (DSD, 2015) ngokunjalo nolo luqhutywe yi-Yunivesiti yaseStellenbosch (Van der Berg, 2014) luxhasa ukugxila kwiCandelo le-ECD kunye noLolongo olungaPhelele ekuphuculeni ukulunga kweenkqubo ze-ECD kwiPhondo. Kungoko imiba yokhuselo, uphuhliso lwengqiqo, kunye nesondlo isasele kugxilwe kumangenelo e-ECD.

<sup>6</sup> | Stats SA lintelekelelo zaManani aBemi zaPhakathi eNyakeni, 2019.

<sup>7</sup> | Stats SA lintelekelelo zaManani aBemi zaPhakathi eNyakeni, 2019.

<sup>8</sup> | ISebe loPhuhliso loLuntu leNtshona Koloni (2015). Uvavanyo lweenkcukacha zaManani eMpatho-mpi yaBantwana. INgxelo yophando lwaNgaphakathi equlunqwe nguVictoria Tully noFaheemah Esau

Oku kuya kuqhubeka kuxhaswa, phakathi kwamanye, ngokumiliselwa kwiziko ubhaliso lwe-ECD kunye nobhaliso kwakhona okusembindini ukubeka emgangathweni iziko kunye nokulunga kwenkqubo, ukwandiswa kweenkonzo ze-ECD ngokusetyenziswa koMnikelo oneMiqathango we-ECD kunye nokubonelelwa kweenkonzo zenkxaso ezizodwa kubantwana abasemngciphekweni abangakwaziyo ukufezekisa umgama wabo wophuhliso.

Uhlahlelo lweenkcukacha zamanani arhoqo ngeKota aBasebenzi lubonise okokuba iipesenti ezingama-31 zolutsha olubudala buyiminyaka eli-15 ukuya kweyi-34 aluQeshwanga, aluFundi, okanye alukho luQeqeshweni (NEET)<sup>9</sup>. Nangona kubekho impumelelo ethile ekuphuculeni ukugcinwa kwabafundi esikolweni, iipesenti ezili-14 zabantwana kwiPhondo baphuma esikolweni xa babudala buyiminyaka eli-16. ISebe liqhubile ngokugxila kuphuhliso lolutsha ngokunikezelwa kwamakhono, amathuba oqeqesho nophuhliso aya kuthi akhulise amathuba okuqesheka nokukhuthaza indlela yokuphila elungileyo nobumi obuthwala uxanduva ngokusetyenziswa kwamaqonga awahlukeneyo kubandakanywa neKhefu zoLutsha. Iinkqubo zeeKhefu zoLutsha ziya kuhlolwa, ze amaqhinga aphuhliswe ukwandisa ufikelelo kwimimandla eneenkonzo.

Amanqanaba aphezulu olwaphulo-mthetho, njengoko kunikwe ingxelo kwiinkcukacha zamanani eSAPS 2018/19 akhutshiweyo, abonisa uhlobo oluzinzileyo nenqanaba lokunyuka olwaphulo-mthetho lobundlobongela kwiPhondo. Umndilili wokubulala eNtshona Koloni uphakame kakhulu kunolinganiselo oqikelelweyo wokubulala kwihlabathi we-6.2 kwi-100 000 labemi (Institute for Security Studies, 2015), kunye nenani lezehlo zohlaselo lwesondo, uhlaselo olujoliswe kumabhinqa kunye nomlinganiselo wezehlo zodlwengulo zizasele ziphakathi kwezipezulu kwilizwe. IPhondo lirekhode ngokunjalo inani elillelesibini ngokubaphezulu lolwaphulo-mthetho olujolise kumabhinqa ngowama-2018/19. ISebe liqhube ngenkxaso-mali yayo yesiseko ekhoyo kunye nezabelo ezichongiweyo kwiindawo zokhuseleko ezilungiselelwe amabhinqa abaxhatshaziweyo kunye nabantwana babo, amaxhoba okuthengiselwa isondo kunye namaxhoba obundlobongela besondo.

Ubukhulu bokusetyenziswa gwenxa kweziyobisi, kwiPhondo kunye nothungelwano lwalo kunye nezifo zentlalo budinga ungenelo olukhawulezileyo njengoko iNtshona Koloni isasele iPhondo elinomlinganiselo ophezulu wolwaphulo-mthetho olunxulumene neziyobisi kunye nezehlo ezingama-81 344 ekunikwe ingxelo ngazo ngowama-2018/19 ezenza iipesenti ezingama-35 kwinani elipheleleyo lolwaphulo-mthetho olunxulumene neziyobisi ezifunyenwe kuMzantsi Afrika (232 657 izehlo). Ngokupheleleyo, kubekho ukunyuka okungama-35 epesenti kulwaphulo-mthetho olufunyenwe eNtshona Koloni kwisithuba seminyaka eli-10 ukususela kowama-2009/10 ukuya kowama-2018/19. Kubekho ngokunjalo ukwanda ngokupheleleyo kwizigulane ezifikelela kunyango lokusebenzisa gwenxa iziyobisi kunye namalinge ovuselelo ngokutsha ubuyiselwe esimeni sangaphambili kunye, neenkonzo eziya kuqaliswa kwimimandla yasemaphandleni, ingakumbi kooMasipala beSithili owase-West Coast, kwiGarden Route nowaseKaroo.

Umndilili wokuphila okulindelekileyo ungowona uphezulu eNtshona Koloni. Ngenxa yaloo nto, iPhondo linenani elikhulu yaye elikhawulezayo ukukhula labemi abangabantu abadala kunawo onke amanye amaphondo. Ngokuhambelana neStatistics South Africa (Stats SA), iNtshona Koloni inabantu ababudala beminyaka engama-65 abangama-467 236 nabadala, uqikelelo lubonisa okokuba abemi ababudala bungaphezulu kwama-65 liya kukhula ngabantu abali-15 025<sup>10</sup> ngowama-2025. ISebe liyaqhuba yaye liya kuqhuba ukunikezela ngofikelelo kwiinkonzo ezilungileyo zophuhliso loluntu ingakumbi ukwandiswa kokuphila okuzimeleyo nokuxhaswayo, ulolongo lwabagulayo kunye namangenelo asekw kuluntu.

ABantu aBakhubazekileyo bajamelana nemingem emininzi. Iinkcukacha zamanani zakutsha nje ziqikelela okokuba aBantu aBakhubazekileyo abangama-440 533 bahlala kwiNtshona Koloni. ISebe liqhubekile ngamangenelo alo okulungisa abandakanya ubeko ndawonye, ukuxhasa nokukhuthaza amalungelo, impilo-ntle nokuxhotyiswa koqoqosho lwentlalo lwaBantu aBakhubazekileyo, iintsapho zabo nabanikezeli bololongo. ISebe liqhubekile ngokunjalo ngomiliselwe lweSigwebo seNkundla sowama-2010.

<sup>9</sup> ICandelo loLawulo-mali lePhondo leNtshona Koloni, Uvavanyo ngokutsha kweNganiso neNkcitho, 2020.

<sup>10</sup> UQikelelo lwaBemi lwaPhakathi eNyakeni lweStats SA, 2019 kunye neDSD PPU, 2020.

Amanqanaba aphezulu endlala nokungalingani azingisile, kukho noninzi lwamakhaya angakwaziyo ukubonelela ngeemfuno ezininzi zesiseko. Ngokuhambelana neStats SA (2016), amakhaya angama-255 163 anike ingxelo yokokuba aphelelwe yimali yokuthenga ukutya kwisithuba seenyanga ezili-12 esikhokhelela kuVavanyo lwawo loLuntu lowama-2016. INtsingiselo yeNdlala eKhutshiweyo (Stats SA, 2017) ibonise into yokokuba ubalo lwendlala eNtshona Koloni isusela kwii pesenti ezili-17 ngowama-2011 ukuya kuma-21.3 eepesenti ngowama-2015. Kwesi sithuba sinye isithuba sendlala sihlile ukususela kwii pesenti ezisi-9 ukuya kwii pesenti ezi-6.8. Kusetyenziswa uVavanyo loLuntu njengesiseko, kwaqikelelwa kuqala okokuba inani lamakhaya avelelwa kukungabikho kokutya linakho ukukhulu ngokumalunga nepesenti ezili-11 ukususela kowama-2019 ukuya kowama-2023. Ukuvulwa ngci kwayo yonke into kwesizwe, ngenxa yobhubhane we-COVID-19 ngoko kwayenza mandundu ngaphezulu intlekele yokhuseleko lokutya, yantywilisela amakhaya amaninzi angaphantsi komlinganiselo wendlala. ISebe linikezele ngoko ngezidlo kubaxhamli abachongiweyo kwiindawo zalo zokutyisa kunye neepasile zokutya ngokusebenzisa inkqubo yayo yohlahlo lwabiwo-mali lokubekelwe phambili ekupheleni kukaMatshi 2020. Inkqubo yokutyisa echongiweyo iya kuqiniswa ngokubekwa embindini kweNkqubo yeCNDC kwiPhondo ukususela ngomla woku-1 ku-Epreli 2020. oku kuya kuba ngumqathango wodambiso obalulekileyo kunikezelo lokutya ngethuba lokuvalwa ngci kwento yonke lweCOVID-19.



## 2.2 IsiCwangciso soPhuculo lokuNikezelwa kweNkonzo

ISebe liqukumbele isiCwangciso soPhuculo lokuNikezelwa kweNkonzo (SDIP) ukulungiselela iinkonzo ezimbini ezingundoqo:

- Inkonzo yokuqala engundoqo: uKhuseleko loLolongo lwaBantwana – Ukubekwa kweliso kukuSebenza kwemibutho echongiweyo yokuseleko lwabantwana; kunye
- Inkonzo yesibini engundoqo: ULawulo loLolongo loKondla – Ukufunwa nokuqeqeshwa kwabazali kukhuselo nokondla.

Iithebhile ezingasezantsi ziqaqambisa ekujoliswe kuko kwisicwangciso sophuculo lwenkonzo kunye nezifzekiso ukuza kuthi ga kulo mhla.

### Iinkonzo ezingundoqo nemigangatho

Iinkonzo ezingundoqo	Abaxhamli	Iinkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
<b>Umgangatho olungileyo wokujoliswe kuko</b>				
<b>Ukubekwa kweliso koMsebenzi woKhuselo loLolongo lwaBantwana kwimibutho yokhuselo lwaBantwana etyunjiweyo</b>	Imibutho eXhaswa ngaMali eNgenzi nzala yoKhuseleko lwaBantwana (iiNPO)	Yonke iMibutho yoKhuseleko lwaBantwana (iiNPO) ethe yaxhaswa ngemali ngesithuba sowama-2018/19 ingenise iingxelo zenkqubela phambili zarhoqo ngekota (iiQPR). Ezi QPR zahlolwa rhoqo ngekota ngabaphuhlisi bomgaqo-nkqubo wenkqubo yaye ukuhambelana kwachazwa kulawulo lwenkqubo ngokunjalo nakwiiNPO ezahlukeneyo (apho kufanelekileyo/kudingekayo).	Abaphuhlisi bomgaqo-nkqubo wenkqubo bahlola rhoqo ngekota iingxelo zenkqubela phambili yenkqubo zazo zonke iiNPO, yaye banike ingxelo yokuhambelana kulawulo lweNkqubo ngokunjalo nakwiiNPO ezahlukeneyo (apho kufanelekileyo/kudingekayo).	Zonke iiNPO ezixhaswe ngemali kunyaka-mali wama-2019/20 zingenise iingxelo zao zarhoqo ngekota zenkqubela phambili ezithe zahlolwa ngabaphuhlisi bomgaqo-nkqubo wenkqubo wenkqubo yaye ukuhambelana kwachazwa kulawulo lwenkqubo ngokunjalo nakwiiNPO ezahlukeneyo. IiCPO ezili-115 zaxhaswa ngemalo kunyaka-amli wama-2019/20, ngaphandle kwekota yesi-2 apha iiCPO ezili-116 zaxhaswa ngemali. Ngoko, iCPO enye, eyile ACVV Calitzdorp, yawuvala umbutho wayo ngoSeptemba 2019.
		Isicwangciso sokubekwa kweliso sowama-2018/19 samkelwa ngomhla we-18 ku-Epreli 2018 ze salungiswa enyakeni ngenxa yezi zizathu zilandelayo: <ul style="list-style-type: none"> <li>● Badisa Skierland (Elsies River): Utyelelo olulandelayo lwaqhutywa.</li> <li>● W.E.G: Ukubekwa kweliso okulandelayo kwiziko</li> </ul>	Isicwangciso sokubekwa kweliso sowama-2019/20 sibekeho ngomhla woku-1 ku-Epreli 2019 yaye silungisiwe njengoko kuyimfuneko ngokuhambelana nemungciphelo echongiweyo ephuma kwiingxelo zarhoqo ngekota zenkqubela phambili ezingeniswe ziiNPO kunye	Isicwangciso sokubekwa kweliso sowama-2019/20 samkelwa ngomhla we-16 ku-Epreli 2019 ze salungiswa enyakeni ngenxa yezi zizathu zilandelayo: <ul style="list-style-type: none"> <li>● Ngethuba lekota yesi-2 isicwangciso sokubekwa kweliso salungiswa saze samkelwa ngomhla we-12 ku-Agasti 2019 ngenxa yokurhoxiswa kotyelelo</li> </ul>

Iinkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		<p>Iwashedyulwa kulungiselelwa ukuhlola ukusebenza kombutho.</p> <ul style="list-style-type: none"> <li>● ACVV Calitzdorp: Ukubekwa kweliso okulandelayo kwiziko lwashedyulwa okuphathelelene nemiba yolawulo.</li> <li>● New World Foundation: Ukubekwa kweliso okulandelayo kwiziko kwaqhutywa ukumisela ukuba umbutho unganakho na ukuhlelwa njengombutho oTyunjweyo woLolongo lwaBantwana noKhuseleko.</li> <li>● Mitchells Plain Network Opposing Abuse: Isicelo soMphathiswa sotyalelo lweziko lokubekwa kweliso kwaqhutywa ukumisela ukuba umbutho unganakho na ukuhlelwa njengombutho oTyunjweyo woLolongo lwaBantwana noKhuseleko</li> <li>● ACVV Oudtshoorn: Isicelo sabalawuli abaPhezulu sotyalelo lweziko lokubekwa kweliso okuphathelelene notyelelo loLawulo lwaNgaphakathi olwathe lwaqhutywa.</li> </ul>	<p>notyelelo lweziko lokubekwa kweliso.</p>	<p>olwalucwangciselwe ukutyelela iWorcester Ekumeniese Gemeenskapsdiens (W.E.G.) eyayishedyulelwe ekuqaleni umhla wesi-2 ukuya kowesi-4 kuSeptemba 2019 ngenxa yento yokuba isivumelwano ne-W.E.G. sasayinwa kuphela ngesithuba somhla woku-1 ku-Epreli ukuya kumhla wama-30 kuSeptemba 2019. Olu lutyalelo olwenziwa kwiziko kwatyelelwa endaweni yalo iCWSA eGrabouw.</p> <ul style="list-style-type: none"> <li>● Ngethuba lekota yesi-3 isicwangciso sokubekwa kweliso salungiswa saze samkelwa ngomhla we-14 kuNovemba 2019 ukulungiselela utyelelo obelutyunjwe kwangaphambili lweziko lokubekwa kweliso kumaziko eeCPO ezine.</li> </ul>
		<p>IiCPO ezishedyuliweyo, ngaphandle kwezimbini, zabekwa iliso ngokuhambelana nesicwangciso sokubekwa kweliso sowama-2018/19 kunye neSOP kulungiselelwa ukubekwa kweliso kumsebenzi weenkonzo zentlalo-ntle yoluntu. Ezi CPO zimbini zilandelayo zabekwa iliso ngokweshedyuli yowama-2018/19:</p>	<p>IiNPO zibekwa iliso ngokuhambelana nesi sicwangciso (njengoko silungisiwe) kunye neSOP kulungiselelwa ukubekwa kweliso kukusebenza kweenkonzo zentlalo-ntle yoluntu.</p>	<p>IiCOP ezingama-52 ziphelele zashedyulwa zaze zabekwa iliso kwisithuba sokunikwa kwengxelo ngokuhambelana nesicwangciso esamkelweyo sokubekwa kweliso sowama-2019/20 kunye neSOP kulungiselelwa ukubekwa kweliso kukusebenza kweenkonzo zentlalo-ntle yoluntu.</p>

Inkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		<ul style="list-style-type: none"> <li>● Badisa Porterville: Uhlahlo lwabiwo-mali lwenkqubo kunye nemicimbi yabasebenzi isilelisile ukuba kuqhutywe utyelelo olucwangcisiweyo lweziko lokubekwa kweliso. Utyelelo lweziko lokubekwa kweliso lwashedyulwa ngokutsha kulungiselelwa unyaka-mali wama-2019/20.</li> <li>● Just Grace: Umbutho wawungalulungelanga utyelelo lokubekwa kweliso kwiziko. Utyelelo lokubekwa kweliso kwiziko lwalushedyulelwe unyaka-mali wama-29/20.</li> </ul>		
		<p>Izicwangciso zolungiso zikho kuzo zonke iiCOP ezingahambelaniyo nezithethe nemigangatho kunye/ okanye ezingakufezekisiyo ekujoliswe kuko.</p>	<p>Izicwangciso zolungiso zikho kuzo zonke iiCOP ezingahambelaniyo nezithethe nemigangatho kunye/ okanye ezingakufezekisiyo ekujoliswe kuko.</p>	<p>Izicwangciso zolungiso zikho kuzo zonke iiCOP ezingahambelaniyo nezithethe nemigangatho kunye/ okanye ezingakufezekisiyo ekujoliswe kuko. Zonke iiCPO ezisandula ukuchongwa ngokungahambelani zivumelene nezenzo zolungiso okokuba zithatyathwe.</p>
		<p>Kunyaka-mali wama-2018/19, okunikezelweyo kwesicwangciso solungiso, apho kufanelekileyo, kwachazwa rhoqo ngekota kwiingxelo zarhoqo ngekota zeCOP.</p>	<p>Okunikezelweyo kwesicwangciso solungiso kuchazwa rhoqo ngekota kwiingxelo zenkqubela phambili yeNPO.</p>	<p>Zonke iiCPO ezingama-90 ezinezicwangciso zezenzo zolungiso kunyaka-mali wama-2019/20 zidingeke ukuba zinike ingxelo rhoqo ngekota kwiingxelo zazo zenkqubela phambili. Kwezi, kwikota yesi-4 yowama-2019/20. Imibutho engama-61 zinike ingxelo zazo ngezikunikeleyo kwisicwangciso solungiso kwiingxelo zazo zenkqubela phambili. Imibutho eseleyo engama-29 ilindeleke ukuba inike ingxelo ngezicwangciso zayo zolungiso kwiingxelo zawo zenkqubela</p>

Iinkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		Yonke iMibutho yoKhuseleko lwaBantwana (iiNPO) ethe yaxhaswa ngemali ngesithuba sowama-2018/19 ingenise iingxelo zenkqubela phambili zarhoqo ngekota (iiQPR). Ezi QPR zahlolwa rhoqo ngekota ngabaphuhlisi bomgaqo-nkqubo wenkqubo yaye ukuhambelana kwachazwa kulawulo lwenkqubo ngokunjalo nakwiiNPO ezahlukeneyo (apho kufanelekileyo/kudingekayo).	Abaphuhlisi bomgaqo-nkqubo wenkqubo bahlola rhoqo ngekota iingxelo zenkqubela phambili yenkqubo zazo zonke iiNPO, yaye banike ingxelo yokuhambelana kulawulo lweNkqubo ngokunjalo nakwiiNPO ezahlukeneyo (apho kufanelekileyo/kudingekayo)	phambili zekota yoku-1 yowama-2020/2. Zonke iiNPO ezixhaswe ngemali kunyaka-mali wama-2019/20 zingenise iingxelo zao zarhoqo ngekota zenkqubela phambili ezithe zahlolwa ngabaphuhlisi bomgaqo-nkqubo wenkqubo wenkqubo yaye ukuhambelana kwachazwa kulawulo lwenkqubo ngokunjalo nakwiiNPO ezahlukeneyo. iiCPO ezili-115 zaxhaswa ngemali kunyaka-amli wama-2019/20, ngaphandle kwekota yesi-2 apha iiCPO ezili-116 zaxhaswa ngemali. Ngoko, iCPO enye, eyile ACVV Calitzdorp, yawuvala umbutho wayo ngoSeptemba 2019.
		Ngesithuba sonyaka-mali wama-2018/19 iiCOP ezingathobeliyo zathunyelwa kwiyunithi i-ICB yeDSD njengoko iimvavanyo ngokupheleleyo zingadingi kuthunyelwa kwi-ICB. Ngoko, iiCPO ezingathobeliyo ziya kuqhubeka zibekwa iliso ngabaqulunqi bomgaqo-nkqubo wenkqubo.	iiNPO ezingahambelaniyo nesicwangciso solungiso zithunyelwa kwiyunithi i-ICB yeDSD ukufumana inkxaso engaphezulu.	Ngesithuba sonyaka-mali wama-2019/20 iiCOP ezingathobeliyo zathunyelwa kwiyunithi i-ICB yeDSD njengoko iimvavanyo ngokupheleleyo zingadingi kuthunyelwa kwi-ICB. Ngoko, iiCPO ezingathobeliyo ziya kuqhubeka zibekwa iliso ngabaqulunqi bomgaqo-nkqubo wenkqubo.
<b>Okuninzi ekujoliswe kuko</b>				
<b>Ukubekwa kweliso koMsebenzi woKhuselo loLolongo lwaBantwana kwimibutho yokhuselo lwaBantwana etyunjiweyo</b>	Imibutho eXhaswa ngaMali eNgenzi nzala yoKhuseleko lwaBantwana (iiNPO)	iiCPO ezipheleleyo ezili-120 ezithe zaxhaswa ngemali ngesithuba sowama-2018/19 zingenise iiQPR. Ezi PQR zili-120 zahlolwa rhoqo ngekota ngabaphuhlisi bomgaqo-nkqubo wenkquboyaye uhambelwano lwachazwa kulawulo lwenkqubo ngokunjalo neeCPO ezahlukeneyo (apho kufanelekileyo/kudingekayo).	Abaphuhlisi bomgaqo-nkqubo wenkqubo bahlola rhoqo ngekota iingxelo zenkqubela phambili yenkqubo zazo zonke iiNPO, yaye banike ingxelo yokuhambelana kulawulo lweNkqubo ngokunjalo nakwiiNPO ezahlukeneyo	Zonke iiNPO ezixhaswe ngemali kunyaka-mali wama-2019/20 zingenise iingxelo zao zarhoqo ngekota zenkqubela phambili ezithe zahlolwa ngabaphuhlisi bomgaqo-nkqubo wenkqubo wenkqubo yaye ukuhambelana kwachazwa kulawulo lwenkqubo ngokunjalo nakwiiNPO ezahlukeneyo.

Iinkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
			(apho kufanelekileyo/kudingekayo)	IiCPO ezili-115 zaxhaswa ngemalo kunyaka-amli wama-2019/20, ngaphandle kwikota yesi-2 apho iiCPO ezili-116 zaxhaswa ngemali. Ngoko, iCPO enye, eyile ACVV Calitzdorp, yawuvala umbutho wayo ngoSeptemba 2019..
		Isicwangciso sokubekwa kweliso sowama-2018/19 samkelwa ngomhla we-18 ku-Epreli 2018. Izilungiso kwisicwangciso zamkelwa ngomhla wama-26 kuSeptemba wama-2018 kunye nomhla wesi-8 kuNovemba 2018.	Isicwangciso sokubekwa kweliso sowama-2019/20 ngomhla woku-1 ku-Epreli 2019 yaye uhlaziyo lwarhoqo ngekota lwamkelwa.	Isicwangciso sokubekwa kweliso sowama-2019/20 samkelwa ngomhla we-16 ku-Epreli 2019. Izilungiso kwisicwangciso zamkelwa ngomhla we-12 ku-Agasti 2019 kunye nomhla we-14 kuNovemba 2019.
		IiCPO ezipheleleyo ezingama-58 zabekwa iliso ngonyaka-mali wama-2018/19. KwiCPO ezingama-54 ezishedyulelwe ukuba zibekwe iliso ngowama-2018/19, ezimbini zashedyulwa ngokutsha kulungiselelwa unyaka-mali wama-2019/20. Isithandathu sotyelelo olwangezelelweyo sokubekwa kweliso saqhutywa ngowama-2018/19.	IiNPO ezingam-36 zibekwe iliso ngokuhambelana nesi sicwangciso (sixhomekeke kuhlaziyo).	IiCPO ezipheleleyo ezingama-52 zazishedyulelwe ukubekwa iliso kwisithuba sokunikezelwa kwengxelo ngokuhambelana nesicwangciso esivunyiweyo sokubekwa kweliso sowama-2019/20 kunye neSOP kulungiselelwa ukubekwa kweliso kumsebenzi weenkonzo zentlalo-ntle yoluntu.
		Izicwangciso zolungiso ezingama-85 kuyavunyelwana ngazo kunye nazo zonke iiNPO ezisandula ukuchongwa njengezingahambelaniyo ngonyaka-mali wama-2018/19 ngaphandle kweeCPO ezintandathu. Izicwangciso zolungiso ezithandathu azikangeniswa ngenxa yezi zizathu zilandelayo: <ul style="list-style-type: none"> <li>● Badisa Wynberg, Badisa Swellendam, Badisa Saron, Badisa Prince Albert, Badisa Skierland – Ezi CPO</li> </ul>	Izicwangciso zolungiso kuyavunyelwana ngazo kunye nazo zonke iiNPO ezisandula ukuchongwa njengezingahambelaniyo	Izicwangciso zolungiso zikho kuzo zonke iiCOP ezingahambelaniyo nezithethe nemigangatho kunye/ okanye ezingakufezekisiyo ekujoliswe kuko. Zonke iiCPO ezisandula ukuchongwa ngokungahambelani zivumelene nezenzo zolungiso okokuba zithatyathwe.

Iinkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		<p>azikaphenduli ngokwakaloku nje ngoko, akukho luphawu lwakungangqinelani nokufunyenweyo. Isikhumbuzo zokugqibela sathunyelwa ngomhla we-15 ku-Epreli 2019.</p> <ul style="list-style-type: none"> <li>Rape Crisis – Umbutho ulinde isicwangciso solungiso esivela kwiDSD. Inkqubo yokuhlolwa kokulunga iyaqhutywa.</li> </ul>		
		<p>IiCPO ezili-119 ezinezicwangciso zezenzo zolungiso zinike ingxelo ngazo kulungiselelwa unyaka-mali wama-2018/19. ICPO enye ayinikanga ngxelo ngesicwangciso sayo solungiso njengoko umbutho ungasaxhaswa ngemali liSebe (Badisa Ladysmith).</p>	<p>Zonke iiNPO ezinezicwangciso zezenzo zolungiso zinika ingxelo ngezicwangciso zazo zolungiso rhoqo ngekota kwingxelo yazo yenkqubela phambili.</p>	<p>Zonke iiNPO ezingama-90 ezinezicwangciso zezenzo zolungiso kunyaka-mali wama-2019/20 zadingeka ukuba zinike ingxelo rhoqo ngekota kwiingxelo zazo zenkqubela phambili. Kwezi, ukulungiselela ikota yesi-4 yowama-2019/20, imibutho engama-61 yanika ingxelo ngekunikezeleyo kwisicwangciso sazo solungiso kwiingxelo zazo zenkqubela phambili. Imibutho eseleyo engama-29 ilindeleke ukuba inike ingxelo ngezicwangciso zazo zolungiso kwiingxelo zazo zenkqubela – phambili kwikota yoku-1 kowama-2020/21.</p>
		<p>Kwisithuba sonyaka-mali wama-2018/19 iiCPO ezingathobeliyo azizange zithunyelwe kwiyunithi i-ICB yeDSD njengoko iimvavanyo ngokupheleleyo bezingadingi ukuthunyelwa kwi-ICB. Ngoko, iiCPO ezingathobeliyoziya kuqhubeka zibekwa iliso ngabaphuhlisi bomgaqo-nkqubo wenkqubo.</p>	<p>Zonke iiNPO ezingahambelaniyo nesicwangciso solungiso zithunyelwa kwiyunithi yoLwakhiwo lweKhono leZiko (ICB) yeDSD ukulungiselela inkxaso engaphezulu.</p>	<p>Kwisithuba sonyaka-mali wama-2019/20 iiCPO ezingathobeliyo azizange zithunyelwe kwiyunithi i-ICB yeDSD njengoko iimvavanyo ngokupheleleyo bezingadingi ukuthunyelwa kwi-ICB. Ngoko, iiCPO ezingathobeliyoziya kuqhubeka zibekwa iliso ngabaphuhlisi bomgaqo-nkqubo wenkqubo</p>

Inkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
<b>Ekujoliswe kuko kohlobo</b>				
<b>Ulawulo loLolongo loKondla-UkuFunwa nokuqeqeshwa kwabazali bokhuselo nokondla</b>	<b>Abazali bokhuselo nokondla</b>	<p>Isicwangciso somiliselo seSOP siya kusekelwa zizicwangciso zengingqi zokufunwa nokukhethwa eziya kungeniswa ngomhla we-15 kuJuni 2019. Ngenxa yezinye iimfuno zokusebenza zengingqi ezithe zabekelwa phambili, inkqubo ivumele iingingqi ukuba zifumane umhla wongeniso owandisiweyo ISOP yokufunwa, yokuhlelwa nokukhethwa kwabazali bethutyana boKhuselo noKondla yamkelwa ngomhla wesi-9 kuNovemba 2018. Zonke iingigqi ezintandathu zaqeqeshwa kwiSOP ngethuba leQ3.</p> <ul style="list-style-type: none"> <li>● Metro North- 20 kuNovemba 2018.</li> <li>● Metro South- 22 kuNovemba 2018.</li> <li>● Metro East- 23 kuNovemba 2018.</li> <li>● Eden Karoo- 27 kuNovemba 2018.</li> <li>● West Coast- 4 kuDisemba 2018.</li> <li>● Winelands Overberg- 7 kuDisemba 2018.</li> </ul> <p>. Ngenxa yezinye iimfuno zokusebenza zengingqi ezithe zabekelwa phambili, the inkqubo ivumele iingingqi ukuba zifumane umhla wongeniso owandisiweyo wokumilisela iziCwangciso zazo zokuFunwa nokuKhethwa. Umhla omiselweyo omtsha ngowe-15 kaJuni 2019.</p>	Ingingqi nganye ifake kuxwebhu isiCwangciso sokuFunwa nokuKhethwa.	Zonke iingingqi zineziCwangciso zokuFunwa nokuKhethwa.
		Iingingqi zinike ingxelo yokokuba isali mbuku sama-609 abazali nokhudrlo	Iingingqi zifune abazali boKhuselo noKondla abathe	Iingingqi zinike ingxelo yokokuba isambuku sabazali abangama-577

linkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		<p>nokondla bafunyenwe ngesithuba sonyaka-mali wama-2018/19. Kulama-609 afunyenweyo, isambuku sama-355 (iipesenti ezingama-58) aluphumelele uhlelo nenkqubo yokuqinisekiswa ukuba abanatyala lokuxhaphaza nokuphatha kakubi abantwana kwikota yoku-1 ukuya kwikota yesi-3 yonyaka-mali wama-2018/19. Eminye yemingeni exhaphakileyo nokuhlelwa nokuqinisekiswa ukuba akunatyala lokuqhaphaza kulungiselelwa abazali bokhuselo nokondla ibe yile:</p> <ul style="list-style-type: none"> <li>● Ukulibaziseka ekungenisweni kweFomu 30 kwiDSD yeSizwe,</li> <li>● limeko abahlala kuzo abaxhamli ingakumbi ematyotyombeni azifanelekanga ukuba kungabekwa abantwana kuzo,</li> <li>● Uninzi lwabazali bokhuselo ubudala babo abufanelekanga ingakumbi aba sebekhulile,</li> <li>● Imirhumo yentlawulo yokhuseleko iphantsi kakhulu ukukhuthaza abazali bokhuselo okokuba babe nokufumaneka,</li> <li>● Ukunqongophala kwemali yabazali bokhuselo nokondla ukuza bafumane ukuqinisekiswa ngamapolisa, kunye</li> <li>● Ukunqongophala kwentsebenziswano yothelwano kunye neSAPS.</li> </ul>	<p>baphumelela uhlelo nokuqinisekiswa okokuba akunatyala lakuxhaphaza abantwana.</p>	<p>bokhuseleko nokondla bafunyenwe ngesithuba sonyaka-mali wama-2019/20. Kuma-577 afunyenweyo, isambuku sama-471 (iipesenti ezingama-81.6) siluphumelele uhlelo nenkqubo yokuqinisekiswa okokuba asinatyala lokuxhaphaza nokuphatha kakubi abantwana. Eminye yemingeni exhaphakileyo kuhlolo nokuqinisekiso lokokuba akunamatyala okuxhaphaza nokuphatha kakubi abantwana kulungiselelwa abazali bokhuseleko nokondla ibe yile:</p> <ul style="list-style-type: none"> <li>● Ukungafumaneki ngokwaneleyo kwabazali abafanelekileyo bokhuselo abakulungeleyo ukondla abantwana abanezimilo ezibi kunye nabafikisayo;</li> <li>● Abantu abasebatsha kunye nabanye kuluntu abanomdla ukusebenza njengabazali bokhuselo/bokondla ze bathwale uxanduva lwabantwana babanye abantu;</li> <li>● Abazali bokhuselo abalindelweyo yaye abangenakho ukuzimasa uqeqesho apha evekini;</li> <li>● Abazali bokhuselo abalindelweyo abathe bafumaneka, bafunyanwa bengafanelekanga kuhlolo nokuqinisekiswa kwabo ukuba abaxhaphazi bantwana na ngenxa yeenkxalabo ezifana namakhaya anabantu abaninzi, ukusetyenziswa gwenxa kwezinyobisi ngamaqabane abo okanye abantu abahlala nosapho, indlala, isithuba esikhulu</li> </ul>



Inkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
				<p>kwiminyaka yokuzalwa kunye nabenzi bezicelo abaneerekhodi zobugebenga babenzi bezicelo;</p> <ul style="list-style-type: none"> <li>● Abantu abazimisele ukuba ngabazali bokhuselo ngenxa yokulinda ithuba elide iintlawulo zomrhumo wokhuselo;</li> <li>● Imingeni yokuqinisekiswa ngamapolisa okokuba akuxhaphazi bantwana okanye ubaphathe kakubi ikukulibaziseka kweziphumo zeFomu 30 yezicelo ephuma kwi-ofisi yeNDSD; kunye</li> <li>● Nokurhoxiswa kweentlanganiso zokufunwa ngethuba lekota yesine ngenxa yesithuba ekufuneka sibekho phakathi komntu nomnye ngethuba lokuvalwa ngci kwayo yonke into.</li> </ul>
		<p>I-AGAPE yi-NPO enikwe isivumelwano yiDSD ukunikezela ngoqeqesho nenkxaso kubazali asandula ukufunyanwa kunye nasele bekho boKhuselo neSondlo ngokuhambelana nenkqubo yabo echaziweyo, kunye neeTPA zabo.</p>	<p>I-NPO enikwe isivumelwano yiDSD ukunikezela ngoqeqesho nenkxaso kubazali asandula ukufunyanwa kunye nasele bekho boKhuselo neSondlo ngokuhambelana nenkqubo yabo echaziweyo, kunye neeTPA zabo.</p>	<p>I-AGAPE yi-NPO enikwe isivumelwano yiDSD ukunikezela ngoqeqesho nenkxaso kubazali asandula ukufunyanwa kunye nasele bekho boKhuselo neSondlo ngokuhambelana nenkqubo yabo echaziweyo, kunye neeTPA zabo.</p>
		<p>I-AGAPE ingenise iingxelo ezine rhoqo ngekota kunyaka-mali wama-2018/19 ingxelo yokuphela konyaka yadityaniswa kwingxelo yekota yesi-4 apho inkqubela neendlela zashwankathelwa.</p>	<p>I-NPO ivavanye ngokutsha inkqubela phambili neendlela eziphathelene nokufunyanwa nokuqeqeshwa kwabazali boKhuselo noKondla ze yaqulunqa ingxelo yarhoqo ngekota neyokuphela konyaka.</p>	<p>I-AGAPE ingenise iingxelo ezine rhoqo ngekota kunyaka-mali wama-2019/20 ingxelo yokuphela konyaka yadityaniswa kwingxelo yekota yesi-4 apho inkqubela neendlela zashwankathelwa.</p>
		<p>Umthombo wephondo weenkukacha zamanani abazali bokhuselo abaqeqeshiweyo kunye</p>	<p>Umthombo wephondo weenkukacha zamanani abazali bokhuselo</p>	<p>Umthombo wephondo weenkukacha zamanani abazali bokhuselo abaqeqeshiweyo kunye</p>

Inkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		nabazali bokondla waphuhliswa ngesithuba sokunikwa kwengxelo. Lomthombo weenkukacha zamanani uhlaziyiwe.	abaeqeshiweyo kunye nabazali bokondla uhlaziyiwe.	nabazali bokondla uhlaziywa rhoqo ngekota. Uhlaziyo lokugqibela lube ngomhla we-10 kuMatshi 2020.
<b>Ubuninzi bokujolise kuko</b>				
<b>ULawulo loLolongo loKondla-UkuFunwa nokuqeqeshwa kwabazali bokhuselo nokondla</b>	<b>Abazali bokhuselo nokondla</b>	<p>Isicwangciso somiliselo seSOP siya kuxhaswa zizicwangciso zengingqi zokufunwa nokukhethwa eziya kuthi zingeniswe ngomhla we-15 kuJuni 2019. Ngenxa yezinye iimfuno zengingqi zokusebenza ezithe zabekelwa phambili. Inkqubo ivumele iingingqi ukuba zifumane ithuba lokungenisa elangezelelweyo.</p> <p>Umthombo wephondo weenkukacha zamanani abazali bokhuselo abaeqeshiweyo kunye nabazali bokondla waphuhliswa ngesithuba sokunikwa kwengxelo. Lomthombo weenkukacha zamanani uhlaziyiwe.</p> <p>Zonke iingingqi ezintandathu zaqeqeshwa kwiSOP yokuFunwa, ukuQinisekiswa nokuKhethwa kwabazali beThutyana boKhuselo noKondla.</p> <ul style="list-style-type: none"> <li>● Metro North- 20 kuNovemba 2018.</li> <li>● Metro South- 22 kuNovemba 2018.</li> <li>● Metro East- 23 kuNovemba 2018.</li> <li>● Eden Karoo- 27 kuNovemba 2018.</li> <li>● West Coast- 4 kuDisemba 2018.</li> <li>● Winelands Overberg- 7 kuDisemba 2018.</li> </ul>	Umthombo wephondo weenkukacha zamanani abazali bokhuselo abaeqeshiweyo kunye nabazali bokondla waphuhliswa ngesithuba sokunikwa kwengxelo. Lomthombo weenkukacha zamanani uhlaziyiwe.	Umthombo wephondo weenkukacha zamanani abazali bokhuselo abaeqeshiweyo kunye nabazali bokondla uhlaziywa rhoqo ngekota. Uhlaziyo lokugqibela lube ngomhla we-10 kuMatshi 2020.
			Ingingqi nganye iqulunqwe isiCwangciso sokuFunwa nokuKhethwa (kubandakanywa ekujoliswe kuko okucagcisiweyo kulungiselelwa owama-2020/21).	Iingingqi zonke zineziCwangciso zokuFunwa nokuKhetha ezikhoyo.

Iinkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		<p>Isambuku sabazali abangama-355 bokhuselo nokondla baphumelela kuhlelo noqinisekiso, yaye iinkcukacha zabo zagqithiselwa kwi-AGAPE kulungiselelwa uqeqesho kunyaka-mali 2018/19. Kuma-355 abazali bokhuselo nokondla athe aphumelela uhlelo noqiniseko, ama-225 (iipesenti ezingama-98 zama-230) aqeqeshwa kunyaka-mali wama-2018/19. Uqeqesho luya kuqhuba kunyaka-mali wama-2019/20 kulungiselelwa abo bangazange babe nakho ukuzimasa ngowama-2018/19.</p>	<p>Iingingqi zafuna zaze zahlela abazali bokhuselo noKondla ze zagqithisela iinkcukacha zabo kwiNPO kulungiselelwa uqeqesho (ngokuhambelana nesicwangciso sokujoliswe kulo ngowama-2019/20).</p>	<p>Isambuku sabazali abangama-471 bokhuselo nokondla baphumelela kuhlelo noqinisekiso, yaye iinkcukacha zabo zagqithiselwa kwi-AGAPE kulungiselelwa uqeqesho kunyaka-mali 2019/20. Kuma-471 abazali bokhuselo nokondla athe aphumelela uhlelo noqiniseko, i-175 (iipesenti ezingama-62.5 zama-280) aqeqeshwa kunyaka-mali wama-2019/20. Uqeqesho luya kuqhuba kunyaka-mali wama-2020/21 kulungiselelwa abo bangazange babe nakho ukuzimasa ngowama-2019/20.</p>
		<p>I-AGAPE inikezele ngoqeqesho nenkxaso kuma-225 (iipesenti ezingama-98) kubazali abasandula ukifunyanwa bokhuselo nokondla kunye nama-860 abazali bokhuselo nokondla (iipesenti ezili-103). Eminye yemingeni exhaphakileyo evela iingingqi/ AGAPE ngokuhambelana nokuzinyaswa koqeqesho ibe yile:</p> <ul style="list-style-type: none"> <li>● Ukugula nezinye iimbophelelo ezithintela abazali bokhuselo nokondla okokuba bagqibe amathuba oqeqesho.</li> <li>● Umsebenzi wamathuba athile enyakeni uchaphazela uqeqesho lwabantu abatsha abafunyenweyo.</li> <li>● Ubundlobongela bamaqela emigulukudu kunye noqhankqalazo kuluntu lube nempembelelo kukuzinyaswa</li> </ul>	<p>I-NPO enikezela ngoqeqesho nenkxaso kubazali abasandulela ukufunwa nasele bekho bokhuselo noKondla (ekujoliswe kuko kweTPA).</p>	<p>I-AGAPE inikezela ngoqeqesho nenkxaso kwi-175 (kuma-280 okujoliswe kuko kunyaka wama-2019/20; iipesenti ezingama-62.5) abazali bokhuselo nokondla kunye nama-743 (kuma-700; 106 pesenti), ngowama-2019/20 kokujoliswe kuko kwama-700) abazali abasele bekho bokhuselo nokondla. Eminye yemingeni ephathelelene noqeqesho babazali abatsha bokhuselo ibe yile:</p> <ul style="list-style-type: none"> <li>● Ezinye iintlanganiso kunye noqeqesho olushedyuliweyo ngesithuba sekota yokugqibela zarhoxiswa ngenxa yoBume beSizwe beNtlekele nokushiywa kwesithuba phakathi komnye umntu;</li> <li>● Ukuzinyaswa okukwiqondo eliphantsi ngenxa yemingeni yezothutho;</li> <li>● Abanye babazali bokhuselo banenkolo yokokuba uqeqesho</li> </ul>

Inkonzo ezingundoqo	Abaxhamli	Inkonzo ekhoyo/kunye nomgangatho	Umgangatho wenkonzo odingekayo	Ufezekiso olululo
		<p>kwamathuba oqeqesho ngabazali bokhuselo nokondla.</p>		<p>Iweveki yonke lude kakhulu okokuba bashiye amakhaya abo engajongwanga mntu njengoko benoxanduva lokulolonga abantwana; kunye</p> <ul style="list-style-type: none"> <li>● Uqhankqalazo lokunikelwa kwenkonzo lusasele lungumngeni onempembelelo kukufunwa nokuqeqeshwa kwabazali bokhuselo nokondla.</li> </ul>
		<p>Izicwangciso zengingqi zokufunwa nokukhethwa ziyafuneka ukuba zibekho ngomhla we-15 kuJuni 2019 njengoko ixesha elandisiweyo lokungenisa sele linikezelwe.</p> <p>I-AGAPE ingenise iingxelo ezine zarhoqo ngekota zonyaka-mali wama-2018/19. Ingxelo yokuphela konyaka yadityaniswa nengxelo yekota yesi-4 apho inkqubela phambili neendlela zashwankathelwa.</p>	<p>IiNPO zivavanye ngokutsha inkqubela phambili neendlela eziphathelene nokufunwa, noqeqesho lwabazali bokhuselo noKondla zaze yaqulunqa iingxelo zarhoqo ngekota neyokuphela konyaka.</p>	<p>I-AGAPE ingenise iingxelo ezine zarhoqo ngekota zonyaka-mali wama-2019/20. Ingxelo yokuphela konyaka yadityaniswa nengxelo yekota yesi-4 apho inkqubela phambili neendlela zashwankathelwa.</p>

**Amalungiselelo eBatho Pele kunye nabaxhamli (Uthethwano, ufikelelo njl. njl.)**

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifizekiso ezizizo
<b>UKhuselo loLolongo lwaBantwana- Ukubekwa kweliso kuMsebenzi wemibutho echongiweyo yokhuseleko lwabantwana.</b>		
<b>Uthethwano:</b>	<b>Uthethwano:</b>	<b>Uthethwano:</b>
<ul style="list-style-type: none"> <li>● Inkqubo yeCCP ayizanga iqhube uthethwano lwengingqi kunye neeCPO ezixhaswa ngemali zokhuselo lwabantwana kunye namagosa engingqi yeDSD ngesithuba seenyanga ezintandathu zokuqala zowama-2018/19. Ngoko, uthethwano lwengingqi olubini lwabanjwa ekupheleni konyaka. Uthethwano lokuqala lwengingqi lwabantwana ngomhla we-9 kuNovemba 2018 (ithuba lokuqala yayilolwazo zonke iingingqi kunye neeCPO ezixhaswa ngemali) yaye uthethwano lwesibini lwengingqi lwabanjwa kwingingqi nganye ngala mihla ilandelayo: 5-7 2019 eWest Coast; 12-13 KuFebruwari 2019 eMetro North; 19-21 KuFebruwari 2019 e-Eden Karoo; ze ngowama-25-27 KuFebruwari 2019 eCape Winelands.</li> <li>● Ngenxa yezithintelo zohlahlo lwabiwo-mali iindibano ezimbini zengingqi zarhoxiselwa unyaka-mali omtsha: umhla we-16 ukuya kowe-8 kuEpreli 2019 eMetro South; umhla we-13-ukuya kowe-14 nomhla wama-23 kuMeyi 2019 eMetro East.</li> <li>● Iindibano zengingqi zazinyaswa ngamagosa eDSD, uninzi lwamasebe karhulumente kunye neeNPO ezibandakanyeka ngqo kuLolongo lwaBantwana noKhuselo kwiingingqi ezithile.</li> <li>● I-ajenda kula mathuba ibandakanya:</li> </ul>	<p>Inkqubo yeCCP iqhube iindibano ezintandathu zarhoqo ngenyanga zengingqi kunye neeNPO zokhuselo lwabantwana namagosa engingqi yeDSD.</p>	<p>Inkqubo yeCCP iqhube uthethwano lwengingqi kunye neeNPO ezixhaswa ngemali zokhuseleko lwabantwana kunye namagosa engingqi eDSD ngethuba lekota yokuqala nekota yesine yonyaka-mali.</p> <ul style="list-style-type: none"> <li>● Ikota 1: Inkqubo yeCCP iqhube iindibano ezimbini zengingqi kunye neeCPO ezixhaswa ngemali kunye namagosa engingqi eDSD ngethuba lokunikezelwa kwengxelo. Uthethwano lokuqala lwalubanjwe nemibutho yeMetro South ngomhla we-17 kuEpreli 2019 yaye iindibano yesibini yayibanjwe nemibutho yeMetro East ngomhla we-15 kuMeyi 2019. Izihloko ezixoxiweyo kwezi ndibano zibandakanya: Isivumelwano sothunyelo olufanayo oluhlangeneyo lwee-arhente ezininzi kulungiselelwa ukhuselo lwabantwana eNtshona Koloni; Isivumelwano sokupheliswa okanye ukurhoxiswa kweenkonzo zentlalo-ntle loluntu kummandla wokusebenza. Iintlawulo zemirhumo yokhuselo yeSOP; uLawulo lwemibuzo yoMphathiswa; IInkqubo yokusebenza esemgangathweni elungiselelwe uLwakhiwo loMjelokazi; ukuQiniswa kweenkonzo zomanyaniso kwakhona; ukuFunwa, ukuhlelwa, ukukhethwa nokuqeqeshwa kwabazali bokhuselo/ bokondla kunye nenkqubo ye-UFC.</li> <li>● Ikota 4: Inkqubo yeCCP eqhutyiweyo zibe zindibano ezintlanu kwezintandathu zengingqi ezishedyuliweyo kunye neeCPO ezixhaswa ngemali kunye namagosa engingqi yeDSDs: i-Eden Karoo: Yarhoxiswa ngenxa yoqhambuko lweCOVID-19; iMetro North: umhla wesi-3 ukuya kowesi-4 kuFebruwari 2020; iMetro South: umhla wama-20 ukuya kowama-21 kuFebruwari 2020; iMetro East: umhla we-10 ukuya kowe-12 kuFebruwari 2020; iWest Coast: umhla we-17 ukuya kowe-18 kuFebruwari 2020; kunye neWinelands Overberg: umhla wama-25 ukuya kowama-27 kuFebruwari 2020. Izihloko ezixoxiweyo kwezi ndibano zibandakanya: uMgaqo-nkqubo wololongo lwaBantwana noKhuselo; Ekujoliswa kuko kweQhinga 2020-</li> </ul>

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwanelwayo	Izifzekiso ezizizo
<ul style="list-style-type: none"> <li>● Imiba ephambili echonga iMibutho yoLolongo lwaBantwana noKhuselo (iiDCPO) icelwa umngeni kummandla wokhuselo lomntwana;</li> <li>● Indlela efanayo yokuthunyelwa kulungiselelwa ukhuselo lwabantwana;</li> <li>● Inkxaso-mali yezithuba zonoontlalo-ntle;</li> <li>● Indlela ekungaqiniswa ngazo uthelwano phakathi kweDSD neeDCPO; kunye</li> <li>● NeMibutho yaziswa ngeenkqubo ezamkelweyo zemigangatho yokusebenza.</li> </ul>		<p>2025; IQhinga loThintelo noNgenelelo lwangethuba; iMigangatho yaBantu abangenawo amakhaya; uMjikelo weNkxaso-mali ye-UFC 2020/2021; iinkqubo zeM&amp;E; isiCwangciso-nkqubo wokoNgamela; iinkqubo zoTyumbo lweCCP 2020-2025; ulawulo loLolongo loKondla; kunye neThuthuzela Care Centres.</p>
<p>Ngenxa yeemfuno zokusebenza, icandelo libambe iintlanganiso ezimbini kuphela zeforam yePhondo yaBantwana neeNtsapho (PCFF) enyakeni. Iforam iphantsi kovavanyo ngokutsha ukumisela ubuninzi beentlanganiso zeforam kulungiselelwa unyaka-mali olandelayo.</p> <ul style="list-style-type: none"> <li>● Umhla we-15 kuNovemba 2018: Izinyaswe ngaBameli abeDSD neNPO. I-ajenda ebandakanya ekulandelayo: <ul style="list-style-type: none"> <li>● Indlela yothunyelwa</li> <li>● Ukuqunjelwa kweMigangatho neSikhombisi sePCFF</li> <li>● Ingxelo ngeNkqubo yePhondo yoThintelo oluHlangeneyo yoLwaphulo-mthetho</li> <li>● Amalungelo aBantwana (i-Ofisi yeNkulumbuso)</li> <li>● Ulwamkelo olubekwe endaweni enye (CYCC)</li> <li>● UHlaziyo lwe-ECD</li> </ul> </li> </ul>	<p>Iforam yeCandelo lePhondo laBantwana kunye neeNtsapho ebanjwa rhoqo ngekota.</p>	<p>Ngenxa yeemfuno zokusebenza, icandelo libambe iintlanganiso ezimbini kuphela zeforam yePhondo yaBantwana neeNtsapho.</p> <ul style="list-style-type: none"> <li>● Ngomhla we-16 kuMeyi 2019: Izinyaswe ngabameli beDSD neNPO. I-ajenda ibandakanya okulandelayo: <ul style="list-style-type: none"> <li>● Indlela zothunyelwa zeForam;</li> <li>● Iinkqubo zamanani kweRejista yoKhuselo lwaBantwana;</li> <li>● UMthetho Oyilwayo woLungiso lwesiThathu waBantwana</li> <li>● Ulawulo lweziko lweDSD;</li> <li>● Ukhuselo loNooNtlalo-ntle; kunye</li> <li>● Namaziko e-ECD.</li> </ul> </li> <li>● Umhla we-14 kuFebruwari 2020: Izinyaswe ngabameli beDSD neNPO. I-ajenda ibandakanya okulandelayo: <ul style="list-style-type: none"> <li>● IsiCwangciso seQhinga sowama-2020 ukuya kowama-2025;</li> <li>● Uhlaziyo loMthetho;</li> <li>● Ukuqulunqwa kwenkqubo okusekwe kubungqina;</li> <li>● Inkqubo yenkxaso-mali ye-UFC; kunye</li> <li>● NabaNgcuchalazi beNtshona Koloni.</li> </ul> </li> </ul>

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifizekiso ezizizo
<ul style="list-style-type: none"> <li>● IsiCwangciso sePhondo ukunciphisa ukubulawa kwaBantwana</li> <li>● INkqubo eHlanganeyo yeMpilo yeSikolo</li> <li>● Ingxoxo yemicimbi yePhondo.</li> <li>● Umhla we-15 kuFebruwari 2019: Izinyaswe ngabameli beDSD kunye neNPO. I-ajenda ibandakanyi okulandelayo:</li> <li>● Ukuqakunjelwa kweMigangatho neSikhombisi sePCFF</li> <li>● Uhlaziyo lophando lowama-2018 loMlinganiselo waBantwana</li> <li>● Uhlaziyo kwizilungiso zomthetho</li> <li>● IsiCwangciso sePhondo ukunciphisa ukubulawa kwabantwana</li> <li>● Ukupheliswa kobundlobongela kwiintsapho</li> <li>● Iingxoxo kuhlaziyo lwephondo.</li> </ul>		
<p>Uvavanyo lweBatho Pele olulungiselelwe iiNPO ezixhaswa ngemali lwaphuhlisa yay ngoku lukwisimo soyilo. Luya kulingwa kunyaka-mali wama-2019/20.</p>	<p>Uvavanyo lweBatho olulungiselelwe iiNPO ezixhaswa ngemali lulingwe.</p>	<p>Pele: Isixhobo sovavanyo lweNkonzo yoMthengi sayilwa yaye sele sikwinqanaba lokuba kuthethwane ngaso ngenjongo zokulingwa kunyaka-mali wama-2020/21. Asizange silingwe kunyaka-mali wama-2019/20 ngenxa yamabago okusebenza.</p>
<p><b>Ufikelelo:</b></p>	<p><b>Ufikelelo:</b></p>	<p><b>Ufikelelo:</b></p>
<p>Kukho amagosa azimiseleyo oLolongo loMxhali kwi-ofisi nganye yengingqi kunye nabancedisi boLolongo loMxhali kwii-Ofisi zengingqi ngaphandle kwee-ofisi zengingqi eziseRobertson (Langeberg) naseSwellendam apho izithuba zazingazaliswanga. Ingingqi icwangcise ukuzalisa zozibini izithuba kunyaka-mali wama-2019/20.</p>	<p>Igosa loLolongo loMxhamli kwi-Ofisi yesiThili neNgingqi.</p>	<p>Kukho amagosa azimiseleyo oLolongo loMxhamli eMetro South, Metro North, West Coast, Eden Karoo nakummandla waseCape Winelands Overberg. IMetro East inesithuba esingazaliswanga segosa loLolongo loMxhali ekufuneka liqeshwe ngo-Agasti 2020. Ngokwakaloku nje iGosa leNgcaciso libambe kule ndima yaye liqeqeshelwe ukunceda bonke abaxhamli benkonzo ngemibuzo kunye/nezikhalazo.</p> <p>Kukho abancedisi abazimiseley boLolongo loMxhamli kuzo zonke ii-ofisi zengingqi, ngaphandle kwee-ofisi zengingqi ezintathu. Kukho izithuba ezingazaliswanga kwii-ofisi zengingqi yaseBreede River neCape Agulhas kuMmandla waseCape Winelands nakummandla wengingqi yaseOverberg, nakwi-ofisi yengingqi</p>

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifzekiso ezizizo
		yaseKnysna kwiEden Karoo. ICape Winelands ne-Overberg, ngokunjalo nommandla wengingqi yeMetro East ithe iya kuzizalisa izithuba ezingazaliswanga kunyaka-mali wama-2020/21. I-Eden Karoo ithe udliwano-ndlebe kwesithuba esingazaliswanga lwarhoxiswa ngenxa yobhubhane weCOVID-19.
ISebe linenombolo yomnxeba engahlawulelwayo (0800 220 250) ethi isetyenziswe liSebe leNkulumbuso ukususela ngentsimbi yesi-07H00 – 19H00 ukuya kwintsimbi ye-19H00 – 07H00 enelizwi eliziphendulelayo elinika umyalezo phakathi kwentsimbi ye-19h00 neyesi-07h00.	ISebe linenombolo yomnxeba engahlawulelwayo (0800 220 250) ethi isetyenziswe liSebe leNkulumbuso ukususela ngentsimbi yesi-07H00 – 19H00 ukuya kwintsimbi ye-19H00 – 07H00.	ISebe linenombolo yomnxeba engahlawulelwayo (0800 220 250) ethi isetyenziswe liSebe leNkulumbuso ukususela ngentsimbi yesi-07H00 – 19H00 ukuya kwintsimbi ye-19H00 – 07H00 enelizwi eliziphendulelayo elinika umyalezo phakathi kwentsimbi ye-19h00 neyesi-07h00.
IDesika yoNcedo yeNPO isebeza ukusuka ngentsimbi yesi-7:30 ukuya kweye-16:00 ngoMvulo ukuya kutsho ngolweSine ukwamkela nokuqwalasela imibuzo nezikhalazo. NgolweziHlanu abasebenzi beDesika yoNcedo bajongana nemisebenzi enxulumene nolawulo.	IDesika yoNcedo (ozingenelayo okanye ofikelela ngemfono-mfono) Ngomvulo ukuya ngolweziHlanu ngentsimbi yesi-07H30 ukuya kuyoma-16H00.	IDesika yoNcedo yeNPO isebeza ukusuka ngentsimbi yesi-7:30 ukuya kweye-16:00 ngoMvulo ukuya kutsho ngolweSine ukwamkela nokuqwalasela imibuzo nezikhalazo. NgolweziHlanu abasebenzi beDesika yoNcedo bajongana nemisebenzi enxulumene nolawulo.
Igama neenkukacha zoqhagamshelwano zomphuhlisi wmgqaqo-nkqubo weCCP osoloko efuneka ukunceda ngokunika ingxelo yenkqubela phambili kunye neminye imibuzo iyanikezelwa kwii-TPA kwiiCPO ezixhaswa ngemali. linkcukacha zoqhagamshelwano zabalawuli nabaphathi ziyafumaneka kwiwebhusayithi ye-DSD yeNtshona Koloni.	IiNPO zinokuthumela i-imeyile okanye zitsalele umlawuli wenkqubo umnxeba, umphathi wenkqubo xa kuyimfuneko.	Igama neenkukacha zoqhagamshelwano zomphuhlisi wmgqaqo-nkqubo weCCP osoloko efuneka ukunceda ngokunika ingxelo yenkqubela phambili kunye neminye imibuzo iyanikezelwa kwii-TPA kwiiCPO ezixhaswa ngemali. linkcukacha zoqhagamshelwano zomlawuli benkqubo nabaphathi ziyafumaneka kwiwebhusayithi yeNtshona Koloni DSD yeNtshona Koloni.
Amagosa e-M&E aqhuba utyelelo lovavanyo olucwangcisiweyo kube kanye ubuncinane kwiminyaka emithathu kwiiNPO ezixhaswa ngemali zokhuselo lwabantwana. Imibutho engaxhaswa ngemali ibekwa iliso ngokunjalo ngamagosa eSebe xas esenza isicelo sobhaliso kwisithuba sarhoqo seminyaka emithathu.	Amagosa e-M&E aqhuba utyelelo lovavanyo olucwangcisiweyo kube kanye ubuncinane kwiminyaka emithathu kwiiNPO ezixhaswa ngemali nezingaxhaswa ngemali zokhuselo lwabantwana.	Amagosa e-M&E aqhuba utyelelo lovavanyo olucwangcisiweyo kube kanye ubuncinane kwiminyaka emithathu kwiiNPO ezixhaswa ngemali zokhuselo lwabantwana. Imibutho engaxhaswa ngemali ibekwa iliso ngokunjalo ngamagosa eSebe xas esenza isicelo sobhaliso kwisithuba sarhoqo seminyaka emithathu.



Amalungiselelo akhoyo/angawo	Amalungiselelo anqwanelwayo	Izifzekiso ezizizo
<ul style="list-style-type: none"> <li>● Inkqubo yeCCP ayizange iqhube iindibano zengingqi kunye neeCPO ezixhaswa ngemali zokhuselo lwabantwana kunye namagosa engingqi eDSD ngesithuba seenyanga zokuqala ezintandathu zama-2018/19. Ngoko, iindibano ezimbini zengingqi zabanjwa ekupheleni konyaka. Ngoko, iindibano ezimbini zengingqi zabanjwa ekupheleni konyaka. Indibano yokuqala yengingqi yabanjwa ngomhla wesi-9 kuNovemba 2018 (iseshoni enye kuzo zonke iingingqi kunye neeCPO ezixhaswa ngemali) ze eyesibini indibano yengingqi yabanjwa kwingingqi nganye ngale miha elandelayo: 5-7 kuFebruwari 2019 eWest Coast; 12-13 kuFebruwari 2019 eMetro North; 19-21 kuFebruwari 2019 e-Eden Karoo; kunye nama-25-27 kuFebruwari 2019 eCape Winelands.</li> <li>● Ngenxa yezithintelo zohlahlo lwabiwo-mali iindibano ezimbini zengingqi zarhoxiselwa unyaka-mali omtsha: 16-18 kuEpreli 2019 Metro South; 13-14 &amp; 23 kuMeyi 2019 Metro East.</li> </ul>		<p>Inkqubo yeCCP iqhube iindibano zengingqi kunye neeNPO ezixhaswa ngemali zokhuselo lwabantwana kunye namagosa eDSD yengingqi ngekota yokuqala nekota yesine yonyaka-mali.</p> <ul style="list-style-type: none"> <li>● IKota 1: Inkqubo yeCCP iqhube iindibano ezimbini zengingqi kunye neeCPO ezixhaswa ngemali kunye namagosa eDSD yengingqi ngesithuba sokunikezela kwengxelo. Indibano yokuqala yaba nemibutho yeMetro South ngomhla we-17 ku-Epreli 2019 ze indibano yesibini yabanjwa nemibutho yeMetro East ngomhla we-15 Meyi 2019. (Izihloko ezaxoxwayo kwezindibano ezidweliswe phantsi koThethwano).</li> <li>● IKota 4: Inkqubo yeCCP iqhube iindibano ezintlanu kwezintandathu ezishedyulelwe iindibano zengingqi kunye neeCPO ezixhaswa ngemali kunye namagosa eDSD engingqi: e-Eden Karoo: yarhoxiswa ngenxa yoqhambuko lweCOVID19; eMetro North: 3-4 kuFebruwari 2020; Metro South: 20-21 kuFebruwari 2020; Metro East: 10-12 kuFebruwari 2020; West Coast: 17-18 kuFebruwari 2020; kunye neWinelands Overberg: 25-27 kuFebruwari 2020. (Isihloko esixoxwe kwindibano zidweliswe phantsi koThethwano).</li> </ul>
<p><b>Imbeko:</b></p>	<p><b>Imbeko:</b></p>	<p><b>Imbeko:</b></p>
<p>Amagosa ololongo lwabaxhamli bee-ofisi zommandla nezengingqi awadingeki okokuba ancede iiNPO ngemibuzo nezikhalazo kodwa aqeqeshelwe ukuthumela ezi kumaGcisa oPhuhliso loLuntu kunye/okanye amaGcisa aNcedisayo oPhuhliso loLuntu kwimimandla abanceda iiNPO ngemibuzo/izikhalazo.</p>	<p>Amagosa ololongo lwabaxhamli bee-ofisi zommandla nezengingqi awadingeki okokuba ancede iiNPO ngemibuzo nezikhalazo ze ayithumele imibuzo/izikhalazo kumagosa afanelekileyo kwinkqubo.</p>	<p>Amagosa ololongo lwabaxhamli bee-ofisi zommandla nezengingqi awadingeki okokuba ancede iiCPO ngemibuzo nezikhalazo kodwa aqeqeshelwe ukuthumela imibuzo/izikhalazo zeCPO kumaGcisa oPhuhliso loLuntu kunye/okanye amaGcisa aNcedisayo oPhuhliso loLuntu kwimimandla abanceda iiCPO ngemibuzo/izikhalazo.</p>

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifzekiso ezizizo
ISebe linedesika yonceda yeNPO ukunceda iiNPO ngemibuzo okanye izikhalazo (ozingenelayo okanye ngemfono-mfono) ze zigqithiselwe imibuzo /izikhalazo kumagosa afanelekileyo kwinkqubo.	Idesika yoncedo yeNPO inceda iiNPO ngemibuzo nezikhalazo (ozingenelayo okanye ngemfono-mfono) ze zigqithiselwe imibuzo /izikhalazo kumagosa afanelekileyo kwinkqubo.	ISebe linedesika yonceda yeNPO ukunceda iiNPO ngemibuzo okanye izikhalazo (ozingenelayo okanye ngemfono-mfono) ze zigqithiselwe imibuzo/izikhalazo kumagosa afanelekileyo kwinkqubo.
ISOP yeDSD elungiselelwe ukuqwalasela imibuzo nezikhalazo ikho.	I-DSD ineSOP yeDSD elungiselelwe ukuqwalasela imibuzo nezikhalazo.	ISOP yeDSD elungiselelwe ukuqwalasela imibuzo nezikhalazo ikho.
Bonke abasebenzi bakarhulumente babotshelwa yiNdlela yokuZiphatha yeNkonzo kaRhulumente.	Bonke abasebenzi bakarhulumente babotshelwa yiNdlela yokuZiphatha yeNkonzo kaRhulumente.	Bonke abasebenzi bakarhulumente babotshelwa yiNdlela yokuZiphatha yeNkonzo kaRhulumente.
Igama neenkukacha zoqhagamshelwaano zomphuhlisi nomgaqo-nkqubo weCCP ofumanekayo ukunceda ngokunikwa kwengxelo yenkqubela phambili kunye neminye imibuzo inikezelwe kwiiTPA ezineeCPO ezixhaswa ngemali.	Izivumelwano zeNtlawulo eKhutshelweyo (iiTPA) kunye neeNPO ezixhaswe ngemali zibandakanya igama neenkukacha zoqhagamshelwano zomphuhlisi womgaqo-nkqubo weCCP ofumanekayo ukunceda ngokunikwa kwengxelo yenkqubela phambili neminye imibuzo.	Igama neenkukacha zoqhagamshelwaano zomphuhlisi nomgaqo-nkqubo weCCP ofumanekayo ukunceda ngokunikwa kwengxelo yenkqubela phambili kunye neminye imibuzo inikezelwe kwiiTPA ezineeCPO ezixhaswa ngemali.
<b>Elubala nokuba Phandle:</b>	<b>Elubala nokuba Phandle:</b>	<b>Elubala nokuba Phandle:</b>
ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.	ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.	ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.
ISebe liqeshe amaGosa eNgcaciso kuzo zonke iingingqi kunye nakwi-ofisi eyintloko ngokuhambelane nePAIA.	ISebe liqeshe iGosa leNgcaciso kuzo zonke iingingqi nakwi-Ofisi eyintloko ngokuhambelana noMthetho woFikelelo kwiNgcaciso (PAIA).	ISebe liqeshe amaGosa eNgcaciso kwii-ofisi zengingqi eMetro South, Metro North, Metro East, eWest Coast, nase-Eden Karoo ngokunjalo nakwi-ofisi eyintloko yeDSD. Ummandla iCape Winelands ne-Overberg inike ingxelo yokuba iGosa labo leNgcaciso lirhoxe esikhundleni ngo-Epreli 2020, isithuba siya kubhengezwa kunyaka-mali wama-2020/21.
IWebhusayiti yeSebe ihlaziywa rhoqo kabini ngonyaka, okanye msinyane nje kufunyanwa ingcaciso entsha evela kwiinkqubo.	IWebhusayiti yeSebe ihlaziywa rhoqo kabini ngonyaka, okanye msinyane nje kufunyanwa ingcaciso entsha evela kwiinkqubo.	IWebhusayiti yeSebe ihlaziywa rhoqo kabini ngonyaka, okanye msinyane nje kufunyanwa ingcaciso entsha evela kwiinkqubo.

<b>Amalungiselelo akhoyo/angawo</b>	<b>Amalungiselelo anqwenelwayo</b>	<b>Izifizekiso ezizizo</b>
liNgxelo zoNyaka zeDSD ezipapashwa rhoqo ngonyaka ngo-Agasti (kubandakanywa uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).	liNgxelo zoNyaka zeDSD ezipapashwa rhoqo ngonyaka ngo-Agasti (kubandakanywa uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).	INgxelo 2018/19 yeDSD yapapashwa ngoSeptemba 2019 yaye iyafumaneka kwiwebhusayiti yesebe (kubandakanywa uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).
Amaxwebhu eqhinga leSebe ayafumaneka ngesiNgesi, ngesiBhullu nangesiXhosa.	Amaxwebhu eqhinga leSebe ayafumaneka ngeelwimi ezintathu ezisesikweni zephondo.	Amaxwebhu eqhinga leSebe ayafumaneka ngesiNgesi, ngesiBhullu nangesiXhosa.
<b>Ixabiso leMali:</b>	<b>Ixabiso leMali:</b>	<b>Ixabiso leMali:</b>
INPO exhaswa ngemali yololongo lwabantwana neenkonzozokhuselo ziyanikezelwa ngokuhambelana neeTPA, ezibandakanya uhambelwano nezithethe, nemigangatho zoMthetho waBantwana, iimfuno zolawulo zoMthetho weNPO nekujoliswe kuko konikezelo lwenkonzo.	INPO exhaswa ngemali yololongo lwabantwana neenkonzozokhuselo ziyanikezelwa neZivumelwano zeNtlawulo ekhutshelweyo, ezibandakanya uhambelwano nezithethe, nemigangatho zoMthetho waBantwana, iimfuno zolawulo zoMthetho weNPO nekujoliswe kuko konikezelo lwenkonzo.	INPO exhaswa ngemali yololongo lwabantwana neenkonzozokhuselo ziyanikezelwa ngokuhambelana neeTPA, ezibandakanya uhambelwano nezithethe, nemigangatho zoMthetho waBantwana, iimfuno zolawulo zoMthetho weNPO nekujoliswe kuko konikezelo lwenkonzo.
Zonke iiCPO ezixhaswa ngemali zinikezele iiQPR zonyaka-mali wama-2018/19.	liNPO ezixhaswa ngemali zinikezele ngeengxelo zarhoqo ngekota zenkqubela phambili.	Zonke iiCPO ezixhaswa ngemali zinikezele iiQPR zonyaka-mali wama-2019/20.
liCCP NPO ezixhaswa ngemali ezafunyanwa zingathobeli ngonyaka-mali wama-2018/19 zanikezelwa izicwangciso zolungiso zaze zadingeka okokuba zinike ingxelo kwezi zenzo zolungiso rhoqo ngekota njengexalenye yeengxelo zazo zenkqubela phambili zarhoqo ngekota.	liCCP NPO ezixhaswa ngemali ezingathobeliyo zinikezelwe izicwangciso zolungiso yaye kufuneka zinike ingxelo rhoqo ngekota.	Izicwangciso zolungiso zikho ezilungiselelwe zonke iiCPO ezingahambelaniyo nezithethe nemigangatho kunye/okanye ukufizekisa ekujoliswe kuko. Zonke iiCPO ezinezicwangciso zokusebenza zolungiso ngonyaka-mali wama-2019/20 zadingeka ukuba zinike ingxelo rhoqo ngekota kwiingxelo zenkqubela phambili zeNPO. Kukho ama-90 eeCPO anezicwangciso zolungiso ngokwakaloku nje. Kwezi, imibutho engama-61 inike ingxelo ngonikezelo lwayo zezicwangciso zazo zolungiso kwiingxelo zazo zenkqubela phambili. Imibutho engama-29 khangeni inike ingxelo kwikota yesi-4 yaye ilindeleke ukuba yenze njalo kwikota yoku-1 ngowama-2020/21.
liNPO zikhuselwa ziiTPA zazo yaye ngonyaka-mali 2018/19 zifumene imali ngokuhambelana yeshedyuli evuselelweyo eyathi yangeniswa kwiyunithi yenkxaso-mali kulungiselelwa iintlawulo.	liNPO zikhuselwe ziiTPA zazo; zifumana imali ngokuhambelana neshedyuli.	liNPO zikhuselwa ziiTPA zazo yaye ngonyaka-mali 2018/19 zifumene imali ngokuhambelana yeshedyuli evuselelweyo eyathi yangeniswa kwiyunithi yenkxaso-mali kulungiselelwa iintlawulo.

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifzekiso ezizizo
Akukho CCP NPO ezithunyelwe kulwakhiwo lwamakhono avela kwiyunithi ye-ICB apha enyakeni.	IiNPO zifumene ulwakhiwo lwamakhono njengoko kudingeka.	Akukho CCP NPO ezithunyelwe kulwakhiwo lwamakhono avela kwiyunithi ye-ICB apha enyakeni.
Kunyaka-mali wama-2018/19 iSebe linikezele ngenkxaso-mali yabasebenzi abancedisayo bentlalo (iiSAW,) oonontlalo-ntle (iiSW), abaphathi beSW kunye nabalawuli. Ngowama-2018/19 iDSD ayizange inikezele ngenkxaso-mali yabasebenzi bolawulo ngenxa yezithintelo zemali.	I DSD inikezele ngenkxaso-mali elungiselelwe iiSAW, iiSW, abaphathi beSW kunye nabalawuli kunye nabasebenzi boLawulo ngokunjalo.	Kunyaka-mali wama-2019/20 iSebe linikezele ngenkxaso-mali kwiiSAW, iiSW, abaphathi beSW kunye nabalawuli ngokunjalo nabasebenzi bolawulo. Ngoko, inkxaso-mali yesithuba solawulo yamiselwamkuphela ukususela ngomhla woku-1 kuJulayi 2020 kwimibutho echongiweyo. Ngenxa yezithintelo zemali, iSebe alibanga nakho ukuxhasa ngemali zonke izithuba zabasebenzi bolawulo. Kuxhonyekwe kubukho beengxowa-mali, iSebe liya kucamngca ngokuxhasa ngemali abasebenzi abaninzi bolawulo kumaqabane abo axhaswe ngemali kunyaka-mali wama-2020/21.
<b>Ulawulo loLolongo loKondla – UkuFunwa nokuqeqeshwa kwabazali bokhuselo nokondla.</b>		
<b>Uthethwano:</b>	<b>Uthethwano:</b>	<b>Uthethwano:</b>
<ul style="list-style-type: none"> <li>● Inkqubo yeCCP ayizange iqhube iindibano zengingqi kunye neeCPO ezixhaswa ngemali zokhuselo lwabantwana kunye namagosa engingqi eDSD ngesithuba seenyanga zokuqala ezintandathu zama-2018/19. Ngoko, iindibano ezimbini zengingqi zabanjwa ekupheleni konyaka. Ngoko, iindibano ezimbini zengingqi zabanjwa ekupheleni konyaka. Indibano yokuqala yengingqi yabanjwa ngomhla wesi-9 kuNovemba 2018 (iseshoni enye kuzo zonke iingingqi kunye neeCPO ezixhaswa ngemali) ze eyesibini indibano yengingqi yabanjwa kwingingqi nganye ngale mihla elandelayo: 5-7 kuFebruwari 2019 eWest Coast; 12-13 kuFebruwari 2019 eMetro North; 19-21 kuFebruwari 2019 e-Eden Karoo; kunye nama-25-27 kuFebruwari 2019 eCape Winelands.</li> <li>● Ngenxa yezithintelo zohlahlo lwabiwo-mali iindibano ezimbini zengingqi</li> </ul>	Inkqubo iqhube iindibano ezintathu zarhoqo zeNgingqi kunye neeNPO ezixhaswa ngemali yokhuseleko lomntwana.	Inkqutyana yoLolongo loKondla iqhube iindibano ezilandelayo zengingqi kunye neeNPO ezixhaswa ngemali zokhuseleko lwabantwana: <ul style="list-style-type: none"> <li>● IKota 1: Uqeqesho lokwakiwa komjelokazi: Metro South: 17 kuEpreli 2019; Metro East: 15 kuMeyi 2019; Metro South: 31 kuMeyi 2019; West Coast: 3 kuJuni 2019; kunye neCape Winelands: 14 kuJuni 2019. Ngomhla we-16 kuMeyi 2019 ingxoxo yeForam yePhondo yaBantwana neeNtsapho yololongo lokondla yabanjwa eMetro South.</li> <li>● IKota 2: Iindibano ngomsebenzi osemva woLolongo loKondla kunye nezisombululo kwimingeni yokwandiswa kwemiyalelo yololongo lokondla:</li> <li>● IMetro East: 2 Septemba 2019; Metro North: 1 kuSeptemba 2019; Metro South: 30 kuSeptemba 2019; West Coast: 3 kuSeptemba 2019; Winelands &amp; Overberg: 4 kuSeptemba 2019; kunye neEden Karoo: 7 kuSeptemba 2019.</li> <li>● IKota 3: Metro East: 7 kuOktobha 2019;</li> <li>● AmaKhono oBuzali; AmaKhono oNxibelelwano; AmaKhono okumamela ebantwaneni; Ulwakhiwo kokuzithemba; nokuKhuthazwa nokuZilawula; Metro East: 20 kuNovemba 2019; uCwangciso oluphathelele kuKhuselo lwaBantwana; Abantwana abanezimilo ezingalunganga; uNyango ngokudlala; kunye</li> </ul>

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifizekiso ezizizo
<p>zarhoxiselwa unyaka-mali omtsha: 16-18 kuEpreli 2019 Metro South; 13-14 &amp; 23 kuMeyi 2019 Metro East.</p>		<p>nokungahanjwa kakuhle kwesikolo; Metro North: 13 kuNovemba 2019; INtlanganiso yeForam yeNgingqi yoKhuseleko lwaBantwana; kunye neWest Coast: 10 kuDisemba 2019; Intlanganiso yolwakhiwo lomjelokazi.</p> <ul style="list-style-type: none"> <li>IKota 4: Inkqutyana yoLolongo loKondla iqhuba iindibano zengingqi ezilandelayo kunye neCPO ezixhaswe ngemali kokujoliswe kuko kweQhinga ngowama-2020-2025; uMgaqo-nkqubo weCCP (2019): Imimandla engundoqo; Ukhuselelo neqhnga longenelelo lwangethuba; iN&amp;S Shelters ezilungiselelwe abantu abadala abaNgenawo amakhaya; INkqubo yeUFC; ukuBekwa kweLiso noVavanyo; iThuthuzela Care Centres; uMgangatho weeNkqubo zokuSebenza; iiNkonzo zokoNgamela; uCweyo oluSekwe kuBungqina; kunye noQeqesho lowama-2020: Metro East: 11 kuFebruwari 2020; Metro-North: 20 kuFebruwari 2020; Metro South: 20 kuFebruwari 2020; West Coast: 17 kuFebruwari 2020; Winelands/Overberg: 25 kuFebruwari 2020; kodwa indibano yase-Eden Karoo eyayishedyulelwe umhla wama-20 kuMatshi 2020 yarhoxiswa ngenxa yobhubhane weCOVID-19.</li> </ul>
<p>Amagama neenkukacha zoqhagamshelo zabaphuhlisi bomgaqo-nkqubo kunye nomlawuli wenkqubo yeCCP afumaneka kwiTPA ye-AGAPE yowama-2018/19. I-AGAPE inakho ukqhagamshelana noMlawuli: waBantwana neeNtsapho, okanye uMlawuli oPhezulu: iNtlalo-ntle yoLuntu, oneenkukacha zoqhagamshelwano ezifumanekayo kwiwebhusayiti yeDSD nakwi-APP.</p>	<p>Izivumelwano zeNtlawulo eKhutshelweyo (iiTPA) kunye neeNPO ezixhaswe ngemali eziqhuba ukufuna nokuqeqesha kubandakanywa igama eenkukacha zoqhagamshelwano zomphathi wenkqubo yeCCP. Imibutho inakho ukuqhagamshelana noMlawuli: waBantwana neeNtsapho, okanye uMlawuli oPhezulu: weNtlalo-ntle yoLuntu, onenkukacha zoqhagamshelwano ezifumanekayo kwiwebhusayiti yeDSD nakwi-APP.</p>	<p>Amagama neenkukacha zoqhagamshelo zabaphuhlisi bomgaqo-nkqubo kunye nomlawuli wenkqubo yeCCP afumaneka kwiTPA ye-AGAPE yowama-2018/19. I-AGAPE inakho ukqhagamshelana noMlawuli: waBantwana neeNtsapho, okanye uMlawuli oPhezulu: iNtlalo-ntle yoLuntu, oneenkukacha zoqhagamshelwano ezifumanekayo kwiwebhusayiti yeDSD nakwi-APP.</p>
<p>ISebe linesivumelwano ne-AGAPE okokuba inikezele ngoqeqesho/ngocweyo egameni leengingqi kulungiselelwa abazali bokhuselo nokondla. La mathuba oqeqesho alandelayo anikezelwa ngonyaka-mali wama-2018/19:</p>	<p>Zonke iingingqi zinikezele ngocweyo lweenyanga ezintandathu kunye nabazali boKhuselo noKondla.</p>	<p>ISebe linesivumelwano ne-AGAPE okokuba inikezele ngoqeqesho/ngocweyo egameni leengingqi kulungiselelwa abazali bokhuselo nokondla. La mathuba oqeqesho alandelayo anikezelwa ngonyaka-mali wama-2019/20:</p> <ul style="list-style-type: none"> <li>Metro East: 20 kuJuni 2019, 25 kuJulayi 2019, 5 kuDisemba 2019, noomhla we-13 kuFebruwari 2020.</li> </ul>

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifzekiso ezizizo
<ul style="list-style-type: none"> <li>● Metro North: 15 kuMeyi 2018, 07 kuJuni 2018, 18 kuSeptemba 2018, 25 kuOktobha 2018, 24 kuJanuwari 2019, 7 kuMatshi 2019.</li> <li>● Metro East: 5 kuJuni 2018, 5 kuJulayi 2018, 4 kuOktobha 2018, 15 kuNovemba 2018, 21 kuFebruwari 2019, 28 kuMatshi kuMatshi kuMatshi 2019.</li> <li>● Eden Karoo: 3 &amp; 4 kuJulayi 2018, 13 kuNovemba 2018, 14 kuNovemba 2018, 19 March 2019, 20 March 2019.</li> <li>● West Coast: 25 kuJuni 2018, 26 kuJuni 2018, 17 kuJulayi 2018, 8 kuOktobha 2018, 9 kuOktobha 2018, 27 kuNovemba 2018, 11 kuDisemba 2018, 25 kuFebruwari 2019, 26 kuFebruwari 2019, 5 kuMatshi 2019.</li> <li>● Cape Winelands Overberg: 29 kuMeyi 2018, 19 kuJuni 2018, 24 kuJulayi 2018, 14 kuAgasti 2018, 6 kuSeptemba 2018, 11 kuOktobha 2018, 29 kuNovemba 2018, 10 kuDisemba 2018, 29 kuJanyuwari 2019, 14 kuFebruwari 2019, 12 kuMatshi 2019, 26 kuMatshi 2019.</li> <li>● Metro South: Akubangakho lucweyo oluchaziweyo yingingqi kowama 2018/19.</li> </ul>		<ul style="list-style-type: none"> <li>● Metro North: 2 kuEpreli 2019, 6 kuJuni 2019, 27 kuAgasti 2019, 17 kuOktobha 2019, 5 kuDisemba 2019, kunye nomhla we-12 kuMatshi 2020.</li> <li>● Metro South: 2-5 kuMatshi 2020.</li> <li>● West Coast: 24-25 kuJuni 2019, 16 kuSeptemba 2019, 19 kuSeptemba 2019, 9 kuOktobha 2019, 28-29 kuOktobha 2019, 12 kuNovemba 2019, 24-25 kuFebruwari 2020, and 10 kuMatshi 2020.</li> <li>● Eden Karoo: 25 kuJuni 2019, 26 kuJuni 2019, 2 kuJulayi 2019, 3 kuJulayi 2019, 28 - 29 kuJanyuwari 2020, 10 kuMatshi 2020, 17-18 kuMatshi 2020.</li> <li>● Cape Winelands: 21 kuMeyi 2019, 4 kuJuni 2019, 18 kuJuni 2019, 17 kuSeptemba 2019, 13 kuNovemba 2019, 3 kuDisemba 2019, 10 kuDisemba 2019, 4 Februwari 2020 and 13 kuMatshi 2020.</li> </ul>
<p>Uvavanyo lweBatho Pele lwabazali boKhuselo noKondla lusayilwa. Luya kulingwa kunyaka-mali wama-2019/20.</p>	<p>Uvavanyo lweBatho Pele lwabazali boKhuselo noKondla luhlolile ulingo.</p>	<p>Batho-Pele: Isixhobo sovavanyo lweNkonzo yoMxhamli sayilwa yaye ngoku sele kuzo kuthethwana ngaso. ULawulo loLolongo loKondla luya kunikezela ingxelo yenkqubela phambili yolingqo kunyaka-mali wama-2020/21.</p>
<p><b>Ufikelelo:</b> Kukho amagosa azimiseleyo oLolongo loMxhamli kwi-ofisi nganye yommandla kunye nabancedisi boLolongo loMxhamli kwi-ofisi yengingqi ngaphandle kwee-ofisi zengingqi ezaseRobertson (Langeberg)</p>	<p><b>Ufikelelo:</b> Igosa loLolongo loMxhamli kwi-Ofisi nganye yoMmandla neyeNgingqi.</p>	<p><b>Ufikelelo:</b> Kukho amagosa azimiseleyo oLolongo loMxhamli eMetro South, Metro North, West Coast, Eden Karoo kunye nemimandla owaseCape Winelands Overberg. IMetro East inesithuba esingazaliswanga segosa loLolongo loMxhamli ekufuneka liqeshiwe ngo-Agasti 2020. Ngokwakaloku nje iGosa leNgcaciso</p>

Amalungiselelo akhoyo/angawo	Amalungiselelo anqwenelwayo	Izifzekiso ezizizo
nezaseSwellendam apho izithuba zingazaliswanga. Ummandla ucwangisele ukuzalisa zozibini izithuba ngonyaka-malli wama-2019/20.		libambele kwesi sikhundlaa yaye liqeqeshelwe ukunceda abonke abaxhamli ngrmibuzo kunye/nezikhalazo. Kukho abancedisi abazimiseleyo boLolongo loMxhamli kuzo zonke ii-ofisi zengingqi ngaphandle kwee-ofisi zengingqi ezintathu. Kukho izithuba ezingazaliswanga kwii-ofisi zengingqi zaseBreede River neyaseCape Agulhas kummandla waseCape Winelands ne-Overberg, nakwi-ofisi yengingqi yaseKnysna kwi-Eden Karoo. Imimandla owaseCape Winelands naseOverberg ngokunjalo neMetro East echaze into yokokuba iya kuzalisa izithuba ezingazaliswanga kunyaka-mali wama-2020/21. I-Eden Karoo ichaze into yokuba udlwano-ndlebe lwezithuba ezingazaliswanga lwarhoxiswa ngenxa yobhubhane yeCOVID-19.
ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.	ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.	ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.
linkcukacha zamagosa ecandelo zinikezelwe kwiwebhusayiti yeDSD ukunceda abazali abakhoyo nabasenokubakho bokhuselo nokondla okokuba basebenzise i-imeyile okanye batsalele umnxeba umphathi wenkqubo, umlawuli wenkqubo/wommandla xa kuyimfuneko.	Abazali bokhuselo noKondla abakhoyo nabangakho banakho ukusebenzisa i-imeyile okanye batsalele umnxeba umphathi wenkqubo, umlawuli wenkqubo/wommandla xa kuyimfuneko.	linkcukacha zamagosa ecandelo zinikezelwe kwiwebhusayiti yeDSD ukunceda abazali abakhoyo nabasenokubakho bokhuselo nokondla okokuba basebenzise i-imeyile okanye batsalele umnxeba umphathi wenkqubo, umlawuli wenkqubo/wommandla xa kuyimfuneko.
<b>Imbeko:</b>	<b>Imbeko:</b>	<b>Imbeko:</b>
Onke amagosa eCC akwii-ofisi zommandla nezengingqi ayayazi inkqubo nendlela yokulungiswa kwezikhalazo ezinjalo.	Igosha loLolongo loMxhamli kwi-Ofisi nganye yoMmandla neyeNgingqi liqeqeshelwe ukunceda bonke abaxhamli (kubandakanywa abazali abakhoyo nabangakho bokhuselo noKondla) ngemibuzo okanye izikhalazo ze bathumele imibuzo / izikhalazo kumagosa afanelekileyo akwi-ofisi.	Onke amagosa eCC akwii-ofisi zommandla nezengingqi ayayazi inkqubo nendlela yokulungiswa kwezikhalazo ezinjalo.
ISOP yeDSD elungiselelwe ukuqwalasela imibuzo nezikhalazo ikho.	I-DSD ineSOP yeDSD elungiselelwe ukuqwalasela imibuzo nezikhalazo.	ISOP yeDSD elungiselelwe ukuqwalasela imibuzo nezikhalazo ikho.

<b>Amalungiselelo akhoyo/angawo</b>	<b>Amalungiselelo anqwenelwayo</b>	<b>Izifekiso ezizizo</b>
Bonke abasebenzi bakarhulumente babotshelwa yiNdlela yokuZiphatha yeNkonzo kaRhulumente.	Bonke abasebenzi bakarhulumente babotshelwa yiNdlela yokuZiphatha yeNkonzo kaRhulumente.	Bonke abasebenzi bakarhulumente babotshelwa yiNdlela yokuZiphatha yeNkonzo kaRhulumente.
Uvavanyo lweBatho Pele lwabazali boKhuselo noKondla lusayilwa.	Isixhobo sovavanyo lweNkonzo sokwaneliseka komthengi sivavanywe kwigcuntswana lwabazali boKhuselo noKondla.	Batho-Pele: Isixhobo sovavanyo lweNkonzo yoMxhamli sayilwa yaye ngoku sele kuzo kuthethwana ngaso. ULawulo loLolongo loKondla luya kunikezela ingxelo yenkqubela phambili yolingo kunyaka-mali wama-2020/21.
<b>Elubala nokuba Phandle:</b>	<b>Elubala nokuba Phandle:</b>	<b>Elubala nokuba Phandle:</b>
ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.	ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.	ISebe linenombolo yomnxeba ongahlawulelwayo (0800 220 250) osebenza ukusuka ngentsimbi yesi-07H00 ngeye-19H00 kunye nomyalezo welizwi elizenzekayo phakathi kwentsimbi ye-19H00 ukuya kweye-07H00.
ISebe liqeshe amaGosa eNgcaciso kuzo zonke iingingqi kunye nakwi-ofisi eyintloko ngokuhambelane nePAIA.	ISebe liqeshe iGosa leNgcaciso kuzo zonke iingingqi nakwi-Ofisi eyintloko ngokuhambelana noMthetho woFikelelo kwiNgcaciso (PAIA).	ISebe liqeshe amaGosa eNgcaciso kwii-ofisi zengingqi eMetro South, Metro North, Metro East, eWest Coast, nase-Eden Karoo ngokunjalo nakwi-ofisi eyintloko yeDSD. Ummandla iCape Winelands ne-Overberg inike ingxelo yokuba iGosa labo leNgcaciso lirhoxe esikhundleni ngo-Epreli 2020, isithuba siya kubhengezwa kunyaka-mali wama-2020/21.
IWebhusayiti yeSebe ihlaziywa rhoqo kabini ngonyaka, okanye msinyane nje kufunyanwa ingcaciso entsha evela kwiinkqubo.	IWebhusayiti yeSebe ihlaziywa rhoqo kabini ngonyaka, okanye msinyane nje kufunyanwa ingcaciso entsha evela kwiinkqubo.	IWebhusayiti yeSebe ihlaziywa rhoqo kabini ngonyaka, okanye msinyane nje kufunyanwa ingcaciso entsha evela kwiinkqubo.
Iingxelo zoNyaka zeDSD ezipapashwa rhoqo ngonyaka ngo-Agasti (kubandakanywa uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).	Iingxelo zoNyaka zeDSD ezipapashwa rhoqo ngonyaka ngo-Agasti (kubandakanywa uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).	Iingxelo 2018/19 yeDSD yapapashwa ngoSeptemba 2019 yaye iyafumaneka kwiwebhusayiti yesebe (kubandakanywa uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).
Amaxwebhu eqhinga leSebe ayafumaneka ngesiNgesi, ngesiBhullu nangesiXhosa.	Amaxwebhu eqhinga leSebe ayafumaneka ngeelwimi ezintathu ezisesikweni zephondo.	Amaxwebhu eqhinga leSebe ayafumaneka ngesiNgesi, ngesiBhullu nangesiXhosa.
<b>Ixabiso lemali:</b>	<b>Ixabiso lemali:</b>	<b>Ixabiso lemali:</b>
Abazali bokhuselo bahlawulwa umrhumo wosuku wama-R27 ngomntwana ngamnye obekiweyo kwikhaya ngokuhambelana nomyalelo wenkundla.	Abazali bokhuselo bahlawulwa umrhumo wosuku ngomntwana ngamnye obekwe kwikhaya ngokuhambelana nomyalelo wenkundla.	Abazali bokhuselo bahlawulwa umrhumo wosuku wama-R27 ngomntwana ngamnye ngokuhambelana nomyalelo wenkundla.



<b>Amalungiselelo akhoyo/angawo</b>	<b>Amalungiselelo anqwenelwayo</b>	<b>Izifzekiso ezizizo</b>
I-DSD inika ingxelo rhoqo ngekota ngokubekwa kwabantwana kumakhaya.	I-DSD kufuneka inike ingxelo rhoqo ngekota ngokubekwa kwabantwana kumakhaya.	I-DSD kufuneka inike ingxelo rhoqo ngekota ngokubekwa kwabantwana kumakhaya.
Abazali boKondla bahlawulwa ama-R960 rhoqo ngenyanga umnikelo ovela kwaSASSA ngomntwana ngamnye.	Abazali boKondla bahlawulwa umnikelo rhoqo ngenyanga ovela kwaSASSA ngomntwana ngamnye (ababekwe ngokuhambelana nomyalelo wenkundla).	Abazali boKondla bahlawulwa i-R1 040 rhoqo ngenyanga umnikelo ovela kwaSASSA ngomntwana ngamnye.
Ngethuba lokunikwa kwengxelo ukufunwa kwaqhutywa zii-ofisi zommandla zeDSD yaye iinkonzo zoqeqesho zanikezelwa ziiNPO, AGAPE, ngokuhambelana neTPA, ebandakanya uhambelwano nezithethe nemigangatho yoMthetho waBantwana, iimfuno zolawulNPO nekujoliswe kuko konikezelo lwenkonzo.	Iinkonzo zeenkonzo zokufunwa noqeqesho olwenziwa ziNPO ezixhaswa ngemali zinikezelwe ngokuhambelana neZivumelwano zeNtlawulo ekhutshelweyo, ezibandakanya uhambelwano nezithethe nemigangatho yoMthetho waBantwana, iimfuno zolawulo loMthetho weNPO, nekujoliswe kuko kunikezelo lwenkonzo.	Ngethuba lokunikwa kwengxelo ukufunwa kwaqhutywa zii-ofisi zommandla zeDSD yaye iinkonzo zoqeqesho zanikezelwa ziiNPO, AGAPE, ngokuhambelana neTPA, ebandakanya uhambelwano nezithethe nemigangatho yoMthetho waBantwana, iimfuno zolawulNPO nekujoliswe kuko konikezelo lwenkonzo.
I-AGAPE inikezele ngeengxelo zenkqubela phambili ezine zarhoqo ngekota kunyaka-mali wama-2018/19.	IiNPO ezixhaswa ngemali kufuneka zinikezele rhoqo ngekota ngeengxelo zenkqubela phambili.	I-AGAPE inikezele ngeengxelo zenkqubela phambili ezine zarhoqo ngekota kunyaka-mali wama-2019/20.

**Isixhobo sengcaciso yokunikezelwa kwenkonzo**

<b>Izixhobo ezikhoyo/ezizizo zengcaciso</b>	<b>Izixhobo ezinqwenelwayo zengcaciso</b>	<b>Izifzekiso ezizizo</b>
<b>Ukhuselo loLolongo lwaBantwana- Ukubekwa kweliso kwemibutho echongiweyo yokhuseleko lwaBantwana.</b>		
I-APP yeDSD yowama-2018/19 yapapashwa ngoMatshi 2018 yaye iyafumaneka kwiwebhusayiti yesebe.	isiCwangciso soNyaka sokuSebenza seSebe sipapashwa rhoqo ngonyaka ngoMatshi.	I-APP yeDSD yowama-2018/19 yapapashwa ngoMatshi 2018 yaye iyafumaneka kwiwebhusayiti yesebe.
Ingxelo yoNyaka yeDSD yowama-2017/18 yapapashwa ngo-Agasti 2018 yaye iyafumaneka kwiwebhusayiti yesebe (ibandakanya uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).	Iingxelo zoNyaka zeDSD zipapashwa go-Agasti.	Ingxelo yoNyaka yeDSD yowama-2018/19 yapapashwa ngo-Agasti 2019 yaye iyafumaneka kwiwebhusayiti yesebe (ibandakanya uluhlu lwemibutho exhaswa ngemali kunye neengxowa-mali ezikhutshelweyo ezifunyenweyo).
Ingxelo yaBemi yeDSD yowama-2017/18 yapapashwa ngoDisemba wama-2018 yaye iyafumaneka kwiwebhusayiti yesebe.	Ingxelo yaBemi yeDSD epapashwa rhoqo ngonyaka ngo-Oktobha.	Ingxelo yaBemi yeDSD yowama-2018/19 yapapashwa ngoFebruwari 2020.

Izixhobo ezikhoyo/ezizizo zengcaciso	Izixhobo ezinqwenelwayo zengcaciso	Izifzekiso ezizizo
<p>Kunyaka wokuqala womjikelo weminyaka emithathu iTPA iyakhutshwa ze emva kwangoko isongezo kwiTPA sikhutshwa rhoqo ngonyaka kwisithuba seminyaka emibini kumjikelo weminyaka emithathu. Unyaka wama-2018/19 yaba ngonyaka wesibini womjikelo weeminyaka emithathu. AmaPhepha amaLungelo enkonzo ahlelwa ze asayinwa kunyaka-mali wama-2018/19.</p>	<p>IziVumelwano zeNtlawulo eKhutshelweyo (iitPA) kunye namaPhepha amaLungelo eNkonzo ahlelwa rhoqo ngonyaka.</p>	<p>Izivumelwamo zeNtlawulo eKhutshelweyo (iitPA) kunye namaPhepha amaLungelo eNkonzo ahlelwa kulungiselelwa unyaka-mali wama-2019/20.</p>
<p>Imigaqo-nkqubo, nezithethe nemigangatho iyafumaneka kwiwebhusayiti yeDSD.</p>	<p>Imigaqo-nkqubo, nezithethe nemigangatho iyafumaneka kwiwebhusayiti yeDSD.</p>	<p>Imigaqo-nkqubo, nezithethe nemigangatho iyafumaneka kwiwebhusayiti yeDSD.</p>
<p>● Inkqubo yeCCP ayizange iqhube iindibano zengingqi kunye neeCPO ezixhaswa ngemali zokhuselo lwabantwana kunye namagosa engingqi eDSD ngesithuba seenyanga zokuqala ezintandathu zama-2018/19. Ngoko, iindibano ezimbini zengingqi zabanjwa ekupheleni konyaka. Ngoko, iindibano ezimbini zengingqi zabanjwa ekupheleni konyaka. Indibano yokuqala yengingqi yabanjwa ngomhla wesi-9 kuNovemba 2018 (iseshoni enye kuzo zonke iingingqi kunye neeCPO ezixhaswa ngemali) ze eyesibini indibano yengingqi yabanjwa kwingingqi nganye ngale miha elandelayo: 5-7 kuFebruwari 2019 eWest Coast; 12-13 kuFebruwari 2019 eMetro North; 19-21 kuFebruwari 2019 e-Eden Karoo; kunye nama-25-27 kuFebruwari 2019 eCape Winelands.</p> <p>● Ngenxa yezithintelo zohlahlo lwabiwo-mali iindibano ezimbini zengingqi</p>	<p>Inkqubo iqhube iindibano ezintandathu zarhoqo ngenyanga zeNgingqi kunye neeNPO ezixhaswa ngemali yokhuseleko lomntwana.</p>	<p>Inkqubo yeCCP iqhube iindibano zengingqi kunye neeNPO ezixhaswa ngemali zokhuselo lwabantwana kunye namagosa eDSD yengingqi ngekota yokuqala nekota yesine yonyaka-mali.</p> <p>● IKota 1: Inkqubo yeCCP iqhube iindibano ezimbini zengingqi kunye neeCPO ezixhaswa ngemali kunye namagosa eDSD yengingqi ngesithuba sokunikezela kwengxelo. Indibano yokuqala yaba nemibutho yeMetro South ngomhla we-17 ku-Epreli 2019 ze indibano yesibini yabanjwa nemibutho yeMetro East ngomhla we-15 Meyi 2019.</p> <p>● IKoti 4: Inkqubo yeCCP iqhube iindibano ezintlanu kwezintandathu ezishedyulelwe iindibano zengingqi kunye neeCPO ezixhaswa ngemali kunye namagosa eDSD engingqi: e-Eden Karoo: yarhoxiswa ngenxa yoqhambuko lweCOVID19; eMetro North: 3-4 kuFebruwari 2020; Metro South: 20-21 kuFebruwari 2020; Metro East: 10-12 kuFebruwari 2020; West Coast: 17-18 kuFebruwari 2020; kunye neWinelands Overberg: 25-27 kuFebruwari 2020.</p>

Izixhobo ezikhoyo/ezizizo zengcaciso	Izixhobo ezinqwenelwayo zengcaciso	Izifzekiso ezizizo
<p>zarthoxiselwa unyaka-mali omtsha: 16-18 kuEpreli 2019 Metro South; 13-14 &amp; 23 kuMeyi 2019 Metro East.</p>		
<p>Amathuba oqeqesho asixhenxe abanjwa ngowama-2018/19.</p> <ul style="list-style-type: none"> <li>● Uqeqesho kwiZithethe neMigangatho elungiselelwe iZikimu eziHlangeneyo zoLolongo loKondla eMetro South: 18 i 2018. 18 CPO kunye nonontlalo-ntle beDSD baluzimasa.</li> <li>● Uqeqesho, kukufunwa ukuhlelwa, ukuthethwa nokuqeqeshwa kwizikhokhelo zabazali bokhuselo / bokondla kulungiselelwa uSW zeCPO nezeDSD: <ul style="list-style-type: none"> <li>● Metro North: 21 kuNovemba 2018-abazimasileyo abali-15.</li> <li>● Metro South: 22 kuNovemba 2018-abazimasileyo abangama-30.</li> <li>● Metro East: 23 kuNovemba 2018-abazimasileyo abangama-30.</li> <li>● Eden Karoo: 27 kuNovemba 2018-abazimasileyo abangama-30.</li> <li>● West Coast: 4 kuDisemba 2018-abazimasileyo abangama-30.</li> <li>● Winelands/ Overberg: 7 kuDisemba 2018-abazimasileyo abangama-30.</li> </ul> </li> </ul>	<p>I-ofisi yenkqubo iqhube amathuba emfundo/oqeqesho kulungiselelwa iiNPO aphathelelene nemiba yokhuselo lwabantwana (kuba kanye ngonyaka).</p>	<p>Amathuba oqeqesho kwimigqalisela abanjwa neeCPO ngethuba lekota yokuqala yowama-2019/20 njengoku kulandelayo:</p> <ul style="list-style-type: none"> <li>● Metro South: 30 kuMeyi 2019;</li> <li>● West Coast: 4 kuJuni 2019;</li> <li>● Metro East: 5 kuJuni 2019;</li> <li>● Eden Karoo: 6 kuJuni 2019;</li> <li>● Cape Winelands: 11 kuJuni 2019; kunye</li> <li>● Metro North: 12 kuJuni 2019.</li> </ul>
<p>Igama neenkukacha zoqhagamshelwano zomphuhlisi womgaqo-nkqubo weCCP ofumanekayo ukunceda ngkunikezelwa kwengxelo yenkqubela phambili kunye neminye imibuzo enikezelwe kwiiTPA kunye neeCPO ezixhaswa ngemali.</p>	<p>Izivumelwano zeNtlawulo eKhutshelweyo (iiTPA) kunye neeNPO zibandakanya igama neenkukacha zoqhagamshelwano zomphuhlisi nemigaqo-nkqubo weCCP.</p>	<p>Igama neenkukacha zoqhagamshelwano zomphuhlisi womgaqo-nkqubo weCCP ofumanekayo ukunceda ngkunikezelwa kwengxelo yenkqubela phambili kunye neminye imibuzo enikezelwe kwiiTPA kunye neeCPO ezixhaswa ngemali.</p>
<p>Imibutho ingaqhagamshelana noMphathi weNkqubo weCCP, uMlawuli: aBantwana neeNtsapho, okanye uMlawuli oyiNtloko:</p>	<p>Imibutho ingaqhagamshelana noMphathi weNkqubo weCCP, uMlawuli: aBantwana neeNtsapho, okanye uMlawuli oyiNtloko:</p>	<p>IiCPO zingaqhamgamshelana noMphathi weNkqubo yoLolongo lwaBantwana noKhuselo, uMlawuli: aBantwana neeNtsapho, okanye uMlawuli oyiNtloko: weNtlalo-ntle yoLuntu, onkcukacha</p>

<b>Izixhobo ezikhoyo/ezizizo zengcaciso</b>	<b>Izixhobo ezinqwenelwayo zengcaciso</b>	<b>Izifizekiso ezizizo</b>
weNtlalo-ntle yoLuntu, onkcukacha zakhe zoqhagamshelwano zifumanekayo kwiwebhusayiti yeDSD nakwi-APP.	weNtlalo-ntle yoLuntu, onkcukacha zakhe zoqhagamshelwano zifumanekayo kwiwebhusayiti yeDSD nakwi-APP.	zakhe zoqhagamshelwano zifumanekayo kwiwebhusayiti yeDSD nakwi-APP.
<b>ULawulo loLolongo loKondla – UkuFunwa noqeqesho lwabazali bokhuselo nokondla.</b>		
I-APP yeDSD yowama-2018/19 yapapashwa ngoMatshi 2018 yaye iyafumaneka kwiwebhusayiti yesebe.	IsiCwangciso soNyaka sokuSebenza seSebe sipapashwa rhoqo ngonyaka ngoMatshi.	I-APP yeDSD yowama-2019/20 yapapashwa ngoMatshi 2019 yaye iyafumaneka kwiwebhusayiti yesebe.
INgxelo yoNyaka yeDSD yowama-2017/18 yapapashwa ngomhla wama-31 kuAgasti 2018.	IINgxelo zoNyaka zeDSD zipapashwa ngo-Agasti.	INgxelo yoNyaka yeDSD yowama-2018/19 yapapashwa ngo-Septemba 2019 yaye iyafumaneka kwiwebhusayiti yesebe.
INgxelo yaBemi yeDSD yowama-2017/18 yapapashwa ngoDisemba wama-2018.	INgxelo yaBemi yeDSD epapashwa rhoqo ngonyaka ngo-Oktobha.	INgxelo yaBemi yeDSD yowama-2018/19 yapapashwa ngoFebruwari 2020.
AmaPhepha amaLungelo eNkonzo ahlaziywa rhoqo ngonyaka.	AmaPhepha amaLungelo eNkonzo ahlaziywa rhoqo ngonyaka.	AmaPhepha amaLungelo eNkonzo ahlaziywa rhoqo ngonyaka. Ngowama-2019/20 amaPhepha amaLungelo ee-ofisi zommandla, ezibonelelo kuye ne-ofisi eyintloko asayinwa ngoJanyuwari 2019.
Imigaqo-nkqubo, nezithethe nemigangatho iyafumaneka kwiwebhusayiti yeDSD.	Imigaqo-nkqubo, nezithethe nemigangatho iyafumaneka kwiwebhusayiti yeDSD.	Imigaqo-nkqubo, nezithethe nemigangatho iyafumaneka kwiwebhusayiti yeDSD.
ISebe linesivumelwano ne-AGAPE okokuba inikezele ngoqeqesho/ngocweyo egameni leengingqi kulungiselelwa abazali bokhuselo nokondla ngonyaka-mali wama-2018/19 (phantsi kothethwano).	Uninzi lwemimandla lunike ucweyo lweenyanga ezintandathu kunye nabazali bokhuselo noKondla.	ISebe linesivumelwano ne-AGAPE okokuba inikezele ngoqeqesho/ngocweyo egameni leengingqi kulungiselelwa abazali bokhuselo nokondla ngonyaka-mali wama-2019/20 (phantsi kwesihloko: soThethwano).

**Indlela yokukhalaza**

<b>Indlela ekhoyo/eyiyo yezikhalazo</b>	<b>Indlela enqwenelekayo yezikhalazo</b>	<b>Izifizekiso ezizizo</b>
<b>UKhuseleko loLolongo lwaBantwana- Ukubekwa kweliso kwimibutho echongiweyo yokhuseleko lwabantwana.</b>		
ISebe leNkulumbuso (DotP) liqhuba inombolo yomnxeba engahlawulelwayo engunombolo (0800 220 250) egameni leSebe ukujongana nemibuzo nezikhalazo.	ISebe liqhuba inombolo yomnxeba engahlawulelwayo engunombolo (0800 220 250) ukuqwalasela imibuzo nezikhalazo.	ISebe leNkulumbuso (DotP) liqhuba inombolo yomnxeba engahlawulelwayo engunombolo (0800 220 250) egameni leSebe ukujongana nemibuzo nezikhalazo.

Indlela ekhoyo/eyiyo yezikhalazo	Indlela enqwenelekayo yezikhalazo	Izifizekiso ezizizo
IDesika eNgaphambili evunyiweyo yeSOP ejongana nabaxhamli abazingenelayo ikho.	ISebe Desika eNgaphambili evunyiweyo yeSOP ejongene nabaxhamli abazingenelayo.	IDesika eNgaphambili evunyiweyo yeSOP ejongana nabaxhamli abazingenelayo ikho.
I SOP yeDSD yemibuzo/ izikhalazo/ nokunikwa ngxelo evunyiweyo ikho.	ISebe lineSOP evunyiweyo yeMibuzo/ izikhalazo / nokuNikwa kweNgxelo.	I SOP yeDSD yemibuzo/ izikhalazo/ nokunikwa ngxelo evunyiweyo ikho.
ISebe lineSOP evunyiweyo okokuba ijongane nemibuzo yoMphathiswa nezikhalazo ikho.	I SOP evunyiweyo okokuba ijongene nemibuzo yoMphathiswa nezikhalazo.	ISebe lineSOP evunyiweyo okokuba ijongane nemibuzo yoMphathiswa nezikhalazo ikho.
ISebe lineziko elizimiselelo lokutsalelwa umnxeba elijongene nemibuzo nezikhalazo ngokusetyenziswa kweSebe leNkulumbuso.	ISebe lineziko elizimiselelo lokutsalelwa umnxeba elijongene nemibuzo nezikhalazo ngokusetyenziswa kweSebe leNkulumbuso.	ISebe lineziko elizimiselelo lokutsalelwa umnxeba elijongene nemibuzo nezikhalazo ngokusetyenziswa kweSebe leNkulumbuso.
ISebe lineyunithi ezimiseleyo yololongo lomxhamli elijongene nemibuzo nezikhalazo.	Iyunithi ezimiseleyo yololongo lomxhamli elijongene nemibuzo nezikhalazo.	I DSD ineyunithi ezimiseleyo yololongo lomxhamli elijongene nemibuzo nezikhalazo.
ISebe lisebenza ngothelelwano noMkhuseli woLuntu, iKhomishoni yoKhuselo lwaMalungelo oluntu yoMzantsi Afrika kunye nomnxeba okhawulezileyo wePrezidenti, ukujongana nemibuzo, izikhalazo neengxelo.	ISebe lisebenza ngothelelwano noMkhuseli woLuntu, iKhomishoni yoKhuselo lwaMalungelo oluntu yoMzantsi Afrika kunye nomnxeba okhawulezileyo wePrezidenti, ukujongana nemibuzo, izikhalazo neengxelo.	ISebe lisebenza ngothelelwano noMkhuseli woLuntu, iKhomishoni yoKhuselo lwaMalungelo oluntu yoMzantsi Afrika kunye nomnxeba okhawulezileyo wePrezidenti, ukujongana nemibuzo, izikhalazo neengxelo.
ISebe lisebenza ngokunjalo ngothelelwano neSebe leSizwe loPhuhliso loLuntu ngeziko lokutsalelwa komnxeba loBundlobongela oBusekwe kwiSini (GBVCC).	ISebe lisebenza ngokunjalo ngothelelwano neSebe leSizwe loPhuhliso loLuntu ngeziko lokutsalelwa komnxeba loBundlobongela oBusekwe kwiSini.	ISebe lisebenza ngokunjalo ngothelelwano neSebe leSizwe loPhuhliso loLuntu ngeziko lokutsalelwa komnxeba loBundlobongela oBusekwe kwiSini.
Inkqubo yenkxaso-mali yeDSD yonyaka-mali wama-2018/19 ibandakanya okulandelayo: upapasho, ucweyo lwengcaciso, ulwamkelo nohlolo lwezindululo, ulwamkelo nezokwalwa kweeleta, kunye nenkqubo yezibheno.	Inkqubo yenkxaso-mali ibandakanya upapasho, ucweyo lwengcaciso, ulwamkelo nohlolo lwezindululo, ulwamkelo nezokwalwa kweeleta, kunye nenkqubo yezibheno.	● Inkxaso-mali yeDSD yesimemezo sezindululo yenzeka rhoqo emva kweminyaka mithathu. Ngoko, njengoko unyaka wama- 2019/20 yayingunyaka wesibini kwizivumelwana zeeminyaka emithathu, inkqubo yenkxaso-malli ayizange iqhube kulo nyaka-mali.
<b>ULawulo loLolongo loKondla – UkuFunwa nokuqeqeshwa kwabazali bokhuselo nokondla.</b>		

Indlela ekhoyo/eyiyo yezikhalazo	Indlela enqwenekayo yezikhalazo	Izifizekiso ezizizo
ISebe leNkulumbuso (DotP) liqhuba inombolo yomnxeba engahlawulelwayo engunombolo (0800 220 250) egameni leSebe ukujongana nemibuzo nezikhalazo.	ISebe liqhuba inombolo yomnxeba engahlawulelwayo engunombolo (0800 220 250) ukuqwalasela imibuzo nezikhalazo.	ISebe leNkulumbuso (DotP) liqhuba inombolo yomnxeba engahlawulelwayo engunombolo (0800 220 250) egameni leSebe ukujongana nemibuzo nezikhalazo.
IDesika eNgaphambili evunyiweyo yeSOP ejongana nabaxhamli abazingenelayo ikho.	ISebe Desika eNgaphambili evunyiweyo yeSOP ejongene nabaxhamli abazingenelayo.	IDesika eNgaphambili evunyiweyo yeSOP ejongana nabaxhamli abazingenelayo ikho.
I SOP yeDSD yemibuzo/ izikhalazo/ nokunikwa ngxelo evunyiweyo ikho.	ISebe lineSOP evunyiweyo yeMibuzo/ izikhalazo / nokuNikwa kweNgxelo.	I SOP yeDSD yemibuzo/ izikhalazo/ nokunikwa ngxelo evunyiweyo ikho.
ISebe lineSOP evunyiweyo okokuba ijongane nemibuzo yoMphathiswa nezikhalazo ikho.	I SOP evunyiweyo okokuba ijongene nemibuzo yoMphathiswa nezikhalazo.	ISebe lineSOP evunyiweyo okokuba ijongane nemibuzo yoMphathiswa nezikhalazo ikho.
ISebe lineziko elizimiselelo lokutsalelwa umnxeba elijongene nemibuzo nezikhalazo ngokusetyenziswa kweSebe leNkulumbuso.	ISebe lineziko elizimiselelo lokutsalelwa umnxeba elijongene nemibuzo nezikhalazo ngokusetyenziswa kweSebe leNkulumbuso.	ISebe lineziko elizimiselelo lokutsalelwa umnxeba elijongene nemibuzo nezikhalazo ngokusetyenziswa kweSebe leNkulumbuso.
ISebe lineyunithi ezimiseleyo yololongo lomxhamli elijongene nemibuzo nezikhalazo.	Iyunithi ezimiseleyo yololongo lomxhamli elijongene nemibuzo nezikhalazo.	I DSD ineyunithi ezimiseleyo yololongo lomxhamli elijongene nemibuzo nezikhalazo.
ISebe lisebenza ngothelelwano noMkhuseli woLuntu, iKhomishoni yoKhuselo lwaMalungelo oluntu yoMzantsi Afrika kunye nomnxeba okhawulezileyo wePrezidenti, ukujongana nemibuzo, izikhalazo neengxelo.	ISebe lisebenza ngothelelwano noMkhuseli woLuntu, iKhomishoni yoKhuselo lwaMalungelo oluntu yoMzantsi Afrika kunye nomnxeba okhawulezileyo wePrezidenti, ukujongana nemibuzo, izikhalazo neengxelo.	ISebe lisebenza ngothelelwano noMkhuseli woLuntu, iKhomishoni yoKhuselo lwaMalungelo oluntu yoMzantsi Afrika kunye nomnxeba okhawulezileyo wePrezidenti, ukujongana nemibuzo, izikhalazo neengxelo.
ISebe lisebenza ngokunjalo ngothelelwano neSebe leSizwe loPhuhliso loLuntu ngeziko lokutsalelwa komnxeba loBundlobongela oBusekwe kwiSini.	ISebe lisebenza ngokunjalo ngothelelwano neSebe leSizwe loPhuhliso loLuntu ngeziko lokutsalelwa komnxeba loBundlobongela oBusekwe kwiSini (GBVCC).	ISebe lisebenza ngokunjalo ngothelelwano neSebe leSizwe loPhuhliso loLuntu ngeziko lokutsalelwa komnxeba loBundlobongela oBusekwe kwiSini.

## 2.3 Ubume boMbutho

Uluhlu olutsha lwabasebenzi lweSebe lwamkelwa ngoNovemba 2019 yaye ngoku lwenze isibonelelo seCandelo eliyiNtloko elangezelelweyo yaye ngoko, ulwahlulo lweCandelo eliyiNtloko: leNtlalo-ntle yoLuntu libe liCandelo eliyiNtloko: leNtlalo-ntle yoLuntu neeNkonzo zokuBuyiselwa esimeni saangaphambili kunye neCandelo eliyiNtloko: laBantwana, iiNtsapho ne-ECD. Olu lwahlulo luya kuphucula unikezelo lwenkonzo nobuchule obubodwa kwimimandla ephambii kwiSebe elileli elabantwana neGBV. Isithuba soMlawuli oyiNtloko: iNtlalo-ntle yoLuntu kunye neeNkonzo zokuBuyiselwa esimeni sangaphambili siya kuzaliswa kulo nyaka-mali kujongwe kuwo.

Ngokuphathelile kwiinkqubo zayo zoshishino iSOP yaphuhlisa ze yamiselwa ukuqinisekisa ngendlela esebenzayo yokugqithiswa kwabantwana abanezimilo ezingalunganga, ulawulo olungcono lokubekwa okokokunye kololongo, ulolongo lokondla, ukwamkelwa komntwana ogenguye owakho abe ngowakho namanye amangenelo angamanye abalulekileyo omsebenzi woluntu.

Ngaphezulu, iSOP yokukqokelela, ukuthelekiswa nokuqinisekiswa kwengcaciso yokusebenza yavavanywa ngokutsha kunye nenqanaba lesibini lophononongo oluqalisweyo ukuqinisekisa ngokubonelelwa kwengcaciso esebenzayo nechanekileyo yokusebenza apho kubekwa iliso kwiinzame zokunikezelwa kwenkonzo. IiSOP esele zikho ziyaqhutywa ukumiliselwa yaye ngoko ziqinisekisa ngento yokokuba abasebenzi bamiselwa iinkqubo ezidingekayo kumgaqo-nkqubo yaye umthetho ugunyazisa umsebenzi wazo – nokokuba ukummandla womsebenzi woluntu okanye kwiinkonzo zequmrhu.

NgoMatshi 2020 iSebe lihlaziye iBCP yalo ukulungiselela ukubandakanya ujikeleziso lwabasebenzi nokusebenzela kude kwi-ofisi kulungiselelwa imimiselo yokuvalwa ngci kwayo yonke into equlunqwe ukusabela kuBhengezo lweSimo seNtlekele yeSizwe. Bonke abasebenzi besebe bathatyathwa ngokuba ngabasebenzi beenkonzo eziyimfuneko kungoko kusetyenzelwa kude ne-ofisi yaye kujikeleziswa abasebenzi kunye nokunikezelwa kwezixhobo zokhuseleko lomntu yaye ukusanithayizwa rhoqo kwee-ofisi kwamiselwa ukuqinisekisa ngokhuseleko lwabasebenzi. Ezi ndlela ziya kuqhubeka kwisithuba sonyaka-mali ozayo.

## ULawulo lweMicimbi yaBasebenzi

### INGqesho neZithuba ezingaZaliswanga

ISebe lizalise izithuba ezingazaliswanga eziphambili ezixhaswe ngemali ezikwisimo sombutho esamkelweyo leSebe ze laqesha abenezidanga zomsebenzi wentlalo abangama-96 ngengqesho yethutyana abanesidanga seNational Department of Social Development (NDSD) abaneebhasari zomsebenzi wentlalo. Amalungu abasebenzi angezelelweyo kuluhlu lwabasebenzi bangumphumela ikakhulu benkqubo yohlenga-hlengiso lwangaphambili, Unokhuseleko.

Nethuba lomjikelo wokusebenza wama-2019/20 iSebe liqalise ngeenkqubo ezilandelayo yoyilo lombutho, eziya kuqakunjelwa ngethuba lomjikelo wokusebenza kowama-2020/21:

- UVavanyo ngokutsha lokuSebenza ngokuPheleleyo kwee-Ofisi zoMmandla eziNtandathu;
- UVavanyo ngokutsha lokuSebenza koLawulo lwesiXokelelo soNikezelo seCandelo;
- UVavanyo ngokutsha lokuSebenza koPhuhliso loBuntwana kwaNgethuba kweCandelo; kunye
- UVavanyo ngokutsha kwezithuba zoMphathi woMssebenzi woLuntu kuMmandla waseWest Coast kunye nezithuba ezangezelelweyo kuMmandla weMetro North.

### Uqeqesho lwabasebenzi

Ngethuba lonyaka-mali wama-2019/20 iSebe liququzelele uqeqesho olwahlukeneyo kunye namathuba ophuhliso kulungiselelwa amalungu abasebenzi. ISebe lalele amalungu abasebenzi iibhasari ezintsha ezingama-37 abakwimimandla yobuchule eyodwa apho kukho intsilelo yamakhono angala, iinkonzo zolingo, ulolongo lokurhura, izifundo zabantwana

nosapho, ngokunjalo nomsebenzi wentlalo owenkundla nowesibhedlele. Ngaphezulu, iibhasari zololongo lokurhurha ezingama-21 sele zinikezelwe kubantu abangaphandle kwiSebe ukuqinisa ukufumaneka kwamagcisa aqinisekisiweyo kulo mmandla.

Ezinye iinkqubo zokufunda eziqalisiweyo kulungiselelwaa amagcisa anxulumene nomsebenzi wentlalo kunye nabasebenzi abaxhasayo kubandakanywa noqeqesho kumthetho osebenza kwimimandla yawo yomsebenzi othile wentlalo, ungenelelo, udliwano-ndlebe olukhuthazayo, unyango ngokudlala, ingcebiso yokwenzakala, ulawulo lomsindo, njl. njl. Ukubonelelwa kwamathuba oqeqesho akunakugxininiswa ngaphezulu koku ngokubaluleka njengoko ngokusetyenziswa kwamangenelo olwakhiwo lwamakhono okokuba amakhono ayandiswa, unikezelo lweenkonzo ezilungileyo kuyaphucuka, aye amalungu abasebenzi ayancedwa ekujongeni imingeni yokusebenza kwindawo yomsebenzi.

## Ubume bethknoloji

IsiCwangciso seNgcaciso yeQhinga, iTheknoloji noNxibelelwano (ICT) siyavavanywa ngokutsha rhoqo ngonyaka ukuqinisekisa ngento yokuba iSebe lisebenza ngokupheleleyo ngokuphathelele kwimicimbi ye-ICT. ISebe lihlaziya rhoqo ngonyaka zonke iinkqubo zekhompuyutha ezidingekayo ezithi zisetyenziswe ngabasebenzi laye lizama ukuphucula nokuqinisa amava omsebenzisi. ISebe livavanya ngokunjalo rhoqo ngonyaka inkonzo yokuguqu-guquka kwikhompuyutha kunye nezicwangciso zohlaziyo lwekhompuyutha kulungiselelwa unyaka-mali ozayo. Kwicala lika-MyContent, uqukuqelo lomsebenzi olwaziwa lweSupplier Invoice Tracking System (SITS) luqukuqelo lwenkqubo esetyenziswa sisixokelelwano sonikezelo kunye nezemali ukulandela ii-invoysi kwi-ofisi ephuzulu,

IsiCwangciso seSebe sokuFumana iNtlekele ye-ICT (DRP) savunywa saze sahlolwa ngowama-2018. Isicwangciso sohlolo sihlaziywa ze similiselwe rhoqo ngonyaka. Oku kuqinisekisa uqhubekako lweenkonzo ze-ICT ezikwiSebe kwimeko yentlekele. ISebe limilisele iimvavanyo ezimbini zeDRP ngethuba lonyaka-mali wama-2019/20, uhlolo lokuqala lwajolisa kwindawo yesebe elungisiweyo engundoqo eseWynberg, ngeli thuba uhlolo lwesibini lujolise kwindawo yesibini yolungiso kwi-ofisi yoMmandla eseGoodwood. Zombini ezi mvavanyo zaqhutywa ngempumelelo.

ISebe linesigunyaziso somthetho sokunika ingxelo ngemicimbi ethile kwiPhondo. Inkqubo yeNDS – Inkqubo yoLawulo yeTyala eHlangeneyo yoPhuhliso loLuntu (SDICMS), isetyenziselwa ukuqokelela ezi zehlo. Kwisithuba sonyaka ophantsi kovavanyo abasebenzi baqeqeshwa yiNDS kwzi modyuli zilandelayo ezikwinkqubo SDICMS: IRejista yoKhuseleo lwaBantwana (CPR), uLawulo lweSehlo loLingo (PCM) kunye neNkqubo yokuXhotyiswa kweXhoba (VEP). Ezi SDICMS zinikezela ngolawulo olunengcaciso eyimfuneko yaye sinceda abalawuli abaphezulu okokuba babeke phambili ngcono umthwalo womsebenzi wabasebenzi. I SDICMS yeSizwe iphuculiwe yaze yaphuhliswa kwakhona ukulungiselela ukumelana neetheknoloji ezintsha.

Umiliselelo olwenziwa ngamanqanaba lweNkqubo yoLawulo lweNPO luqalisa kunyaka-mali wama-2019/20 yaye luqulathe uqeqesho kwiinkqutyana ezisixhenxe kumiliselelo lwezimali ngokunjalo nokucelwa nokubhaliswa kweemodyuli. Iprojekti elingwayo yentlawulo yaqhutywa ngesi sithuba ukuhlola umhlaba ophakathi kweNkqubo yoBalo-mali lweSiseko (BAS) kunye nemodyuli yolungelelwaniso lwentlawulo yenkqubo. Ukulingwa kololongo olungaphelelanga lwe-ECD luqalisa ngokunjalo ngesi sithuba yaye ukwandiswa okuthile kukusebenza kwenkqubo sele kuceliwe.

ISebe liyaqhubeka kunye nemiqathango yalo engqongqo kubume bethknoloji, obufana nokugcinwa kohlaziyo lwayo lwe-ICT malunga neminyaka emithandathu, nokukhawuleziswa kweenkonzo zeVOIP ezisekwe kuthungelwano ngocingo apho ii-ofisi zinxulunyanisweyo kuthungelwano lweWCG. Iinkonzo zokuthungelwano ngocingo zeVOIP zilindeleke singenise ulondolozo lwemali olukhulu kwithuba elide. Ukuvela kobhubhane weCOVID-19 kuthetha into yokokuba isithuba sohlaziyo lwe-ICT kuya kufuneka sivavanywe ngokutsha ngamanqanaba ngamanqanaba kuthanjekelwe kwinto yokokuba abasebenzi badinga izixhobo ze-IT ezithembekileyo ukusebenzela kude ne-ofisi. Ukuncitshiswa kohlahlo lwabiwo-mali ngoko, luya kuba nempembelelo ngokunjalo kwisigqibo. Ukufudukela kuMicrosoft Office 365 nokuqalisa kweeMicrosoft Teams kuncede ukusebenzela kude ne-ofisi, okokuba abe nakho ukuhlangana ubuso ngobuso kungakhange kube kwenziwe uhambo lokuya e-ofisini. Oku kuyaqhuba yaye



kuseza kuqhubeka ukunceda ukwenziwa komsebenzi nokunikezelwa kweenkonzo okokuba kuqhubeke ngeli thuba lokuvalwa ngci kwayo yonke into ngeCOVID-19.

## **2.4 Uphuhliso lomgaqo-nkqubo okungundoqo kunye neengingqi kumthetho**

Alukho

### 3. Iinjongo zeQhinga eziJoliswe kuMphumela

Inkqubo yeqhinga yokucwangciswa yeSebe ingqina injongo ezintlanu zeqhinga njengoko zithe zathiwa thaca kwisiCwangciso seQhinga seminyaka-mali

2015 - 2020. Zizezi ke:

<b>INjongo 1 yeQhinga eSekelwe kwiSiphumo</b>	<b>ULawulo oluPhuculweyo lweQumrhu</b>
	<p><b>Ingxelo yeNjongo:</b></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><b>Isizathu:</b></p> <p>Kukwandisa ubuzaza beenkqubo 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><b>Uthungelwano:</b></p> <p>Le njongo ithungelana noPSG5: "Kukufaka inkqubo yolawulo olululo kwanokunikezelwa kweenkonzo ngokuhlanganyelweyo kunye nokuthungelaniswa 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><b>Inkqubela phambili ngokuphathelele kwisiCwangciso seQhinga:</b></p> <p>Ngenjongo yokufezekiswa kokusebenza kakuhle kwangethuba, iindleko kunye nenzame, nokuphepha iinkqubo eziphinda-phindwayo zokuthengwa kwempahla kunye nolibaziseko olunxulunyaniswe nako kunikezelo lwenkonzo, kwizivumelwano ezizodwa zesiCwangciso-nkqubo sempahla ngokubanzi kunye neenkonzo zaphuhliswa zaze zamiselwa. Imiqathango yolawulo lwangaphakathi iyaqhuba ukomelezwa nokuxhaswa kubandakanywa ukubhencwa kwamagosa angundoqo kurhwaphilizo kunye nenkonzo karhulumente ejolise kuphuhliso.</p> <p>Impumelelo kumiliselelo kulawulo lweMpatho yeQumrhu leSebe iyaqhubeka ukuphucula ukulunga kolawulo lwemali yaye oku kubonakaliswa ngofezekiso oluqhubekayo lwemiphumela yophicotho-zincwadi olungenaziphene kwisithuba seminyaka emihlanu edlulileyo. Ukubekwa kweliso oluhlakaniphileyo lwentlawulo yee-invoyisi kwisithuba seentsuku ezingama-30 ngokusetyenziswa kweSupplier Invoice Tracking System kuyaqhuba kunyaka ophantsi kovavanyo. ISebe liyawuthobela uMthetho we-B-BBEE ekuthengweni kwempahla neenkonzo, iikontilaka nabanikezeli benkonzo.</p> <p>Kwisithuba seminyaka emine, iYunithi yePhondo yeSebe igqibe iimvavanyo ezili-12. Uvavanyo ngalunye kwezi mvavanyo lulandela izikhokhelo zeDPME kulungiselelwa uphando lovavanyo yaye ngoko lubandakanyiwe kwisiCwangciso sophuculo.</p>

<b>INjongo 2 yeQhinga eSekelwe kwiSiphumo</b>	<b>Ukwandiswa kokusebenza koluntu oluhluphekileyo nabantu abasesichengeni ngokusetyenziswa kweenkonzo zentlalo-ntle yoluntu</b>
	<p><b>Ingxelo yeNjongo:</b></p> <p>Ukwandisa ukusebenza kwentlalo kwabantu abahluphekileyo nabasesichengeni ngokusetyenziswa kwamangenelo afanelekileyo nophuhliso lwentlalo-ntle axhase ze aqinise uthelwano lwabantwana neentsapho nabachaphazelekayo.</p>
	<p><b>Isizathu:</b></p> <p>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><b>Uthungelwano:</b></p> <p>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><b>Inkqubela phambili ngokuphathelelene nesiCwangciso seQhinga:</b></p> <p>Ukwandiswa kweenkonzo zentlalo-ntle yoluntu, kuhlangelelwe nesixa-mali esandisiweyo senkxaso-ntle yoluntu, kuhlangelelwe nesixa-mali esandisiweyo senkxaso-mali kwiiNPO kuBantu abakhubazekileyo neenkqubo zaBantu abadala, inkxaso-mali yesithuba seebhedl ezezelelelweyo eSivuyile, isabelo seSanitary Dignity Project, kunye nenkxaso-mali eyangezelelweyo yesithuba sikaNontlalo-ntle yandise isibonelelo seenkonzo kula macandelo.</p> <p>Ukulungiselela ukulunga kololongo, iSebe liqinise ulolongo olusekwe kuluntu kunye neenkono zenkxaso ngokuphuhlisa koyilo lololongo olusekwe kuluntu njengenxalenye yeqhinga layo ukugcina nkuxhasa iinkono esele zikho zentlalo-ntle yoluntu kulungiselelwa abantu abadala naBantu abakhubazekileyo kwiPhondo.</p> <p>Ufikelelo kumangenelo oncedo lwentlalo lwaquzelelwa ngokubonelelwa kwenkxaso yengqondo nentlalo nokuvavanya nokuthunyelwa kwabantu abasesichengeni kuSASSA kulungiselelwa uncedo lwemali nezibonelelo oluhambelana noMthetho weNtlekele yePhondo. I DSD liSebe elikhokelayo ngokuhambelana neQhinga loLawulo lweNtlekele yePhondo ukudambisa kwimiphumela emibi yentlalo ejanyelwe ngamakhaya/ngabantu ngenxa yomphumela obhengeziweyo/ongabhengezwanga.</p>
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<p><b>INjongo 3 yeQhinga eSekelwe kwiSiphumo</b></p>	<p><b>Iinkono ezibanzi zololongo nenkxaso yabantwana, usapho, ukukhusela amalungelo abantwana nokukhuthazwa kwempilo-ntle yoluntu</b></p>
	<p><b>Ingxelo yeNjongo:</b></p> <p>Iinkono ezifanelekileyo zoonophelo nenkxaso kubantwana neentsapho kwakunye namalinge akhusela, axhasa nakhokela uphuhliso lwabantwana neentsapho, ngentsebenziswano namahlakani.</p>
	<p><b>Isizathu:</b></p> <p>Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo ezihlanganyelweyo ezisekelwe kuphuhliso lwabo bonke abantwana abasemngciphekweni kunye neentsapho ngenjongo yokulondolozisa isimo sosapho.</p>
	<p><b>Uthungelwano:</b></p> <p>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 nekhuselekileyo kwihlabathi elingcono" kwakunye nesiPhumo seSizwe 13: "Inkono ebandakanyayo nephendulayo yokhuseleko loluntu."</p> <p><b>Inkqubela phambili ngokuphathelelene nesiCwangciso seQhinga:</b></p> <p>ISebe lijolise ekwenzeni isibonelelo sothintelo oluyimfuneko okusekwe kuluntu kunye neenkono zongenelo lwangethuba, ukukhuthazwa kosapho neenkono zogcino, iinkqubo zonyango, neenkono zokubuyiselwa kwakhona nongenelo ukukhuthaza ulolongo olufanelekileyo lwabantwana nosapho.</p> <p>Ukumiliselwa kweemfuno zoMthetho waBantwana nokubekwa kweliso olusebenzayo kuzo zonke iinkono zomthetho kube kokujoliswe kuko okuphambili kweSebe.</p>

	<p>Ukuqinisekiswa ngonikezelo kwe-ECD elungileyo njengesiseko sokuphuculwa kwemiphumela yeSebe, izibonelelo zololongo olungaphelele (olubandakanya izibonelelo zabantwana abakhubazekileyo) kuncedwe ngobhaliso nokubhaliswa kwakhona; ukuphuhlisa kothelwano kunye namanye amasebe nabathathi benxaxheba (ngophuhliso, ngokusekelwe nokuxhaswa) kunye neenkqubo zokufunda ezisekwe kwiziko nezingaphandle kweziko.</p> <p>ISebe liqhubile ukunikezela ngobume obuxhasayo nobukhuselekileyo kubantwana abakwizibonelelo zokuhlala – nokokuba kukwezabo okanye kwiiCYCC zeNPO. Ezi nkonzo ziyahambelana nezithethe nemigangatho yaye zimiliselwe ngenkxaso yeqhinga ekwindawo enye, uvavanyo; uqaqesho neenkqubo zokuqinisekiswa kokulunga kunye, nobhaliso kunye nohlaziyo lobhaliso lweeCYCC.</p> <p>IQhinga eliyiliweyo lePhondo liphuhlisiwe kulungiselelwa utyumbo lwemibutho yokhuselo nongenelo kwangethuba kunye nobhaliso lweenkqubo zothintelo, nongenelo kwangethuba. Iinkqubo, Isibindi, Eye-on-the-Child and Drop-in-Centre zahlanganiswa zaluthintelo oluphambili kunye neenkono zongenelo kwangethuba kunye neendawo esele zikho ze-Isibindi zandiswa.</p>
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<p><b>INjongo 4 yeQhinga eSekelwe kwiSiphumo</b></p>	<p><b>Kukusonjululwa kobubi loluntu ngokunikezelwa koThintelo olubanzi loLwaphulo-mthetho lweNtlalo nokuThintelwa kokuSetyenziswa Gwenxa kweZiyobisi neNkqubo yokuBuyiselwa esimeni sangaphambili</b></p>
	<p><b>Ingxelo yeNjongo:</b></p> <p>Kukunciphisa imikhuba eluntwini ngokuthi kunikezelwe iinkono zothintelo lolwaphulo-mthetho eluntwini, ezoluleko nezothintelo lokusetyenziswa gwenxa kwezinyobisi ezinciphisa iimpawu zomngcipheko ze kuphuhlise amalungu eengingqi zokuhlala athathela kuwo uxanduva.</p>
	<p><b>Isizathu:</b></p> <p>Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo zeengcali zoluleko kubantu abakungqazulwano nomthetho kwanokubomeleza nangakumbi ukuze bangaweli kwimikhuba yokuzibhaqa besenza ulwaphulo-mthetho.</p>
	<p><b>Uthungelwano:</b></p> <p>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 nekhuselekileyo kwihlabathi elingcono” kwakunye neSiphumo Sesizwe 13: “Inkonzo Yokhuseleko Loluntu ebandakanyayo nephendulayo.”</p>
	<p><b>Inkqubela phambili ngokuphathelene nesiCwangciso seQhinga:</b></p> <p>ISebe liphuhlise ze lamilisela iinkqubo zothintelo lolwaphulo-mthetho lwentlalo ze lanikezela ngeenkono zolingo ezixile kubantwana, ulutsha kunye nabaphuli-mthetho abadala kunye namakhoba akwinkqubo yobulungisa yolwaphulo-mthetho. Amakhoba abekwe phambili obundlobongela nolwaphulo-mthetho ngakumbi amabhinqa nabantwana anikezelwa ngeenkono ezihlangeneyo kunye neenkono zenkxaso, phakathi kwezinye izinto, ukuyilwa kwezithuba ezikhuselekileyo kuluntu kulungiselelwa amakhoba obundlobongela basekhaya, amatyala esondo nokuthengiswa kwabantu bethengiselwa isondo. Ezi nkqubo ziqhubile ukugxila ekuphuculeni intsebenziswano yamacandelo kunye noqaqesho loBulungisa, uThintelo loLwaphulo-mthetho kunye neentlangano zoKhuseleko (JCPS) ngeenkono ezijolise kwixhoba; ukunqinisekisa kweenkonzo zololongo lwakamva kulungiselelwa amakhoba axhatshazwe ngokwesondo; nokuphuculwa kokusabela, ulolongo nenkxaso evela kukwanda kwempembelelo ukuya kwingcebiso yokwenzakala kwexesha elide.</p> <p>Ngokuphathelene kumangenelo okusetyenziswa gwenxa kwezinyobisi, ulolongo oluzingisileyo luyamiliselwa kubandakanywa uthintelo kunye neenkono zongenelelo lwangethuba ezithi zigxile kwizidingo zabaxhamli ukunqanda ukurhuhela kwizinyobisi ngokunjalo nonyango kwabo banesidingo – mhlawumbi</p>

	<p>bezigulane ezisesibhedlele okanye bekwinqanaba esisekwe kuluntu. Iinkonzo zololongo lwangasemva lwafumaneka ukuqinisekisa ngokuhlanganiswa kwakhona okusebenzayo kuluntu. ISebe liqinisekise ngohambelwano kwimigangatho enxulumene nempilo kumaziko onyango abhalisiweyo alalisa izigulane ze landisa kwikhono leenkonziso ezizezeDSD kummandla wobuchule obubodwa bololongo lokurhurha nokusabela okusekwe kuluntu kunyango lokusetyenziswa gwenxa kweziyobisi ngokunjalo nonxibelelwano oluqhubekayo kunye necandelo ukwandisa ikhono nokubeka iliso kumsebenzi ngenjongo yokuqinisekisa iinkonzo ezandisiweyo zokulunga.</p>
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<p><b>INjongo 5 yeQhinga eSekelwe kwiSiphumo</b></p>	<p><b>Kukudala amathuba ngokunikezelwa kweenkonzo zophuhliso loluntu</b></p>
	<p><b>Ingxelo yeNjongo:</b> Kukudala amathuba abantu noluntu ekuhlaleni ukuze kuphuhle ukuxhotyiswa ngokoqoqosho kwakunye namandla okuzimela ngokusekelwe kuphando olunobungqina.</p>
	<p><b>Isizathu:</b> Le nkqubo ijoliswe ekuphakamiseni ukubandakanyeka koluntu ngokuthi kunikezelwe ukufikeleleka kweenkqubo ezinobunganga zophuhliso loluntu ekuhlaleni ngenjongo yokudalwa kwamathuba ukuze wonke ubani akwazi ukuzimela.</p>
	<p><b>Uthungelwano:</b> 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 kweenkonzo ezimanyanisiweyo ngobuhlakani ngokwesithuba ngokomanyano". Lenjongo ikwathungelana kuhle neSiphumo seSizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokwenza igalelo kwi-Afrika engcono nekhuselekileyo kwihlabathi elingcono".</p>
	<p><b>Inkqubela phambili ngokuphathelene nesiCwangciso seQhinga:</b> Iinkqubo ezizinzileyo zophuhliso zanikezelwa ezithe zaququzelela uxhotyiso lwabantu neentsapho. ISebe lixhobise iiNPO ukuqinisekisa ngolawulo olulungileyo nozinzo ingakumbi kwimimandla yasemaphandleni kujoliswe kwimimandla enjalo kumangenelo oqeqesho. Umiliselu oluququzelelweyo lokhuseleko lokutya nokukhuthazwa kobandakanyo lwentlalo ngokunikezelwa kwenkxaso yesondo kubaxhamli ekujoliswe kubo (abantu abangafumani kutya ngokwaneleyo nokungondleki), abawela ngaphandle kweNkqubo zoNyango lweSondlo zeSebe lezeMpilo (DoH). IiNPO ezixhasiweyo ezithi zinikezele ngophuhliso lwamakhono kubantu abatsha ukubenza babe nakho ukuqeshela, abaqinisekileyo, abasempilweni nabalungiselelwe kakuhle Ubuntu obudala, ngokumiliselwa kweQhinga loPhuhliso loLutsha lwePhondo nakwiiKhefu zoLutsha. IMibutho esekwe kuLuntu (iiCBO), isebenza njengabanikeli ngokunikezela uqeqesho lobuchule obubodwa bamakhono kulutsha lweNEET olukwiiKhefu zoLutsha. IYunithi yoPhando yeSebe iqinisekisa ngokuthembeka, ngeenkukacha zamanani ezihlaziyiweyo zeentlanga nabemi kunye nengcaciso ngabemi beNtshona Koloni kunye nesimo sophuhliso lwabantu kwiPhondo lwafunyanwa yaye lwafikelelwa ngabacwangcisi bakarhulumente ukunceda ukuqulunqwa komgaqo-nkqubo noyilo lwenkqubo, umiliselu ukubekwa kweliso novavanyo.</p>

## INGcaciso yokuSebenza ngokweNkqubo

### 3.1 INkqubo 1: ULawulo

#### INjongo

Le nkqubo ibonisa ulawulo lweqhinga kunye neenkonzozo zenkxaso kuwo onke amanqanaba eSebe okt. kwiPhondo, kuMmandla, kwisiThili nakwinqanaba leSibonelelo /leZiko.

**Qaphela:** Iziko leNkonzo yeQumrhu (CSC), egunyaziswe kwiSebe leNkulumbuso (DotP), ibonelela ngoLawulo lweMicimbi yaBasebenzi kwiSebe.

#### Iinkqutyana

- 1.1. I-OfisikaMEC
- 1.2. Iinkonzozo zoLawulo lweQumrhu
- 1.3 ULawulo lwesiThili<sup>11</sup>

#### Iinjongo zeqhinga

- 1.2 Ukunikezela ngeenkonzozo zenkxaso yeqhinga ukukhuthaza ulawulo olulungileyo nokunikezelwa kwenkonzo elungileyo.

### Iinjongo zeQhinga, iMigqalisela yokuSebenza, ekuJoliswe kuko okuCwangcisiweyo neZifizekiso eZizizo

#### IMigqalisela yeNjongo yeQhinga

Iinkqutyana 1.2 Iinkonzozo zoLawulo lweQumrhu						
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza	Isifizekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifizekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufizekiso olululo 2019/20	Imbono ngophambuko
Ukunikezela ngeenkonzozo zenkxaso yeqhinga ukulungiselela ukukhuthazwa kolawulo olulungileyo nokunikezelwa kwenkonzo esemgangathweni.	1.2.1 Imbono yoMphicothi zincwadi Jikelele kuphicotho lweengxelo zemali zonyaka ngokuchaneka nokuthembakala	Uphicotho olungenaziphene	Imbono yophicotho engenamiba igxininisiwayo kungekho namakhwiniba kwimiba yemali kwanokuchaneka nokuthembakala	Uphicotho olungenaziphene	-	-

<sup>11</sup> Isihloko soLawulo lwesiThili sichazwe ngokuhambelana nesimo seSizwe soHlahlo Lwabiwo-mal. Ngoko, iDSD yeNtshona Koloni isebenza kwii-ofisi zommandla.

INkqutyana 1.2 liNkonzo zoLawulo lweQumrhu							
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza		Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
	kweenkcukacha zentsebenzo ezithe zachazwa.			kweenkcukacha ekuthe kwanikezelwa ingxelo ngazo.			

### IMigqalisela yeNjongo yeQhinga

INkqutyana 1.2 liNkonzo zoLawulo lweQumrhu								
IMigqalisela yeNkqubo yokuSebenza		Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
1.2.1.1	Inani lamangenelo oqeqesho kwezentlalo-ntle nakumakhono anento yokwenza nentlalo-ntle	25	25	25	29	29	-	-
1.2.1.2	Inani labaqeqeshwa besengqeshweni benkqubo yeNkulumbuso yokuQhutyelwa phambili koLutsha (PAY).	20	24	20	20	20	-	-
1.2.1.3	Inqanaba leMPAT kwiSigaba Solawulo: Izicwangciso zeNtsebenzo yoNyaka <sup>12</sup> .	4	4	4	-	-	-	-

<sup>12</sup> NgoJanyuware 2019 iDPME irhoxise ukusetyenziswa kwesiXhobo soLawulo soVavanyo loMsebenzi (MPAT) ukuhlola uhambelwano lweSebe kunye nomgaqo-nkqubo wesizwe kunye nomthetho. ISebe laziswa yiDotP okokuba imigangatho yeMPAT isetyenziswe njengeMigqalisela yeNkqubo 1 ukusebenza kufuneka ngoko, kubonkaliswe kwi-APP yowama-2019/20, nangona ekujoliswe kuko kufuneka kubekwe kulungiselelwa le migqalisela.

<b>INkqutyana 1.2 liNkonzo zoLawulo lweQumrhu</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifizekiso esisiso 2016/17</b>	<b>Isifizekiso esisiso 2017/18</b>	<b>Isifizekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangci-siweyo 2019/20</b>	<b>Isifizekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufizekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
1.2.1.4	Inqanaba leMPAT loMgangatho woLawulo: uLawulo lweQumrhu lwe-ICT <sup>11</sup> .	4	4	4	-	-	-	-
1.2.1.5	Inqanaba leMPAT loMmandla wokuSebenza: uLawulo lweSixokelelwano soNikezelo <sup>11</sup> .	4	4	4	-	-	-	-
1.2.1.6	Inqanaba leMPAT loMmandla wokuSebenza: uLawulo lweNkcitho <sup>11</sup> .	4	4	3	-	-	-	-
1.2.1.7	Inqanaba leMPAT loMmandla wokuSebenza: ukuBekwa kweLiso <sup>11</sup> .	-	UMgqalisela omtsha	4	-	-	-	-
1.2.1.8	Inqanaba leMPAT loMmandla wokuSebenza: UVavanyo <sup>11</sup> .	-	UMgqalisela omtsha	4	-	-	-	-

**Izifizekiso zeNkqubo**

Ngethuba lonyaka ophantsi kovavanyo iSebe limilisele ezi projekti zovavanyo zilandelayo njengenxalenye yesiCwangciso sayo esivunyiweyo soPhando noVavanyo sowama-2019/20:

- Ukumiliselwa kuVavanyo lweNkonzo zoNyango zeDSD exhaswe ngemali eZisekwe kuLuntu kulungiselelwa ukuSetyenziswa Gwenxa kweZiyobisi – umilisele ngoFebruwari 2020 yaye luya kuqokunjelwa ngo-Oktobha 2020.
- UVavanyo lweNkonzo zeNtlalo yeNgqondo kulungiselelwa amaXhoba olwaPhulo-mthetho lweSondo eThuthuzela Care Centres eNtshona Koloni - lugqityiwe.
- INgxelo yovavanyo ephathelelene neeNkonzo zeeNdawo zoKhuseleko kulungiselelwa aBantu abaDala abangenawo amakhaya - igqityiwe.
- Ukuqokelelwa kweenkcukacha zamanani kwagqitywa kulungiselela uVavanyo lweNkonzo zoKhuselo lwaBantwana eMva kweeYure zomsebenzi.



### Iqhinga ukuphelisa imimandla yokusebenza ngaphantsi kweqondo elilindelekileyo

Alikho.

### Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

### Ukuxulunyiswa komsebenzi nohlahlo lwabiwo-mali

INkqubo ichithe iipesenti ezingama-96.74 kohlahlo lwabiwo-mali lwayo lwezigidi ezingama-R239.828 lonyaka-mali wama-2019/20. Izigidi ezisi-R7.816 ezingachithwanga zibhekiselele kwinkcitho engaphantsi ye-CoE ngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, unyuselo kwangaphakathi nokushiywa kwengqesho ngabasebenzi kunye nenkcitho engaphantsi kumsebenzi wabanezidanga bentlalo kwinkxaso-mali ebichongiwe. Umnikezeli ngenkonzo waqeshwa ngoFebruwari wama-2020 unikezelo lokuqala lwenkonzo lwahlangatyezwa ngoMatshi 2020.

INkqubo ichithe iipesenti ezingama-98.93 kwizigidi ezingama-R226.115 kuhlahlo lwabiwo-mali lonyaka-mali wama-2018/19. Izigidi ezi-R2.419 ezingachithwanga zinxulumene nenkcitho engaphantsi kwi-CoE ngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, unyuselo kwangaphakathi nokushiywa kwengqesho ngabasebenzi kunye nenkcitho engaphantsi kumsebenzi wabanezidanga bentlalo kwinkxaso-mali ebichongiwe.

### ITheyibhile H: Inkcitho yenkqutyana

IGama lenkqutyana	2019/20			2018/19		
	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi
ULawulo	R'000	R'000	R'000	R'000	R'000	R'000
I-Ofisi kaMEC	6 442	6 148	294	7 675	7 564	111
IiNkonzo zoLawulo lQumrhu	152 106	145 440	6 666	142 943	142 943	-
ULawulo lwesiThili	81 280	80 424	856	75 497	73 189	2 308
<b>Zizonke</b>	<b>239 828</b>	<b>232 012</b>	<b>7 816</b>	<b>226 115</b>	<b>223 696</b>	<b>2 419</b>

### 3.2 INkqubo 2: liNkonzo zeNtlalo-ntle yoLuntu

#### Injongo

Kukunikezela ngeenkonzo ezihlangeneyo eziphuhliso zentlalo-ntle yoluntu kubantu abahluphekileyo nabasesichengeni ngentsebenziswano nabachaphazelekayo kunye nemibutho yoluntu.

#### liNkqutyana

- INkqutyana 2.1: ULawulo neNkxaso
- INkqutyana 2.2: liNkonzo eziya kuBantu abadala
- INkqutyana 2.3: liNkonzo eziya kuBantu aBakhubazekileyo
- INkqutyana 2.4: KwiHIV kunye neAIDS
- INkqutyana 2.5: UNcedo loLuntu

#### linjongo zeqhinga

- 2.2 Ukuqinisekisa ngokufikelela kwiinkonzo ezisemgangathweni zophuhliso loluntu kulungiselelwa abahluphekileyo nabantu abadala abasesichengeni.
- 2.3 Ukubonelela ngeenqubo ezihlangeneyo neenkonzo kuBantu abakhubazekileyo kunye neentsapho zabo/ abanikezeli bololongo.
- 2.4 Isigqibo somgaqo-nkqubo sithatyathiwe sokokuba amangenelo eHIV/Aids yaye nohlahlo lwabiwo-mali liya kuhlangukiswa kwiNkqubo yoLolongo lwaBantwana noKhuseleko.
- 2.5 Ukuququzelela ufikelelo olukhawulezileyo nolwethutyana kwiinkonzo zoncedo lwentlalo lwentlupheko kwabo bachatshazelwa bubunzima obungafanelekanga kunye nentlekelo.

### liNjongo zeQhinga, iMigqalisela yokuSebenza, ekuJoliswe kuko okuCwangcisiweyo neZifizekiso eZizizo

#### IMigqalisela yeNjongo yeQhinga

INkqutyana 2.2 liNkonzo zaBantu abadala						
Injongo yeQhinga	Injongo yeQhinga iMigqalisela yokuSebenza	Isifizekiso esisiso 2018/19	EkuJoliswe kuko okuCwangcisiweyo 2019/20	Isifizekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufizekiso olululo 2019/20	Imbono ngophambuko
Ukuqinisekisa ngokufikelelo kwiinkonzo ezisemgangathweni zophuhliso lwentlalo olulungiselelwe abantu abadala abahluphekileyo nabasesichengeni.	2.2.1 Inani labantu abasesichengeni nabadala ezisemgangathweni zophuhliso lwentlalo kwiphondo.	26 710	26 850	25 757	-1 093	Ukusebenza ngaphantsi kokulindelwe ngenxa yokufa kuqhe

**Imigqalisela yokusebenza**

<b>INkqutyana 2.2 liNkonzo zaBantu abadala</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kokuCwangci-siweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kokuCwangci-siweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
2.2.1.1	Inani labantu abadala abafumana amaziko okuhlala.	8 693	8 946	8 783	9 000	8 819	-181	Ukusebenza ngaphantsi kokulindelweyo kungenxa kokubhubha zizifo eziqhelekileyo nokuhlaliswa kwabantu abachazwa njengabantu abadala ngokuhambelana noMthetho waBantu abadala.
2.2.1.2	Inani labantu abadala abafumana inkonzo yololongo nenkxaso esekwe kuluntu.	15 121	16 494	17 030	17 000	16 221	-779	Ukusebenza ngaphantsi kokulindelweyo kungenxa zokuzimasa okwenziwa ngamaxesha athile, ukungabikho kwabantu, okuqhelekileyo, imingeni yezothutho nokuvalwa kwamaziko enkonzo asekw kuluntu njengoko kudingeka luvalo ngci lwako konke yimithetho yenqanaba lesi-5 leCOVID-19.
2.2.1.3	Inani labantu abadala abafumana izibonelelo zokuhlala zabancediswayo nazimeleyo ezixhaswa ngemali yiDSD.	656	660	897	850	718	-132	Ukusebenza ngaphantsi kokulindelweyo kungenxa yendawo yokuhlala yabantu abangachazwa njengabadala ngokuhambelana noMthetho waBantu abadala.

**Izifezekiso zenkqubo**

- Uxwebhu oluyiliweyo loyilo olutsha lwenkxaso-mali ukuphucula umgangatho wololongo olulungiselelwe abaxhamli abagula ngokwasengqondweni kumakhaya agcina abantu abadala lukho. Yaye iSebe liqalise ngeengxoxo kunye necandelo yaye lixhibe ukumilisela uyilo kunyaka-mali olandelayo.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

- ISebe liya kuqhuba ukunikezela ngeenkonzonke ezisemthethweni kwabo basesichengeni kakhulu, kwangeli thuba eqinisekisa ngokuba imiqathango eyimfuneko ikho ukunciphisa umngcipheko wolwasuleleko nokukhusela abasebenzi nabasebenzisi benkonzo ngethuba lobhubhane weCOVID-19. Oku kubandakanya uvavanyo ngokutsha lwendlela elithi iSebe linikezele ngayo iinkonzo.
- Inkqubo iya kunxulumanisa amaziko ololongo asokolayo asekwe kuluntu kunye nemibutho esele imilile kakuhle efana namaqumrhu olwimi kunye necandelo langasese ukulungiselela ulwabelwano ngezibonelelo.

### Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

### IMigqalisela yeNjongo yeQhinga

INkqutyana 2.3 liNkonzo eziya kuBantu aBakhubazekileyo						
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza	Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
Isibonelelo seenkqubo ezihlangeneyo kunye neenkqubo kuBantu aBakhubazekileyo kunye neentsapho zabo/ abanikezeli bololongo.	2.3.1 Inani laBantu abakhubazekileyo, iintsapho zabo/ abanikezeli bololongo bafumana iinkonzo eziphuhlisayo zentlalo-ntle zoluntu.	99 882	89 808	91 311	1 503	Ukwanda kwibango leenkonzonzo.

### Imigqalisela yokusebenza

INkqutyana 2.3 liNkonzo eziya kuBantu aBakhubazekileyo							
Imigqalisela yeNkqubo yokuSebenza	Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangci-siweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
2.3.1.1 Inani laBantu aBakhubazekileyo bafumana izibonelelo zenddawo zokuhlala.	1 702	1 776	1 885	1 912	1 871	-41	Umsebenzi uchatshazelwe kukufuduswa kwabahlali, ukhutshelo kwamanye amaziko, ukuhlenganiswa kwakhona neentsapho ngokunjalo nomsebenzi kwizakhiwo/ulungiso.
2.3.1.2 Inani laBantu aBakhubazekileyo,	2 813	2 860	2 952	2 885	2 950	65	Ukwanda kwibango leenkonzo.
2.3.1.3 Inani laBantu abakhubazekileyo kwiinkqubo zeDSD zololongo losuku ezisekwe kuluntu ezixhaswa ngemal.	831	841	958	1 011	971	-40	Ukusilela ngenxa yempilo engentle nemingeni yezothutho.
2.3.1.4 Number of people accessing DSD funded NPO specialised support services.	92 632	88 089	94 087	84 000	85 519	1 519	Ukwanda kwibango leenkonzo.

### Izifezekiso zenkqubo

- linkonzo zenkqutyana kuBantu aBakhubazekileyo kuye nenkqutyana ye-ECD noLolongo olungaPhelelanga zicokisise isixhobo sovavanyo loLolongo olungaPhelelanga esilungiselelwe ukusetyenziswa ngethuba lenkqubo yobhaliso lwamaziko ololongo losuku/olulodwa. Isixhobo sihloliwe kumaziko amathathu ololongo olulodwa alungiselelwe abantwana abakhubazekileyo kummandla wasemaphandleni nombutho osekwe kumasipala ombaxa.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

- Ukunikizela ngesikhokhelo nenkxaso kumaziko okuhlala, amaziko ololongo losuku nokuqinisekisa ngohambelwano nezithethe nemigangatho esebenzayo kula maziko.
- Ukuqiniswa kweenkqubo zololongo losuku olusekwe kuluntu kunye nocweyo lokhuseleko olulungiselelwe abantu abadala abakhubazekileyo ukulungiselela ukubeka emgangathweni kwenkonzo kunye nokulunga okuphuculweyo lololongo.

- Ukuzinzisa inkxaso kwiMibutho yeNkonzo yaBakhubazekileyo (iiDSO) kunye nemibutho yaBantu aBakhubazekileyo (iiDPO) inikezela ngeenkono eziphuhlisayo zentlalo-ntle yoluntu kuBantu aBakhubazekileyo kuye neentsapho zabo kunye/okanye abanikezeli bololongo.

### linguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

<b>INKqutyana 2.4: I HIV neAIDS</b>
Amangenelo eHIV/ AIDS kunye nohlahlo lwabiwo-mali ahlanganiswe kwinkqubo yoLolongo lwraBantwana noKhuseleko.

### IMigqalisela yeNjongo yeQhinga

INKqutyana 2.5 UNcedo loLuntu						
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza	Isifzekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifzekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
Ukuququzelela ufikelelo lwangoku nolwethutyana kwinkonzo zokupheliswa kwabo bachaphazelekayo bubunzima obungafanelekanga neentlekele.	2.5.1 Inani leentlekele nezehlo zobunzima obungafanelekanga (ekhaya) lavavanywa lathunyelwa kwaSASSA kulungiselelwa uncedo loluntu nezibonelelo.	3 769	2 770	3 458	688	Ukwanda kwibango leenkono zoncedo loluntu.

**Imigqalisela yokusebenza**

<b>INKqutyana 2.5 UNcedo loLuntu</b>								
<b>Imigqalisela yeNkqubo yokuSebenza</b>		<b>Isifizekiso esisiso 2016/17</b>	<b>Isifizekiso esisiso 2017/18</b>	<b>Isifizekiso esisiso 2018/19</b>	<b>Ekujoliswe kokuCwangci-siweyo 2019/20</b>	<b>Isifizekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kokuCwangci-siweyo ukuya kufizekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
2.5.1.1	Inani leemeko zeenzima ezimandla (kumakhaya) ezithe zavavanywa ze zadluliselwa kwiSASSA ukuze inikezele iinkonzo zeenzuzo zohlangulo kwiinzima ezimandla	1 616	1 967	1 732	1 215	1 637	422	Ugqithiselo lwande ngenxa yeentlekele.
2.5.1.2	Inani leentlekele (kumakhaya) ezithe zavavanywa ze zadluliselwa kwiSASSA ukuze inikezele iinkonzo zeenzuzo zohlangulo kwiinzima ezimandla	1 888	1 505	2 037	1 555	1 821	266	Ukusebenza kuxhomekeke kwibango.

**Izifizekiso zenkqubo**

- UMNikelo woNcedo loLuntu kunye neSivumelwano soLawulo sele uqunjelwe yaye iSOP yamkelwe – oku kuya kunikezela ngengcaciso kubasebenzi bangaphakathi kunye namaqabane oncedo loluntu ngokuphathelele kwiindima noxanduva lweSebe kulawulo nolungelelwaniso weentlekele ezibume bahlukeneyo yaye liya kuqinisekisa ngento yokokuba kukho uvavanyo oluqhubekayo lwekhono kunye nezisombululo zentlekele esele zikho. Oku ngokunjalo kuya kunikela ngokubhekiselele kulungelelwaniso olungcono ngamaxesha entlekele.
- Ulwakhiwo lwamakhono lwamagosa ommandla ngokuphathelele kwiSivumelwano neSOP ukuphucula, ukulunga, ufikelelo kunye nozinzo lwamangenelo kumaqela asesichengeni.
- IMemorandam yeNgqiqo (MoU) yamaqela amathathu phakathi kweSixeko saseKapa, iDSD neSASSA ibe nomphumela ekusekweni kwekomiti yokubekwa kweliso ethi incede ukubeka iliso nolungelelwaniso lweempendulo zoncedo lwentlekele yile mibutho mithathu.

**Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo**

Alikho

### linguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

### Ukuxulunyaniwa komsebenzi nohlahlo lwabiwo-mali

INkqubo ichithe iipesenti ezingama-98.23 kwizigidi ezingama-R978.135 zohlahlo lwabiwo-mali lonyaka-mali wama-2019/20. Iingxowa-malli ezingachithwanga ezizigidi ezili-R17.315 zinxulumene kwinkcitho engaphantsi kwimpahla neenkondo zeProjekti eyiSanitary Dignity Project ngenxa yolibaziseko kwinkqubo yokuthengwa kwempahla kunye neentlawulo zee-asethi ezinkulu zibangelwe lulibaziseko kukuthengwa kwezithuthi ezilungelelaniselwe abantu abakhubazekileyo.

INkqubo ichithe iipesenti ezingama-98.73 kwizigidi ezingama-R897.422 zohlahlo lwabiwo-mali lonyaka-mali wama-2018/19. Iingxowa-malli ezingachithwanga ezizigidi ezili-R11.391 ezinxulumene nonyuselo lwangaphakathi, nokukngafunyanwa kwabagqatswa abafanelekileyo, ulityaziso kulwamkelo liSebe loLawulo lweNkondo kaRhulumente (DPSA) lweenkqubo zoYilo loMbutho (OD) nokushiya kwengqesho ngabasebenzi. Inkcitho engaphantsi kwii-asethi ezinkulu ibangelwe lulibaziseko kukuthengwa kwezithuthi ezilungiselelwe abantu abakhubazekileyo.

### ITheyibhile I: INkcitho yenkqutyana

IGama leNkqutyana	2019/20			2018/19		
	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi
liNkondo zeNtlalontle yoluntu	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	506 958	506 910	48	472 650	463 065	9 585
liNkondo eziya kuBantu aBadala	258 515	258 515	-	244 749	244 749	-
liNkondo eziya kuBantu abakhubazekileyo	185 483	181 690	3 793	174 235	172 429	1 806
Uncedo loLuntu	27 179	13 705	13 474	5 788	5 788	-
<b>Kukonke</b>	<b>978 135</b>	<b>960 820</b>	<b>17 315</b>	<b>897 422</b>	<b>886 031</b>	<b>11 391</b>



### **3.3 INkqubo 3: Abantwana neeNtsapho**

#### **INjongo**

Kukunikezelwa kweenkqubo ezibanzi zololongo lwabantwana nosapho nenkxaso kuluntu ngentsebenziswano nabachaphazelekayo nemibutho yoluntu.

#### **liNkqutyana**

INkqutyana 3.1: ULawulo neNkxaso

INkqutyana 3.2: ULolongo neeNkonzo kwiiNtsapho

INkqutyana 3.3: ULolongo lwaBantwana noKhuseleko

INkqutyana 3.4: ECD noLolongo oluNgaphelelanga

INkqutyana 3.5: Amaziko oLolongo lwaBantwana noLutsha

INkqutyana 3.6: liNkonzo zoLolongo eziSekwe kuLuntu kulungiselelwa abantwana

#### **linjongo zeqhinga**

3.2 Amangenelo ahlangeneyo nachongiweyo ajolise ekwakheni ukomelela kweentsapho.

3.3 Ukuququzelela ubume obukhulisayo obukhathalayo nobukhuselekileyo obulungiselelwe abantwana okokuba basinde, babe sempilweni emzimbeni, bahlakaniphe engqondweni, bakhuseleke emoyeni, babe nobuchule kwintlalo yaye babe nakho ukufunda.

3.5 Ukuququzelela ubonelelo ngololongo olulolunye kunye neenkqubo zenkxaso ezilungiselelwe abantwana abafumaneke benesidingo sololongo nokhuseleko.

3.6 Ukuququzelelwa ubonelelo lweenkonzo zololongo ezisekwe kuluntu zabantwana kunye nolutsha ukuphuculwa kofikelelo kubantwana abasesichengeni kakhulu.

## IiNjongo zeQhinga, iMigqalisela yokuSebenza, ekuJoliswe kuko okuCwangcisiweyo neZifizekiso eZizizo

### IMigqalisela yeNjongo yeQhinga

INkqutyana 3.2 ULolongo neeNkonzo eziya kwiiNtsapho							
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza		Isifizekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifizekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufizekiso olululo 2019/20	Imbono ngophambuko
<b>Amanganelo ahlangeneyo achongiweyo ajolise kulwakhiwo oluqinileyo lweentsapho.</b>	3.2.1	Inani leentsapho ezifumana iinkonzo zentlalo-ntle yoluntu ezithi ziqinise iintsapho noluntu	22 609	22 491	21 632	-859	Ukusebenza kuphazanyiswe kukuvalwa kwe-NPO nokurhoxiswa kweenkqubo ezishedyuliweyo ngenxa yezithintelo zovalu ngci lwayo yonke into lweCOVID-19.

### Imigqalisela yokusebenza

INkqutyana 3.2 ULolongo neeNkonzo eziya kwiiNtsapho								
IMigqalisela yeNkqubo yokuSebenza		Isifizekiso esisiso 2016/17	Isifizekiso esisiso 2017/18	Isifizekiso esisiso 2018/19	Ekujoliswe kuko okuCwangci- siweyo 2019/20	Isifizekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangci- siweyo ukuya kufizekiso olululo 2019/20	Imbono ngophambuko
3.2.1.1	Inani lamalungu osapjo elidityanisiwe neentsapho zalo.	647	669	705	700	598	-102	Ukuhlanganiswa kwakhona yinkqubo ende nenzima yaze yachatshazelwa ngaphezulu zizithintelo zokuvalwa ngci kwayo yonke into zeCOVID-19.
3.2.1.2	Inani leebhedi ezixhaswa ngemali ngurhulumente kwiindawo zokhuseleko ezilungiselelwe abantu abadala abangenawo amakhaya.	1 371	1 401	1 499	1 485	1 499	14	Izithuba ezangezelelweyo zeebhedi ezixhaswe ngemali.

<b>INkqutyana 3.2 ULolongo neeNkonzo eziya kwiiNtsapho</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifizekiso esisiso 2016/17</b>	<b>Isifizekiso esisiso 2017/18</b>	<b>Isifizekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangci-siweyo 2019/20</b>	<b>Isifizekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufizekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
3.2.1.3	Inani leenntsapho ezithabathe inxaxheba kwiinkonzo zogcino losapho nenkxaso.	14 010	22 385	21 904	21 791	21 034	-757	Uzinyaso oluphantsi nokurhoxiswa kweenkqubo zamakhono obuzali ngenxa yezithintelo zokovalwa ngci kwayo yonke into zeCOVID-19.

### Izifizekiso zenkqubo

- ISebe liqhube iinkonzo zogeqesho kwizithethe nemigangatho kwiiintsapho, lihlaziye imanyuwai engeenkonzo zokugcinwa kosapho kunye nocweyo olunge zithethe nemigangatho zeendawo zokhuselo lwabantu abadala abangenawo amakhaya ukulungiselela ukuxhobisa amaqabane onikezelo lwenkonzo ngamakhono aya kuthi awancede okokuba asebenze kakuhle yaye afaneleke kwiinzame zawo zokuqinisa iintsapho nokukhusela abantwana abancinane.
- ISebe lisingethe iNdibano yeNgxoxo yePhondo yeQhinga yoThintelo noNgenelelo lwaNgethuba eyazinyaswa licandelo lamasebe, iiNPO kunye nabathunywa behlabathi yaye iqhinga eliyilwayo liqukunjelwe.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

- Inkqubo iya kuqhuba iindibano zabachaphazelekayo kunye nazo zonke nabanikezel benkonzo abaxhaswa ngemali beeNPO ezisebenza ngaphantsi kwenqanaba elilindelekileyo ukukhuthaza uhambelwano nokuphuculwa konxibelelwano yaye eya kubeka iliso kumilisele lweziCwangciso eziyiliweyo zoPhuculo lokuNikezelwa kweNkonzo ukuqinisekisa ngokuba abaXhamli bafumana iinkonzo zobuchule nezikumgangatho olungileyo ezivela kwiiNPO ezixhaswa ngemali yiNPO.

### Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

**IMigqalisela yeNjongo yeQhinga**

<b>INKqutyana 3.3 ULolongo lwaBantwana noKhuseleko</b>							
<b>INjongo yeQhinga</b>	<b>INjongo yeQhinga IMigqalisela yokuSebenza</b>		<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangcisiweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
<b>Ukuququzelela ubonelelo lweenkonzo eziqhubekayo ezithi zikhuthaze impilo-ntle yabantwana nokwakha ukomelela kweentsapho kunye noluntu ukulungiselela ukulolonga nokukhusela abantwana bazo.</b>	3.3.1	Inani Labantwana neentsapho kwiphondo elifikelela kwiinkonzo zololongo nokhuseleko.	14 414	10 971	14 948	3 977	Inani eliphezulu lokuxhatshazwa kwabantwana kunye nezenzo zokungahoywa ezichaziweyo ezinyanzelisa uphando.

**Imigqalisela yokusebenza**

<b>INKqutyana 3.3 ULolongo lwaBantwana noKhuseleko</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangcisiweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
3.3.1.1	Inani Labantwana ababekwe kulolongo lokondla.	4 121	4 055	3 514	3 542	3 478	-64	Ullityaziso kuqunjelo lophando, ukufakwa kumaxwebhu kunye nemihla emiselwe inkundla, ngokunjalo nokuqinisekiswa kwabazali bokondla.
3.3.1.2	Inani Labantwana abahlanganise kwakhona neentsapho zabo okanye	387	366	308	376	352	-24	Ukuhlanganiswa kwakhona yinkqubo enzima neyexesha elide.

<b>INkqutyana 3.3 ULolongo lwaBantwana noKhuseleko</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>	<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kokuCwangcisiweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kokuCwangcisiweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>	
	kungenjalo nabanikezeli bololongo.							
3.3.1.3	Inani labazali nabanikezeli bololongo abathr baakumbela imfundo neenkqubo zoqeqesho.	2 995	3 727	3 891	3 465	3 251	-214	Izithuba zonontlalo-ntle we-NPO namatuba okuxhoxiswa ngenxa yezithintelo zokuvalwa ngci kwayo yonke into kweCOVID-19.
3.3.1.4	Inani lophando kumba wokokuba ingaba umntwana unesidingo na sololongo nokhuseleko olungaqaliswanga yiNkundla yaBantwana	UMgqalisela omtsha	4 694	8 266	5 255	9 358	4 103	Inani eliphezulu lokuxhatshazwa kwabantwana na nezhlo zokungakhathalelwa okuchaziweyo kwanyanzelisa uphando.
3.3.1.5	Inani leMibuzo yeNkundla yaBantwana evuliweyo (uphando luqaliswe yiNkundla yaBantwana).	1 883	1 793	1 949	1 875	1 987	112	Umsebenzi kuxhomekeke kwinani lezicelo ezivela enkundleni
3.3.1.6	Inani leengxelo zeFomu 38 ezingeniswe ngoonontlalo-ntle abatyunjweyo kwiNkundla yaBantwana.	2 624	2 896	2 741	3 360	2 884	-476	Kuxhonyekwe kwibango, ukuntsokotha kwamatyala nemihla ebekelwe inkundla.
3.3.1.7	Inani lemibuzo yeNkundla yaBantwana egqityiweyo.	2 806	2 915	2 818	3 224	2 881	-343	Kuxhonyekwe kuphando olugqityiweyo nokuntsokotha kwamatyala.

### **Izifzekiso zenkqubo**

- ISebe limilisele iinkqubo zokuguqulwa kwesimilo, abantwana abali-139 abanobunzima, bendlela yokuziphatha, bengqondo nobomphefumlo, bafumana ezi nkqubo, yaye, abanye baqalisile ukuya rhoqo esikolweni apho babe nakho ukugqiba iGreyidi 10 okanye imatriki ze benza izicelo kwiikholeji zeFET ze bangena izifundo eziya kubenza babe nakho ukuqeshesheka bakuba begqibe imfundo yabo.
- Ukumiliselwa kweenkqubo ezichasene nokugrogrisa / makungabikho lugrogrisa kwiingingqi zoluntu ezingama-30 kulo lonke iPhondo, abantwana abangama-4 888 bafikelelwa baze baziswa ngeentlobo zokugrogrisa kubandakanywa nogrogriso olwenziwa ngekhompyutha ngokunjalo nendlela ongakuqonda ngayo uze usabele kugrogrisa.
- Inkxaso yanikezelwa kubantwana abali-167 abafudukayo abangakhatshwayo nabahlukanisiweyo yaye babekwe ezindaweni ngokufanelekileyo ngeli thuba iinzame zokufuna umkhondo wabazali uqhuba kuthungelwano loluntu. Iprojekti eyavulwa njengeTrace the Face yaqaliswa ngoFebruwari 2020 ze yabhengezwa kumaqonga amaninzi afana namaphepha-ndaba nakubhengezo kwiselula ukudambisa ukunqongophala amalungu entsebenziswano e-International Social Service (ISS) kwimimandla ethile.
- ISebe libe nakho ukucebisa ngabantwana abangama-263 kulungiselelwa ukunikezelwa kumakhaya njengabantwana bawo ngokusetyenziswa kwemibutho exhaswa ngemali yeDSD.
- Inkqubo zololongo lwesithuba esiphakathi nenkxaso zanikezelwa zilungiselelwe abantwana abamalunga nokuphuma kulolongo olulolunye ukulungiselela isithuba esiphakathi esilungileyo sokusuka kulolongo olulolunye luye kulolongo lomzali/lomnikezeli wololongo kunye noluntu lwemveli yaye, ukubanceda ngamakhono njengoko befikelele kuluntu obukhulu.

### **Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo**

- ISebe liya kuphucula iinkonzo zalo zeyure ezingama-24 zokhuseleko lwabantwana ingakumbi kwimimandla enebango elandileyo kunye nezithuba zonikezelo lwenkonzo ezibe nomphumela wokuthotyewa ezantsi okanye ukubalwa kweNPO.
- Liya kuqinisekisa ngokunjalo ukuba ukubekwa kweliso kumsebenzi kunye nohambelwano kwizithethe nemigangatho, izigunyaziso zezivumelwano nokunikezelwa kwenkonzo esebenzayo nefanelekileyo ziyanikezelwa.

### **Iinguqu kokujoliswe kuko okucwangcisiweyo**

Azikhho

### IMigqalisela yeNjongo yeQhinga

INkqutyana 3.4 noLolongo oluNgaphelelanga							
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza		Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
Ukuququzelelwa kwesimo esikhulisayo, esikhathalayo, nesikhuselekileyo esilungiselelwe abantwana okokuba basined, baphile emzimbeni, bahlakaniphe engqondweni, bakhuseleke emphefumleni, babe nobuchule bentlalo ze babe nakho ukufunda.	3.4.1	Inani labantwana kwiphondo abafikelela kwiinkonzo ze-ECD noLolongo lwaseMva kokuPhuma kweSikolo.	87 531	88 000	88 593	593	Ukusebenza ngaphezulu kweqondo elilindelekileyo kubalelwa kukuphucuka kwinkqubo yokunikezelwa kwengxelo kwinkqubo yeASC.

### Imigqalisela yokusebenza

INkqutyana 3.4 ECD noLolongo oluNgaphelelanga							
IMigqalisela yeNkqubo yokuSebenza	Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
3.4.1.1 Inani labantwana abakwiinkonzo ezixhaswa ngemali ze-ECD. <sup>13</sup>	68 887	76 053	79 367	81 000	80 373	-627	Imineni efunyanwayo kwiimfuno zobhaliso ngokutsha efana nohambelwano nemithetho kamasipala, ukucandwa nezatifikethi zomlilo.

<sup>13</sup> linkqubo kunye neenkonzo zisetyenziswa ngotshintshiselwano.

<b>INkqutyana 3.4 ECD noLolongo oluNgaphelelanga</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangci-siweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
3.4.1.2	Inani Labantwana elikwiinkonzo ezixhaswa ngemali ze-ASC <sup>14</sup> .	6 398	8 209	8 164	7 000	8 220	1 220	Uphuculo kwinkqubo yokunikwa kwengxelo.
3.4.1.3	Inani lamaziko abhalisiweyo ololongo olungaphelelanga <sup>15</sup> .	1 872	1 774	1 470	1 900	1 708	-192	Iminyengi efunyanwayo kwiimfuno zobhaliso ngokutsha efana nohambelwano nemithetho kamasipala, ukucandwa nezatifikethi zomlilo.

### Izifezekiso zenkqubo

- Ngokusetyenziswa kwenkxaso-mali yomnikelo onemiqathango ye-ECD, iSebe linakho ukwandisa ufikelelo kumaziko e-ECD alungiselelwe abantwana abangama-7 586.
- ISebe landise isabelo salo kulungiselelwa onke amaziko e-ECD abhalisiweyo ukususela kwi-R15 ukuya kwi-R16 ngomntwana ngamnye ngosuku, kubandakanywa abo bafumana umnikelo onemiqathango. Oku kunomphumela wenkonzo ekwiqondo eliphezulu lokulunga eya kubantwana.
- ISebe linakho ukubeka abantwana abangama-3 752 kumaziko e-ECD angama-53 athe ahlaziya kusetyenziswa umnikelo onemiqathango weZibonelelo ze-ECD. Olu hlaziyo luya kunceda amaziko okokuba afuduke kubhaliso olunemiqathango aye kubhaliso olunemiqathango aye kubhaliso olupheleleyo, ingoko uphuculo kukulunga nokuhambelana noMthetho waBantwana.
- ISebe likugqithie ebekuchongiwe kwabantwana abakwi-ASC ngokusetyenziswa kokunikezelwa kwengxelo eyi-“in system” nohambelwano ngamaziko.
- Iprojekti yamaziko angama-65 e-ECD abe nempembelelo elungileyo kubantwana okokuba bafikelele le migangatho yophuhliso lwabo edingekayo ukubeka isiseko sokulungela isikolo. Inkqubo yandise ngaphezulu, konyango kubantwana, yaya kuxhotyiso nolwakhiwo

<sup>14</sup> Inguqu kumgqalisela ovela kwinkqubo ye-ASC isiya kwinkonzo ye-ASC. Lomgqalisela ubala inani Labantwana ababhalisiweyo kunye neenkono ze-ASC ezixhaswe ngemali ezibandakanya amaziko oLolongo oluNgaphelelanga e-ASC (athi axhaswe ngemali iziko ngalinye) kunye neenkqubo ze-ASC ezithi zibhaliswe ngokwahlukeneyo kodwa zixhaswe ngemali yaye zilawulwe kusetyenziswa abanikezeli benkonzo be-ASC.

<sup>15</sup> Kweli nani, malunga neepesenti ezili-10 ngamaziko ololongo olungaphezulu e-ASC abhalisiweyo.



Iwamakhono amagcisa e-ECD akumaziko ngokunjalo nabazali. Amagcisa kunye nabazali banike iimpendulo ezilungileyo zokokuba banombulelo yaye banelisekile yinkqubo. INkqubo iyavunywa ngokunjalo yaye yabhaselwa ngamaqabane ecandelo ngeenguqu kulo mmandla.

**Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo**

- Izikhokhelo zePhondo zokubhaliswa kwamaziko ololongo olungaphelelanga zisaphuhliswa kunye neSebe loMasipala (DLG) kunye neSouth ABantsundu Local Government Association (SALGA) ukuququzelela inkqubo yobhaliso, ukufumana inkcazelo engaphezulu yendima nokulungiswa kwezithintelo ukufumana izatifikethi zokukhululwa ngumasipala.
- INkqubo iya kuqhubeka ineendibano nomasipala ukulungiselela ukuthintela umngeni wohambelwano kunye nomthetho kamasipala.

**Iinguqu kokujoliswe kuko okucwangcisiweyo**

Azikhho.

**IMigqalisela yeNjongo yeQhinga**

INkqutyana 3.5 AmaZiko oLolongo lwaBantwana noLutsha						
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza	Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
Ukuququzelela ubonelelo lweemkqubo zololongo oulodwa nezenkxaso zabantwana abafunyenwe benesidingo sololongo nokhuseleko.	3.5.1 Inani Labantwana kulolongo lwendawo yokuhlala ngokuhambelana noMthetho waBantwana.	3 338	3 380	3 477	97	Ibango eliphezulu lenkonzo ngenxa yokubekwa kwabantwana okunyanzeliswe yinkundla.

## Imigqalisela yokusebenza

INkqutyana 3.5 AmaZiko oLolongo lwaBantwana noLutsha								
IMigqalisela yeNkqubo yokuSebenza		Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kokuCwangci-siweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kokuCwangci-siweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
3.5.1.1	Inani Labantwana kumaziko ololongo kwiiCYCC zeNPO ezixhaswa ngemali ngokuhambelana noMthetho waBantwana.	2 875	2 892	2 811	2 880	2 787	-93	Umsebenzi uxhomekeke kukufumaneka kwezithuba zeebhedi ezifanelekileyo ngokwesini nobudala kwabanikezeli bololongo,
3.5.1.2	Inani Labantwana kwiiCYCC ezizezalo nezithengiweyo ngokuhambelana noMthetho waBantwana.	556	568	527	500	690	190	Inani eliphezulu lokubekwa kwabantwana yinkundla.

### Izifezekiso zenkqubo

- Zonke iiCYCC zabhaliswa ngokuhambelana noMthetho waBantwana kunye nenkxaso enikezelweyo kumaziko amahlanu angabhaliswanga nezicelo zazo ezilungiselelwe ubhaliso. Amaziko amabini angabhaliswanga ayalelwa ukuba avale ngenxa yokusilela ukuthobela izithethe nemigangatho. Onke amaziko avavanywa ngokutsha rhoqo kwizithuba seminyaka emithathu kulungiselelwa uhambelwano nezithethe nemigangatho. Izithuba zebhedi ezangezelelweyo zasekwa kkulo lonke iPhondo kwiiCYCC esele zixhaswa ngemali yiDSD.
- Iinkqubo zonyango zokusetyenziswa gwenxa kwezinyobisi ziqalisiwe kuzo zonke iiCYCC ezikhuselekileyo zololongo.
- Abahlali abangama-21 abakumasebe ololongo akhuselekileyo eDSD baya kwizikolo ezingaphandle neekholeji njengexalenye yokuhlangukiswa kwabo kwakhona kuluntu.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

- ISebe liya kuqhubeka ngomiliselolwamkelo olubekwe embindini lweenkonzo ezilungiselelwe isebe neeCYCC zeNPO ezixhaswa ngemali, oku kuya kulinceda okokuba liphendule ngokufanelekileyo kwimiyalelo yenkundla uokubekwa kwabantwana kumaziko abanesidingo sololongo nokhuseleko.
- ISebe liya kuqhubeka ngokunikezela isikhokhelo koonontlalo-ntle abagqithisa abantwana ukwandisa ingqiqo yabo yoLwamkelo olubekwe embindini kunye neenkqubo ngokubanzi zoLolongo lwaBantwana noLutsha kunye neenkqubo ukuphucula intsebenziswano kunye noLawulo lweZiko leCandelo.

**linguqu kokujoliswe kuko okucwangcisiweyo**

Azikho

**IMigqalisela yeNjongo yeQhinga**

<b>INkqutyana 3.6 iNkonzo zoLolongo ezisekwe kuLuntu ezilungiselelwe aBantwana</b>						
<b>INjongo yeQhinga</b>	<b>INjongo yeQhinga IMigqalisela yokuSebenza</b>	<b>Isifzekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangcisiweyo 2019/20</b>	<b>Isifzekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
<b>Ukuquzelela ubonelelo lweenkonzo ezisekwe kuluntu zololongo lwaBantwana nolutsha ukuphucula ufikelelo luninzi lwabantwana abasesichengeni kakhulu.</b>	3.6.1 Inani laBasebenzi bololongo olusekwe kuluntu lwaBantwana nolutsha elaqeqeshelwa ukunikezela ngeenkonzo kubantwana abasesichengeni <sup>16</sup> .	- <sup>17</sup>	20	20	-	-

**Imigqalisela yokusebenza**

<b>INkqutyana 3.6 iNkonzo zoLolongo ezisekwe kuLuntu ezilungiselelwe aBantwana</b>							
<b>IMigqalisela yeNkqubo yokuSebenza</b>	<b>Isifzekiso esisiso 2016/17</b>	<b>Isifzekiso esisiso 2017/18</b>	<b>Isifzekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangci- siweyo 2019/20</b>	<b>Isifzekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
3.6.1.1 Inani laBasebenzi boLolongo lwaBantwana nolutsha elifumene uqeqesho <sup>18</sup> .	75	34	-	20	20	-	-

<sup>16</sup> Inikwe igama elitsha kunyaka-mali wama-2019/20 elisuka kwiNani laBasebenzi bololongo olusekwe kuluntu lwaBantwana nolutsha ngokunikezela ngenkqubo ye-Isibindi kubantwana abasesichengeni.

<sup>17</sup> Ngowama-2018/19 iNkonzo zoLolongo ezisekwe kuluntu ezilungiselelwe abantwana zahlanganiswa nezinye iinkonz ezinikezelwa yiNkqubo 3: ABantwana neeNtshapho.

<sup>18</sup> Ukuthiywa kwakhona kunyaka-mali wama-2019/20 okuvela kwiNani laBaqeqeshwa loMsebenzi woLolongo lwaBantwana nolutsha abathe bafumana uqeqesho kuyilo lwe-Isibindi.

**Izifizekiso zenkqubo**

- Ukumiliselwa kwenkqubo i-Eye-On-The-Child ukwandisa ukhuseleko lwabantwana ngokunceda kwamavolontiya oluntu ukulungiselela ukusabela ngokusebenzayo kubantwana abanziwe basesichengeni ngenxa youxhatshazwa nokungakhathalelwa ngokuqinisekisa ngokuba abasebenzi baqeqeshwa ngokwaneleyo ekusebenziseni iinkqubo zokugqithiswa kwabantwana abathe babekwa kumaziko.
- Ngesi sithuba siphantsi kovavanyo, iinkqubo ezili-11 ze-Drop-in-Centres zimiliselwe ezijolise ekuhlangabezeni iimfuno zophuhliso lomphefumlo, zomzimba nezentlalo zabantwana abasesichengeni, zifikelele kubantwana abangama-887 yaye, kuhanjelwene nezithethe zesizwe nemigangatho, ukuqinisekisa ngokhuseleko lwabantwana nobonelelo ngeenkonzo ezisemgangathweni.

**Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo**

Alikho

**Iinguqu kokujoliswe kuko okucwangcisiweyo**

Azikho.

**Ukunxulunyaniswa komsebenzi nohlahlo lwabiwo-mali**

INkqubo ichithe iipesenti ezingama-99.86 kwizigidi ezingama-R751.087 zohlahlo lwabiwo-mali lwayo lonyaka-mali lowama-2019/20. Iingxowa-mali ezisigidi esi-R1.017 ezingachithwanga zinxulumene nenkcitho engaphantsi kwiCoE ngenxa yokunyuselwa kwangaphakathi nokushiywa kwengqesho ngabasebenzi.

INkqubo ichithe iipesenti ezingama-99.78 kwizigidi ezingama-R685.309 zohlahlo lwabiwo-mali lwayo lonyaka-mali lowama-2018/19. Iingxowa-mali ezisigidi esi-R1.502 zinxulumene nenkcitho engaphantsi kwiCoE ngenxa yonyuselwa kwangaphakathi nokushiywa kwengqesho ngabasebenzi. Inkcitho engaphantsi kuKhutshelo neNkxaso-mali ebangelwe kukungathobeli kweeNPO kwiECD noLolongo olungaphelelanga oluhlalwa ngaphantsi kwama-90 kwiiCYCC.

**ITheyibhile J: Inkcitho yeNkqutyana**

IGama leNkqutyana	2019/20			2018/19		
	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi
<b>ABantwana neeNtsapho</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
ULawulo neNkxaso	2 434	2 434	-	2 277	2 277	-
ULolongo neeNkonzo kwiiNtsapho	49 951	49 779	172	47 150	47 074	76
ULolongo lwaBantwana noKhuseleko	228 864	228 864	-	206 753	206 753	-
noLolongo oluNgaphelelanga	363 945	363 100	845	329 126	327 700	1 426
AmaZiko oLolongo lwaBantwana noLutsha	105 893	105 893	-	100 003	100 003	-
<b>Zizonke</b>	<b>751 087</b>	<b>750 070</b>	<b>1 017</b>	<b>685 309</b>	<b>683 807</b>	<b>1 502</b>

### 3.4 INkqubo 4: liNkonzo zokuBuyiselwa kwimo yangaphambili

#### INjongo

Ukunikezelwa kweenkonzo ezihlangeneyo zokhuselo lolwaphulo-mthetho lwentlalo oluphuhlayo nokusetyenziswa gwenxa kokuchaswa kweziyobisi kuninzi lwabasesichengeni ngentsebenziswano nabachaphazelekayo nemibutho yoluntu.

#### liNkqutyana

INkqutyana 4.1: ULawulo neNkxaso

INkqutyana 4.2: UThintelo loLwaphulo-mthetho nenkxaso

INkqutyana 4.3: UkuXhotyiswa kwexhoba

INkqutyana 4.4: UkuSetyenziswa gwenxa kweziyobisi, uKhuselo nokuBuyiselwa kwimo yaNgaphambili

#### linjongo zeqhinga

- 4.2 Ukuncitshiswa kokuwa rhoqo rssonweni ngokusetyenziswa kwenkonzo esebenzayo yoling kubo bonke abantwana abasesichengeni kunye nabantu abadala ngoMatshi 2020.
- 4.3 Onke amaxhoba obundlobongela nogxininiso olulodwa kumabhinqa nabantwana bayafikelela kwiinkonzo eziqhubekayo.
- 4.4 Ukuphuculwa kokhuphiswano phakathi kwebango leenkonzo zokusetyenziswa gwenxa kweziyobisi ezilungiselelwe umntu ngamnye, iintsapho kunye noluntu, unikezelo lweenkonzo liSebe, nokuphuculwa kwemiphumela ngokubanzi yeenkonzo.

### liNjongo zeQhinga, iMigqalisela yokuSebenza, ekuJoliswe kuko okuCwangcisiweyo neZifizekiso eZizizo

#### IMigqalisela yeNjongo yeQhinga

INkqutyana 4.2 UThintelo loLwaphulo-mthetho nenkxaso						
INjongo yeQhinga	INjongo yeQhinga iMigqalisela yokuSebenza	Isifizekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifizekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufizekiso olululo 2019/20	Imbono ngophambuko
Ukuncitshiswa kokuwa rhoqo esonweni ngokusetyenziswa kwenkonzo esebenzayo yoling kubo boke abantwana abasesichengeni nabantu abadala ngoMatshi 2020.	4.2.1 Inani Labantwana nabantu aBadala abaxhamlayo kumangenelo okuncitshiswa kokuwa rhoqo esonweni.	20 338	20 070	20 727	657	Ukwanda koggithiso lwabantwana ziinkundla zamatyala.

## Imigqalisela yokusebenza

INkqutyana 4.2 UThintelo loLwaphulo-mthetho nenkxaso								
IMigqalisela yeNkqubo yokuSebenza		Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kokuCwangci-siweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kokuCwangci-siweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
4.2.1.1	Inani Labantwana abangquzulani nomthetho elihloliweyo.	8 159	8 012	7 060	6 750	6 388	-362	Kuxhonyekwe kwiSAPS nakugqithiso lwenkundla.
4.2.1.2	Inani Labantwana abangquzulana nomthetho abagqithiselwe kwinkqubo zophambuko.	3 460	3 117	2 217	2 320	1 772	-548	Kuxhonyekwe kugqithiso lwenkundla
4.2.1.3	Inani Labantwana abangquzulana nomthetho abagqibe iinkqubo zophambuko	1 970	1 824	1 576	1 705	1 220	-485	Kuxhonyekwe kungaqunjelwa kweenkqubo ngenxa yezenzo zamaqela emigulukudu kwiingqi zoluntu.
4.2.1.4	Inani labantu abadala abangquzulana nomthetho abagqithiselwe kwiinkqubo zophambuko	13 017	13 202	11 963	11 860	12 976	1 116	Ukwanda kogqithiso oluvela kwiNPA.
4.2.1.5	Inani labantu abadala abangquzulana nomthetho abagqibe iinkqubo zophambuko	9 147	8 578	7 681	8 212	8 214	2	Ukwanda kuhambelwano lwabaphuli-mthetho.
4.2.1.6	Inani Labantwana abagwetyelwe ukuhlala kowabo nakwiCYCC ezikhutshiweyo ngokuhambelana noMthetho	179	160	148	160	162	2	Kuxhonyekwe kwizigwebo zenkundla.

<b>INkqutyana 4.2 UThintelo loLwaphulo-mthetho nenkxaso</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangci-siweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
	woBulungisa kuBantwana.							
4.2.1.7	Inani Labantwana abangquzulana nomthetho abalinde ityala kumawabo kunye nakwiiCYCC ngokuhambelana noMthetho woBulungisa kuBantwana.	1 265	1 309	1 167	1 300	1 201	-99	Ukubekwa kuxhomekeke kwizicelo zenkundla.

**Izifezekiso zenkqubo**

- Abenzi bobubi bamatyala obundlobongela obusekwe kwisini kunye namaxhob abo bathabathe inxaxheba kwiinkqubo ezizodwa zabantu abadala zophambuko zeeNPO ezixhaswa ngemali, ezibandakanya, uNgenelelo loMaphuli-mthetho weXhoba, aBenzi bobubi bobuNdlolobongela beQabane, owabelana nalo ngesondo, ukuBuyiselwa kwimo yangaphambi koSapho kunye/okanye iNkomfa yeQela kunye nonyango lomntu ngamnye lwengqondo.
- Njengenxalenye yeenkonzo zolingo eziqhubekayo, isambuku sabantwana abangama-6 659 kunye nabazali abali-127 beengingqi zoluntu ezinomngcipheko omkhulu bathabathe inxaxheba kwinkxaso yothintelo lolwaphulo-mthetho nakwiinkqubo zongenelo lwangethuba, kunye nabantwana abangama-501 kunye nabantu abadala abali-313 bathabathe inxaxheba kwiinkonzo zokuhlenganiswa kwakhona nezololongo lwakamva ezinikezelwa liSebe neeNPO, ngentsebenziswano nabanye abachaphazelekayo abasekwe kuluntu, njengomqobo owangezelelweyo wothintelo kukuwa rhoqo esonweni.
- Ukuthengiswa kwangaphakathi kololongo lokhuselo olwalulawulwa ngaphambili yiBosasa lwabantwana namaziko ololongo lolutsha eClanwilliam naseEerste River kube nomphumela kwinkqubo yoqinisekiso lwamaziko amabini, njengeeNdawo zoPhambuko zeDSD ukunikezela ngeenkqubo zophambuko kwindawo yokuhlala ezilugiselelwe abatwana abenze amatyala amabi kakhulu, ngokuhambelana noMthetho woBulungisa baBantwana.

**Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo**

- ISebe liya kuqhuba ngobonelelo lolingo lwalo olusemthethweni kunye neenkonzo zophambuko ze limisele iindlela zokuphucula imilinganiselo yokuqukumbela.



## linguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

### IMigqalisela yeNjongo yeQhinga

INKqutyana 4.3 UkuXhotyiswa kweXhoba							
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza		Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
Onke amaxhoba obundlobongela kugxininiswa ngokukodwa kumabhinqa nabantwana afikelele kwiinkonzo eziqhubekayo.	4.3.1	Inani labantu elifikelelweyo elithe lafikelela kwiinkonzo zenkxaso yexhoba.	20 380	16 300	23 672	7 372	Ukwanda kwebango kunye neenkonzozenkxaso zengqondo nentlalo nokwenzakala.

### Imigqalisela yokusebenza

INKqutyana 4.3 UkuXhotyiswa kweXhoba							
IMigqalisela yeNkqubo yokuSebenza	Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
4.3.1.1 Inani lamaxhoba olwaphulo-mthetho nobundlobongela afikelele kwiinkonzo zenkxaso yengqondo nentlalo. <sup>19</sup>	19 962	21 243	20 380	16 300	23 672	7 372	Ibango elandileyo kwiinkonzozenkxaso yengqondo nentlalo kumaZiko oLolongo iThuthuzela neenkundla zamatyala.

<sup>19</sup> Ukuthiywa kwakhona kunyaka-mali-2019/20 ukususela kwiNani lamaXhoba olwaphulo-mthetho kunye nokufikelela kwiinkonzo zobundlobongela ezivela kumaziko eNkqubo yokuXhotyiswa kweXhoba.

### Izifzekiso zenkqubo

- IKhuseleka Model ekwiSaartjie Baartman Centre lusasele lubalulekile ekunikeleni ngoluhlu lweenkonzo zeVEP, uKhuseleko lwaBantwana kunye neenkonzo zokuSetyenziswa Gwenxa kweZiyobisi kwimimandla eyingqongileyo. Ngethuba lonyaka ophantsi kovavanyo, iSebe linikezele ngengcebiso yomthetho kunye noncedo, ngokunikezela ngenkxaso-mali lungiselelwe ukuqeshwa komcebisi wezomthetho kwe nomncedisi womthetho ukunceda amabhinqa ngezicelo zemiyalelo yethutyana yokhuseleko.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

Alikho

### Iingqu kokujoliswe kuko okucwangcisiweyo

Azikhho.

### IMigqalisela yeNjongo yeQhinga

INkqutyana 4.4 UkuSetyenziswa Gwenxa kweZiyobisi, uThintelo nokuBuyiselwa kwimo yangaPhambili							
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza		Isifzekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifzekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
<b>Ukuphuculwa kokuphoiswano phakathi kwebango leenkonzo zokusetyenziswa gwenxa kweziyobisi ezilungiselelwe umntu ngamnye, iintsapho neengingqi zoluntu, unikezelo lweenkonzo liSebe, nokuphuculwa ngokubanzi kwemiphumela yeenkonzo.</b>	4.4.1	Inani labasebenzisi benkonzo abafikelele kwiinkonzo zokusetyenziswa gwenxa kweziyobisi <sup>20</sup> .	11 932	11 555	10 634	-921	Kuxhonyekeke kwibango kulungiselelwa iinkonzo nokuqakunjelwa konyango ngokunjalo nokulwa kwethutyana nokulwa kwethutyana kwendawo ngenxa yezithintelo zokulwa ngci kwayo yonke into yeCOVID-19.

<sup>20</sup> Ukuthiywa kwakhona kunyaka-mali-2019/20 ukususela kwiNani labaXhamli abafikelela kwiinkonzo zokusetyenziswa gwenxa kweziyobisi.

**Imigqalisela yokusebenza**

<b>INkqutyana 4.4 UkuSetyenziswa Gwenxa kweZiyobisi, uThintelo nokuBuyiselwa kwimo yangaPhambili</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kokuCwangci-siweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kokuCwangci-siweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
4.4.1.1	Inani labasebenzisi benkonzo abafikelela kwiinkonzo zonyango lwezigulane ezisesibhedlele kumaziko onyango axhaswa ngemali.	1 164	1 226	1 243	1 355	1 300	-55	Kuxhonyekwe kugqithiselo lonyango kunye nezithintelo zokuvalwa ngci kwayo yonke into zeCOVID-19 ezithintele ulwamkelo olutsha.
4.4.1.2	Inani labasebenzisi benkonzo abafikelela kwiinkonzo zonyango ezisekwe kuluntu.	3 624	3 250	3 346	3 680	2 961	-719	Imingeni ibandakanya ukusilela ukuzinyaswa nomlinganiselo ophezulu yokuyeka unyango kubasebenzisi benkonzo ngenxa yemingeni yezothutho kunye nobundlobongela bamaqela obundlobongela kwimimandla yokusebenza, ngokunjalo nokurhoxiswa kwenkonzo ngenxa yezithintelo zokuvalwa ngci kwayo yonke into yeCOVID-19.
4.4.1.3	Inani leenkqubo zothintelo lwezinyobisi ezimiliselwe ulutsha (19-35).	3	3	3	3	3	-	-
4.4.1.4	Inani labasebenzisi benkonzo abathe bafumana iinkonzo zongenelo zangethuba ezilungiselelwe usetyenziso gwenxa lwezinyobisi <sup>21</sup> .	7 088	7 213	7 343	6 520	6 373	-147	Ukuvalwa kweendawo zenkonzo ngenxa yezithintelo zokuvalwa ngci kwayo yonke into yeCOVID-19 kunye nempembelelo kumsebenzi.
4.4.1.5	Inani labasebenzisi benkonzo abathe bafumana ulolongo	1 961	2 078	2 258	2 575	1 821	-754	Kuxhonyekwe kugqithiselo. Imingeni ibandakanya

<sup>21</sup> Ukuthiywa kwakhona kunyaka-mali-2019/20 ukususela kwiNani labaXhamli abathe bafumana iinkonzo zongenelo zangethuba zokusetyenziswa gwenxa kwezinyobisi.

<b>INkqutyana 4.4 UkuSetyenziswa Gwenxa kweZiyobisi, uThintelo nokuBuyiselwa kwimo yangaPhambili</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kokuCwangci-siweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kokuCwangci-siweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
wakamva neenkonzozokuhlanganiswa kwakhona ezilungiselelwe usetyenziso gwenxa lwezinyobisi <sup>22</sup> .								ukungazinyaswa konyango ngenxa yeengxaki zothutho, nokubekwa amabala nokuvulwa kweendawo zenkonzo ngenxa yezithintlo zokuvulwa ngci zeCOVID-19.

### Izifezekiso zenkqubo

- Ukwandisa ikhono lamagcisa eenkonzo zoluntu ngokuphathelile kukusabela okwaneleyo kwiinkonzo ezilungiselelwe abaphazamisekileyo kukusetyenziswa kwezinyobisi gwenxa, oonontlalo-ntle abangama-20 abaqeqeshiweyo kummandla wase- Eden Karoo kwindibano yonyango kunye nabaxhamli ababonakalisa ukuphazamiseka ngokusebenzisa izinyobisi gwenxa nabaphathi beJelenek Clinic eNetherlands baqeqesha oonontlalo-ntle abangama-60 kunye nabasebenzi abancedisayo boluntu abaphuma kwiinkonzo zeDSD zabo kwinkqubo yeCognitive Behavioural Therapy Life style eyinkqubo yolawulo lwesenzo somntu ngamnye. Abasixhenxe baqeqeshwa ngokunjalo kwiPhondo ukuqinisekisa ngokuqhubeka kwenkqubo.
- linkqubo zongenelo ezisekwe esikolweni ziqinisekisa nokufumaneka eziko esikolweni apho amangenelo amafutshane anakho ukuqhutywa. Oku kube nomphumela kufikelelo olulula kubantwana abasahamba isikolo kwezi zikolo zichongiweyo ukuya kwinkonzo ekhoyo yamagcisa. linkqubo zinikele ngqo kukuchongwa kwangethuba kunye nenkxaso katiitshala kwindlela yogqithiso ethi iqinisekise ngenkonzo ebanzi yokusetyenziswa gwena kwezinyobisi ebantwaneni. Inkqubo esekwe kwisikolo nemfundo ekhoyo esikolweni iyenziwa mhlawumbi kwinqanaba longenelelo lwangethuba okanye kunyango olusekwe kuluntulinkqubo zongenelo ezisekwe esikolweni ziqinisekisa nokufumaneka eziko esikolweni apho amangenelo amafutshane anakho ukuqhutywa. Oku kube nomphumela kufikelelo olulula kubantwana abasahamba isikolo kwezi zikolo zichongiweyo ukuya kwinkonzo ekhoyo yamagcisa.
- Inkqubo efanayo yolwamkelo iyaqhutywa yaye ngokwakaloku nje ikwinqanaba lothethwano kunye namanye amaziko onyango lweziguwane ezikuwo axhaswa ngemali okusetyenziswa gwenxa kwezinyobisi. Incwadana yokwenziwa kwezicelo sele iyiliwe yaye ikumanqanaba okugqibela okwamkelwa, kunye noqeqesho ngokusetyenziswa olucwangciselwe imimandla emithandathu ngowama-2020/21.

<sup>22</sup> Ukuthiywa kwakhona kunyaka-mali-2019/20 ukususela kwiNani labaXhamli abathe bafumana ulolongo lwakamva neenkonzozokuhlanganiswa kwakhona kulungiselelwa usetyenziso gwenxa kwezinyobisi.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

- ISebe liya kuqhubeka ukunxibelelana namaziko onyango kwezigulane ezikuwo ukuvavanya amaqhinga ukulungiselela ukugcina abasebenzisi benkonzo ngokunjalo neenkqubo zohlelo ukuqinisekisa ngokulunga kwabasebenzisi benkonzo kulungiselelwa unyango lwezigulane ezikuwo ingakumbi ulutsha. Ukuzaliswa kwezithuba zonontlalo-ntle kuya kuqinisekisa ngohlelo olukhawulezileyo, uhlolo nolwamkelo kunyango.
- Inkqubo iya kuthi ngaphezulu isebenze ngaphezulu ngokusoneleo kunye nemibutho esekwe kuluntu ukuhlaziya amaxesha ekunikezelwa ngawo inkonzo ukwenza iinkonzo zifikelele kubasebenzisi benkonzo abaphangelayo ngokunjalo nabo bafuna umsebenzi, nokuxhasa enikezela ngeenkonzo zololongo lwakamva ukuyikhuthaza okokuba ikhuthaze yaye ifundise abaxhamli kunye nezixokelelwano zosapho ngeli thuba bekunyango oluqhubekayo olumalunga nokubaluleka kololongo lwamva kulungiselelwa unyango lokunganxili kunye nokuthintelwa kokubuyela kwakhona kutywala.

### Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

### Ukunxulunyaniswa komsebenzi nohlahlo lwabiwo-mali

INKqubo ichithe ama-99.28 eepesenti zezigidi ezingama-R423.130 kuhlahlo lwabiwo-mali lwayo lonyaka-mali wama-2019/20. Iingxowa-mali ezingachithwanga ezi zigidi ezi-R3.043 zinxulumene nenkcitho ngaphantsi yeCoE ngenxa yokunyuselwa kwangaphakathi nokushiya kwabasebenzi ingqesho. Inkcitho engaphantsi kwiiNtlawulo yee-Asethi ezinkulu kubangelwe kulityaziso kuthengo lwezixhobo ze-ofisi nefanitshala. Inkqubo ichithe iipesenti ezili-100 ezigidi ezingama-R387.914 kuhlahlo lwabiwo-mali lonyaka-mali wama-2018/19.

### ITheyibhile K: INkcitho yeNkqutyana

IGama leNkqutyana	2019/20			2018/19		
	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi
liNkonzo kuBuyiselwa kwiSimo sangaphambili	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	3 949	3 949	-	3 769	3 769	-
UThintelo loLwaphulo-mthetho nenkxaso	265 630	262 679	2 951	238 437	238 437	-
UkuXhotyiswa kweXhoba	50 560	50 472	88	45 057	45 057	-
Ukusetyenziswa Gwenxa kweZiyobisi noThintelo noVuselelo ngokutsha	102 991	102 987	4	100 651	100 651	-
<b>Zizonke</b>	<b>423 130</b>	<b>420 087</b>	<b>3 043</b>	<b>387 914</b>	<b>387 914</b>	<b>-</b>

### 3.5 INkqubo 5: UPuhliso noPhando

#### Injongo

Ukunikezela ngeenkqubo ezizinzileyo zophuhliso, eziququzelela uxhotyiso lweengingqi zoluntu, olusekwe kuphando olukholose ngamava nengcaciso yamanani abantu.

#### liNkqutyana

- INkqutyana 5.1: ULawulo neNkxaso
- INkqutyana 5.2: UVuselelo loLuntu
- INkqutyana 5.3: ULwakhiwo lwekhono leZiko (ICB) nenkxaso yeeNPO
- INkqutyana 5.4: UkuDanjiswa kweNtlupheko nokuZinziswa kweMpilo-ntle
- INkqutyana 5.5: UPhando oluSekwe kuLuntu noCwangciso
- INkqutyana 5.6: UPuhliso loLutsha
- INkqutyana 5.7: UPuhliso lwaMabhinqa
- INkqutyana 5.8: UkuKhuthazwa koMgaqo-nkqubo waBemi

#### liNjongo zeQhinga

- 5.3 Uphuhliso lwekhono kunye neenkonzole zenkxaso ukuchongwa kweNPO ezixhaswa ngemali kunye nemibutho yoluntu yemveli.
- 5.4 Ukukhuthaza ubandakanyo loluntu nokubhangiswa kwentlupheko ngokunikezelwa kwenkxaso yesondlo nokuququzelela amathuba e-EPWP kuninzi lwabasesichengeni kwiphondo.
- 5.6 Ufikelelo olufanelekileyo kwiinkonzole zophuhliso lwentlalo olulungiselelwe ulutsha.
- 5.8 Ukuququzelela, ukuqhuba nokulawula uphando lwabemi, uvuselelo lwabemi, ulwakhiwo lwamakhono ngokubhekiselele kumandla amanani abantu neendlela zabemi nokubeka iliso nokuvavanya umiliso lomgaqo-nkqubo wephondo.

#### liNjongo zeQhinga, iMigqalisela yokuSebenza, ekuJoliswe kuko okuCwangcisiweyo neZifezekiso eZizizo

##### INkqutyana 5.2 UVuselelo loLuntu

La mangenelo alawulwa ngokunqamlezileyo kwiinkqutyana.

### IMigqalisela yeNjongo yeQhinga

INkqutyana 5.3 ULwakhiwo lwekhono leziko (ICB) kunye nenkxaso yeeNPO							
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza	Isifezekiso esisiso 2018/19	Ekujoliswe kokuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kokuCwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko	
<b>Iinkonzo zophuhliso lwekhono kunye nenkxaso ukulungiselela ukuchonga iiNPO ezixhaswa ngemali kunye nemibutho yemvelo yentlalo.</b>	5.3.1 Inani leeNPO ezifumene ukwandiswa kwekhono neenkonzozenkxaso.	1 729	1 170	2 412	1 242	Umboniso ojikelezayo wesizwe owaziwa njenge #KnowYourNPOstatus ube nomphumela kulwando lwebango lweenkonzo.	

### Imigqalisela yokusebenza

INkqutyana 5.3 ULwakhiwo lwekhono leziko (ICB) kunye nenkxaso yeeNPO							
IMigqalisela yeNkqubo yokuSebenza	Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kokuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kokuCwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
5.3.1.1 Inani leeNPO ezixhotyisiweyc <sup>23</sup> .	712	821	488	360	848	488	Ibango eliphezulu lolwakjiwo lwamakhono phakathi kweeNPO.
5.3.1.2 Inani leeNPO ezincediswe ngobhaliso.	881	997	1 229	798	1 552	754	Iphulo i-#KnowYourNPOstatus libe nomphumela wabaxhamli abaninzi abatyelela iDesika yoNcedo yeNPO ukunika ingqwalasela kuhambelwano lwazo.
5.3.1.3 Inani leeNPO ezithe zachaza kuvavanyo lwangaphambili nolwasemva into yokokuba ulwazi luphucukile emva	12	12	12	12	12	-	-

<sup>23</sup> Ukuthiywa kwakhona kunyaka-mali wama-2019/20 ukususela kwiNani leeNPO ezixhotyiswe ngokuhambelana nezikhokhelo zolwakhiwo lwamakhono.

INkqutyana 5.3 ULwaxhiwo lwekhono leziko (ICB) kunye nenkxaso yeeNPO							
IMigqalisela yeNkqubo yokuSebenza	Isifizekiso esisiso 2016/17	Isifizekiso esisiso 2017/18	Isifizekiso esisiso 2018/19	Ekujoliswe kuko okuCwangci -siweyo 2019/20	Isifizekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufizekiso olululo 2019/20	Imbono ngophambuko
	kokungenela uqeqesho lwenkxaso yolawulo.						
5.3.1.4	Inani leeNPO ezisemngciphekweni ezithe zangenela inkqubo zokucetyiswa ezinolwazi, iinkqubo namakhono ath aphucuka.	12	12	12	12	-	-

### Izifizekiso zenkqubo

- Kwisithuba esiphantsi kovavanyo kwakhona, iDesika yoNcedo yeeNPO kunye nenkqubo yobhaliso, kunye neemfuno zohambelwano ezande ngeepesenti ezingama-26 ukususela kunyaka-mali wama-2018/19. Ubhaliso lweNPO olwenziwa yiNDSI ludla ngokuthabatha iinyanga ezimbini ngenxa yemithamo emikhulu yezicelo kodwa ngenxa yenkqubo yekhompuyutha yeDesika yoncedo yokufakwa kwezicelo kwikhompuyutha, inkqubo ibe nakho ukukhawulezisa ubhaliso ukuya kutsho kumndilili wexesha elingangeentsuku ezili-14 ukufumana impendulo.
- ISebe liququzelele uCweyo loQeqesho olungama-36, kunye nemibutho ebhalisiweyo nengabhalisiwanga, uqeqesho, isambuku sabathathi-nxaxheba abangama-513, kujoliswe kuMthetho weNPO, kunye noZinziso lweNPO (ngokuhambela neMpatho eLungileyo noLawulo), kwimimandla yasemaphandleni yaseBeaufort West, eGeorge, eWolseley, eKnysna, e-Oudsthoorn, eVredenburg, ePaarl naseWorcester, kubandakanywa neCape Metro. Ngaphezulu, iSebe libandakanye imiba yephulu i-#KnowYourNPOStatus kulo lonke ucweyo lwayo loqeqesho ukukhuthaza ukubaluleka kokuba phandle, ulawulo olulungileyo nokuthatyathwa koxanduva. Ii-NPO eziyi-12 ezaziwa njenge-At-Risk Funded zixhamle kwinkqubo ye-ICB yeNgcebiso egxininisayo noQeqesho.
- Ukukhuthazwa kolwazi lwe-candelo lwe-NPO nothungelwano oluququzelelweyo nophuhliso lothelelwano, iSebe liqulunqe umanyano eqhinga olungundoqo kunye nenani lemibutho yolwaxhiwo lwamakhono, amaGcisa namaziko karhulumente, IMibutho ngokusetyenziswa kwenkqubo yethu yoqeqesho inxulunyanisiwe kunye namanye amalunge olwaxhiwo lwamakhono.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

Alikho

### Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho



### IMigqalisela yeNjongo yeQhinga

INkqutyana 5.4 UkuBhangiswa kweNtlupheko neMpilo-ntle eZinzisiweyo							
INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza		Isifezekiso esisiso 2018/19	Ekujoliswe kokuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kokuCwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
Ukukhuthazwa kobandakanyo loluntu nokubhangiswa kwentlupheko ngokunikezelwa kwenkxaso yesondlo nokuququzelelwa kwamathuba e-EPWP kulungiselelwa uninzi lwabasesichengeni kwiphondo.	5.4.1	Inani labantu abaxhamleyo kumalinge okubhangiswa kwentlupheko.	6 688	6 235	7 533	1 298	Iindawo zokutyiswa ezangezelelweyo kunye namathuba emisebenzi adalwa.

### Imigqalisela yokusebenza

INkqutyana 5.4 UkuBhangiswa kweNtlupheko neMpilo-ntle eZinzisiweyo							
IMigqalisela yeNkqubo yokuSebenza	Isifezekiso esisiso 2016/17	Isifezekiso esisiso 2017/18	Isifezekiso esisiso 2018/19	Ekujoliswe kokuCwangcisiweyo 2019/20	Isifezekiso esisiso 2019/20	Uphambuko kokujoliswe kokuCwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
5.4.1.1 Inani labaxhamli abafanelekileyo abafumana izidlo kwiSebe kumaziko okutyisa axhaswa ngemali.	4 946	5 101	5 329	4 920	6 092	1 172	Ibango elandileyo leenkono ngenxa yogqithiso olwangezelelweyo oluvela kwimibutho yololongo lwasekhaya, kwiikliniki nakwi-ofisi zengingqi zeDSD.
5.4.1.2 Inani lamathuba omsebenzi we-EPWP ayilweyo.	1 332	1 585	1 359	1 315	1 441	126	Ukusebenza ngaphezulu kweqondo elimiselweyo kubangelwe ngamathuba awangezelelweyo omsebenzi ayilwe ziNPO.

### Izifzekiso zenkqubo

- NgeNkqubo ye-EPWP, iSebe liyile amathuba omsebenzi ethutyana kubantu abangaqeshwanga kwesi sithuba siphantsi kovavanyo. Oku kuqulathe uyilo lwamava endawo yokusebenza kunye noqeqesho lwamakhono ngokwandiswa kweenkonzo zentlalo kwiingingqi zoluntu lwabantu abasesichengeni, abafana nabalolongi abasekwe ekhaya, kwii-ECD ezixhaswa ngemali yiDSD ngokunjalo nabalolongi abakwicandelo labakhubazekileyo. Ngaphezulu, iNkqubo ye-EPWP inikezele aba baxhamli ngokhuseleko ngokuhambelana ngokuphuculwa ngoqoqosho ngokubonelelwa kwamakhono noqeqesho ngokunjalo nomvuzo warhoqo ngenyanga.
- ISebe limilisele izithethi nemigangatho kuzo zonke iiNPO ezixhaswa ngemali yoZinziso lokuPhila. Ezi zithethe nemigangatho zinyanzeliswa ngokusetyenziswa lwetsheklisti yengqinisekiso yendawo nangokusetyenziswa kweerejista zabaxhamli, ezibandakanywe njengenxalenye yeZivumelwano zeNtlawulo eKhutshelweyo phakathi kweNPO yeSebe. Ezi tsheklisti zengqinisekiso yendawo kunye neerejista zabaxhamli ziqinisekisa uhambelwano lweNPO kwizithethe nemigangatho yaye ukuba kuyimfuneko, iSebe liya kunikezela ngemisebenzi yolungiso kukungahambelani.
- ISebe lizimase iindibano zeKomiti yoLwabiwo lweProjekti yeMpahla (CPAC) esingethwe yiNkqubo yeNkxaso yoLimo oluBanzi (CASP) yeSebe lezoLimo, ukuqhubeka ngokuqiniswa kobudlelwane bokusebenza phakathi kwamasebe amabini.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

Alikho

### Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

#### INkqutyana 5.5 Uphando oluSekwe kuLuntu noCwangciso

La mangelolo alawullwa ngokunqamlezileyo kunye neeNkqutyana.

### IMigqalisela yeNjongo yeQhinga

#### INkqutyana 5.6 Uphuhliso lolutsha

INjongo yeQhinga	INjongo yeQhinga IMigqalisela yokuSebenza	Isifzekiso esisiso 2018/19	Ekujoliswe kuko okuCwangcisiweyo 2019/20	Isifzekiso esisiso 2019/20	Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20	Imbono ngophambuko
Ufikelelo kwiinkonzo ezifanelekileyo zophuhliso lwentlalo yolutsha.	5.6.1 Inani lolutsha olufikelela kwiinkqubo zophuhliso lwentlalo.	19 270	18 840	22 649	3 809	Ubango eliphezulu leenkonzo.

### Imigqalisela yokusebenza

INKqutyana 5.6 Uphuhliso lolutsha								
IMigqalisela yeNkqubo yokuSebenza		Isifizekiso esisiko 2016/17	Isifizekiso esisiko 2017/18	Isifizekiso esisiko 2018/19	Ekujoliswe kuko okuCwangci-siweyo 2019/20	Isifizekiso esisiko 2019/20	Uphambuko kokujoliswe kuko okucwangci-siweyo ukuya kufizekiso olululo 2019/20	Imbono ngophambuko
5.6.1.1	Inani lolutsha elithabathe inxaxheba kuphuhliso lwamakhono.	22 197	15 055	14 473	15 000	16 315	1 315	Ibango eliphezulu kweenkqubo zophuhliso lwamakhono.
5.6.1.2	Inani lemisebenzi anxulunyaniswe nomsebenzi kunye namathuba ophuhliso lwamanye amakhono aphuma kwiinkonzo zalo.	5 603	4 402	4 797	3 840	6 334	2 494	Ibango eliphezulu elivela kulutsha olungaqeshwanga zinkqubo yaye kusetyenziswa uthelelwano.
5.6.1.3	Inani Lekhefi zoLutsha ezixhaswa ngemali.	6	8	11	14	13	-1	Uxinzelelo lohlahlo lwabiwo-mali lulibazise ukwanda okungaphezulu kwenani eeKhefu zoLutsha ebezichongwe kuqala kunyaka-mali.

### Izifizekiso zenkqubo

- Ukungeniswa kolutsha olukhubazekileyo kunye nolutsha olungakhubazekanga kube nomphumela wabantu abatsha abali-147 begqibezela isifundo sesiseko solwimi lweminw olunikezelwa yiDEAFNET SA yaye ulutsha olungama-20 olivela kwiziko i-Die Eilandhuis vir Gestremdes, luthabathe inxaxheba kwimisebenzi yobuchule obubodwa obuyilelwe abantwana abakhubazekileyo eVelddrift Youth Café.
- Ukuqhubeka kokungeniswa ndawonye kolutsha olukhubazekileyo nolungakhubazekanga be-After-School Game Changer ezekwi Khefi zoLutsha, kwaze ngoko ulutsha olusesikolweni oluli-1 500 lwafikelelwa ngokubonelelwa ngeenkqubo zoLonwabo, ezeMfundo nezoQeqesha.
- ISebe liququzelele ulwakiwo lwamakhono lwabathabathi-nxaxheba abangama-80 abaphuma kwiiNPO ezixhaswe ngemali kunye neeNPO zolutsha ezingaxhaswa ngemali kwiQhinga lePhondo loPhuhliso loLutsha ngokunjalo nokusingatha ucweyo lweNDSD kwisiCwangciso esiYilwayo soMiliselo lweQhinga loPhuhliso loLutsha leNDSD kulungiselelwa abachaphazelekayo bangaphakathi nangaphandle.

### Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo

Alikho

**linguqu kokujoliswe kuko okucwangcisiweyo**

Azikho

<b>INkqutyana 5.7 UPhuhliso lwamaBhinqa</b>
La mangenelo alawulwa ngokunqamlezileyo kwiiNkqutyana.

**IMigqalisela yeQhinga**

<b>INkqutyana 5.8 Ukukhuthazwa koMgaqo-nkqubo waBemi</b>							
<b>INjongo yeQhinga</b>	<b>INjongo yeQhinga IMigqalisela yokuSebenza</b>		<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwangcisiwe yo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangcisiweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
<b>Ukuququzelelaa, ukuqhuba nokulawula uphando lwabemi, uvuselelo lwabemi, ulwakhiwo lwekhono lwabemi ngokuphathelele namandla okubalwa kwabantu neenlela zabemi nokubekwa kweliso nokuvavanywa komilisele lomgaqo-nkqubo kwiphondo,</b>	5.8.1	Inani leeprojekti zophando lwabemi kunye nembonakalo yokubalwa kwabantu ligqityiwe.	7	7	12	5	Imbonakalo eyangezelelweyo yoluntu/yobalo loluntu luggqityiwe ukunceda isiCwangciso sokhuselo lwePhondo

**Imigqalisela yokusebenza**

<b>INkqutyana 5.8 Ukukhuthazwa koMgaqo-nkqubo waBemi</b>								
<b>IMigqalisela yeNkqubo yokuSebenza</b>		<b>Isifezekiso esisiso 2016/17</b>	<b>Isifezekiso esisiso 2017/18</b>	<b>Isifezekiso esisiso 2018/19</b>	<b>Ekujoliswe kuko okuCwang ci-siweyo 2019/20</b>	<b>Isifezekiso esisiso 2019/20</b>	<b>Uphambuko kokujoliswe kuko okucwangci- siweyo ukuya kufezekiso olululo 2019/20</b>	<b>Imbono ngophambuko</b>
5.8.1.1	Inani leeprojekti zophano ligqityiwe.	2	1	1	1	1	-	-
5.8.1.2	Inani leeprojekti zembonakalo yobalo lolutu zigqityiwe.	6	30	6	6	11	5	Imbonakalo eyangezelelweyo yoluntu/yobalo loluntu luggqityiwe ukunceda isiCwangciso sokhuselo lwePhondo

### **Izifzekiso zenkqubo**

- ISebe livelise uluhlu olwahlukeneyo loqikelelo lwengqikelelo lwabemi ukususela kowama-2019 ukuya kowama-2030, kumanqanaba awahlukeneyo omda wendawo kubandakanywa eyephondo, eyesithili, neyomasipala wengingqi kunye nommandla omncinane kusetyenziswa uQikelelo lwaBemi lwaPhakathi eNyakeni njengesiseko.
- Olu qikelelo/ thelekelelo lwasetyenziswa ngamasebe karhulumente wephondo ukunceda iinkqubo zalo zocwangciso ezifana, iSebe leMfundo leNtshona Koloni: ukunceda i-Physical Resource Planning & Property Management Building of Schools; ISebe loKhuselo loLuntu (DOCS): njengengcebiso kuphuhliso lwezicwangciso sokhuselo zephondo; ICandelo loLawulo-mali lePhondo (PT): Ukuthelekelela izambuku ezilungiselewe iNtshona Koloni kunye noomasipala bengingqi kulungiselelwa unyaka-mali wama-2019 ukuya kowama-2025 nokulungiselela ngokunjalo uVavanyo ngokuBanzi boQoqosho loMasipala nePhondo kunye neMbonakalo (MERO kunye nePERO) kunye neMbonakalo zoQoqosho lweNtlalo. Uthelekelelo lwenqanaba lommandla omncinane lunikezelwe ngokunjalo kwiSebe leMicimbi yeNdalo noCwangciso loPhuhliso (DEA&DP) ukuxhasa uFundo lwephondo lweKhono lokuKhula (GPS) kunye nophuhliso loBume boPhuhliso beNgxelo yePhondo (SoDPR).

### **Iqhinga lokuphelisa imimandla esebenza ngaphantsi kokulindelweyo**

Alikho

### **Iinguqu kokujoliswe kuko okucwangcisiweyo**

Azikho.

### **Ukunxulunyaniswaso komsebenzi nohlahlo lwabiwo-mali**

INkqubo ichithe iipesenti ezingama-99.63 kwizigidi ezingama-R69.174 zohlahlo lwabiwo-mali lwayo lonyaka-mali wama-2019/20. Iingxowa-mali ezingachithwanga ezingamawaka angama-R257 zinxulumene nenkcitho engaphantsi kwiCoE ngenxa kunyuselo lwangaphakathi nokushiya kwabasebenzi engqeshweni.

INkqubo ichithe iipesenti ezili-100 zohlahlo lwabiwo-mali lwayo lwezigididi ezingama-R50.032 kulungiselelwa unyaka-mali wama-2018/19.

**ITheyibhile L: INkcitho yenkqutyana**

IGama leNkqutyana	2019/20			2018/19		
	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/Engaphantsi
UPhuhliso noPhando	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	6 770	6 770	-	6 469	6 469	-
ULwakhiwo lweKhono leZiko NeNkxaso yeeNPO	2 195	2 195	-	1 926	1 926	-
UkuBhangiswa kweNtlupheko noZinziso lweMpilo-ntle	34 631	34 487	144	18 417	18 417	-
UPhuhliso loLutsha	22 360	22 273	87	20 429	20 429	-
UkuKhuthazwa koMgaqo-nkqubo waBemi	3 218	3 192	26	2 791	2 791	-
<b>Zizonke</b>	<b>69 174</b>	<b>68 917</b>	<b>257</b>	<b>50 032</b>	<b>50 032</b>	<b>-</b>

## 4. IiNtlawulo eziKhutshelweyo

### 4.1 IiNtlawulo ezikhutshelweyo kumaziko karhulumente

Akufanelekanga

### 4.2 Iintlawulo ezikhutshelwe kuyo yonke imibutho engeyiyo amaziko karhulumente

Nceda ujonge iSihlomelo A: IiNtlawulo kuMaziko angenzi nzala.

ISebe libeka iliso kwinkqubo yentlawulo ekhutshelweyo ngezi ndlela zilandelayo:

- Inkqubo nganye inesicwangciso sokubekwa kweliso leNPO nganye ethi iyixhase ngemali ebandakanya utyelelo;
- Uhambelwano lubekwa iliso ngokuhambelana neSivumelwano seNtlawulo eKhutshelweyo (TPA) esiqulathe konke ekujoliswe kuko kunye nemiqathango yenkxaso-mali;
- Iintlanganiso zenkxaso-mali zimiliselwe njengesixhobo solwangezelelo ukubeka iliso kwinkqubo yee-TPA; yaye
- Inkqubo zolawulo lwengcaciso yokusebenza (kubandakanywa ithemplati zokunikezelwa kwengxelo, iiSOP kunye neenkcazelo zemigqalisela yobuchule) zihlaziyiwe ukuqinisekisa ngento yokuba iinkcukacha zamanani eziqokelelweyo zithembekile, zilungile nento yokuba uluhlu lweenkcukacha zamanani ziphelele.

### Olunye uKhutshelo

Isixa-mali samawaka ali-R18 sakhutshelwa amaphepha-mvume kanomathotholo nomabonakude.

Isixa-mali sezigidi ezi-R2.544 sakhutshelwa kwiSETA yezeMpilo neNtlalo-ntle esilungiselelwe irhafu yophuhliso lwamakhono.

## 5. IMinikelo eneMiqathango

### 5.1 Iminikelo enemiqathango kunye nokuhlulwa kweengxowa-mali ezichongiweyo

Ayikho ekunokunikwa kwengxelo ngayo.

### 5.2 Iminikelo enemiqathango kunye neengxowa-mali ezichongiweyo ezifunyenweyo

ISebe labelwa izigidi ezili-R180.812 kunyaka-mali wama-2019/20.

### Iminikelo eneMiqathango

#### UPhuhliso loBuntwana kwaNgethuba

Uminikelo wenkqubo ye-ECD wezigidi ezingama-R40.479 uzama ukwandisa ufikelelo kwinqanaba Labantwana kumaziko e-ECD nokuqhuba uhlaziyo lwezibonelelo ezingephi, ulolongo nokubonelelwa ngemathiriyeli yokufunda ukunceda amaziko okokuba asuke kubhaliso olunemiqathango ukuya kubhaliso olupheleleyo.

### Iingxowa-mali eziChongiweyo

#### Uvavanyo lwaMandla oNyango lokuSetyenziswa Gwenxa kweZiyobisi olusekwe kuLuntu kunye neeNkonzo zokuBuyiselwa kwiSimo saNgaphambili

Isabelo esichongiweyo sesigidi esi-R1.3 sabelwa ngowama-2019/20 kulungiselelwa uvavanyo lwamandla onyango olusekwe kuLuntu lokuSetyenziswa gwenxa kwezinyobisi kunye neenkonzo zokubuyiselwa kwisimo sangaphambili.

**ABantu abaKhubazekileyo**

Isabelo esichongiweyo sezigidi-R50.689 safunyanwa kulungiselelwa iinkonzo eziya kuBantu abaKhubazekileyo kubandakanya noxanduva lomthetho oluvela kumyalelo wenkundla ophathelele kubantwana banokukhubazeka kakhulu engqondweni.

**ISanitary Dignity Project**

Isixa-mali sezigidi ezingama-R23.773 sachongwa ngowama-2019/20 kulungiselelwa iSanitary Dignity Project. I Projekti ijolise ngokunikezela abafundi ababhinqileyo abahluphekileyo abakwiigreyidi eyesi-4 ukuya kweye-12, abakwizikolo ezikwikhwantali yoku-1 ukuya kweyesi-5, ngofikelelo kwiimveliso zesiseko sezishubelo zasekesheni.

**Inkqubo Isibindi**

Isixa-mali sezigidi ezili-R12.933 sachongelwa inkqubo Isibindi. INkqubo inikezele ngokhuseleko, ulolongo kunye nenkxaso kubantwana abasesichengeni kwiingingqi zoluntu.

**IsiGwebo seTyala leNkundla iNAWONGO**

Isixa-mali sezigidi ezingama-R21.665 safunyanwa kulungiselelwa ubonelelo lweenkonzo zentlalo-ntle yaBantwana. Inkxaso-mali yasetyenziselwa ukwandisa iindleko zeyunithi ye-ECD ukususela kwi-R15 ukuya kwi-R16 kumntwana ngamnye ngosuku kwiintsuku ezingama-264 ngonyaka ngowama-2019/20.

**UBundlobongela obuJolise kuMabhinqa**

Isigidi ezili-R15.961 esachongwa ngonyaka-mali wama-2019/20 kulungiselelwa ukwandiswa kweVEP ukuthintela ubundlobongela obujoliswe kumabhinqa nabantwana.

**UkuQeshwa koNontlalo-ntle**

Isixa-mali esichongiweyo sezigidi ezili-R14.012 sasetyenziswa ukugcina ingqesho yonontlalo-ntle abangama-37 abanezidanga abaqeshwe liSebe.

**IMinikelo eneMiqathango kunye neZabelo eziChongiweyo**

UMnikelo neSabelo esiChongiweyo	Isixa-mali esaBiweyo R'000	INKcitho eyiyo R'000	Ngaphantsi / (Ngaphezulu) R'000
<b>UMnikelo oneMiqathango</b>			
UMnikelo oneMiqathango we-ECD	40 479	40 476	3
<b>INkxaso-mali eChongiweyo</b>			
Uvavanyo lwamandla onyango olusekwe kuLuntu lokuSetyenziswa gwenxa kweziyobisi neenkono ukuBuyiselwa esimeni sangaphantsi	1 300	119	1 181
ABantu aBakhubazekileyo	50 689	46 896	3 793
ISanitary Dignity Project	23 773	10 299	13 474
INkqubo Isibindi	12 933	12 933	0
IsiGwebo seTyala leNkundla iNAWONGO	21 665	21 665	0
UBundlobongela obuJoliswe kuMabhinqa	15 961	15 961	0
UkuQeshwa koNontlalo-ntle	14 012	12 939	1 073



## INGqinisekiso yokuba lonke ukhutshelo belidipozithiwe kwi-akhawunti eqinisekisiweyo yeCandelo loLawulo-mali

ICandelo lePhondo loLawulo-mali liqinisekisile okokuba onke ukhutshelo ludiphozithwe kwi-akhawunti yebhanka eqinisekisiweyo yeCandelo lePhondo loLawulo-mali.

### ITheyibhile M: UMnikelo oneMiqathango

UMnikelo oneMiqathango: ISebe le-ECD elikhuphela lomnikelo	ISebe leSizwe loPhuhliso loLuntu
Injongo yomnikelo	Kukwandisa inani Labantwana abahluphekilliyo abafikelela kwiinkonzo zenkxaso-mali ze-ECD ngokusetyenziswa kwamaziko ololongo olungaphelelanga.  Ukuxhasa abanikezeli bophuhliso Labantwana kwangethuba be-ECD abanikezela ngenkqubo ye-ECD ukuhlangabezana neemfuno zesiseko zempilo nokhuselo kulungiselelwa ubhaliso.  Ukulingwa kolwakhiwo lwamaziko anendleko eziphantsi ze-ECD.
Imiphumela elindelekileyo yomnikelo	Ama-7 200 abantwana bachongelwa inkxaso-mali. Amaziko e-ECD angama-53 achongelwa izibonelelo.
Imiphumela eyiyo efezekisiweyo	Ama-7 586 abantwana bafikelelwe ngokusetyenziswa kwenkxaso-mali. Amaziko e-ECD angama-53 ahlaziyiwe.
Isixa-mali ngokwe-DORA elungisiweyo (R'000)	R 40 479
Isixa-mali sifunyenweyo (R'000)	R 40 479
Izizathu ukuba ngaba isixa-mali ngokuhambelana neDORA asifunyenwanga	N/A
Isixa-mali esichithwe liSebe (R'000)	R 40 476
Izizathu zeengxowa-mali ezingachithwanga liziko	N/A
Izizathu zophambuko kumsebenzi	ISebe linikezele ngeengxowa-mali ezangezelelweyo zeSabelo esinoBulungisa ukwangezelela ulwabelo lomnikelo onemiqathango.
Imiqathango ethatyathweyo ukuphucula umsebenzi	N/A
Indlela yokubekwa kweliso lisebe elamkelayo	ISebe lePhondo lingenise ezi ngxelo zilandelayo kwiINDSD nakwi PT: <ul style="list-style-type: none"> <li>● Ingxelo yarhoqo ngenyanga yokuBekwa kweliso eNyakeni ukubeka iliso (IYM) kwinkcitho.</li> <li>● I-IRM yarhoqo ngenyanga ukubeka iliso kwinkqubela phambili yohlaziyo lwezibonelelo kunye nenkcitho.</li> <li>● Ingxelo yarhoqo ngekota yenkqubela phambili ukunikezela ngohlaziyo lokusebenza kumnikelo wezibonelelo nenkxaso-mali.</li> <li>● Isixhobo sokubekwa kweliso sarhoqo ngekota ukunikezela iinkcukacha zamanani ngendlela iphondo elinikela ngayo kwiinkonzo ze-ECD ngokusetyenziswa komnikelo onemiqathango ngokunjalo nesabelo esinobulungisa.</li> </ul>

UMnikelo oneMiqathango: ISebe le-ECD elikhuphela lomnikelo	ISebe leSizwe loPhuhliso loLuntu
	<ul style="list-style-type: none"> <li>● INgxelo yokuphela koNyaka ukunikezela ngomsebenzi ngezifizekiso zonyaka, inkcitho nemingeni efunyenweyo.</li> <li>● Ukuzimasa iintlanganiso zarhoqo ngekota zokunikezelwaa kwengxelo kwiNDSD ukunikezela ngengxelo yenqanaba lePhondo ngomnikelo onemiqathango nohlaziyo ngemiba yoMgaqo-nkqubo.</li> <li>● Ukubekwa kweliso kwinkqubela phambili, yonke imibutho exhaswe ngemali ngokusetyenziswa komnikelo onemiqathango liSebe lePhondo kufuneka ingenise iingxelo zomsebenzi rhoqo ngekota.</li> <li>● Iingxelo zonyaka zovavanyo lomsebenzi ziqukunjelwe yonke imibutho exhaswe ngemali liSebe lePhondo kufuneka ivavanye uhambelwano kunye nesiVumelwano seNqanaba leNkonzo iimfuno ze(SLA)/TPA.</li> </ul>

## 6. Iingxowa-mali zomnikeli

Akukho ngxelo inganikezwa.

## 7. Utyalo-mali lwenkunzi

### 7.1 Utyalo-mali lwenkunzi, ulolongo kunye nesicwangciso solawulo lwe-asethi

#### Inkqubela phambili eyenziweyo ekumiliseni kwenkunzi, utyalo-mali nesicwangciso solawulo lwe-asethi

Utyalo-mali lwenkunzi yeSebe luqulathe ikakhulu ii-asethi ezishukumayo ngokuphathelene nezixhobo zekhompyutha, ifanitshala, izithuthi kunye nezinye izixhobo. Irejista yee-asethi ihlaziywa kwangoko xa kukho ezifunyenweyo, ezilahliweyo nazo naziphi na ezinye zee-asethi ezishukumayo. I-asethi zetheknoloji yengcaciso zibandakanya isiqinisekiso seminyaka emihlanu kwimeko apho i-asethi yonakale.

#### Iiprojekti yezibonelelo (ezikhoyo neziqhubekayo)

- Iiprojekti ezigqitywe ngethuba lalo nyaka-mali kukuvuselelwa komgangatho ophantsi kwisakhiwo esiseYork Park.
- Iiprojekti yovuselelo eMossel Bay, eWillem Van Heerden nayo iqaliswe ngokunjalo ngethuba lesi sithuba sokunikwa kwengxelo yaye iya kuqukunjelwa ngomjikelo wokusebenza wama-2020/21.
- Iziko lokuhlala iSivuyile, ulwakhiwo ngokutsha lwamawodi ngokuhambelana neemfuno zabakhubazekileyo.
- IClanwilliam CYCC, ulwakhiwo lwamagumbi okulala amabini amatsha.

#### Izicwangciso zokuvalwa nokuthotyelwa ezantsi kwazo naziphi na izakhiwo ezikhoyo

Azikho.

#### Inkqubela phambili eyenziweyo kulungiso lwezakhiwo

- Kuxakekiwe ngokwakaloku nje ngokuvuselelwa kwee-ofisi ezintsha kulungiselelwa uMmandla woNikezelo lweNkonzo eSwellendam (SDA).

- I-Ofisi yoMmandla yaseCape Winelands/Overberg: Ukuphuculwa kwendawo yokupaka.
- Ukuhlaziywa kweSDA yaseWitzenberg kugqityiwe.
- I-Lindelani CYCC: Imiba emininzi yolungiso ngokubanzi ilungisiwe.
- I-ROAR CYCC (De Novo): Imiba emininzi yolungiso ngokubanzi ilungisiwe.
- I-Outeniekwa Secure Care Centre: Imiba emininzi yolungiso ngokubanzi ilungisiwe.
- I-SDA yaseGugulethu: Ulungiso ngokubanzi nokupeyinta.
- I-Ofisi yoMmandla weMetro South (Wynberg): Imiba emininzi yolungiso ngokubanzi iyaqhutywa.
- I-Ofisi yoMmandla weMetro, Elsies River SDA kunye neand Delft SDA: Imiba emininzi yolungiso ngokubanzi iyaqhutywa.
- Ngokwakaloku nje kuxakekwe nokuhlaziywa kweSDA yaseKapa.

**Uphuhliso olunxulumene noku kungentla okulindeleke ukuba nempembelelo kwinkcitho ekhoyo yeSebe**

Inkcitho engasentla ayisayi kuba nampembelelo kwinkcitho ekhoyo yeSebe njengoko iindleko zazithwelwe yiDTPW.

**linguqu eziphathelene nempahla nee-asethi elinazo**

Ii-asethi zizonke ezibanjwe IiSebe ngeendleko zizi-R 128 791 998.64 ukuza kuthi ga ngomhla wama-31 kuMatshi 2020. Ukubalwa kwestokhwe ngonyaka kwagqitywa ngomhla wama-31 kuMatshi 2020. Zonke iinkcukacha zee-asethi zafakwa kwiRejista yee-Asethi yaye zichanekile, zithembekile, zihlelwe ngokulungileyo yaye ziyaziwa zonke. Zonke ii-asethi ezingasebenziyo, ezinakho ukuba zingalungiswa nezonakeleyo zihlahlwa rhoqo nangendlela esilubala.

Ii-asethi zizonke ezingama-24 zicinyiwe ngesithuba sonyaka-mali wama-2019/20. Ixabiso lilonke lee-asethi ezicinyiweyo ngonyaka-mali wama-2019/20 libe li-R158 221.36. Ii-asethi ezilahliweyo ezinxulumene kwilahleko eyamkelweyo ngokweRejista yoLawulo lweLahleko.

**ITheyibhile N: Ucalulo lwee-Asethi eziNgundoqo ezibanjiweyo zinjengoku kulandelayo:**

IStora	Ixabiso R
I-Ofisi eyiNtloko	17 451 728.37
UMmandla iMetro South	6 253 619.50
UMmandla iMetro East	5 526 404.42
UMmandla iMetro North	5 487 453.54
UMmandla weEden-Karoo	4 778 875.52
UMmandla weCape Winelands	5 630 245.57
UMmandla waseWest Coast	3 022 314.95
Izibonelelo	12 712 764.35
Izithuthi zeSebe (Izithuthi zeGG)	67 928 592.42
<b>ZIZONKE</b>	<b>128 791 998.64</b>

## **li-Asethi ezilahliweyo ngonyaka-mali wama-2019/20**

li-Asethi ezilahliweyo zeSebe ngesithuba sonyaka-mali wama-2019/20 zibalelwa kwii-asethi ezingama-2 054 ezixabisa izi-R6 594 625.16 (ama-314 eeAsethi ezinkulu ezixabisa R 4 371 218.79 kunye nee-Asethi ezincinane ezili-1 740 ezisi-R 2 223 406.37). Izithuthi zikaRhulumente (GMT) ezilahliweyo ezingama-34 ezixabisa R 4 937 497.22 ezabelwe kwiSebe, ekuthe kwathengwa ezinye endaweni yazo ngethuba lomsebenzi.

## **Amanyathelo athatyathiweyo ukuqinisekisa ngento yokokuba irejista yee-asethi zeSebe ihlala ilungile**

li-asethi ziyarekhodwa kwiRejista yee-Asethi yeSebe ngomhla ezamkelwe ngawo ngokweNkqubo yeLOGIS. ULungelelwaniso lwarhoqo ngenyanga lweBAS/LOGIS nalo luyaqhutywa ngokunjalo ukuqinisekisa ngokuphelela nokulungelelanisa iNkcitho yee-Asethi ngokoMncono wokuGqibela weBAS kunye neRejista yee-Asethi, kubandakanywa amaCandelo ee-Asethi. Onke amaZiko eeNdleko adingeka ukuba enze ingqinisekiso yee-asethi rhoqo ngekota phantsi kolawulo lwawo ze kunikwe ingxelo yazo naziphi na iinguqu ezichongiweyo ngethuba lenkqubo. Oku kunika ithuba lohlahlo ngoko nangoko lweRejista yee-Asethi zeSebe. Uqinisekiso lonyaka lwee-asethi luyaqhutywa ngokunjalo ukuqinisekisa ngokuphelela nokuchaneka kwerejista yee-asethi.

## **Ubume obukhoyo bee-asethi ezinkulu zeSebe**

Ubume obukhoyo bestokhwe see-asethi ezinkulu zeSebe: iipesenti ezingama-45 zee-asethi zikumgangatho olungileyo (ziyasebenziseka), ikakhulu ngenxa yokuhlaziya nokuthenga ngezambuku zeZixhobo ze-ITI; iipesenti ezingama-50 zee-asethi zikwisimo esingcono (zisenokusetyenziswa), ze iipesenti ezintlanu eziseleyo zibe kwisimo esibi kakhulu yaye kunokugqitywa ekubeni zilahlwe.

## **Iprojekti zokulingisa okungundoqo ezithe zaqaliswa**

Akukho msebenzi ungundoqo owenziweyo liSebe kulo nyaka uphantsi kovavanyo. I-DTPW inoxanduva lwezi projekti.

## **Inkqubela phambili eyenziweyo ekulungiseni umsebenzi osemva wolungiso**

Ngesi sithuba sokunikwa kwengxelo iDTPW ibe nakho ukulungisa eminye imisebenzi esemva yolungiso. Ngenxa yezithintelo zohlahlo lwabiwo-mali, kusele kukho umsebenzi omninzi wolungiso kumaziko ololongo olukhuselekileyo eSebe. Inkxaso-mali eyangezelelweyo yafunyanwa ivela kwi-PT ukulungisa umsebenzi osemva wolungiso kumaziko ololongo olukhuselekileyo.

**ITheyibhile O: IiProjekti zeZibonelelo**

IiProjekti zeZibonelelo	2019/20			2018/19		
	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/ Engaphantsi	Ulwabiwo-mali lokugqibela	INkcitho eyiyo	Inkcitho (Engaphezulu)/ Engaphantsi
Ii-asethi ezintsha nekwenziwa ezinye endaweni yezikhoyo	-	-	-	-	-	-
<b>Ii-asethi zezibonelelo ezikhoyo</b>						
Uhlaziyo lweSibonelelo saBakhubazeke ngeNgqondo seWC Forum	3 891	17 081	(13 190)	18 448	10 804	7 644
Igumbi lokulala leClanwilliam CYCC	-	6 332	(6 332)	19 590	11 540	8 050
Ukwenziwa ngokutsha - kweHouse De Klerk Hostel ukulungiswa nokuhlaziywa	550	31 190	(30 640)	29 029	12 742	16 287
Ukwenziwa ngokutsha - kweUnion House (kwimigangatho wesi-2, 5 nowe-10)	-	67	(67)	4 623	-	4 623
Ukwenziwa ngokutsha - kweYork Park (Umgangatho osezanst nakumganagatho woku-1 – (i-SDA yaseGeorge ekuMgangatho ophantsi)	5 114	5 645	(531)	34 529	30 900	3 629
<b>IZibonelelo ezikhutshelweyo</b>						
• Ezikhoyo	-	-	-	-	-	-
• Ezinkulu	-	-	-	-	-	-
<b>Zizonke</b>	<b>9 555</b>	<b>60 315</b>	<b>(50 760)</b>	<b>106 219</b>	<b>65 986</b>	<b>40 233</b>

## ICandelo C: ULawulo

### 1. Intshayelelo

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

### 2. ULawulo loMngcipheko

IGosa eliNika iNgxelo leSebe loPhuhliso loLuntu lithabathe uxanduva lokumilisela uLawulo loMngcipheko weShishini (ERM) ngokuhambelana nesiCwangciso-nkqubo soLawulo loMngcipheko weCandelo likaRhulumente leCandelo loLawulo-mali leSizwe (PSRMF) kunye neCandelo loLawulo loMngcipheko weShishini (D: ERM) kwiSebe leNkulumbuso (DotP) linikezelea ngenkonzo ebekwe endaweni enye embindini kwiSebe.

ISebe liseke iKomiti yoLawulo loMngcipheko weShishini (ERMCO) ukunceda iGosa liNika iNgxelo ekumiliseni uxanduva lwakhe olunxulumene nolawulo lomngcipheko.

### **Ikomiti yeenqobo ezisesikweni kunye noLawulo loMngcipheko weKomiti (ERMCO)**

I-ERMCO inika ingxelo yokokuba ihambelane nxanduva lwayo oluvela kwiCandelo 38 (1)(a)(i) loMthetho woLawulo lweMali kaRhulumente (PFMA), uMmiselo weCandelo loLawulo-mali 3.2.1 neMimiselo yeNkonzo kaRhulumente yowama-2016, iSahluko 2, iSahlulo 1, 2 kunye neses-3. I-ERMCO inika ingxelo ngokunjalo yokokuba yamkele iMigaqo neSikhokhelo esifanelekileyo ezisesikweni (eyamkelwe ngusihlalo we-ERMCO ngomhla we-14 kuFebruwari 2019) yaze yalungelelanisa imicimbi yayo ngokuhambelana kunye neMigaqo neSikhokhelo yaye iqhube lonke uxanduva lwayo njengoku luqulathiwe apha.

### Amalungu eKomiti yoLawulo loMngcipheko (ERMCO)

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

Ittheyibhile engezantsi apha idiza iinkcukacha ezizizo ngamalungu e-ERMCO:

ILungu	Isikhundla	Ezizinyasiweyo	Umhla wokutyunjwa
Gq. R. Macdonald	IGosa eliNika iNgxelo (uSihlalo)	3	31/03/2017
Mnu. J. Smith	UMlawuli oyiNtloko: ULawulo lweMali (CFO & neNtshatsheli yoMngcipheko)	3	30/03/2017
Mnu. C. Jordan	UMlawuli oyiNtloko: ABantwana neeNtsapho ne-ECD	2	30/03/2017
Nksk. M. Johnson	UMlawuli oyiNtloko: UCwangciso lweShishini neQhinga	2	30/03/2017
Mnu. M. Hewu	UMlawuli oyiNtloko: UPhuhliso loLuntu noThelelwano	2	30/03/2017
Nksk. A. van Reenen	UMlawuli: INkxaso yoLawulo lokuSebenza neGosa leeNqobo eziseSikweni	3	30/03/2017

Okulandelayo sisiboniso samanye amagosa azimase iintlanganiso zeERMCO kunyaka ophantsi kovavanyo:

Igama	Isikhundla	ABazimasileyo
Nksz. C. George	UMncedisi woMlawuli: ULawulo lwaNgaphakathi (OoMabhalane)	3
Nksz. D. West	UMcwangcisi wemali zikaRhulumente: ULawulo lwaNgaphakathi	2
Mnu. S. Abrahams	UMcwangcisi wemali zikaRhulumente: ULawulo lwaNgaphakathi	1
Mnu. S. Malan	UMlawuli: UPhicotho-zincwadi lwaNgaphakathi (DotP)	3
Mrs. A. Haq	UMlawuli: ULawulo loMngcipheko weShishini (DotP)	1
Mnu. S. Africa	UMcebisi oyiNtloko woMngcipheko: ULawulo loMngcipheko weShishini (DotP)	3
Nksz. Y. Sidziya	Ofunda eseNgqeshweni: ULawulo loMngcipheko weShishini (DotP)	2
Nksz. N. Mbembeni	Ofunda eseNgqeshweni: ULawulo loMngcipheko weShishini (DotP)	1
Nksk. M. Natesan	USekela-Mlawuli: IiNkonzo zePhondo zeNkundla (DotP)	1
Mnu. E. Peters	IGcisa loLawulo lwe-IT noMngcipheko (DotP)	2
Nksz. W. Hansby	UMlawuli: Provincial Forensic Services (DotP)	1
Mnu. W. Jacobs	USekela Mlawuli: Provincial Forensic Services (DotP)	1

## IMisebenzi engundoqo ye-ERMCO

IGosa eliNika iNgxelo ngusihlalo we-ERMCO. Ekumiliseleni umsebenzi wayo, i-ERMCO yenza le misebenzi engundoqo ilandelayo ngesithuba sonyaka ophantsi kovavanyo:

- UMgaqo-nkqubo ovavanyiweyo kwakhona woLawulo woMngcipheko weSebe nesiCwangciso soMiliselo; kulungiselelwa izindululo ezenziwa yiKomiti yoPhicotho-zincwadi nolwamkelo leGosa eliNika iNgxelo;
- Imisela, ivavanya kwakhona ize isebenzise umnqweno womngcipheko ofanelekileyo neemvume, ze kucetyiswe okufanayo kulungiselelwa ulwamkelo liGosa eliNika iNgxelo;
- Ukuvavanywa kobungakanani nokusebenza kokuhlanganiswa kolawulo lomngcipheko kwiSebe;
- Ukuhlolwa komiliselwa loMgaqo-nkqubo weSebe woLawulo loMngcipheko, iQhinga nesiCwangciso soMiliselo;
- Ukuvavanywa kokusebenza amaqhinga odanjiso ukulungisa iqhinga lemathiriyeli, iinqobo ezisesikweni kunye nemingcipheko yolwaphulo-mthetho loqoqosho;
- Ukunkwa kwengxelo kwiGosa eliNika iNgxelo nakuziphi na iinguqu kwimbonakalo yomngcipheko weSebe;
- Ukuqwalaselwa kokuchongwa komngcipheko ovelayo;
- Ukuvavanywa ngokutsha kwesiCwangciso soBuhophololo noRhwaphilizo yaye nokuhamba nako isiCwangciso soMiliselo ze kundululwe ulwamkelo liGosa eliNika iNgxelo;
- Ukuhlolwa kokumiliselwa kwesiCwangciso sesebe sokuMiliselwa koLawulo lweenqobo ezisesikweni; kunye
- Nokunikezelwa kolongamelo kulawulo lweenqobo ezisesikweni kwiSebe.

## Imingcipheko engundoqo eqwalaselweyo yaze yalungiswa kwisithuba sonyaka

Le mingcipheko yeqhinga engundoqo ilandelayo yeSebe ithe yavavanywa ngokutsha rhoqo ngekota, kubandakanywa ukuhlolwa udanjiso olukhoyo:

- Ukhusele lwabasebenzi abanikezela iinkonzo kwimimandla enikezela ngeenkonzo;
- Ukunganikezelwa kweenkonzo nguSASSA kubaxhamli ekubhekiselelwa kubo yiDSD (UNcedo oluthile loLuntu); kunye
- Ukungabikho ukulungisa ngokufanelekileyo izithintelo zekhono zeeNPO.

ISebe lilawula umngcipheko wokhuseleko kangangoki linakho, ngoko, ngenxa yabasebeni abasebenza kwimimandla enomngcipheko omkhulu basala besemngciphekweni yaye baxhomekeke kwiSAPS ukunceda ekunciphiseni imingcipheko kubasebenzi abasebenza ngaphandle kwe-ofisi. Eminye imingcipheko emibini ayikho ngokupheleleyo kulawulo lweSebe, nangona ichaphazela ikhono leSebe okokuba linikezele ngeenkonzo kwabona bantu basesichengeni bePhondo. Udanjiso kule mingcipheko luqwalaselwa ngokuqhubekayo yaye udanjiso olwangezelelweyo iyamiselwa ukuba linakhi.

Imingcipheko yenkqubo nganye yaxoxwa kwiintlanganiso zarhoqo ngekota ze-ERMCO. Abalawuli benkqubo badingeka okokuba banikezele ngengxelo yenkqubela phambili ngomiliselwa lwezicwangciso zokusebenza ukunciphisa ukungabakho kweemingcipheko evelayo kune/okanye impembelelo xa ithe yavela. I-ERMCO igqithise ngokunjalo imingcipheko kubanini bomngcipheko, edinga uhlahlelo olungaphezulu ze kundululwe udanjiso olwangezelelweyo okanye izenzo zokulawula imingcipheko.

IKomiti yoPhicotho-zincwadi yeNtlangano yeNtlalo inikezele ngolongamelo oluzimeleyo lwenkqubo yeSebe yolawulo lomngcipheko. IKomiti yoPhicotho-zincwadi yanikezelwa iingxelo zarhoqo ngekota zenkqubela phambili ze-ERM kunye neerejista zomngcipheko ukumiliselwa indima yayo yolongamelo lwayo oluzimeleyo.



## Imingcipheko engundoqo evelayo kunyaka-mali olandelayo

Imingcipheko engundoqo evelayo ekufuneka iqwalaselwe kunyaka-mali olandelayo iphathelene nekhono leSebe ukuba liqhubeke ze lifumane kwakhona ushishino lwalo ngethuba nasemva kobhubhane weCOVID-19 nokusabela kwintlekele yokuzondelelwa kwamalungelo oluntu enxulunyaniswa nayo, kulungelelwaniswa iinzame zabo bonke abachaphazelekayo abafanelekileyo.

### Isiphelo

Kukho inkqubela phambili kulawulo lemingcipheko ngokubanzi kwiSebe. Apho ulawulo lweminye imingcipheko ingekho ngokupheleleyo phantsi kolawulo lweSebe, imingcipheko ihlala ikwiqondo eliphezulu. Le mingcipheko isoloko ivavanywa rhoqo kunye nabanye abachaphazelekayo (umz. iiNPO, amasebe ephondo kunye namaqumrhu abucala azimeleyo karhulumente) kulungiselelwa ingcaciso kunye nengqiqo engcono, ngokuphathelele kumaqondo abo lovunyelwano, imiba yodanjiso efana neendleko nokulunga kwenkonzo efunyenweyo.

### 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 izenzo zobuqhophololo, ubusela norhwaphilizo yaye ukuba bathanda ukwenza oko ngokwabo, ukuba bangobani kugcinwa kuyimfihlo ngumntu lowo kunikwa ingxelo kuye.

Ukuba ngaba emva kophando ubuqhophololo okanye urhwaphilizo luqinisekisiwe emva kokuqakunjelwa 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 bokuziphatha ngobugebenga buthe bafunyanwa, umba wolwaphulo-mthetho uyaxelwa SAPS.

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

Amatyala	Number
Amatyala avuliweyo ukuya kuthi ga ngowokuqala kuEpreli wama-2019	4
Amatyala amatsha (2019/20)	3
Amatyala avaliwweyo (2019/20)	(4)
Amatyala avuliweyo ukuya kuthi ga ngowama-31 kuMatshi wama-2020	3

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

Uhlobo nesiphumo sophando samatyala ama-4 athe avalwa
Izityholo zathi zangqineka kumatyala ama-2:
<input type="radio"/> Amatyala amabini okungalungelelani kunye/okanye okungahambelani <input type="radio"/> Kumatyala ama-2 uphando lwaqakunjelwa akwabikho okubi okufunyanwayo.

#### 4. Ukuncitshiswa koNgquzulwano loMdla

Umgangatho ophezulu weenqobo ezisesikweni zobuchule kufuneka ukhuthazwe yaye ugcinwe kwinkonzo karhulumente. Kule meko, onke amalungu eNkonzo yaBalawuli abaPhezulu (SMS) adingeka ukuba abhengeze kugunyaziwe ophezulu iinkcukacha zawo wonke umdla wabo ngokuhambelana neSahluko 2 seMimiselo yeNkonzo kaRhulumente sama-2016. Injongo yeSahluko 2 kukuchonga naluphi na ungquzulwano lomdla ukulungiselela ukukhuthaza imisebenzi yolawulo enobulungisa nelungileyo yamagosa akwizikhundla eziphezulu ukwenzela ukukhusela iinkonzo zikarhulumente kwizenzo ezinokuthi zibe nefuthe elibi ekusebenzeni kwawo. Ubhengezo olunjalo lwenzeka rhoqo ngonyaka. Xa kuthe kwavela naluphi na ungquzulwano lomdla kuya kujongwana nalo, ngokuhambelana neMimiselo yeNkonzo kaRhulumente, 2016 kunye nemithetho enxulumene nayo.

Ngokuhambelana necandelo 30 loMthetho weNkonzo kaRhulumente, (njengoko ulungisiwe), abaqeshwa abakwinkonzo karhulumente banakho ukwenza omnye umsebenzi ohlawulayo ngaphandle kwengqesho yabo yesebe elifanelekileyo, ngaphandle kokuba banemvume ebhaliweyo ephuma kuGunyaziwe oLawulayo. Ngaphezu koko, uMimiselo 13(c) weMimiselo yenkonzo kaRhulumente yowama-2016 othe waqalisa ukusebenza ngomhla wokuqala kwinyanga ka-Epreli wama-2016 ukhokhela into yokokuba “umqeshwa akasayi kuqhuba lushishino nalo naliphi na isebe likarhulumente, ngaphandle kokuba umqeshwa lowo ukwisikhundla ezisesikweni sokuba ngumlawuli wenkampani edweliswe kwishedyuli 2 neye-3 yoMthetho woLawulo lweMali kaRhulumente.” Abaqeshwa abangekafumani imvume eyimfuneko yokwenza omnye umsebenzi ohlawulayo ngaphandle kwenkonzo karhulumente (RWOP) baya kululekwa.

Ngokuveliswa kweMimiselo yeNkonzo kaRhulumente wama-2016 iSihlomelo 1 (Amalungiselelo eNguqulelo), efundwa kunye neCandelo 30 loMthetho weNkonzo kaRhulumente uxinzelelo olukhulu lubekwa kubaqeshwa abaqhuba ushishino nesebe likarhulumente. Imiqathango yeNguqulelo ngokuhambelana neSihlomelo 1 seMimiselo yeNkonzo kaRhulumente, 2016 idinga ngokuthe ngqo:

- (1) Zonke iimvume nezithatyathwa njengemvume ezinikezelweyo kubasebenzi ngokwemiqathango yeCandelo 30 loMthetho ngaphambi kokuba usebenze yomiso 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 ezisesikweni 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
- (b) 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 kwezehlo zabaqeshwa abavela kwiCSD 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 weRWOPS, kufuneka benze isicelo ngokuhambelana neCandelo 30 loMthetho weNkonzo kaRhulumente noLawulo (MPSA), obandakanya ifomu yesicelo elungisiweyo, ekufuneka ingeniswe kwiGosa elityunjiweyo 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 neeNkqubo elungiselelwe iNkonzo kaRhulumente, iya kumiliselwa. Ukhankanyo luyenziwa ngokunjalo lokokuba ukuba ngaba umntu ufuna ukuqhubeka 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 nguMphathi 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 eenkqubo 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 uyeNqobo ezisesikweni yoPhando, esekwe ngowama-2009, iqinisekisa ngokunjalo ukukhuthazwa kophando olusekwe kwiinqobo ezisesikweni kwiSebe. Ukuphuhlisa

nkqubo weNqobo ezisesikweni zoPhando kuphelele ekunikezelweni kwezikhokhelo zenqubo ezisesikweni ukulungiselela ukuqaliswa kophando.

## 5. Indlela yokuZiphatha

UMqulu oNgendlela yokuZiphatha kwaBasebenzi baseBurhulumenteni, njengoko ibandakanywe kwiSahluko 2 kwimimiselo yeNkonzo kaRhulumente ngumqulu "owamkelwayo". Indlela yokuZiphatha: ichaza iithethe nemigaqo ekukhuthazeni imfezeko, kunye nokunikezelwa kweenkonzo okufanelekileyo nokusebenzayo kuluntu, luhlu 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 weNdelela yokuZiphatha lwaveliswa ngokusetyenziswa kogaqesho lokubekwa esikhundleni kulungiselelwa abaqeshwa, abafunda besengqeshweni ngokunjalo namalungu abasebenzi ze yaqiniswa ngeencwadana zendaba ezinikezelwe kubo bonke abasebeni. IMiqathango yoLuleko neNkqubo ezilungiselelwe iNkonzo kaRhulumente ziyasetyenziswa ukukhuthaza kwesimilo esamkelekileyo, nokuthintela nokulungisa isimilo esingamkelekanga

Indlela yokuziphatha yobuchule elungiselelwa amachule enkonzo yoluntu yabandakanywa ngokunjalo kwisithuba seenkqubo zeSebe zokuMiselwa esikhundleni. Ngethuba lalo mjikelo wokusebenza uMgcini-zincwadi weBhunga loMzantsi Afrika lwamaChule eNkonzo yoLuntu (SACSSP) uqhube ngokunjalo ithuba kwabanezidanga bavo bomsebenzi wentlalo abangama-96 ngeNdelela yokuZiphatha elungiselelwe amaChule eNkonzo yoLuntu. UMgcini-zincwadi utyelele ngokunjalo onke amaZiko oLolongo oluKhuselekileyo apho wanikezela uvavanyo ngokubanzi kwindlela yokuziphatha kwamachule anxulumene nomsebenzi wentlalo.

## 6. Imiba yeMpilo, yoKhuseleko neNdalo

Imingcipheko 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 uqaqesho kwanikezelwa ngoqaqesho lokuba ziimashali zemigangatho, olokuba ngababemeli bezokhuseleko, olokuncedisa ekucinyweni komlilo kwanoloncedo lokuqala.

ISebe liqalise ngoqaqesho loNcedo lokuQala olulungiselelwe onke amagosa alingwayo ukuqinisekisa ngento yokuba ayahambelana neemfuno zoqinisekiso zeenkqubo zophambuko. Zonke izithuthi zikaRhulumente nazo zixhotyiswe ngeeKifi zoNcedo lokuQala.

Iitsheklisti zarhoqo ngenyanga zingenisiwe ukulungiselela ukulandela uhambelwano lomilisele lweemfuno zoMthetho weMpilo eNgqeshweni noKhuseleko (OHS) kwi-ofisi okanye kwiziko ngalinye. Imiba eqaqanjiswa kwiitsheklisti ilungiswe mhlawumbi kwiSebe okanye liSebe lezoThutho neMisebenzi kaRhulumente. ISebe libandakanye uhambelwano (OHS) lwazo zonke izakhiwo/amaziko kwi-U-AMP yeSebe lwayo kwiDTPW ngokunjalo nePT.

IKomiti yeSebe yezoKhuseleko iqinisekise ngokumelwa kwabalawuli abaphezulu abanoxanduva lwemicimbi yokhuseleko kuzo zonke ii-ofisi zeDSD, kwiindawo ekunikezelwa kuzo inkonzo kunye namaziko. IKomiti isasebenza kunangoku yaye ihlangana rhoqo ngekota. Ikwaziyo eqinisekise ukumiselwa kwezindululo zophicotho lwezokhuseleko kwanenkqubo yohlolo lweenkcukacha zokhuseleko eyathi yenziwa yiSAPS yeSebe lwayo kwine-Arhente yezoKhuseleko lukaRhulumente (iSSA), ngokulandelelana.

Amathuba olwazi lweOHS noKhuseleko aqhutywa kuzo zonke ii-ofisi kwiMetro North, Metro South, Metro East, eCape Winelands/Overberg, kwi-Ofisi eyiNtloko, eMalmesbury SDA,

iVredenburg SDA kunye nokujolisa kwiNgcaciso yoKhuseleko kweZiko loLolongo oluKhuselekileyo, uLawulo lweSango lokungena nokuphuma kunye neMpilo eNgqeshweni noKhuselo.

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 sokuSabela kwimeko yaManzi, isiCwangciso sokuSabela kuMlilo kwakunye nokuQhuba kokusebeza koMbane. iBCP ivakalisa amanyathelo eliya kuwathabatha iSebe ukuqokelela nokubuyisa iinkqubo zokuqinisekisa ukuqhubeka kwemisebenzi yoshishino oluphambili kusetyenziswa ezona ziseko zingephi

## 7. IiKomiti zasePalamente

Umhla	Umba	Impendulo yeSebe	IKomiti eSigxina
16 Julayi 2020	Ngethuba lokunikezelwa kwamabal'engwe yiKomiti eSigxina igqibe into yokuba iSebe linikezele kubo le ngcaciso ilandelayo: <ul style="list-style-type: none"> <li>Uluhlu olucalulweyo kunye nemimandla yendawo yezikolo ezisemngciphekweni ezili-10 ezichongiweyo kulungiselelwa unyango lokusetyenziswa gwenxa kwezinyobisi kwiPhond; kunye</li> <li>Neenkukacha kwiKhefi zoLutsha ezi cwangcisiweyo kunye nengcaciso kwimimandla engakho echongiweyo.</li> </ul>	Ingcaciso eceliweyo yangeniswa kulungelelaniso lweKomiti ngomhla wama-20 kuSeptemba 2019.	UPhuhliso loLuntu
30 Julayi 2019	IKomiti igqibe ngokumema iSebe okokuba lenze amabal'engwe kwiKomiti ngeqhinga leNtshona Koloni elijolise ekunciphiseni isibetho sokubulawa kwabantwana kwiPhondo.	ISebe linike amabal'engwe kwiKomiti.	UPhuhliso loLuntu
13 Agasti 2019	Ngethuba lokunikezelwa kwamabal'engwe iKomiti eSigxina indulule okokuba: <ul style="list-style-type: none"> <li>ISebe kufuneka lilandele ukunganeli konoontlalo-ntle kunye neNtlalo-ntle yaBantwana eLaingsburg;</li> <li>IYunithi yeSebe yokuXhotyiswa kweXhoba kufuneka ilandele kunye neSikhululo samaPolisa saseLaingsburg malunga nokusetyenziswa ngaphantsi kokulindelekileyo kweVictim Friendly Room;</li> <li>IDSD kufuneka ibeke iliso amakhaya abantu abadala angaxhaswa ngemali ukuthintela ukuxhatshazwa kwabantu abadala nokuqinisekisa ngohambelwano; kunye</li> <li>Ngokuhambelana nololongo lodambiso, ubungakanani bokusebenza kweDSD kunye neDOH ekwenzeni isigqibo ngesimo sokokuba ingaba umntu kufuneka abe kwikhaya labantu abadala na okanye esibhedlele.</li> </ul>	ISebe lizivumile izindululo ezenziwe yiKomiti	UPhuhliso loLuntu
	Ngethuba lokunikezelwa kwamabal'engwe iKomiti eSigxina igqibe okokuba iSebe linikezele kulo ngengcaciso elandelayo: <ul style="list-style-type: none"> <li>Uluhlu olucalulweyo lweeNPO ezixhaswe ngemali, imimandla, kunye neenkonziso ezinikezelweyo;</li> <li>Uluhlu lwemimandla yendawo lweeklabhu zabantu abadala ezixhaswa ngemali ezili-118 kunye</li> </ul>	Ingcaciso eceliweyo yangeniswa kulungelelaniso lweKomiti ngomhla wama-20 kuSeptemba 2019.	UPhuhliso loLuntu

Umhla	Umba	Impendulo yeSebe	IKomiti eSigxina
	<ul style="list-style-type: none"> <li>● Nengcaciso ecalulweyo yanagosa okubekwa kweliso kwiNPO ezi-10 zeDSD kunye nokusasazeka kwendawo zale mimandla babekwe kuzo.</li> </ul>		
27 Agasti 2019	<p>Ukulandela utyelelo lweMbumba yeNtlalo kwi-ACVV Huis Malan Jacobs Old Age Home ngomhla wama-27 kuAgasit 2019 iKomiti eSigxina indulule ukuba:</p> <ul style="list-style-type: none"> <li>● ISebe liphande ukwanda okungakho kweminikelo yamakhaya ololongo abantu ababuthathaka ukulungiselela amakhaya abe nakho ukuxhasa ngemali imivuzo yabongikazi abaqinisekisiweyo kunye nemivuzo yonoontlalo-ntle kwimimandla esemaphandleni ukulungiselela okokuba amakhaya abe nakho ukugcina ezi nkonzo zizodwa; kunye</li> <li>● Nokuphanda kweSebe imigaqo-nkqubo, umthetho kunye/okanye inkqubo yolungiso yamaziko ololongo lwababuthathaka okanye aBantu aBakhubazekileyo kwimimandla yasemaphandleni kunye nekhono lokubafudusela kumaziko ololongo lwababuthathaka afana namakhaya abantu abadala kummandla.</li> </ul>	ISebe lizivumile izindululo ezenziwe yiKomiti	UPhuhliso loLuntu
	<p>Ngethuba lotyelelo loBumbano lweNtlalo iKomiti eSigxina igqibe okokuba iSebe linikezele kubo ngale ngcaciso ilandelayo:</p> <ul style="list-style-type: none"> <li>● Ingxelo yezicwangciso (ukuba zikho) ukuphuhlisa iziko lwaBantu aBakhubazekileyo okanye lolongo lwababuthathaka eLaingsburg;</li> <li>● Ikopi yeengxelo zarhoqo ngekota zekhaya zonyaka-mali wama-2018/19;</li> <li>● Iikopi zayo yonke imigaqo-nkqubo ye-ACVV;</li> <li>● Ingxelo engeenkono zomsebenzi wentlalo ekhoyo eLaingsburg; kunye</li> <li>● Nekopi yembalelwano ethe yathunyelwa yi-ACVV Huis Malan Jacobs Old Age Home kwiDoH enxulumene nokunganeli nokukhutshwa kwamayeza ezifo ezingapheliyo.</li> </ul>	Ingcaciso eceliweyo yangeniswa kulungelelaniso lweKomiti ngomhla wama-29 kuNovemba 2019.	UPhuhliso loLuntu
28 Agasti 2019	<p>Ukulandelwa kotyelelo lweMbumba yeNtlalo kwi-Ofisi yeSebe ngomhla wama-28 ki-Agasti 2019 abathunywa bandulule okokuba:</p> <ul style="list-style-type: none"> <li>● Kwixa elizayo, iintetho kufuneka ziqulunqwe ze zithiwe thaca ngamagosa kwiziko ayiqondayo imingeni ejamelene naloo ndawo;</li> <li>● I DSD neCape Access kufuneka zihlangane ze zisee iiKhefi zoLutsha kwiThusong Centre njengoko besabelana ngesakhiwo esinye; kunye</li> <li>● NeDSD kufuneka isebenze neDTPW ukufumana indawo ye-ofisi efanelekileyo ukulungiselela amagosa nabaxhamli beDSD eLaingsburg.</li> </ul>	ISebe lizivumile izindululo ezenziwe yiKomiti	UPhuhliso loLuntu
	<p>Abathunywa bacele okokuba iSebe linikezele ngengcaciso elandelayo:</p> <ul style="list-style-type: none"> <li>● Ingxelo ecalulweyo ngenani labafundi abashiye phakathi esikolweni eLaingsburg elungiselelwe iminyaka-mali yowama-2016/17, 2017/18 kunye nowama-2018/19;</li> </ul>		UPhuhliso loLuntu

Umhla	Umba	Impendulo yeSebe	IKomiti eSigxina
	<ul style="list-style-type: none"> <li>● Ikopi yesivumelwano senqanaba lenkonzo kunye eChild Welfare South Africa eLaingsburg;</li> <li>● Ikopi yesivumelwano sentlawulo ekhutshelweyo phakathi kweChild Welfare South Africa eLaingsburg kunye neSebe;</li> <li>● Ingxelo ecalulweyo engendibano yabachaphazelekayo eLaingsburg;</li> <li>● Uluhlu olucalulweyo lweenNPO ezibhalisiweyo kunye neenkonzo ezinikezelwe zeziNPO eLaingsburg;</li> <li>● Ingxelo ecalulweyo ngenkqubo yokufunwa kwabasebenzi beDSD ukubonisa ixesha elithatyathwayo ukuvala izithuba kwiSebe;</li> <li>● Ingxelo ngesicwangciso sokufumana indawo efanelekileyo yeDSD eLaingsburg;</li> <li>● Ingcaciso ecalulweyo ngeZiko lokuXhatshazwa lokuzinziswa kweDSD;</li> <li>● Ingcaciso ngenani Labantwana ababhalisiweyo eLaingsburg kunye nomthamo wamatyala axeliweyo bokudlakathisa abanye abantwana;</li> <li>● Inani elipheleleyo lwabantwana ababhalisiweyo nabantu abadala abakhubazekileyo eLaingsburg;</li> <li>● Ulwahlulo olucalulweyo lwenani lwezithuthi ezabelwe kwii-ofisi zeDSD eLaingsburg nenani lezithuthi ezabelwe inkonzo nganye yentlalo-ntle yabantwana eLaingsburg;</li> <li>● Ingxelo ngohlalelo lweemfuno kulungiselelwa ubhaliso lwee-CYCC eLaingsburg;</li> <li>● Uluhlu lwabasebenzi nezithuba zamagosa eDSD eLaingsburg; kunye</li> <li>● Nenqanaba lengxelo ngenkqubela phambili eyenziweyo kukuzaliswa kwezithuba zonoontlalo-ntle eLaingsburg.</li> </ul>		
<p>17 Septemba 2019</p>	<p>Ngethuba sotyelelo lokongamela olungachazwa kwangaphambili kwiprojekti yoPhuhliso lwaMabhinqa naBantwana eKayamandi naseRusthof Old Age Home ePaarl-East iKomiti eSigxina yagqiba okokuba ice iSebe libanikezele ngekopi yengxelo yalo entsha yotyelelo (ukubekwa kweliso novavanyo) oluqhutywa liSebe kwiRusthof Old Age Home ePaarl-East.</p>	<p>Ingcaciso eceliweyo yangeniswa kulungelelaniso lweKomiti ngomhla wama-29 kuNovemba 2019.</p>	<p>UPhuhliso loLuntu</p>
<p>13 Matshi 2020</p>	<p>Ngethuba lokunikezelwa kwamabal' engwe iKomiti eSigxina indulule ukuba iSebe:</p> <ul style="list-style-type: none"> <li>● Licamngce ngendlela elinganceda ngayo iRusthof Old Age Home ePaarl ekufumaneni enye indawo;</li> <li>● Licamngce ngendlela elinganceda ngayo iProjekti yoPhuhliso lwaMabhinqa naBantwana yaseKayamandi ngesicelo sayo senkxaso-mali kunye nemingeni ephathelelene nezo ndawo zikhoyo zee-NGO; kunye</li> <li>● Nokumenywa kweKomiti kunikezelo lwayo lokuqala olusesikweni lomqulu wokuqala wezishubelo zasexheseni kwizikolo.</li> </ul>	<p>ISebe lizivumile izindululo ezenziwe yiKomiti</p>	<p>EzeMpilo</p>
	<p>Ngethuba lokunikezelwa kwamabal' engwe iKomiti eSigxina igqibe okokuba iSebe libanikezele ngale ingcaciso ilandelayo:</p>	<p>Ingcaciso eceliweyo yangeniswa kulungelelaniso</p>	<p>EzeMpilo</p>

Umhla	Umba	Impendulo yeSebe	IKomiti eSigxina
	<ul style="list-style-type: none"> <li>● Uluhlu olucalulweyo lwazo zonke izikolo eziya kubonelelwa kwiProjekti yeSanitary Dignity Project;</li> <li>● Inkqubo ecalulweyo, umgaqo-nkqubo neenkukacha zohagamshekwano zabantu abalawula iprojekti yesondlo soluntu nophuhliso lweziko ; kunye</li> <li>● Neekopi zayo yonke imithetho esebenza kwiSebe loPhuhliso lweNtlalo kwiphondo nakwisizwe. Esi siculo yingqikelelo yovavanyo ngokutsha olungekagqitywa kunye nolungiso lomthetho wophuhliso loluntu kwinqanaba lephondo nelesizwe.</li> </ul>	IweKomiti ngomhla wama-30 kuEpreli 2020.	

### 8. IziGqibo zeKomiti eSigxina ngee-Akhawunti zikaRhulumente (SCOPA)

IKomiti iyithabathele ingqalelo imbono yophicotho-zincwadi ye-AGSA ephathelelene neengxelo zonyaka zemali zonyaka-mali wama-2018/19 weSebe, ekubeni lifumene ingxelo engenaziphene ukususela ngowama-2017/18.

#### Imbono yophicotho-zincwadi

I-AGSA ayiphakamisanga miba eyifumeneyo ngohambelwano lweSebe nemithetho nemimiselo, okanye iinjongo ezimiselwe kwangaphambili okanye intsilelo kulawulo lwangaphakathi.

#### ULawulo lweMali

Ngethuba lonyaka-mali wama-2018/19, iSebe lichithe amawaka ezigidi ezi-R2.231 yohlahlo-lwabiwo lwamawaka ezigidi ezi-R2.246, ebe nomphumela kwinkcitho ngokubanzi engahantsi yezigidi ezili-R15.312 (0.68 yepesenti).

Inkcitho engaphantsi ngokubanzi kwiSebe ibhekiselele kwinkcitho engaphantsi kwiCoE ngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, ulityaziso kwiDPSA nolwamkelo lweenkqubo ze-OD, kunyuselo lwangaphakathi nokushiya kwabasebenzi engqeshweni, nokungahambelani kwee-NPO kwi-ECD noLolongo oluNgaphelanga kwezi nkqubo zilandelayo:

- INkqubo 1: ULawulo;
- INkqubo 2: Iinkonzo zeNtlalo-ntle yoLuntu; kunye
- INkqubo 3: ABantwana neeNtsapho.

IKomiti iqaphele ngaphezulu into yokuba iSebe liqokelele isigidi esi-R1.381, esivela kokujoliswe kuko kuqokelelo oluqikelelweyo lwesigidi esi-R1.070, olube nomphumela woqokelelo olungaphezulu olungaphezulu lwamawaka angama-R311.

Ingeniso yoqokelelo olungaphezulu yenzeke phantsi kwale miba ilandelayo:

- Intengiso yempahla kunye neenkonzo ngaphandle kwee-asethi ezinkulu;
- Inzala, izahlulo nerhente kumhlaba; kunye
- Iintengiselwano zemali kwii-asethi namatyala.

IKomiti iqaphee okokuba iSebe alenzanga nayiphi na inkcitho engenaziqhamo nengenamsebenzi kunyaka-mali wama-2018/19.

Imvelaphi/Inkxalabo	Izigqibo	Umhla womsebenzi	Isenzo esenziweyo
IKomiti icele ukuba iSebe liyinikezele ngengcaciso elandelayo: <ul style="list-style-type: none"> <li>● Ikopi yoMgaqo-nkqubo woNcedo lweNtlalo.</li> <li>● Ingxelo echaza indlela oomasipala abasebenzisa ngayo izicwangciso zoncedo lweentlekele kwiimeko ezingxamileyo. Oku kufuneka</li> </ul>	Yonke ingcaciso eceliweyo yanikezelwa kwiKomiti.	Ingcaciso ingenisiwe.	Hayi.



Imvelaphi/Inkxalabo	Izigqibo	Umhla womsebenzi	Isenzo esenziweyo
<p>kubandakanye isithuba sokokuba ingaba iSebe liya kuyiqulunqa nini iKomiti yoLawulo lweNtlekele yangaphakathi.</p> <ul style="list-style-type: none"> <li>● Uluhlu loMsebenzi ofumana uMvuzo ongaphandle kwezicelo zeNkonzo kaRhulumente (RWOP). Uluhlu kufuneka lubonakalise oko kuthe kwavunywa noko kungavunywannga kulungiselewa unyaka-mali ophantsi kovavanyo.</li> <li>● Uluhlu lwazo zonke iintlawulo ezithe azahlawulwa kwisithuba seentsuku ezingama-30, kubandakanywa izizathu salo naluphi na uphambuko kwisiqhelo seentsuku ezingama-30.</li> <li>● Ucalulo lwee-asethi oluxabisa izigidi ezi-R4.636, njengoko kubonisiwe phantsi kweNqaku 4 kwiphepha lama-201 leNngxelo yoNyaka.</li> <li>● Uluhlu olunika ucalulo lwamanani abasebenzi (ngokwenqanaba lomvuzo) abafumana iibhasari ezivela kwiSebe.</li> <li>● Ucalulo lweendleko lwayo nayiphi na inkqubo olwathi lwafezekiswa nge-100 leepesenti.</li> <li>● INgxelo enikezela ngohlaziyo lwenkcitho engaphantsi yeSebe, ngesikhokhelo esithe ngqo kwizithuba ezingazaliswanga ezingakhange zizaliswe kunyaka-mali wama-2018/19, kubandakanywa isicwangciso sokusebenza sokuzaliswa kwezithuba ezingazaliswanga.</li> </ul>			

### 9. UkuLungiswa kwaNgaphambili kwiNgxelo zoPhicotho-zincwadi (2019/20)

Uhlobo lwekhwiniba, isilandulo, imbono engentle kwakunye nemiba yokuphambuka	Unyaka-mali evele ngawo okokuqala	Inkqubela phambili ethe yenziwa ekususeni / ekusombululeni le nyewe
<ul style="list-style-type: none"> <li>● <b>Imbono engenamakhwiniba ngokuba lulutho kwanokuchaneka</b></li> <li><b>Imbono yoPhicotho engenaMakhwiniba:</b> iinkcukacha ezithe zadluliswa njengengxelo yentsebenzo yeNkqubo 2 – kwiinkonzo zentlalontle yoluntu zilulutho yaye zichanekile, ngokwemigaqo yeenkqubo esetyenziswayo ethe yaqulunqwa ngokuthatyathelwa kwisikhokelo solawulo lwentsebenzo nokuqulunqwa kweengxelo</li> <li><b>Imbono yoPhicotho engenaMakhwiniba:</b> iinkcukacha ezithe zadluliswa njengengxelo yentsebenzo yeNkqubo 3 – kwezingabantwana zilulutho yaye zichanekile, ngokwemigaqo yeenkqubo esetyenziswayo ethe yaqulunqwa ngokuthatyathelwa kwisikhokelo solawulo lwentsebenzo nokuqulunqwa kweengxelo</li> </ul>	<p>2018/19</p>	<p>-</p>

### 10. IYunithi yoLawulo lwaNgaphakathi

Ejolise kuko iYunithi kunyaka ophantsi kovavanyo ibe ikakhulu kwimimandla yoLawulo oluLungileyo, iiNkonzo zeNgqinisekiso kunye noLawulo lokuQwalaselwa kweLahleko.

#### ULawulo oluLungileyo

ISebe lenze imisebenzi elandelayo ngokuphathelele kulawulo lwangaphakathi:

- Ukunikezelwa kwengxelo rhoqo ngenyanga ngenqanaba kweNkcitho engalungelelaniyo nengenaZiqhamo kunye neyiLahleko (IYM).
- Ukulawula iifayile zamatyala enkcitho engalungelelananga, engaGunyaziswanga nengenaZiqhamo neyiLahleko.
- Ukuqhutywa kophando ngeNkcitho engalungelelananga, engaGunyaziswanga nengenaZiqhamo neyiLahleko.
- ISebe lisebenzisa inkqubo ye-ORACLE ukulawula iNkcitho engalungelelananga, engaGunyaziswanga nengenaZiqhamo nengenaZiqhamo neyiLahleko kunye nokulahleka kolawulo.
- Ukubekwa kweliso nokumiliselwa kwezindululo zophicotho-zincwadi lwangaphakathi nolwangaphandle ngokunjalo nezo zeMPAT kunye noVavanyo ngokutsha loLawulo lwequmrhu neMbonakalo (CGRO).
- Ukugcinwa kwerejista ngeZipho neMinikelo yeSebe nokunikwa kwengxelo rhoqo ngekota kulungiselelwa ukubandakanywa kwiiNgxelo zethutyana zoNyaka zeMali.
- Ukulungelelaniswa kweentlanganiso ze-ERMCO.
- Uhlaziyo ngokutsha kweZigunyaziso zeMali neSCM.
- Ukunikwa kwengxelo yarhoqo ngenyanga ngentlawulo ezingenziwanga kwisithuba seentsuku ezingama-30 ukuya kwi-PT.
- Kwenziwa uphando ngeentlawulo ezingenziwanga kwisithuba seentsuku ezingama-30.

- ISebe liyinika ngqwalasele abachaphazelekayo abalandelayo, abangaba. IKomiti yoPhicotho-zincwadi, uPhicotho-zincwadi lwaNgaphakathi, IPT kunye ne-AGSA ekuqokunjelweni kwemiba.
- IiForam ezine zeMal zabanjwa kwii-Ofisi zoMmandla kunye neZibonelelo.

### **IiNkonzo zeNgqinisekiso**

Ukulungiselelwa konyaka ophantsi kovavanyo kwakhona, okulandelayo:

- Ukuhlolwa kohambelelwano kwenziwa ukususela ngomhla wama-25 kuMatshi 2019 ukuya kowama-31 kuMatshi 2020 kwii-ofisi zommandla kwiivawutsha zentlawuo, kuqokunjelo lwezicelo ezingaphendulwanga zengcaciso ephathelelene nokufunyenweyo kokungahambelani, ngokunjalo nokunikezelwa kwenkxaso kubasebenzi bemali.
- Ukuqinisekiswa kweentlawulo emva kokuqwalaselwa ukulungiselela ukuqinisekiswa kokusebenza nokulungela okuchanekileyo kophicotho-zincwadi (+/- 41,661 iintlawulo)
- Onke amaxwebhu afotiwe kulungiselelwa ugcino olukhuselekileyo nanjengomqathango ukuthintela iintlawulo ezingenzelwanga umba ofanelekileyo okanye ukuphinda-phindwa kokuhlululwa kwento enye.

### **ULawulo lweLahleko noBuqophololo**

- 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 Leenkonzo Zoshishino – iCandelo Lezomthetho, iCandelo Lezithuthi Zaseburhulumenteni kwakunye neSebe Lemali lePhondo ekuqosheliseni 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-zincwadi lwaNgaphakathi kunye neeKomiti zoPhicotho**

ICandelo loPhicotho lwaNgaphakathi 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. Le misebenzi ingundoqo ilandelayo yenziwa 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 eliNika iNgxelo 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 kweziqinisekiso 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 woPhicotho-zincwadi lwangaphakathi;
- Umsebenzi woPhicotho-zincwadi lwaNgaphandle (yi-AGSA);
- UkuThatyathwa koXanduva lweSebe nokunikezelwa kwengxelo;
- Imigaqo-nkqubo yokuThwalwa koXanduva lweSebe
- ULawulo lwe-AGSA nengxelo yoPhicotho-zincwadi;
- UkuBekwa kweLiso eNyakeni kweSebe;
- ULawulo loMngcipheko weSebe;
- ULawulo lwaNgaphakathi;
- IiNjongo eziMiselwe kwaNgaphambili; kunye
- NoPhando lweNqobo ezisesikweni nolweNkundla.

Le theybhile ingezantsi apha ibhengeza ingcaciso ngamalungu ekomiti yophicotho-zincwadi:

Igama	Iziqinisekiso	Ngowangaphakathi okanye Ngaphandle	Ukuba ngowangaphakathi eSbeni	Usuku aashwe naalo	Usuku abeke Phantsi ngalo	Inani Lemihlangano ayizimasileyo
Mnu. Ameen Amod	MBA; CIA; CGAP; CRMA; BCom	Ngowa-ngaphandle	N/A	01 Janyuwari 2019 (yithemi yesibini)	N/A	7
Mnu. Ebrahim Abrahams	BCom (Hons)	Ngowa-ngaphandle	N/A	01 Janyuwari 2019 (yithemi yokuqala)	N/A	7
Mnu. Pieter Strauss	BAcc; BCom (Hons); CA (SA)	Ngowa-ngaphandle	N/A	01 Janyuwari 2019 (yithemi yokuqala)	N/A	7
Nksk. Annelise Cilliers	BCompt (Hons); CA (SA)	Ngowa-ngaphandle	N/A	01 Janyuwari 2019 (yithemi yokuqala)	N/A	7

## 12. INgxelo yeKomiti yoPhicotho-zincwadi

Sanelisekile ukunikezela ingxelo yethu elungiselelwe unyaka-mali ophela ngomhla wama-31 kuMatshi 2020.

### UXanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi inika ingxelo yokokuba ihambelene noxanduva lwayo oluvela kwiCandelo **Section 38 (1) (a) (ii) loMthetho woLawulo lweMali kaRhulumente kunye neMimiselo yeSizwe yeCandelo loLawulo-mali 3.1.13**. IKomiti yoPhicotho-zincwadi inika ingxelo ngokunjalo yokokuba yamkele iMigaqo yeSikhokhelo efanelekileyo esesikweni, ilawule imicimbi yayo ngokuhambelana nale Migaqo yaye imilisele lonke uxanduva lwayo njengoko luqulathwe apha.

### UkuSebenza koLawulo lwaNgaphakathi

Ngokuhambelana nePFMA kunye neNngxelo kaKing IV engeemfuno zoLawulo lweQumrhu, uPhicotho-zincwadi lwaNgaphakathi lunikezele iKomiti yoPhicotho-zincwadi kunye noLawulo ngengqinisekiso efanelekileyo yokokuba ulawulo lwangaphakathi lwanele yaye luyasebenza. Oku kufezekiswe ngesicwangciso esamkelweyo esisekwe kumngcipheko wophicotho-zincwadi lwangaphakathi, ukuvavanywa koPhicotho-zincwadi lwaNgaphakathi kokwanela kolawulo ukudambisa imingcipheko kunye neKomiti yoPhicotho-zincwadi ibeke iliso kumilisele lwezenzo zolungiso.

Indibano ezilandelayo zoPhicotho-zincwadi lwaNgaphandle zamkelwa yiKomiti yoPhicotho-zincwadi yaze yaqukunjelwa luPhicotho-zincwadi lwaNgaphakathi ngesi sithuba sonyaka ophantsi kovavanyo. UPhicotho-zincwadi lwaNgaphakathi lunike ingqinisekiso ngokwanela, ngokusebenza kakuhle nangokufanelekileyo yolawulo olukhethiweyo:

#### IIndibano zeNgqinisekiso:

- IZigunyaziso zeZikhokhelo zeDPSA
- IiNtlawulo eziKhutshelweyo
- ULwakhiwo lomjelo weSOP
- UkuLawulwa kweKhefu

#### Iindibano zeNgcebiso:

- Ingqinisekiso yokuLunga kokuBekwa kweLiso
- Inkqubo yoLawulo lweNPO

Ingxelo yeKomiti yoPhicotho-zincwadi kulo mba iya kuqukunjelwa emva kokugqitywa kweNngxelo yoPhicotho-zincwadi.

### ULawulo lwaseNyakeni kunye neNngxelo yaRhoqo ngeNyanga/ngeKota

Ingxelo yeKomiti yoPhicotho-zincwadi kulo mba iya kuqukunjelwa emva kokugqitywa kweNngxelo yoPhicotho-zincwadi.

### UVavanyo lweNngxelo zeMali

Ingxelo yeKomiti yoPhicotho-zincwadi kulo mba iya kuqukunjelwa emva kokugqitywa kweNngxelo yoPhicotho-zincwadi.

### Uhambelwano

Ingxelo yeKomiti yoPhicotho-zincwadi kulo mba iya kuqukunjelwa emva kokugqitywa kweNngxelo yoPhicotho-zincwadi.

**INGcaciso yokuSebenza**

Ingxelo yeKomiti yoPhicotho-zincwadi kulo mba iya kuqukunjelwa emva kokugqitywa kweNgxelo yoPhicotho-zincwadi.

**INGxelo yoMphicothi-zincwadi Jikelele woMzantsi Afrika**

Ingxelo yeKomiti yoPhicotho-zincwadi kulo mba iya kuqukunjelwa emva kokugqitywa kweNgxelo yoPhicotho-zincwadi.

**Isiphelo**

Ingxelo yeKomiti yoPhicotho-zincwadi kulo mba iya kuqukunjelwa emva kokugqitywa kweNgxelo yoPhicotho-zincwadi.



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Mnu. Ameen Amod

USihlalo weKomiti yoPhicotho-zincwadi yoBumbano lweNtlalo

ISebe loPhuhliso loLuntu

Umhla: 30 EyoMsintsi 2020

### 13. INgcaciso yokuSebenza koHambelwano lweB-BBEE

Le theyibhile ilandelayo iqukunjelwe ngokunxulumene nokuhambelana kwiimfuno ze-B-BBEE kuMthetho weB-BBEE wama-2013 nanjengoko zimiselwe liSebe loRhwebo namaShishini.

<b>Ingaba iSebe / ICandelo likaRhulumente limilisele nayiphi na iNdlela yokuSebenza elugileyo (Isiqinisekiso seB-BBEE samaNqanaba 1 – 8) ngokuphathelele kokulandelayo:</b>		
<b>INqobo yokuKhetha</b>	<b>Phendula Ewe / Hayi</b>	<b>INgxoxo (Bandakanya ingxoxo kwimpendulo yakho yaye ubonise imiqathango ethatyathiweyo okokuba uhambelane)</b>
Ukumiselwa kweenqobo zokukhetha ezifanelekileyo zokukhutshwa kwamaphepha-mvume, imvume okanye olunye ugunyaziso ngokuphathelele kumsebenzi woqoqosho ngokuhambelana nawo nawuphi umthetho?	Ewe	Inkqubo yamanqaku njengoko echaziwe kwiMimiselo yokuThenga okukhethekileyo ukulungiselelwa ukunikezelwa kwamaxabiso okuvulelekileyo.  ISebbe limisele ngamandla ngokunjalo imigqalisela yommandla (kuninwe ukuthengwa kwempahla kummandla othile wengingqi, wendawo) xa limema iikowudi ngokwemiqathango yoMgaqo-nkqubo wokuThengwa kweMpahla koQoqosho we-WCG.
Ukuphuhliswa nokumiliselwa komgaqo-nkqubo wokuthengwa kwempahla okukhethekileyo?	Ewe	Umgqaqo-nkqubo okhoo wesebe ngokusetyenziswa kweNkqubo yeGosa eliNika iNgxelo (2014) yokumiliselela kwemigaqo yoMthetho wesiCwangciso-nkqubo ssoMgaqo-nkqubo wokuThengwa kweMpahla okukhethekileyo kunye neMimiselo yawo.  ISebe limilisele ngokunjalo uMgaqo-nkqubo we-WCG wokuThengwa kweMpahla zoQoqosho othi ujolise ekukhuthazeni uyilo lomsebenzi nophuhliso loqoqosho lommandla ngokumiliselwa kwemigqaliselo yoMmandla (okt. Kuninwe ukuthengwa kwempahla kwingingqi ethile, ummandla wendawo) lisebenzisa ngamandla iikowuti.  ISahlulo A: ITheyibhile F: B-BBEE uhlahlelo lwe-B-BBEE lweNgxelo yoNyaka lunikezela ngengcaciso yokusebenza kwe- B-BBEE kulo nyaka.
Ukumiselwa kweenkqubo zokukhetha ezilungiselelwe ukuthengwa kwamashishini aphantsi kolawulo lukarhulument?	Hayi	-
Ukuphuhliswa kweenqobo zokukhetha ukulungiselela ukungena kuthelwano kunye nefandelo langasese?	Hayi	-
Ukumisela iinqobo zokukhetha ukulungiselela ukunikezelwa kwenkuthazo, iminikelo kunye nezikim zotyalo-mali ukuxhasa ukuXhotyiswa okuBanzi koQoqosho lwaBantu abaNtsundu?	Hayi	-

## ISahlulo D: ULawulo lwaBasebenzi

### 1. Intshayelelo

Igalelo lethu elilodwa kumsebenzi weWCG lingumvuka weenzame ezixilileyo nezingasekelwe ekuzuziseni thina kuphela zabantu abakwiSebe Lophuhliso Loluntu.

Umsebenzi wokusoloko sinikezela inkonzo ephucukileyo kubemi bePhondo leNtshona Koloni akungomsebenzi ungenayo imingeni yawo. Inkqubo yolawulo lwabasebenzi kule mihla silee 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 kwinkalo 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 soLawulo lwaBantu kweli Sebe

#### OkuPhambili kwiSebe kuCwangciso lwaBasebenzi

Indima yenkqubo yoCwangciso lwezaBasebenzi ibalulekile kwinkalo yokuqinisekisa ukuba iSebe eli linenani elidingekayo Labantu abanezakhono, ulwazi neendlela zokuziphatha ezifanelekileyo zokwenza umsebenzi. Ngokwale nkqubo, iSebe liye lihlale isimo sabasebenzi balo rhoqo ngonyaka ngokuthelekisa neemfuno zangoku nezexa elizayo zombutho ngokunjalo nokuqinisekisa ngohambelwano kunye nezicwangciso-nkqubo zolawulo olunxulumene nomsebenzi wentlalo.

Injongo yolu hlolo kukufumanisa izinga abathi abasebenzi beli abakhoyo ngoku bamelane ngazo neziphumo eziphambili zolawulo lwabantu eziza kuqinisekisa ukuqhuba komsebenzi nokuhambelana nezicwangciso-nkqubo zolawulo.

IsiCwangciso seMicimbi yaBasebenzi sika-2017-2022 silungelelaniswe nombono nomnqophiso wesiCwangciso seQhinga seSebe, ngokunjalo neQhinga soLawulo lwaBantu.

Ingqiqo ezisekelwe kuwo esi siCwangciso seMicimbi yaBasebenzi saqulunqelwa ukuqinisekisa ukuba amaqhinga (ngokwezidingo ezidwelisiweyo) ziya kufezekiswa ezi ziphumo zesebe:

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



## ULawulo lokuSebenza kwaBasebenzi

Injongo yoLawulo lokuSebenza kukwandisa izinga lentsebenzo ngokuthi kukhuthazwe ukuzinikela komsebenzi ngamnye, ukusebenzisana kwakunye nokuthundezwa kwabo.

Bonke abasebenzi kulindeleke ukuba bazalise isivumelwano sokusebenza ngaphambi komhla wama-31 kuMeyi kunyaka ngamnye. Esi sivumelwano sisibhambathiso 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 yeNgcaciso yokuSebenza) neyenza ukuba kukwazoke ukugcinwa kwayo yonke le nkqubo yolawulo lweenkcukacha.

Inkqubo yolawulo lokusebenza 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 ekujoliswe kuko okulindelekileyo komsebenzi azihlangatyezwa, imisantsa leyo kujongwana nayo ngokwenkqubo yolawulo lwentsebenzo engekho mgangathweni. Kule meko, sele kumiselwe icandelo eliza kujongana nentsebenzo kwiZik leeNkonzo zeQumrhu (kwiCandelo eliyiNtloko: iNdlela zoLawulo lwaBantu) ngenjongo yokuncedisana nabalawuli bamacandelwana (abaphathi babantu) ekuqwalaseleni nasekusombululeni umba wokusebenza okungekho 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.

## IMpilo-ntle yaBasebenzi

INkqubo yeWCG enqamlezileyo yeMpilo yoMsebenzi kunye neMpilo-ntle (EHW) ilandela indlela ephilileyo kwimpilo-ntle yomqeshwa yaye iyathintela ngokubanzi ngokwendalo, inikezela iinkonzo eziphambili nezilandelayo.

INkqubo ye-EHW ibekwa iliso kwiSebe ngeengxelo zarhoqo ngenyanga zokusetyenziswa kulungiselelwa iinkonzo eziphambili (inkonzo yengcebiso efananeka 24/7/365 inkonzo yekhompuyutha yoLolongo kunye nokunikezelwa kwenkonzo) kunye neenkonzo ezilandelayo (ingcebiso eyenziwa ubuso ngobuso, ukwenzakala nezehlo ezibi, uqeqesho nongenelo oluchongiweyo, ukuqheliswa kwesigqeba, uthethelelo).

Ingxelo yarhoqo ngekota iqulunqwe liCandelo: INdlela yokuZiphatha koMbutu kwiZiko leNkonzo yeQumrhu (CSC) ethi inikezele uhlahlale lwendlela yokusetyenziswa, uchongo lomngcipheko kunye nempembelelo yalo kwimveliso. Ngaphezulu, ukunikwa kwengxelo okuqhubekayo kwiDPSA yimfuneko yaye ukunikwa kwengxelo okunjalo kujolise kwimimandla emine eyile, iHIV/ AIDS, iMpilo neMveliso, uLawulo lweMpilo-ntle kunye neSHEQ (UBume boKhuselo lweMpilo nokuLunga).

## UkuBekwa kweliso kuLawulo lwaBantu

ISebe, ngentsebenziswano neCSC libeka iliso kumilisele, kuluhlu lwemigqalisela yohambelwano lolawulo lwabantu. IBarometer Fact File, yarhoqo ngenyanga, ethe yaphuhliswa liCandelo eliyiNtloko: iNdlela zoLawulo lwaBantu kwiCSC, zinikezela iSebe ngohlaziyo rhoqo ngembonakalo yabasebenzi kunye neenkcukacha ezizezinye ezifanelekileyo yolawulo lwabantu ukunceda ukwenziwa kwezigqibo. IMigqalisela ibandakanya, phakathi kwezinye izinto, ingcaciso yoluhlu lwabasebenzi, ubalo lwabasebenzi, iingqikelelo zenkcitho yabantu, iindlela zokusetyenziswa kwekhefu lokugula, ixabiso ngokwemali lekhefu lonyaka elibalelwa abasebenzi, amatyala oluleko, imilinganiselo yezithuba ezingazaliswanga, intshukumo yabasebenzi, ubulungisa engqeshweni, njl. njl.

### 3. IiNkcukacha zaManani oloNgamelo loLawulo lwaBantu

#### 3.1 Inkcitho enxulumene nabasebenzi

Ezi theyibhile zishwankathela inkcitho yokugqibela yophicotho-zincwadi ngokwenkqubo (iTheyibhile 3.1.1) nangokwamanqanaba omvuzo (iTheyibhile 3.1.2).

Amanani kwiTheyibhile 3.1.1 athatyathwe kwiNkqubo yeSiseko soBalo-mali yaya amanani akwiTheyibhile 3.1.2 athatyathwe kwinkqubo yePERSAL (uMvuzo waBasebenzi). Iinkqubo ezimbini azenziwa ngexesha elinye kulungiselelwa iimbuyiselo zomvuzo ngokuphathelene nengqesho yabasebenzi kunye nabarhoxileyo kunye/okanye bakhutshelwe nabavela kwamanye amasebe. Oku kuthetha ukuba kusenokubakho umahluko kwinkcitho ephetheleyo kwezi nkqubo.

**Oku kungundoqo kwitheybhile engasezantsi yinkcazelo yeeNkqubo kwiSebe. IiNkqubo kuya kubhekiselelwa kuzo ngeenombolo zazo ukususela apho ukuya phambili.**

<b>INkqubo</b>	<b>Isalathiso seNkqubo</b>
INkqubo 1	ULawulo
INkqubo 2	IiNkonzo zeNtlalo-ntle yoLuntu
INkqubo 3	ABantwana neeNtsapho
INkqubo 4	IiNkonzo zokuBuyisela kwiSimo esisiso
INkqubo 5	UPhuhliso noPhando

**ITheyibhile 3.1.1: Inkcitho kubasebenzi ngokwenkqubo, 2019/20**

Inkqubo	Inkcitho Iyonke (R'000)	Inkcitho Kubasebenzi (R'000)	Inkcitho Kuqeqesho (R'000)	IMpahla neeNkonzo (R'000)	Inkcitho Kubasebenzi njenge-% yenkitho iyonke	Umdlili wenkcitho kubasebenzi esetyenziswe kumsebenzi ngamnye (R'000)	Inani Labasebenzi abavuziweyo
Inkqubo 1	232 012	173 315	3 294	39 172	74,7%	324	535
Inkqubo 2	960 820	457 136	0	72 164	47,6%	385	1 187
Inkqubo 3	750 070	33 537	0	1 376	4,5%	466	72
Inkqubo 4	420 087	192 763	0	98 449	45,9%	233	828
Inkqubo 5	68 917	17 266	0	1 054	25,1%	557	31
<b>Zizonke</b>	<b>2 431 906</b>	<b>874 017</b>	<b>3 294</b>	<b>212 215</b>	<b>35,9%</b>	<b>329</b>	<b>2 653</b>

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

**ITheyibhile 3.1.2: Inkcitho kubasebenzi ngokwebakala lomvuzo, 2019/20**

Amabakala Emivuzo	Inkcitho kuBasebenzi (R'000)	i-% yenkithi kubasebenzi iyonke	Umdlili wenkcitho kubasebenzi esetyenziswe kumsebenzi ngamnye (R'000)	Inani Labasebenzi
Abaqeqeshwa besengqeshweni	3 725	0,4	42	89
Abanezakhono ezingephi (Amanqanaba 1-2)	3 198	0,4	114	28
Abanezakhono (Amanqanaba 3-5)	181 306	20,7	199	911
Abanezakhono eziphezu kwezeMveliso (Amanqanaba 6-8)	414 754	47,3	349	1187

Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	246 510	28,1	595	414
AbaLawuli abaPhezulu (Amanqanaba 13-16)	28 168	3,2	1174	24
<b>Ewonke</b>	<b>877 661</b>	<b>100,0</b>	<b>331</b>	<b>2 653</b>

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

Ezi theyibhile zingezantsi apha zinikezela isishwankathelo ngokwenkqubo (Itheyibhile 3.1.3) kunye namabakala emivuzo (Itheyibhile 3.1.4), yenkcitho ethe yenziwa ngenxa yemivuzo, ixesha elongezelelweyo, isibonelelo sezindlu kunye noncedo lwezempilo. Ezi theyibhile azizi nasibonelelo senye inkcitho efana noMhlala-phantsi, iibhonasi yokusebenza kunye nezinye izibonelelo, ezenza isambuku senkcitho kubasebenzi. Kwimeko nganye, ithuba libonelelo ngesalathisi sepesenti ngokwenkcitho kubasebenzi ethe yasetyenziselwa ezi zinto.

**Itheyibhile 3.1.3: Imivuzo, Ixesha elongezelelweyo, Isibonelelo seZindlu kwakunye noNcedo lwezoNyango ngokwenkqubo, 2019/20**

INkqubo	IMivuzo		Ixesha elongezelelweyo		Isibonelelo sezindlu		Uncedo lonyango	
	Isixa-mali (R'000)	Imivuzo ngokwe-% yenkcitho yabasebenzi	Isixa-mali (R'000)	Ixesha elongezelelweyo ngokwe-% yenkcitho yabasebenzi	Isixa-mali (R'000)	Isibonelelo sezindlu ngokwe-% yenkcitho yabasebenzi	Isixa-mali (R'000)	Uncedo lonyango ngokwe-% yenkcitho yabasebenzi
INkqubo 1	124 719	14,2	1 681	0,2	5 302	0,6	10 030	1,1
INkqubo 2	329 999	37,6	4 474	0,5	12 980	1,5	24 584	2,8
INkqubo 3	25 866	2,9	244	0,0	738	0,1	1 458	0,2
INkqubo 4	134 268	15,3	1 944	0,2	7 450	0,8	12 288	1,4
INkqubo 5	12 188	1,4	35	0,0	404	0,0	839	0,1
<b>Zizonke</b>	<b>627 040</b>	<b>71,4</b>	<b>8 379</b>	<b>1,0</b>	<b>26 873</b>	<b>3,1</b>	<b>49 199</b>	<b>5,6</b>

**ITheyibhile 3.1.4: Imivuzo, Ixesha elangezelelweyo, Isibonelelo seZindlu kwakunye noNcedo loNyango ngokwenkqubo, 2019/20**

Amabakala oMvuzo	IMivuzo		Ixesha elangezelelweyo		Isibonelelo sezindlu		Uncedo lonyango	
	Isixa-mali (R'000)	Imivuzo ngokwe-% yenkitho yabasebenzi	Isixa-mali (R'000)	Ixesha elangezelelweyo ngokwe-% yenkitho yabasebenzi	Isixa-mali (R'000)	Imivuzo ngokwe-% yenkitho yabasebenzi	Isixa-mali (R'000)	Ixesha elangezelelweyo ngokwe-% yenkitho yabasebenzi
Abaqeqeshwa besengqeshweni	3 689	0,4	1	0,0	-	-	-	-
Abanezakhono ezingephi (Amanqanaba 1-2)	2 260	0,3	19	0,0	172	0,0	253	0,0
Abanezakhono (Amanqanaba 3-5)	123 098	14,0	1 666	0,2	8 862	1,0	14 399	1,6
Abanezakhono eziphezu kwezeMveliso (Amanqanaba 6-8)	298 991	34,1	5 082	0,6	13 069	1,5	24 862	2,8
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	180 540	20,6	1 610	0,2	4 509	0,5	9 287	1,1
AbaLawuli abaPhezulu (Amanqanaba 13-16)	18 462	2,1	-	-	262	0,0	398	0,0
<b>Ewonke</b>	<b>627 040</b>	<b>71,4</b>	<b>8 379</b>	<b>1,0</b>	<b>26 873</b>	<b>3,1</b>	<b>49 199</b>	<b>5,6</b>

**3.2 Ingqesho neziKhewu kwiNgqesho**

Ezi theyibhile zilandelayo zishwankathela inani lezikhundla ezinabantu kuluhlu lwabasebenzi, inani labasebenzi (ngaphandle kwabo baqeqeshelwa engqeshweni kunye noMphathiswa), kwakunye nepesenti yezikhundla ezisebenza kodwa ezingekazaliswa ekuqosheleni konyaka-mali. Ezi nkukacha zinikezelwa ngokweenkalo ezintathu eziphambili, ezizezi: iNkqubo (Itheyibhile 3.2.1), Ibakala loMvuzo (Itheyibhile 3.2.2) kunye Nezikhundla Ezibalulekileyo (Itheyibhile 3.2.3). Yonke ingcaciso ezikweli candelo zinikezelwa njengengxelo yasekupheleni konyaka-mali esiwuphetheyo.

**ITheyibhile 3.2.1: Inqesho nezithuba ezingazaliswanga ngokwenkqubo, ukuya kuthi ga ngowama-31, kuMatshi wama-2020**

<b>INkqubo</b>	<b>Inani lezikhundla ezinabantu</b>	<b>Inani lezikhewu ezizalisiweyo</b>	<b>Umlinganiselo ngokwe-% wezithuba ezingazaliswanga</b>
INkqubo 1	411	402	2,2
INkqubo 2	1 137	1 120	1,5
INkqubo 3	70	70	-
INkqubo 4	842	795	5,6
INkqubo 5	31	30	3,2
<b>Zizonke</b>	<b>2 491</b>	<b>2 417</b>	<b>3,0</b>

**ITheyibhile 3.2.2: Inqesho ngokwebakala lomvuzo, ukuya kuthi ga ngowama-31 kuMatshi wama-2020**

<b>Ibakala loMvuzo</b>	<b>Inani lezikhundla ezinabantu</b>	<b>Inani lezikhewu ezizalisiweyo</b>	<b>Izinga lezikhewu njenge-%</b>
Abanezakhono ezingephi (Amanqanaba 1-2)	37	36	2,7
Abanezakhono (Amanqanaba 3-5)	1 115	1 072	3,9
Abanezakhono eziphezu kwezeMveliso (Amanqanaba 6-8)	1 044	1 024	1,9
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	271	262	3,3
Abalawuli Abaphezulu (Amanqanaba 13-16)	24	23	4,2
<b>Ewonke</b>	<b>2 491</b>	<b>2 417</b>	<b>3,0</b>

**3.2.3 Inqesho nezithuba ezingazaliswanga ngokwesikhundla esibalulekileyo, ukuya kuthi ga ngowama-31, kuMatshi wama-2020**

<b>Izikhundla eziBalulekileyo</b>	<b>Inani lezikhundla ezihlawulelweyo</b>	<b>Inani lezithuba ezizalisiweyo</b>	<b>UMlinganiselo ngokwe-% wezithuba ezingazaliswanga</b>
ABantwana noMsebenzi woLolongo loLutsha	591	554	6,3
IGosa lezeMfundo	37	32	13,5
UNontlalo-ntle	908	897	1,2
UMcwangcisi-zincwadi kaRhulumente	37	34	8,1
IGcisa loLawulo lweSixokelelwano Sonikezelo	12	12	-
UMongikazi oliChule	17	14	17,6
<b>Zizonke</b>	<b>1602</b>	<b>1543</b>	<b>3,7</b>

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

**3.3 UVavanyo lweZikhundla**

UVavanyo lwezikhundla lwathi lwaqaliswa njengendlela yokuqinisekisa ukuba kuhlawulelwa umsebenzi wexabiso elilingana nentlawulo. Ngokwesicwangciso-nkqubo 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 noLawulo lokuSebenza kwaBaqeshwa luyahluka kumba wokuba uVavanyo lweZikhundla lubhekisa kwixabiso okanye ubungakanani beentshukumo ezayanyaniswa nesikhundla eso ze uLawulo lokuSebenza kwaBasebenzi wona lubhekise kuhlolo lokusebenza komntu owenza loo msebenzi.

**ITheyibhile 3.3.1: UVavanyo lweZikhundla, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Ibakala Lomvuzo	Inani lezikhundla ezihlawulelweyo ukuya kuthi ga ngowama-31 kuMatshi wama-2019	Inani lezikhundla ezithe zavavanywa	i-% yezikhundla ezithe zavavanywa	Izikhundla Ezenyuselweyo		Izikhundla Ezehliselweyo	
				Inani	Izikhundla ezihlaziweyo njenge-% yazo zonke izikhundla	Inani	Izikhundla ezehliselweyo njenge-% yazo zonke izikhundla
Abanezakhono ezingephi (Amanqanaba 1-2)	37	23	0,9	0	0,0	0	0,0
Abanezakhono (Amanqanaba 3-5)	1 115	17	0,7	0	0,0	0	0,0
Abanezakhono eziPhezu kwezeMveliso (Amanqanaba 6-8)	1 044	15	0,6	15	0,6	0	0,0
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	271	14	0,6	0	0,0	0	0,0
Ibakala A laBalawuli aBaphezulu (Inqanaba 13)	19	2	0,1	0	0,0	0	0,0
Ibakala B laBalawuli aBaphezulu (Inqanaba 14)	4	0	0,0	0	0,0	0	0,0
Ibakala C laBalawuli abaPhezulu (Inqanaba 15)	1	1	0,0	0	0,0	0	0,0
<b>Ewonke</b>	<b>2 491</b>	<b>72</b>	<b>2,9</b>	<b>15</b>	<b>0,6</b>	<b>0</b>	<b>0,0</b>

Qaphela: Inani lezikhundla ezithe zavavanywa" kwiBakala loMvuzo libonakalisa iNqanaba leSithuba esaMkelweyo ekugqibeleni emva koVavanyo lweSikhundla. Izithuba zihlaziwe okanye zathotyelwa ezantsi kulo nyaka-mali ngenxa yohlelo lwesizwe / yeenqubo zokuvavanywa komsebenzi okuthe kwaqhubeka ngethuba lemnyaka-mali engaphambili ze lwamiliselwa ngesithuba esiphantsi kovavanyo. (Apho izithuba ezihlaziweyo zizalisiwe, uhlaziyo lwemivuzo lwababambe izikhundla luxhomekeke kwizibonelelo eziqulathiwe kwiMimiselo yeNkonzo kaRhulumente, 2016, iSahlulo 4, iCandelo 1, 45 (2)).

**ITheyibhile 3.3.2: Isimo saBasebenzi abonyuselwe imivuzo ngenxa yokwenyuswa kwezinga lemivuzo yabo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Abaxhamli	AbaNtsundu	AbeBala	Ama-Indiya	AbaMhlophe	Bebonke
Abekho					

Qaphela: Itheyibhile 3.3.2 yingcaciso nomboniso wezikhundla ezithe zahlaziya kwitheyibhile 3.3.1.



Itheyibhile 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.

**Itheyibhile 3.3.3: Abasebenzi abathe banikwa imivuzo engentla kunaleyo imisele luvavanyo lwezikhundla abakuzo ngokwesikhundla esikhulu, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Isikhundla esikhulu	Inani laBasebenzi	Inqanaba eliVavanyelwe Isikhundla	Ukuhlawulwa kwinqanaba lomvuzo elingentla	Ukuhlawulwa kwinqanaba engentla yenqanaba elikwafanayo lomvuzo	Isizathu sokuphambuka
Asikho					

**Itheyibhile 3.3.4: Isimo sabasebenzi abanikwe imivuzo engentla kunaleyo imiselwe yinqubo yovavanyo lwezikhundla, ukususela ngowo-1 kuEpreli ukuya kuthi ga ngowama-31 kuMatshi 2020**

Abaxhamli	AboNtsundu	Abebala	Ama-Indiya	Abamhlophe	Bebonke
Abekho					

**3.4 Iinguqu kwiNgqesho**

Izinga leenguqu sibhekisa kwiinguqu kwisimo sengqesho kwiSebe kulo nyaka siwuphetheyo. Ezi theyibhile zilandelayo zibonelela ngesishwankathelo sezinga leenguqu ngokwebakala lomvuzo (Itheyibhile 3.4.1) nangokwesikhundla esibalulekileyo (Itheyibhile 3.4.2). Eli candelo alibaquki zinkcukacha zichaphazela abo basaqeqeshelwa engqeshweni.

**Itheyibhile 3.4.1: Amazinga engqesho ngonyaka ngokwebakala lomvuzo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Ibakala Lomvuzo	Inani labasebenzi ukuya kuthi ngowama-31 kuMatshi wama-2019	Izinga lengqesho kowama-2018/19	Abaqeshiweyo kwiSebe	Abakhutshelelwe kwiSebe	Abarhoxisiweyo kweli Sebe	Abadluliselwe kwamanye amaSebe	Izinga lengqesho ku-2019/20
Abanezakhono ezingephi (Amanqanaba 1-2)	27	29,4	12	0	0	0	0,0
Abanezakhono (Amanqanaba 3-5)	910	6,6	235	2	43	4	5,2
Abanezakhono eziphezu	963	8,3	126	2	75	10	8,8

<b>Ibakala Lomvuzo</b>	<b>Inani labasebenzi ukuya kuthi ngowama-31 kuMatshi wama-2019</b>	<b>Izinga lengqesho kowama-2018/19</b>	<b>Abaqeshiweyo kwiSebe</b>	<b>Abakhutshelwe kwisebe</b>	<b>Abarhoxisiweyo kweli Sebe</b>	<b>Abadluliselwe kwamanye amaSebe</b>	<b>Izinga lengqesho ku-2019/20</b>
kwezeMveliso (Amanqanaba 6-8)							
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	257	7,3	17	4	28	4	12,5
Ibakala A laBalawuli abaPhezulu (Inqanaba 13)	19	0,0	1	0	2	0	10,5
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
<b>Ewonke</b>	<b>2 181</b>	<b>7.7</b>	<b>391</b>	<b>8</b>	<b>148</b>	<b>18</b>	<b>7,6</b>
			<b>399</b>		<b>166</b>		

Qaphela: "Ukukhutshelwa" kubhekiswa ekuhambeni kwabasebenzi kwelinye iSebe leNkonzo kaRhulumente baye kwelinye (kwaPhondo naweSizwe)

**ITheyibhile 3.4.2: Izinga leengqu ngonyaka ngokwesikhundla esibalulekileyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

<b>Izikhundla eziBalulekileyo</b>	<b>Inani labasebenzi ukuya kuthi ngowama-31 kuMatshi wama- 2019</b>	<b>Izinga lengqesho kowama-2018/19</b>	<b>Abaqeshiweyo kwiSebe</b>	<b>Abakhutshelwe kwisebe</b>	<b>Abarhoxisiweyo kweli Sebe</b>	<b>Abadluliselwe kwamanye amaSebe</b>	<b>Izinga lengqesho ku-2019/20</b>
ABantwana noMsebenzi woLolongo loLutsha	378	4,2	166	0	25	0	6,6
IGosa lezeMfundo	23	16,7	10	0	3	0	13,0
UNontlalo-ntle	1023	5,9	104	1	53	10	6,2
uMchwangcisi-zincwadi woMbuso	37	7,7	1	0	5	1	16,2

Izikhundla eziBalulekileyo	Inani labasebenzi ukuya kuthi ngowama-31 kuMatshi wama- 2019	Izinga lengqesho kowama-2018/19	Abaqeshiweyo kwiSebe	Abakhutshelelwe kwisebe	Abarhoxisiweyo kweli Sebe	Abadluliselwe kwamanye amaSebe	Izinga lengqesho ku-2019/20
IGosa loLawulo lweSixokelelwano soNikezelo	12	0,0	1	0	1	0	8,3
UMongikazi oliChule	11	0,0	4	1	2	0	18,2
<b>Zizonke</b>	<b>1 484</b>	<b>5,7</b>	<b>286</b>	<b>2</b>	<b>89</b>	<b>11</b>	<b>6,7</b>
			<b>288</b>		<b>100</b>		

**ITheyibhile 3.4.3: Abasebenzi abathe balishiya iSebe, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Icandelo lokushiya ingqesho	Inani	i-% yabahambileyo	Inani labashiya ingqesho njenge-% yenani elipheleleyo labahambileyo ukuya kuthi ga ngowama-31 kuMatshi wama-2019
Abarhoxileyo *	80	48,2	3,7
Abaphelelwe sisivumelwano	12	7,2	0,6
Abagxothiweyo – iinguqu kumsebenzi	0	0,0	0,0
Abagxothiweyo – ngakungaziphatha kakuhle	8	4,8	0,4
Abagxothiweyo – ngokusilela emsebenzini	0	0,0	0,0
Ukulahleka ungabonakali emsebenzini	2	1,2	0,1
Ukuyekiswa ngenxa yempilo engentle	4	2,4	0,2
Ukuthatha umhlala phantsi	23	13,9	1,1
Umqeshwa ocele ukuhlaliswa ngomgodlo	0	0,0	0,0
Ukukhutshelwa kwiQumrhu loMthetho	0	0,0	0,0
Ukukhutshelwa kwamanye amasebe eNkonzo kaRhulumente	18	10,8	0,8
Ukunyuselwa uye kwelinye iSebe leWCG	13	7,8	0,6
<b>Ewonke</b>	<b>166</b>	<b>100,0</b>	<b>7,6</b>

Qaphela: ITheyibhile 3.4.3 lichonga iinkalo ezahlukeneyo zabo balishiyileyo isebe zabasebenzi abathe balishiya iSebe.

\* Abazimkeleyo kuncokolwa ngabo nangakumbi kwitheyibhile 3.4.4 no-3.4.5.

**ITheyibhile 3.4.4: Izizathu zokurhoxa engqeshweni, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Izizathu zokurhoxa engqeshweni	Inani	Lilonke inani lokurhoxa engqeshweni ngokwe-%
Umvuzo ongcono	5	6,3
Okunxulumene neMpilo	6	7,5
Ukufudukela kwelinye ilizwe	2	2,5
Ukunganeli kwamatuba angah okunyuselwa	8	10,0
Uhlobo loMsebenzi	1	1,3
Akukho sizathu sinikezelweyo	23	28,8
Eminye imisebenzi	20	25,0
Ukuqala iShishini lakho	1	1,3
Izizathu zomntu / zosapho	4	5,0
Ukuqhubela phambili izifundo	1	1,3
Ukukhutshelwa kwenye indawo yengqesho (umfazi/indoda)	3	3,8
Isidingo sokuguqula ikhono	4	5,0
Ukulugelelanisa umsebenzi/ubomi	2	2,5
<b>Total</b>	<b>80</b>	<b>100,0</b>

**ITheyibhile 3.4.5: Umahluko kubudala bamaqela abasebenzi abathe barhoxa, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Iqela ngobudala	Inani	Lilonke inani lokurhoxa engqeshweni ngokwe-%
Ubudala ngeminyaka <19	0	0,0
Ubudala ngeminyaka engama-20 ukuya kuma-24	1	1,3
Ubudala ngeminyaka engama-25 ukuya kuma-29	15	18,8
Ubudala ngeminyaka engama-30 ukuya kuma-34	12	15,0
Ubudala ngeminyaka engama-35 ukuya kuma-39	15	18,8
Ubudala ngeminyaka engama-40 ukuya kuma-44	7	8,8
Ubudala ngeminyaka engama-45 ukuya kuma-49	11	13,8
Ubudala ngeminyaka engama-50 ukuya kuma-54	11	13,8
Ubudala ngeminyaka engama-55 ukuya kuma-59	5	6,3
Ubudala ngeminyaka engama-60 ukuya kuma-64	3	3,8
Ubudala ngeminyaka engama-65 >	0	0,0
<b>Lilonke</b>	<b>80</b>	<b>100,0</b>

**ITheyibhile 3.4.6 Abasebenzi abafune imigodlo yomhlala phantsi.**

Inani elipheleleyo labasebenzi abafune imigodlo yomhlala-phantsi bayinikwa ngowama-2019/20	Alikho
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**ITheyibhile 3.4.7: Abonyuselwe ngokwebakala lomvuzo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Ibakala loMvuzo	Inani Labasebenzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019	Abonyuselelwe kwelinye inqanaba lomvuzo	Abonyuselweyo njenge-% njengenani elipheleleyo labasebenzi abakwizikhundla ezibalulekileyo	Abonyuselelwe kwenye inotshi kwakweso sikhundla sibalulekileyo	Abonyuselwe iinotshi njenge-% yabasebenzi abakwizikhundla ezibalulekileyo bebonke
Abanezakhono ezingephi (Amanqanaba 1-2)	27	0	0,0	8	29,6
Abanezakhono (Amanqanaba 3-5)	910	7	0,8	303	33,3
Abanezakhono eziphezulu kwiMveliso (Amanqanaba 6-8)	963	14	1,5	375	38,9
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	257	14	5,4	98	38,1
ABalawuli AbaPhezulu (Amanqanaba 13-16)	24	0	0,0	21	87,5
<b>Bebonke</b>	<b>2 181</b>	<b>35</b>	<b>1,6</b>	<b>805</b>	<b>36,9</b>

Qaphela: Ukunyuselwa kubonisa inqanaba lomvuzo lomsebenzi emva kokuba enyuselwe.

**ITheyibhile 3.4.8: Abonyuselwe ngokwezikhundla ezibalulekileyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Isikhundla esiBalulekileyo	Inani Labasebenzi ukuya kuthi ga ngowama-31 kuMatshi wama-2019	Abonyuselelwe kwelinye inqanaba lomvuzo	Abonyuselweyo njenge-% njengenani elipheleleyo labasebenzi abakwizikhundla ezibalulekileyo	Abonyuselelwe kwenye inotshi kwakweso sikhundla sibalulekileyo	Abonyuselwe iinotshi njenge-% yabasebenzi abakwizikhundla ezibalulekileyo bebonke
ABantwana noMsebenzi woLolongo loLutsha	378	6	1,6	112	29,6
IGosa lezeMfundo	23	2	8,7	13	56,5
UNontlalo-ntle	1023	14	1,4	250	24,4
uMchwangcisi-zincwadi woMbuso	37	0	0,0	20	54,1
IGosa loLawulo lweSixokelelwano soNikezelo	12	0	0,0	9	75,0
UMongikazi oliChule	11	0	0,0	1	9,1
<b>BEBONKE</b>	<b>1484</b>	<b>22</b>	<b>1,5</b>	<b>405</b>	<b>27,3</b>

Qaphela: Ukunyuselwa kubonisa inqanaba lomvuzo lomsebenzi emva kokuba enyuselwe.

**3.5 UBulungisa eNgqeshweni****ITheyibhile 3.5.1: Inani elipheleleyo labaqeshwa (kubandakanya abasebenzi abakhubazekileyo) kwinqanaba ngalinye lomsebenzi kula alandelayo ukuya kutsho kumhla wama-31 kuMatshi 2020**

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abaphuma kumanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
Abalawuli abakwinqanaba eliphezulu (Amanqanaba 15-16)	0	0	0	1	0	0	0	0	0	0	1
Abalawuli abaphezulu (Amanqanaba 13-14)	2	5	0	3	1	7	0	4	0	0	22

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abaphuma kumanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
Abaqeqeshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	29	81	1	8	55	174	2	32	0	0	<b>382</b>
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	123	178	1	13	270	479	4	42	1	2	<b>1 113</b>
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	155	274	1	4	143	282	0	12	0	0	<b>871</b>
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	6	6	0	0	7	9	0	0	0	0	<b>28</b>
<b>Bebonke</b>	<b>315</b>	<b>544</b>	<b>3</b>	<b>29</b>	<b>476</b>	<b>951</b>	<b>6</b>	<b>90</b>	<b>1</b>	<b>2</b>	<b>2 417</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Inani lilonke</b>	<b>315</b>	<b>544</b>	<b>3</b>	<b>29</b>	<b>476</b>	<b>951</b>	<b>6</b>	<b>90</b>	<b>1</b>	<b>2</b>	<b>2 417</b>

A = ABantsundu; C = AbeBala; I = Ama-Indiya; W = AbaMhlophe.

Qaphela: Amanani edizwe ngokwenqanaba lesikhundla aqukja bonke abasebenzi 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 abakhubazekileyo, yiya kwiTheybhile 3.5.2.

**ITheybhile 3.5.2: Inani elipheleleyo labaqeshwa (abakhubazekileyo kuphela) kwinqanaba ngalinye lomsebenzi kula alandelayo ukuya kutsho kumhla wama-31 kuMatshi 2020**

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abaphuma kumanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
Abalawuli abaphezulu kakhulu (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	3	0	1	3	3	0	1	0	0	13
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	1	1	0	2	1	4	0	1	0	0	10
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	2	2	0	0	0	0	0	0	0	0	4
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
<b>Ewonke</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>28</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
<b>Inani lilonke</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>28</b>

A = ABantsundu; C = AbeBala; I = Ama-Indiya; W = AbaMhlophe.



Qaphela: Amanani echazwe 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.

**ITheyibhile 3.5.3: Ukufunwa kwabasebenzi, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abaphuma kumanye Amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
Abalawuli abaphezulu kakhulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli Abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	1	0	0	0	0	1
Abaqeqeshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	2	4	1	0	1	13	0	0	0	0	21
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	18	18	0	1	33	50	0	5	1	2	128
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	56	101	0	0	30	50	0	0	0	0	237
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	4	2	0	0	1	5	0	0	0	0	12
<b>Ewonke</b>	<b>80</b>	<b>125</b>	<b>1</b>	<b>1</b>	<b>65</b>	<b>119</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>399</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
<b>Inani lilonke</b>	<b>80</b>	<b>125</b>	<b>1</b>	<b>1</b>	<b>65</b>	<b>119</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>399</b>

A = ABantsundu; C = AbeBala; I = Ama-Indiya; W = AbaMhlophe.

Qaphela: Ukufunwa kwabasebenzi abatsha kubasebenzi beli Sebe, kodwa akubaquki abo basaqeqeshelwa ingqesho, zizonke zona ziquka abo basuka kumanye abasebe karhulumente kunye/okanye kumaqumrhu ombuso, njengoko idiza iTheyibhile 3.4.1.

**ITheyibhile 3.5.4: Ukunyuselwa, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abaphuma kumanye Amazwe		Bebonke
	A	C	I	W	A	C	I	W	A	C	
Abalawuli abaphezulu kakhulu (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)	1	4	0	0	0	6	0	3	0	0	14
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	1	3	0	0	4	6	0	0	0	0	14
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	2	4	0	0	0	1	0	0	0	0	7
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
<b>Ewonke</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>35</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
<b>Inani lilonke</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>35</b>

A = ABantsundu; C = AbeBala; I = Ama-Indiya; W = AbaMhlophe.

Qaphela: Abonyuselweyo babhekisa kwinqanaba eliphelileyo labasebenzi abathe bonyukela kwinqanaba lesikhundla elingentla kwalapha kwiSebe, njengoko idiza iTheyibhile 3.4.7.

**ITheyibhile 3.5.5: Abaphelelweyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Amanqanaba Ezikhundla	Amadoda				Amabhinqa				Abaphuma kumanye Amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
Abalawuli abaphezulu kakhulu (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	1	0	0	2
Abaqeqeshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	1	9	0	2	3	10	0	7	0	0	32
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	7	17	0	2	19	32	2	6	0	0	85
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	6	13	0	1	14	13	0	0	0	0	47
Abangenazakhono nabanokuthabatha izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
<b>Ewonke</b>	<b>14</b>	<b>40</b>	<b>0</b>	<b>5</b>	<b>36</b>	<b>55</b>	<b>2</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>166</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
<b>Inani lilonke</b>	<b>14</b>	<b>40</b>	<b>0</b>	<b>5</b>	<b>36</b>	<b>55</b>	<b>2</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>166</b>

A = ABantsundu; C = AbeBala; I = Ama-Indiya; W = AbaMhlophe.

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

**ITheybhile 3.5.6: Amanyathelo oluleko, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Amanyathelo oluleko	Amadoda				Amabhinqa				Abaphuma kumanye Amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
Ukugxothwa	4	1	0	0	2	0	0	1	0	0	8
Ukushiya izikhundla zabo ngaphandle kokwazi abaphathi	2	0	0	0	0	0	0	0	0	0	2
ISilumkiso sokuGqibela esiBhaliweyo	0	1	0	0	0	0	0	0	0	0	1
UMqeshwa warhoxa ngethuba loluleko	0	2	0	0	1	1	0	0	0	0	4
Ukufunyanwa ugenatyala	1	0	0	0	0	2	0	0	0	0	3
Ukunqunyanyiswa ngaphandle komvuzo okuhamba kunye nesilumkiso esiBhaliweyo sokuGqibela	1	6	0	0	2	4	0	0	0	0	13
<b>Ewonke</b>	<b>8</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>31</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
<b>Inani lilonke</b>	<b>8</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>31</b>

A = AbaNtsundu; C = AbeBala; I = Ama-Indiya; W = AbaMhlophe.

Qaphela: lintshukumo zoluleko zibhekisa kwiziphumo ezisesikweni kuphela hayi ngokubalwa kwabantu. Ezinye iinkcukacha ezithe vetshe zeentshukumo zolulekokunye neentlobo zokungaziphathi ezithe zachotshelwa kwezi ntshukumo, yiya kwitheybhile 3.12.2 netheybhile -3.12.3.

**ITheybhile 3.5.7: Uphuhliso lwaMakhono, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Amacandelo oMsebenzi	Amadoda				Amabhinqa				Ewonke
	A	C	I	W	A	C	I	W	
Abalawuli abaphezulu kakhulu	0	0	0	0	0	0	0	0	0

Amacandelo oMsebenzi	Amadoda				Amabhinqa				Ewonke
	A	C	I	W	A	C	I	W	
(Amanqanaba 15-16)									
Abalawuli Abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	4	<b>4</b>
Abaqeqeshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	11	28	1	3	29	94	1	11	<b>178</b>
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	71	94	1	8	163	320	2	26	<b>685</b>
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	76	125	1	2	80	168	1	4	<b>457</b>
Abangenazakhono nabanokuthabatha izigqibo ezithile kuphela (Amanqanaba 1-2)	3	1	0	0	3	2	0	0	<b>9</b>
<b>Ewonke</b>	<b>161</b>	<b>248</b>	<b>3</b>	<b>13</b>	<b>275</b>	<b>584</b>	<b>4</b>	<b>45</b>	<b>1 333</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	<b>0</b>
<b>Inani lilonke</b>	<b>161</b>	<b>248</b>	<b>3</b>	<b>13</b>	<b>275</b>	<b>584</b>	<b>4</b>	<b>45</b>	<b>1 333</b>

A = AbaNtsundu; C = AbeBala; I = Ama-Indiya; W = AbaMhlophe.

Qaphela: Ezi theyibhile zintla apha zibhekisa kwinqanaba elipheleleyo labasebenzi abathe baxhamla kuqeqesho kwisithuba salo nyaka siwuphetheyo, hayi inani lamalinge oqeqesho athe azinyiswa ngabasebenzi. Ukuze ufumane iinkcukacha ezithe vetshe ngolona qeqesho luthe lwanikezelwa, yiya kutheyibhile 3.13.2.

### 3.6 Ukutyikitywa kweZivumelwano zokuSebenza ngaMalungu eSMS

#### ITheyibhile 3.6.1: 3.6 Ukutyikitywa kweZivumelwano zokuSebenza ngaMalungu eSMS, ukuya kuthi ga ngomhla wama-31 kuMeyi 2019

Isikhundla esikwiNqanaba leSMS	Inani lezikhundla zeSMS ezihlawulelweyo kwinqanaba ngalinye	Inani lamalungu eSMS kwinqanaba ngalinye	Inani leziVumelwano zokuSebenza ezityikityiweyo kwinqanaba ngalinye	IziVumelwano zokuSebenza 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
<b>Zizonke</b>	<b>24</b>	<b>24</b>	<b>24</b>	<b>100,0</b>

Qaphela: Le theyibhile ibhekisa kubasebenzi abathe baqeshwa njenga malungu eSMS kuphela. Abasebenzi abafumana intlawulo engentla kunenqanaba 12 kodwa abangengawo amalungu eSMS ababandakanywanga bona. Ngapha koko, le theyibhile idiza iinkcukacha zomvuzo weso sikhundla hayi inqanaba lomvuzo kubasebenzi. Ukunikezelwa kweenzuzo zezinga eliphhezulu lentsebenzo (ibhonasi eyimali) kumalungu eSMS kuncokolwa ngayo ekuhambeni kwale ngxelo. Yiya kwiTheyibhile 3.8.5 kule nkalo.

#### ITheyibhile 3.6.2: Izizathu zokungaqosheliswa kweZivumelwano zokuSebenza nawo onke amalungu eSMS ngomhla wama-31 kuMeyi wama-2019

Izizathu zokungaqosheliswa lweZivumelwano zokuSebenza nawo onke amalungu eSMS
Azikho

#### ITheyibhile 3.6.3: Amanyathelo oluleko athe athatyathwa ngakumalungu eSMS kuba ebengekaziqoshelisi izivumelwano zokuSebenza ukuya kuthi ga ngowama-31 kuMeyi 2019

Amanyathelo oluleko athatyathwe ngokuchasene naMalungu eSMS ngokungafezekisi izivumelwano zomsebenzi
Awekho.

### 3.7 UkuZaliswa kweZithuba zeSMS

Itheyibhile ezikweli candelo zinikezela ngeenkcukacha ezingengqesho nezithuba ezingazaliswanga kwizikhundla njengoko zichaphazela amalungu eSMS ngokwenqanaba lomvuzo. Zikwanikezela nangeenkcukacha ezingezibhengenzo kunye nokuzaliswa kwezithuba kwizikhundla zeSMS, izizathu zokuphambuka kwimigaqo emiselweyo kwakunye neentshuykumo zoluleko ezithe zathatyathwa kule nkalo.

**ITheyibhile 3.7.1: ingcaciso engezikhundla zeSMS, ukuya kuthi ga ngomhla wama-30 kuSeptemba 2019**

Inqanaba leSMS	Inani lezikhundla zeSMS ezinabantu kwinqanaba ngalinye	Inani lezikhundla zeSMS ezizalisiweyo kwinqanaba ngalinye	i-% yezikhundla zeSMS ezizalisiweyo kwinqanaba ngalinye	Inani lezikhundla zeSMS ezingekazaliswa kwinqanaba ngalinye	i-% yezikhundla zeSMS ezizalisiweyo kwinqanaba ngalinye
INtloko yeSebe	1	1	100,0	0	-
INqanaba loMvuzo 14	4	4	100,0	0	-
INqanaba loMvuzo 13	19	17	89,5	2	10,5
<b>Zizonke</b>	<b>24</b>	<b>22</b>	<b>91,7</b>	<b>2</b>	<b>8,3</b>

Qaphela: Le theyibhile ibhekisa kubasebenzi abaqeshwe njengamalungu eSMS (iSMS) kuphela. Abasebenzi abahlawulwa ngentla kuneqanaba lomvuzo 12 kodwa abangengawo amalungu eSMS ababandakanywanga.

**ITheyibhile 3.7.2: linkcukacha ezingezikhundla zeSMS, ukuya kuthi ga ngomhla wama-31 kuMatshi 2020**

Inqanaba leSMS	Inani lezikhundla zeSMS ezinabantu kwinqanaba ngalinye	Inani lezikhundla zeSMS ezizalisiweyo kwinqanaba ngalinye	i-% yezikhundla zeSMS ezizalisiweyo kwinqanaba ngalinye	Inani lezikhundla zeSMS ezingekazaliswa kwinqanaba ngalinye	i-% yezikhundla zeSMS ezizalisiweyo kwinqanaba ngalinye
INtloko yeSebe	1	1	100,0	0	-
INqanaba loMvuzo 14	4	4	100,0	0	-
INqanaba loMvuzo 13	19	18	94,7	1	5,3
<b>Zizonke</b>	<b>24</b>	<b>23</b>	<b>95,8</b>	<b>1</b>	<b>4,2</b>

Qaphela: Le theyibhile ibhekisa kubasebenzi abaqeshwe njengamalungu eSMS (iSMS) kuphela. Abasebenzi abahlawulwa ngentla kuneqanaba lomvuzo 12 kodwa abangengawo amalungu eSMS ababandakanywanga.

**ITheyibhile 3.7.3: Ukubhengezwa nokuZaliswa kwezikhundla zeSMS, ukuya kuthi ga ngomhla wama-31 kuMatshi wama-2020**

Inqanaba leSMS	Izibhengezo	Ukuzaliswa kwezithuba	
	Inani lezithuba ezingazaliswanga ezithe zabhengezwa kwinqanaba ngalinye kwisithuba seenyanga ezintandathu zokuvela kwazo	Inani lezithuba ezingazaliswanga ezithe zabhengezwa kwinqanaba ngalinye kwisithuba seenyanga ezintandathu zivelile	Inani lezithuba ezingazaliswanga ezithe zazaliswa kwinqanaba ngalinye kwisithuba seenyanga ezintandathu kodwa zavingcwa emva kweshumi elinambini leenyanga zivelile
INtloko yeSebe	1	1	0
INqanaba loMvuzo 14	0	0	0
INqanaba loMvuzo 13	1	1	0
<b>Zizonke</b>	<b>2</b>	<b>2</b>	<b>0</b>

**ITheyibhile 3.7.4: Izizathu zokungahambelani nokuzaliswa kwezithuba ezikhoyo ezingazaliswanga zeSMS – Ezibhengezwe kwisithuba seenyanga ezi-6 zaze zazaliswa kwisithuba seenyanga ezili-12 emva kokuba zingazaliswanga**

INqanaba leSMS	Izizathu zokungahambelani
INtloko yeSebe	Ayikho
INqanaba loMvuzo 14	Ayikho
INqanaba loMvuzo 13	Ayikho

**ITheyibhile 3.7.5: Amanyathelo oluleko athe athatyathelwa ukungathotyelwa kwezikhokelo ezimiseleweyo zokuzaliswa kwezikhewu kwizikhundla zeSMS kwisithuba seenyanga ezili-12**

Amanyathelo athe athatyathwa ngenxa yokungathotyelwa kwezikhokelo ezimiseleweyo zokuzaliswa kwezithuba kwizikhundla zeSMS
Alikho

**3.8 UkuSebenza koMqeshwa**

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



**ITheyibhile 3.8.1: Abonyuselwe iinotshi ngokwamabakala omvuzo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi wama-2020**

Ibakala loMvuzo	Abasebenzi ngowama-31 kuMatshi wama-2019	Abonyuselwe inotshi kwakwinqanaba elinye lomvuzo	Abonyuselwe iinotshi njenge-% oyabasebenzi ngokwebakala lomvuzo
Abanezakhono ezingephi (Amanqanaba 1-2)	27	8	29,6
Abanezakhono (Amanqanaba 3-5)	910	303	33,3
Abanezakhono eziphezulu kwiMveliso (Amanqanaba 6-8)	963	375	38,9
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	257	98	38,1
ABalawuli AbaPhezulu (Amanqanaba 13-16)	24	21	87,5
<b>Ewonke</b>	<b>2 181</b>	<b>805</b>	<b>36,9</b>

**ITheyibhile 3.8.2: Abonyuselwe iinotshi ngokwezikhundla ezibalulekileyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Izikhundla Ezibalulekileyo	Abasebenzi ngowama-31 kuMatshi wama-2019	Abonyuselwe inotshi kwakwinqanaba elinye lomvuzo	Abonyuselwe iinotshi njenge-% oyabasebenzi ngokwebakala lomvuzo
ABantwana noMsebenzi woLolongo loLutsha	378	112	29,6
IGosa lezeMfundo	23	13	56,5
UNontlalo-ntle	1023	250	24,4
uMchwangcisi-zincwadi woMbuso	37	20	54,1
IGosa loLawulo lweSixokelelwano soNikezelo	12	9	75,0
UMongikazi oliChule	11	1	9,1
<b>Bebonke</b>	<b>1484</b>	<b>405</b>	<b>27,3</b>

Ukukhuthaza ukusebenza okulungileyo, iSebe lithe lanikezela ngezi nzuzo zokusebenza zilandelayo kubasebenzi ngokusebenza ekwisithuba sonyaka-mali u 2018/19, kodwa zahlawulwa kunyaka-mali wama-2018/19. Le ngcaciso ibekwe 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).

**ITheyibhile 3.8.3: Iinzuzo zentsebenzo ngokohlanga, isini, nokukhubazeka, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

	ISimo saBaxhamli			Indleko	
	Inani laBaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngomhla wama-31 kuMatshi wama-2019	i-% yetotali kwiqela ngalinye	Indleko (R'000)	Intelekelelo yendleko kumxhamli ngamnye
<b>Uhlanga Nesini</b>					
<b>ABantsundu</b>	<b>104</b>	<b>686</b>	<b>15,2</b>	<b>889</b>	<b>8 552</b>
Amadoda	36	244	14,8	302	8 381
Amabhinqa	68	442	15,4	588	8 642
<b>AbeBala</b>	<b>291</b>	<b>1 329</b>	<b>21,9</b>	<b>2 572</b>	<b>8 839</b>
Amadoda	96	450	21,3	857	8 928
Amabhinqa	195	879	22,2	1 715	8 796
<b>Ama-Indiya</b>	<b>4</b>	<b>10</b>	<b>40,0</b>	<b>39</b>	<b>9 833</b>
Amadoda	0	2	0,0	0	0
Amabhinqa	4	8	50,0	39	9 833
<b>AbaMhlophe</b>	<b>40</b>	<b>127</b>	<b>31,5</b>	<b>381</b>	<b>9 525</b>
Amadoda	13	30	43,3	132	10 116
Amabhinqa	27	97	27,8	249	9 240
<b>Abasebenzi abakhubazekileyo</b>	<b>4</b>	<b>29</b>	<b>13,8</b>	<b>39</b>	<b>9 815</b>
<b>Bebonke</b>	<b>443</b>	<b>2 181</b>	<b>20,3</b>	<b>3 920</b>	<b>8 852</b>

**ITheyibhile 3.8.4: Amabhaso okusebenza (ibhonasi eyimali), ngokwamabakala emivuzo kubasebenzi abangezantsi kwenqanaba leNkonzo yaBalawuli abaPhezulu, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi wama-2020**

	ISimo saBaxhamli			Indleko		
	Inani laBaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngomhla wama-31 kuMatshi wama-2019	i-% yetotali kumabakala omvuzo	Indleko (R'000)	Umdlili wendleko ngokomxhamli (R)	Indleko ngokwe-% yenani elipheleleyo lenkcitho yabasebenzi
<b>Ibakala loMvuzo</b>						
Abanezakhono ezingephi (Amanqanaba 1-2)	5	27	18,5	24	4 731	0,0
Abanezakhono (Amanqanaba 3-5)	109	910	12,0	854	7 834	0,1
Abanezakhono eziphezulu kwiMveliso (Amanqanaba 6-8)	200	963	20,8	1 607	8 037	0,2
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	111	257	43,2	1 232	11 097	0,1
<b>Ewonke</b>	<b>425</b>	<b>2 157</b>	<b>19,7</b>	<b>3 717</b>	<b>8 745</b>	<b>0,4</b>

Qaphela: Indleko ibalwa njengepesenti yenkcitho ephelileyo kubasebenzi bamanqanaba emivuzo 1-12, lubonisiwe kwiTheyibhile 3.1.2.

**ITheyibhile 3.8.5: Amabhaso okusebenza (ibhonasi eyimali), ngokwamabakala emivuzo yabasebenzi abakwiNkonzo yaBalawuli abaPhezulu, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

	ISimo saBaxhamli			Indleko		
	Inani laBaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngomhla wama-31 kuMatshi wama-2019	i-% yetotali kumabakala omvuzo	Indleko (R'000)	Umdlili wendleko ngokomxhamli (R)	Indleko ngokwe-% yenani elipheleleyo lenkcitho yabasebenzi
<b>Amabakala oMvuzo</b>						
Ibakala A kwiNkonzo yaBalawuli abaPhezulu (Kwinqanaba 13)	14	19	73,7	152	10 829	0,5
Ibakala B kwiNkonzo yaBalawuli	4	4	100,0	53	13 262	0,2

abaPhezulu (Inqanaba 14)						
Ibakala C kwiNkonzo yaBalawuli abaPhezulu (Inqanaba 15)	0	1	0,0	0	0	0,0
<b>Bebonke</b>	<b>18</b>	<b>24</b>	<b>75,0</b>	<b>205</b>	<b>11 369</b>	<b>0,7</b>

Qaphela: Indleko ibalwa njengepesenti yenkcitho ephelileyo kubasebenzi bamanqanaba emivuzo 13-16, lubonisiwe kwiTheyibhile 3.1.2.

**ITheyibhile 3.8.6: Amabhaso okusebenza (ibhonasi eyimali) ngokwesikhundla esibalulekileyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Isikhundla Esibalulekileyo	ISimo saBaxhamli			Indleko		
	Inani laBaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngomhla wama-31 kuMatshi wama-2019	i-% yenani elipheleleyo kumabakala omvuzo	Indleko (R'000)	Umdlili wendleko ngokomxhamli (R)	Indleko ngokwe-% yenani elipheleleyo lenkcitho yabasebenzi
ABantwana noMsebenzi woLolongo loLutsha	48	378	12,7	337	7 022	0,0
IGosa lezeMfundo	3	23	13,0	24	8 119	0,0
UNontlalo-ntle	147	1023	14,4	1 391	9 464	0,2
uMchwangcisi-zincwadi woMbuso	8	37	21,6	75	9 427	0,0
IGosa loLawulo lweSixokelelwano soNikezelo	6	12	50,0	93	15 499	0,0
UMongikazi oliChule	3	11	27,3	37	12 487	0,0
<b>Bebonke</b>	<b>215</b>	<b>1484</b>	<b>14,5</b>	<b>1957</b>	<b>9 110</b>	<b>0,2</b>

**3.9 ABasebenzi bamanye aMazwe**

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

**ITheyibhile 3.9.1: ABasebenzi bamanye aMazwe ngokwebakala lomvuzo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi wama-2020**

Ibakala loMvuzo	Umhla woku-1 kuEpreli 2019		Umhla wama-31 kuMatshi 2020		Inguqu	
	Inani	I-% yenani elipheleleyo	Inani	I-% yenani elipheleleyo	Inani	I-% yenguqu
Abanezakhono ezingephi (Amanqanaba 1-2)	0	0,0	0	0,0	0	0
Abanezakhono (Amanqanaba 3-5)	0	0,0	0	0,0	0	0
Abanezakhono eziphezulu kwiMveliso (Amanqanaba 6-8)	0	0,0	3	100,0	3	100,0
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	0	0,0	0	0,0	0	0
ABalawuli AbaPhezulu (Amanqanaba 13-16)	0	0,0	0	0,0	0	0
<b>Ewonke</b>	<b>0</b>	<b>0,0</b>	<b>3</b>	<b>100,0</b>	<b>3</b>	<b>100,0</b>

Qaphela: Le theyibhile ingentla apha iquka abasebenzi abangezonzalelwane kodwa abahlala isigxina kwiRiphabliki yoMzantsi Afrika.

**ITheyibhile 3.9.2: ABasebenzi bamanye aMazwe ngokomsebenzi ongundoqo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Umsebenzi onguNdoqo	Umhla woku-1 kuEpreli 2019		Umhla wama-31 kuMatshi 2020		Inguqu	
	Inani	I-% yenani elipheleleyo	Inani	I-% yenani elipheleleyo	Inani	I-% yenguqu
UNontlalo-ntle	0	0,0	3	100,0	3	100,0
<b>Iyonke</b>	<b>0</b>	<b>0,0</b>	<b>3</b>	<b>100,0</b>	<b>3</b>	<b>100,0</b>

Qaphela: Le theyibhile ingentla apha iquka abasebenzi abangezonzalelwane kodwa abahlala isigxina kwiRiphabliki yoMzantsi Afrika.

### 3.10 Ukusetyenziswa kweKhefu kwisithuba esisusela ngomhla woku-1 kuJanyuwari wama-2019 ukuya kutsho ngomhla wama-31 kuDisemba wama-2019

Ezi theyibhile 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.

#### ITheyibhile 3.10.1: Ikhefu lokugula, ukususela ngomhla woku-1 kuJanyuwari wama-2019 ukuya kutsho ngomhla wama-31 kuDisemba wama-2019

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)
Abaqeqeshelwa besengqeshweni	203	65,0	53	106	50,0	4	44
Abanezakhono ezingephi (Amanqanaba 1-2)	252	90,5	19	30	63,3	13	105
Abanezakhono (Amanqanaba 3-5)	8 132	80,7	711	892	79,7	11	5 190
Abanezakhono eziphezu kwezeMveliso (Amanqanaba 6-8)	11 153	77,9	1 056	1 180	89,5	11	11 764
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	3 523	78,3	362	398	91,0	10	6 358
AbaLawuli abaPhezulu (Amanqanaba 13-16)	197	80,7	21	26	80,8	9	614
<b>Ewonke</b>	<b>23 460</b>	<b>79,0</b>	<b>2 222</b>	<b>2 632</b>	<b>84,4</b>	<b>11</b>	<b>24 075</b>

Qaphela: Isikhokhelo seKhefu njengoko limiselwe "KwiSikhokhelo seKhefu", esifundwa kunye nezivumelwano zentlanganisela ezifanelekileyo, sinikezela ngeentsuku zomsebenzi ezingama-36 zekhefu lokugula kumjikelo wekhefu lokugula weminyaka emithathu. Umjikelo wekhefu lokugula leminyaka emithathu uqala ngoJanyuwari 2019 ze uphele ngoDisemba 2021. Ingcaciso kwimeko nganye ibonisa inani elipheleleyo kungabandakanywa ikhefu lokungabinakho ukusebenza elithatyathwe ngabasebenzi. Ukulungiselela isalathiso sekhefu lokungabinakho ukusebenza elithatyathiwe, khangela kwiTheyibhile 3.10.2.

**ITheyibhile 3.10.2: Ikhefu lokungabise mandleni okuphangela, ukususela ngomhla woku-1 kuJanyuwari wama-2019 ukuya kutsho ngomhla wama-31 kuDisemba wama-2019**

<b>Ibakala loMvuzo</b>	<b>Iintsuku zizonke</b>	<b>i-% yeentsuku ezikhutshelwe isiqinisekiso sikagqirha</b>	<b>Inani Labasebenzi abasebenzisa ikhefu lokungabikho mandleni okuphangela</b>	<b>Inani elipheleleyo labasebenzi</b>	<b>i-% yenani elipheleleyo labasebenzi abasebenzisa ikhefu lokungabikho mandleni okuphangela</b>	<b>Intelekelelo yeentsuku kumsebenzi ngamnye</b>	<b>Indleko Ethelelelwayo (R'000)</b>
Abaqeqeshelwa besengqeshweni	0	0,0	0	106	0,0	0	0
Abanezakhono ezingephi (Amanqanaba 1-2)	24	100,0	2	30	6,7	12	11
Abanezakhono (Amanqanaba 3-5)	556	100,0	15	892	1,7	37	355
Abanezakhono eziphezu kwezeMveliso (Amanqanaba 6-8)	1 198	100,0	31	1 180	2,6	39	1 220
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	467	100,0	9	398	2,3	52	809
AbaLawuli abaPhezulu (Amanqanaba 13-16)	2	100,0	1	26	3,8	2	6
<b>Ewonke</b>	<b>2 247</b>	<b>100,0</b>	<b>58</b>	<b>2 632</b>	<b>2,2</b>	<b>39</b>	<b>2 401</b>

Qaphela: 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 phando

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).

**ITheyibhile 3.10.3: IKhefu loNyaka, ukususela ngomhla woku-1 kuJanyuwari wama-2019 ukuya kutsho ngomhla wama-31 kuDisemba wama-2019**

Ibakala loMvuzo	Iintsuku ezithatyathiweyo zizonke	Inani elipheleleyo labasebenzi abasebenzise ikhefu lonyaka	Umdilili wenani leentsuku ezithathiweyo ngumsebenzi ngamnye
Abaqeqeshelwa besengqeshweni	749	83	9
Abanezakhono ezingephi (Amanqanaba 1-2)	427	23	19
Abanezakhono (Amanqanaba 3-5)	15 626	759	21
Abanezakhono eziphezu kwezeMveliso (Amanqanaba 6-8)	25 238	1 126	22
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	10 416	402	26
AbaLawuli abaPhezulu (Amanqanaba 13-16)	631	24	26
<b>Ewonke</b>	<b>53 087</b>	<b>2 417</b>	<b>22</b>

**ITheyibhile 3.10.4: IKhefu eligciniweyo, ukususela ngomhla woku-1 kuJanyuwari wama-2019 ukuya kutsho ngomhla wama-31 kuDisemba wama-2019**

Ibakala loMvuzo	Inani elipheleleyo leentsuku zekhefu eliselugcinweni ukuya kuthi ga ngomhla wama-31 kuDisemba wama-2018	Inani elipheleleyo leentsuku zekhefu eliselugcinweni ezithe zathatyathwa	Inani labasebenzi abasebenzi ikhefu eliselugcinweni	Intelelekelelo yenani leentsuku ezithatyathwe ngumsebenzi ngamnye	Inani labasebenzi abasenekhefu eliselugcinweni ukuya kuthi ga ngomhla wama-31 kuDisemba wama-2019	Inani elipheleleyo leentsuku zekhefu eliselugcinweni ezisekhoyo kumhla wama-31 kuDisemba wama-2019
Abanezakhono ezingephi (Amanqanaba 1-2)	32	0	0	0	2	3
Abanezakhono (Amanqanaba 3-5)	1 655	160	7	23	52	1 342
Abanezakhono eziphezu kwezeMveliso	4 734	257	21	12	161	4 311



<b>Ibakala loMvuzo</b>	<b>Inani elipheleleyo leentsuku zekhefu eliselugcinweni ukuya kuthi ga ngomhla wama-31 kuDisemba wama-2018</b>	<b>Inani elipheleleyo leentsuku zekhefu eliselugcinweni ezithe zathatyathwa</b>	<b>Inani labasebenzi abasebenzi ikhefu eliselugcinweni</b>	<b>Intelekelelo yenani leentsuku ezithatyathwe ngumsebenzi ngamnye</b>	<b>Inani labasebenzi abasenekhefu eliselugcinweni ukuya kuthi ga ngomhla wama-31 kuDisemba wama-2019</b>	<b>Inani elipheleleyo leentsuku zekhefu eliselugcinweni ezisekhoyo kumhla wama-31 kuDisemba wama-2019</b>
(Amanqanaba 6-8)						
Abanezakhono eziphezu kwezoLawulo (Amanqanaba 9-12)	5 475	227	14	16	148	5 176
AbaLawuli abaPhezulu (Amanqanaba 13-16)	223	4	1	4	11	217
<b>Ewonke</b>	<b>12 117</b>	<b>648</b>	<b>43</b>	<b>15</b>	<b>374</b>	<b>11 050</b>

Qaphela: 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.

**ITheyibhile 3.10.5: lintlawulo zekhefu, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

<b>Isizathu</b>	<b>Isixa-mali sisonke (R'000)</b>	<b>Inani labasebenzi</b>	<b>Intelekelelo yentlawulo enikwe umsebenzi ngamnye</b>
lintlawulo zekhefu kowama-2019/20 ngenxa yokungasetyenziswa kwekhefu kunyaka ongaphambili	0	0	0
Ikhefu eligciniweyo ekupheleni kwengqesho	980	19	51 597
Ikhefu eligciniweyo kwilintlawulo zangoku zekhefu ekupheleni kwengqesho	1 334	98	13 612
<b>IYonke</b>	<b>2 314</b>	<b>117</b>	<b>19 781</b>

### 3.11 IiNkqubo zokuKhuthazwa kweMpilo kubandakanywa iHIV kunye ne-AIDS

#### ITheyibhile 3.11.1: Amanyathelo athatyathwa ngenjongo yokunciphisa umngcipheko wokosuleleka emsebenzini, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020

Iiyunithi / amacandelo abasebenzi abachongiweyo basemngciphekweni kakhulu wokwasuleleka yiHIV kunye nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo athatyathiweyo ukunciphisa umngcipheko
<p>Isimo somsebenzi weli Sebe asibabeki sichengeni siphakamileyo sokosuleleka yintsholongwane yeHIV kunye neAIDS KWabasebenzi. Noxa liphantsi kakhulu nje izinga lokosuleleka emsebenzini, kuthe kwajoliswa kubasebenzi kuwo onke amanqanaba eli Sebe.</p>	<p>Ukucetyiswa nokuHlolelwa iHIV &amp; AIDS (HCT) kunye nokuhlelwa kweMpilo-ntle kwaqhutywa ngokubanzi. Iinkonzo zeMpilo neMpilo-ntle yoMqhashwa ziyaqhutywa kubo bonke abasebenzi abanesidingo kubandakanyo oku kulandelayo:</p> <ul style="list-style-type: none"> <li>● Ingcebiso ngomnxeba yama-24/7/365;</li> <li>● Ingcebiso yobuso ngobuso (imodeli yamathuba eendibano ezi-4);</li> <li>● Ingcebiso yokwenzakala nezehlo ezibi;</li> <li>● Ubhengezo lolwazi lweHIV&amp;AIDS, kubandakanya iinkonzo zekhompyutha ze-EHW; kunye</li> <li>● Noqeqesho, uqheliso namalinge achongiweyo apho la afuneka khona.</li> </ul>

#### ITheyibhile 3.11.2: Iinkukacha zokuKhuthazwa kweMpilo kubandakanywa iinkqubo zeHIV & AIDS, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020

Umbuzo	Ewe	Hayi	Iinkukacha, ukuba kunjalo
<p>1. Ingaba iSebe lityumbe ilungu leSMS ukuze limisele izibonelelo eziqulethwe kwiCandelo VI E seSahluko 1 seMimiselo yeNkonzo kaRhulumente yama-2016? Ukuba kunjalo, makunikezelwe igama nesikhundla sakhe.</p>	√		<p>NguNksk. Maria van der Merwe, Umlawuli oBambeleyo: INdlela yokuZiphatha koMbutho, (DotP).</p>
<p>2. Ingaba iSebe linyunithi emiselweyo okanye amalungu abasebenzi abathile ukulungiselela ukukhuthaza impilo nempilo-ntle yabaqeshi balo? Ukuba kunjalo, bonisa inani labasebenzi ababandakanyekayo kulo msebenzi kunye nohlahlo lwabiwo-mali lonyaka olukhoyo olulungiselelw le njongo.</p>	√		<p>Iziko leeNkonzo Zoshishino (iCSC) elikwiDoTP linikezela ngale nkonzo ezinqamlezileyo kwishumi elinanye (11) lamasebe, kuquka iSebe loPhuhliso loLuntu.</p> <p>IYunithi etyunjiweyo ye-EHW kwiCandelo leNdlela yokuZiphatha loMbutho esebenzela ukukhuthaza impilo nempilo-ntle yabasebenzi kumasebe angabaxhamli benkonzo ali-11.</p> <p>IYunithi iqulathe uSekela Mlawuli, aBancedisi baBalawuli abathathu (3), kunye namaGcisa amabini (2) e-EHW.</p> <p>Uhlahlo lwabiwo-mali: R2.65 m</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba kunjalo
<p>3. Ingaba isebe liyiqalisile na iNkqubo yeNkxaso yoMsebenzi okanye ukuKhuthazwa kweMpilo kulungiselelwa abasebenzi? Ukuba kunjalo, bonisa imiba/iinkonzo ezingundoqo zale nkqubo.</p>	<p>√</p>		<p>I DotP ingene kwiSLA kunye neNgcebiso eZimeleyo kunye neeNkonzo zeNgcebiso de kube ngumhla wama-31 kuJanyuwari 2020 ze emva kwangoko neMetropolitan Health ukususela ngomhla woku-1 kuFebruwari 2020. Aba banikeli benkonzo bangaphandle banikezela ngenkonzo ye-EHW kumasebe ali-11 e iqulathe uSekela Mlawuli, aBancedisi CSC.</p> <p>Amangenelo alandelayo aqhutywa: ULawulo lweMali, uLawulo loPhambuko, uLawulo lokweNzakala, uLwazi lweMpilo yeNgqondo, uXinzelelo kunye noLungelelwaniso loBomi, ukuKhubazeka kunye neMpilo yeNgqondo, ukuziPhatha kokuRhurha, ukuDlabhuka, uKomelela, Impembelelo kunye neNyameko (GRIT) elungiselelwe abasebenzi, uLungelelwaniso lweQela, iNgqiqo yoMphefumlo, uKomelela kwaBasebenzi, iMvavanyo ze Mpembelelo yoMphefumlo, amathuba eNgcaciso yaBasebenzi (iinkonzo zeEHW), idesika yeNgcaciso yoMsebenzi, iHCT noHlelo lweMpilo-ntle nokuqhutywa koVavanyo lweMpilo yeNgqondo.</p> <p>La mangelano asekwe kwiindlela eziboniswe kwiingxelo zarhoqo ngekota zaze zamiselwa ukulungisa iimfuno zabasebenzi.</p> <p>Amangenelo achongiweyo alungiselelwe abasebenzi nabalawuli ayejolise kuphuhliso lomntu; ukukhuthazwa kwendlela yokuphila esempilweni; nokuphuculwa kwezakhono zokumelana. Oku kubandakanya iintetho, ucweyo, iingxoxo zeqela ukuyila ulwazi nokukhuthaza abasebenzi okokuba babe nendlela ecingwe kwangaphambili yokunyina impembelelo ezi ngxaki kwindawo yokusebenza. Amangenelo achongiweyo amiselwe ngokunjalo ukuxhobisa abalawuli ngezixhobo ukunxibelelana nabasebenzi kwindawo yokusebenza.</p> <p>Amathuba engcaciso anikezelwa ngokunjalo ukwazisa abasebenzi ngenkonzo ye-EHW nendlela yokufikelela kwiNkqubo ye-EHW. Imathiriyeli yokuthengiswa kwenkonzo efana neephamblethi, iiposta neebrowusha yanikezelwa.</p>
<p>4. Ingaba isebe liseke (a) iikomiti njengoko ziqulunqiwe kwiCandelo VI E.5 (e) leSahluko 1 seMimiselo yeNkonzo kaRhulumente, 2016? Ukuba kunjalo, nceda unikezele amagama amalungu ekomiti kunye nabachaphazelekayo abayimeleyo.</p>	<p>√</p>		<p>IKomiti yoQuquzelelo lweMpilo neMpilo-ntle yaBasebenzi bePhondo isekiwe kunye namalungu anyulwe lisebe ngalinye. ISebe limelwe nguNksk. Thuli Mtheku.</p>

Umbuzo	Ewe	Hayi	linkcukacha, ukuba kunjalo
<p>5. Ingaba izebe liyivavanyile kwakhona imigaqo-nkqubo yayo yengqesho kunye nemisebenzi ukuqinisekisa ngento yokuba le ayicaluli ngokungalunganga abasebenzi ngenxa yewonga labo leHIV? Ukuba kunjalo, uluhlu lwemigaqo-nkqubo/iindlela zokusebenza ivavanywe ngokutsha.</p>	√		<p>IsiCwangciso-nkqubo soLawulo oluNqamlezileyo seeNkqubo yeMpilo yoMsebenzi neMpilo-ntle kwiWCG similiselwe yaye samkelwa liBhunga loLungelelwaniso lwePSCBC esilungiselelwe iPhondo leNtshona Koloni ngoDisemba 2016.</p> <p>Kule meko, yonke imigaqo-nkqubo yengqesho yenza isibonelelo sokusebenza esinobulungisa, nokokuba iwonga lakho leHIV lomsebenzi okanye umenzi wesicelo lithini na. Iindlela zokusebenza kwindawo yokusebenza zibekwa iliso rhoqo ukuqinisekisa ngohambelwano nomgaqo-nkqubo nobulungisa.</p> <p>Phantsi kwebhanile ye-EHW, iMigaqo-nkqubo emine ye-EHW yamkelwa ebandakanya iHIV &amp; AIDS kunye noLawulo lwe-TB ethi issabela kuthintelo localulo lwabasebenzi abachaphazelekayo nabasulelekileyo yiHIV &amp; AIDS kunye neTB kwindawo yokusebenza. Umgaqo-nkqubo uhambelana kunye nesiCwangciso-nkqubo seSizwe seQhinga le-EHW sowama-2019.</p> <p>Ngaphezulu koko, iDoH, ilelona sebe likhokhelayo kwi-HIV &amp; AIDS, lamkele uMgaqo-nkqubo oNqamlezileyo we-HIV kunye nee-AIDS/STI kwiNdawo yoMsebenzi kunye neNkqubo eth ifaneleke kuwo onke amasebe oRhulumente weNtshona.</p> <p>Ngesi sithuba sokunikwa kwengxelo, imigaqo-nkqubo enqamlezileyo ye-EHW kubandakanywa uMgaqo-nkqubo woLawulo lwe-HIV, AIDS kunye neTB uphicothiwe yiDPSA uthelakiswa nemigaqo-nkqubo yeDPSA ngokunjalo nesiCwangciso seSizwe seQhinga seHIV, TB kunye neeSTI (2017-2022) esiqinisekisa ngobandakanyo nokuguzulwa kocalulo nebala elibi elibekwa kubasebenzi abane-HIV.</p>

Umbuzo	Ewe	Hayi	linkcukacha, ukuba kunjalo
<p>6. Ingaba izebe liqalise ngemiqathango yokukhuseela abasebenzi abasuleleke yi-HIV okanye abo kucingelwa okokuba basulelekile yiHIV-kucalulo? Ukuba kunjalo, dwelisa imiba engundoqo yale miqathango.</p>	√		<p>IsiCwangciso seQhinga sePhondo seHIV &amp; AIDS, iiSTI kunye neTB sowama-2017-2022 simliliselwe kumlinganiselo ophambili weHIV kunye neTB kunye nesini saso nesiseko samalungelo kwizigunyaziso ezingundoqo ukunciphisa ibala elibi elinxulumene neHIV.</p> <p>Injongo yeyokuba:</p> <ul style="list-style-type: none"> <li>● Kuncitshiswe ucalulo kwiHIV kunye neTB kwindawo yokusebenza. Oku kubandakanya amaphulo achasene nocalulo olungenabalungisa nokuxhotyiswa kwabaqeshwa;</li> <li>● Kuncitshiswe ucalulo olungenabalungisa kufikelelo lweenkonzo. Oku kubandakanya ukuqinisekisa ngento yokuba iCandelo loBudlelwane boMsebenzi liqwalasela izikhalazo okanye ukunganeliseki okunxulumene kucalulo olungenabalungisa nokunikezela ngoqeqesho kubasebenzi.</li> </ul> <p>ISebe limlilisele imiqathango elandelayo ukulungisa ibala elibi nocalulo olujolise kwabo basulelekileyo okanye ekucingelwa okokuba basuleleke yi-HIV:</p> <ul style="list-style-type: none"> <li>● Uhlolo lwempilo-ntle (uxinzelelo lwegazi, iglukhozi, ikholestorol, TB, BMI)</li> <li>● Uhlolo lwe HCT;</li> <li>● Iintetho ngeTB noku Hlolwa;</li> <li>● Ukukhuthiswa kweeposta nee phamflethi;</li> <li>● Ukukhuthiswa kweeKhondom neencoko zelo xesha; kunye</li> <li>● Nokukhunjulwa koSuku lweHlabathi lwe-AIDS nemisitho yeMpilo-ntle.</li> </ul>
<p>7. Ingaba iSebe liyabakhuthaza na abasebenzi okokuba bangene kwingcebiso yohlolo lweHIV (HCT)? Ukuba kunjalo, dwelisa iziphumo ezithe wazifezekisa.</p>	√		<p>AMATHUBA EHCT:</p> <p>La mathuba alandelayo ohlolo lweMpilo-ntle neHCT aqhutywa:</p> <ul style="list-style-type: none"> <li>● ISebe lithabathe inxaxheba kumathuba ohlolo ama-4 eHCT neMpilo-ntle.</li> <li>● Abasebenzi abangama-96 bahlolilelwa yaye bacetyiselwa iHIV, iSifo sePhepha noLwasuleleko zizifo zeSondo (iiSTI).</li> <li>● Akubangakho bagqithiswayo bonyango kulungiselelwa ulawulo olugaphezulu lweTB, iHIV okanye iiSTI.</li> </ul>
<p>8. Ingaba izebe liphuhlise imiqathango / imigqalisela na ukulungiselela ukubeka iliso nokuvavanya impembelelo yenkqubo yalo yokukhuthazwa kwempilo? Ukuba kunjalo, dwelisa le miqathango / imigqalisela.</p>	√		<p>Impembelelo yeenkqubo zokukhuthazwa kwempilo iboniswe ngengcaciso enikezelwe ngeengxelo zarhoqo ngekota ze-EHW.</p> <p>INKqubo yeMpilo yoMsebenzi neMpilo-ntle ibekwa iliso ngokunikwa kwengxelo yaRhoqo ngekota neyoNyaka kunye nohlahlelo lwendlela oluveliswa ngokuthelakiswa kosetyenziso lwesebe namanani abantu okt. Ubudala, isini, ukubonakaliswa kwengxaki, usetyenziso ngumsebenzi kuthelakiswa nomlawuli kunye nenani lezehlo. Imixholo kunye neendlela zinikezela ngokunjalo umfanekiso womngcipheko nempembelelo imiba ye-EHW ithe yanayo kumntu ngamnye kunye nendawo yomsebenzi.</p>

### 3.12 UBudlelwane beNgqesho

Izivumelwano zentlanganisela yephondo ezilandelayo kwangenwa kuzo yimibutho yabasebenzi ngesithuba esiphantsi kovavanyo

#### ITheyibhile 3.12.1: Izivumelwano zentlanganisela, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020

Izivumelwano zentlanganisela ezipheleleyo	Azikho
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ITheyibhile 3.12.2 Isishwankathelo esingumphumela woluleko oluqhutywe kwiSebe kwesi sithuba.

#### ITheyibhile 3.12.2: Ukungaziphathi kakuhle kunye noluleko oluqunjelweyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020

Imiphumela yoluleko	Inani lamatyala aqunjelweyo	I-% epheleleyo
Ukugxothwa	8	25,8
Ukushiya ingqesho ungazisanga abaphathi	2	6,5
Isilumkiso sokugqibela esibhaliweyo	1	3,2
UMqeshwa warhoxa ngethuba loluleko	4	12,9
Ukufunyanwa ugenatyala	3	9,7
Ukunqunyanyiswa ngaphandle komvuzo okuhamba kunye nesilumkiso esibhaliweyo sokuGqibela	13	41,9
<b>Iyonke</b>	<b>31</b>	<b>100,0</b>
Ipesenti yengqesho epheleleyo		1,2

Qaphela: Imiphumela yoluleko ebhekiselele kumatyala asesikweni kuphela.

#### ITheyibhile 3.12.3: Iindidi zokungaziphathi kakuhle ezilungiswa kululeko, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020

Uhlobo lokungaziphathi kakuhle	Inani	I-% epheleleyo
Ukungabikho emsebenzini ngaphandle kwemvume	4	12,9
Abashiye ingqesho benganiwanga zizathu	2	6,5
Ukwenzakalisa/ iinzame zokugrogrisa ngokwenzakalisa umntu	10	32,3
Ukungaziphathi ngendlela eyiyo / ngendlela engamkelekanga	2	6,5
Ukwaphula nayiphi na indlela yokuziphatha karhulumente	3	9,7
Umonakali / okanye ukubangela ilahleko kwipropati karhulumente	2	6,5
Ukusilela ukulandela umgaqo / umyalelo	1	3,2

Uhlobo lokungaziphathi kakuhle	Inani	I-% epheleleyo
Ukusilela ukuhambelana okanye ukwaphula umthetho	3	9,7
Ukuba okanye ukusebenzisa gwenxa ipropati karhulumente	1	3,2
Ulawulo olucalucalulayo lombutho okanye lwesebe	2	6,5
Ukuba, ukunyoba okanye ukuqhuba urhwaphilizo	1	3,2
<b>Zizonke</b>	<b>31</b>	<b>100,0</b>

**ITheyibhile 3.12.4: Izikhalazo ezingenisweyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Izikhalazo ezingenisweyo	Inani	I-% epheleleyo
Inani lezikhalazo ezisonjululweyo	133	83,6
Inani lezikhalazo ezingasonjululwanga	26	16,4
<b>Inani elipheleleyo lezikhalazo ezingenisweyo</b>	<b>159</b>	<b>100,0</b>

Qaphela: Izikhalazo ezingenisweyo zibhekiselele kumatyala athe aqakunjelwa kwisithuba sokunikwa kwengxelo. Izikhalazo ezingasonjululwanga zibhekiselele kumatyala apho umphumela **ungakhange wamkelwe ngumkhalazi**. Onke amatyala asonjululweyo nangasonjululwanga aqakunjelwe.

**ITheyibhile 3.12.5: Impixwano engenise kumaBhunga, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Impixwano engenise kumaBhunga	Inani	I-% epheleleyo
Inani leempixwano ezixhonyiweyo	3	21,4
Inani leempixwano ezichithiweyo	11	78,6
<b>Lilonke inani leempixwano ezingenisweyo</b>	<b>14</b>	<b>100,0</b>

Qaphela: AmaBhunga abhekiselele kwiBhunga loThethwano oluLungelelanisiweyo lweNkonzo kaRhulumente (PSCBC) kunye neBhunga loThethwano lweCandelo leNkonzo ngokuBanzi kaRhulumente (GPSSBC). Xa impixwano "ixhonyiwe", ithetha ukuba iBhunga liyasamkela isibheni njengesifanelekileyo nesifezekileyo ngokubhekiselele kumkhalazi. Xa impixwano "ichithiwe", ithetha ukuba iBhunga aliniki sigwebo samkelekileyo kumkhalazi.

**ITheyibhile 3.12.6: Iintshukumo zogwayimbo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

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

**ITheyibhile 3.12.7: Abanqunyanyiswe ngenjongo Yothintelo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

<b>Abanqunyanyiswe ngenjongo Yothintelo</b>	<b>Inani</b>
Inani Labantu abanqunyanyisiweyo	6
Inani Labantu abanqunyanyiswe iintsuku ezidlule kwezingama-30	4
Inani elithelekelelwayo leentsuku ekunqunyanyiswe abasebenzi ngazo	165
Indleko (R'000) yeentshukumo zokunqumamisa	319

Qaphela: Iintshukumo zokunqunyanyiswa kwabasebenzi zibhekisa kubasebenzi abebanqunyanyiswe ngelixa berhola ngokugqibeleleyo, ngelixa amatyala abo efumana uphando

**3.13 UPhuhliso lwezakhono**

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

**ITheyibhile 3.13.1: Izidingo zoeQeqesho ezithe zaqwalaselwa, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

<b>Amacandelo oMsebenzi</b>	<b>Isini</b>	<b>Inani labasebenzi ngow-1 kuEpreli 2018</b>	<b>Izidingo zoqeqesho ezithe zaqwalaselwa ekuqaleni kwethuba lokunikezelwa kwengxelo</b>			
			<b>Abaqeqeshelwa engqeshweni</b>	<b>Iinkqubo zeZakhono &amp; kwakunye nezinye iikhosi ezimfutshane</b>	<b>Abaqeqeshelwa engqeshweni</b>	<b>Ewonke</b>
Abawisi-mthetho, amagosa aphezulu nabaphathi (Ibakala Lomvuzo 13 – 16)	Amabhinqa	12	0	20	0	<b>20</b>
	Amadoda	11	0	12	0	<b>12</b>
Iingcali (Ibakala Lomvuzo 9 - 12)	Amabhinqa	253	0	624	0	<b>624</b>
	Amadoda	112	0	253	0	<b>253</b>
Amagcisa neengcali ezinxulumene nazo (Kwibakala loMvuzo 6 - 8)	Amabhinqa	753	0	1 865	0	<b>1 865</b>
	Amadoda	293	0	697	0	<b>697</b>
OoMabhalane	Amabhinqa	388	0	877	0	<b>877</b>



Amacandelo oMsebenzi	Isini	Inani labasebenzi ngow-1 kuEpreli 2018	Izidingo zoqeqesho ezithe zaqwalaselwa ekuqaleni kwethuba lokunikezelwa kwengxelo			
			Abaqeqeshelwa engqeshweni	Iinkqubo zeZakhono & kwakunye nezinye iikhosi ezimfutshane	Abaqeqeshelwa engqeshweni	Ewonke
(Kwibakala loMvuzo 3 – 5)	Amadoda	299	0	679	0	679
Imisebenzi yabaqalayo (Kwibakala loMvuzo 1 – 2)	Amabhinqa	10	0	20	0	20
	Amadoda	8	0	13	0	13
Inani elingaphelelanga	<b>Amabhinqa</b>	<b>1 430</b>	<b>0</b>	<b>3 418</b>	<b>0</b>	<b>3 418</b>
	<b>Amadoda</b>	<b>738</b>	<b>0</b>	<b>1 666</b>	<b>0</b>	<b>1 666</b>
<b>Inani elipheleleyo</b>		<b>2 168</b>	<b>0</b>	<b>5 084</b>	<b>0</b>	<b>5 084</b>
Abasebenzi abakhubazekileyo	Amabhinqa	14	0	12	0	12
	Amadoda	15	0	12	0	12

Qaphela: Ezi theyibhile zingentla apha zibonisa izidingo zoqeqesho ekuqaleni kweli thuba lokunikezelwa kwengxelo ngokwesiCwangciso seZakhono zokuSebenza kwiSebe.

**ITheyibhile 3.13.2: Uqeqesho olunikiweyo, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020**

Amacandelo oMsebenzi	Isini	Inani labasebenzi ngowama-31 kuMatshi 2020	Izidingo zoqeqesho ezithe zaqwalaselwa ekuqaleni kwethuba lokunikezelwa kwengxelo			
			Abaqeqeshelwa engqeshweni	Iinkqubo zeZakhono & kwakunye nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Ewonke
Abawisi-mthetho, amagosa aphezulu nabaphathi (Ibakala Lomvuzo 13 – 16)	Amabhinqa	12	0	4	0	4
	Amadoda	10	0	0	0	0
Iingcali (Ibakala Lomvuzo 9 - 12)	Amabhinqa	256	0	256	0	256
	Amadoda	113	0	70	0	70
	Amabhinqa	791	0	1 381	0	1 381

Amacandelo oMsebenzi	Isini	Inani labasebenzi ngowama-31 kuMatshi 2020	Izidingo zoqeqesho ezithe zaqwalaselwa ekuqaleni kwethuba lokunikezelwa kwengxelo			
			Abaqeqeshelwa engqeshweni	Iinkqubo zeZakhono & kwakunye nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Ewonke
Amagcisa neengcali ezinxulumene nazo (Kwibakala loMvuzo 6 - 8)	Amadoda	312	0	383	0	<b>383</b>
OoMabhalane (Kwibakala loMvuzo 3 – 5)	Amabhinqa	437	0	513	0	<b>513</b>
	Amadoda	430	0	329	0	<b>329</b>
Imisebenzi yabaqalayo (Kwibakala loMvuzo 1 – 2)	Amabhinqa	16	0	8	0	<b>8</b>
	Amadoda	12	0	6	0	<b>6</b>
<b>Inani elingaphelelanga</b>	<b>Amabhinqa</b>	<b>1 525</b>	<b>0</b>	<b>2 166</b>	<b>0</b>	<b>2 166</b>
	<b>Amadoda</b>	<b>892</b>	<b>0</b>	<b>793</b>	<b>0</b>	<b>793</b>
<b>Inani elipheleleyo</b>		<b>2 417</b>	<b>0</b>	<b>2 959</b>	<b>0</b>	<b>2 959</b>
Abasebenzi abakhubazekileyo	Amabhinqa	13	0	4	0	<b>4</b>
	Amadoda	15	0	5	0	<b>5</b>

Qaphela: Ezi theyibhile zibonisa inani lezifundo zoqeqesho ezithe zazanyaswa ngabasebenzi kulo nyaka-mali siwuphethayo.

### 3.14 Ukwenzakala eMsebenzini

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

#### ITheyibhile 3.14.1: Ukwenzakala eMsebenzini, ukususela ngomhla woku-1 kuEpreli 2019 ukuya kutsho ngomhla wama-31 kuMatshi 2020

Uhlobo Lokwenzakala Emsebenzini	Inani	i-% yesambuku
Abanikwe uncedo lwezempilo olusisiseko kuphela	62	79.5
Abathe bakhubazeka ithutyana	16	20.5
Abathe bakhubazeka isigxina	0	0.0

Abonzakele kakhulu	0	0.0
<b>Bebonke</b>	<b>78</b>	<b>100.0</b>
Ipesenti yabasebenzi bephelele		2.9

### 3.15 Ukusetyenziswa kweeNgcali zaNgaphandle

**ITheyibhile 3.15.1: Amadinga eengcebiso neengcali zangaphandle kusetyenziswa iimali ebezicwangciselwe oko 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 sibhambath iso ngokwe-randi	Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali	Inqanaba leBBBEE
Uphando, Abemi kunye noLawulo loLwazi	ABenzi beNguqu yoMsebenzi woPhuhliso	Ukusetyenziswa kwezinyobisi gwenxa	iNkqubo zoonyangano luSekwe kuLuntu zokuSetyenziswa gwenxa kweZinyobisi.	9	Malunga neeyure ezingama-29 000	R 595 700.00	1	9	INqanaba 2

Inkqubo	Inkampani yeengcali	Isihloko sephulo	Uhlobo lwephulo	Inani elipheleleyo leengcali ezithe zasebenza kwelo phulo	Ixesha: iintsuku/iiyure ezisetyenziweyo	Ixabiso lesi sibhambath iso ngokwe-randi	Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali	Inqanaba leBBBEE
qubo yoThintelo loLwaphulo-mthetho lweNtalo	Stanley Charles De Smidt	Isimo soQinisekiso soPhambuko	Isimo soQinisekiso soPhambuko esiya kuba noxanduva soqinisekiso, uqinisekiso lwendawo, ukubekwa kweliso nokuqinisekiswa kokulunga kwabanikezeli benkonzo yophambuko neenkqubo.	Amaqumrhu amathathu (enziwe kumalungu angama-24 kulungiselelwa amabango e-S & T kulungiselelwa abasebenzi abangengabo abakarhulumente abasebenza kwiiKomiti ezingentla ngokunjalo nomvuzo womlinganiselo weyure enye yeentlanganiso abathe bazizimasa ngethuba lenkqubo yoQinisekiso.)	Iminyaka emine	R 324 015.00	1	Amaqumrhu amathathu (enziwe kumalungu angama-24 kulungiselelwa amabango e-S & T kulungiselelwa abasebenzi abangengabo abakarhulumente abasebenza kwiiKomiti ezingentla ngokunjalo nomvuzo womlinganiselo weyure enye yeentlanganiso abathe bazizimasa ngethuba lenkqubo yoQinisekiso.)	Awabhalisa ngwa kwiCSD
INkxaso yoLawulo loMsebenzi	Ugq. Salome Abbott	Uthethwano neGqwetha, imathiriyeli yokufunda nengxelo	Ukunikezela ingxelo ngokubhubha nokokuba ingaba kubekho ukungakhathali na kwicala leNM ebekunakho ukuthintelwa kokubhubha.	1	Iiyure ezi-5.5	R 7 700.00	1	1	Awabhalisa ngwa kwiCSD

**ITheyibhile 3.15.2: Ukuqeshwa kwabacebisi kusetyenziswa iingxowa-mali zoMnikelo**

Inkqubo	Inkampani yeengcali	Isihloko sephulo	Uhlobo lwephulo	Inani elipheleleyo leengcali ezithe zasebenza kwelo phulo	Ixesha: iintsuku/iinyur e ezisetyenziweyo	Ixabiso lesi sibhambathis o ngokwerandi	Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali	Inqanaba leBBBEE
Abakho									

## **Isigaba E: linkcukacha Ezingemali**

### **Ingxelo yoMphicothi-zincwadi Oyintloko**

Le ngxelo iyafumaneka kwi Candelo E kwiNgxelo Yonyaka-mali 2019/20 yesiNgesi.

### **lingxelo Zemali Zonyaka**

Le ngxelo iyafumaneka kwi Candelo E kwiNgxelo Yonyaka-mali 2019/20 yesiNgesi.

## Iziko loKhathalelo lwaBantwana noLutsha

### Isihlomelo A: lintlawulo ezisiwa kuyo yonke imibutho engengawo amaqumrhu ombuso

Nceda ujonge eli khasi lincanyathiselwe apha.

### Isihlomelo B: linkcukacha zoqhakamshelo

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**Inguqulelelo yale ngxelo yesiNgesi neyesiBhulu ziyafumaneka xa  
ziceliweyo**

