



**URhulumente  
weNtshona Koloni**

UPhuhliso loLuntu

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# **Ingxelo Yonyaka ka-2015/16**

# **ISEBE LOPHUHLISO LOLUNTU**

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KwiPhondo LeNtshona Koloni

Ingxelo Yonyaka

2015/2016

## **INTETHO-NGCACISO**

Ikopi yesiNgesi yale Ngxelo Yonyaka ithatyathwa njengeyona isesikweni. Ikopi yesiBhulu neyesiXhosa ziyafumaneka xa zinokuthi zicelwe.

iSebe aliyi kuthwaliswa xanduva ngazo naziphi na iimpazamo zolwimi ezinokuba zivele ngethuba kuguqulelwa.

Ukuba kuthi kubekho iimpazamo ezivele ngethuba lokwenziwa kwenguqulelo yolu xwebhu, ikopi yesiNgesi, njengezisusele kuyo ezinye, iyakuthatha indawo.

Le Ngxelo Yonyaka yathi yaqulunqwa liCandelo Lezocwangciso Loshishino Nothungelwaniswa Lwemigaqo-nkqubo, kwiSebe Lophuhliso Loluntu.

## ITHEYBHILE YEZIQULATHO

ISIGABA A: IINKCUKACHA EZITHE GABALALA.....	5
1. IINKCUKACHA ZESEBE EZITHE GABALALA .....	6
2. IZISHUNQULELO .....	7
3. ILIZWI ELISUKA KUMPHATHISWA.....	10
4. INGXELO YEGOSA ELONGAMELEYO.....	13
5. INTETHO YOKUTHATHELA UXANDUVA KWANENGQINISEKISO YOKUCHANEKA KWALE NGXELO YONYAKA .....	27
6. ISIMO NGOKWESICWANGCISO-QHINGA .....	28
6.1 Umbono.....	28
6.2 Umnqophiso .....	28
6.3 Imigqaliselo.....	28
7. IMISEBENZI NGOKWEMITHETHO NAMANYE AMAXWEBHU .....	29
7.1 Imisebenzi ngokweMigaqo-siseko .....	29
7.2 Imisebenzi Ngokwemithetho .....	29
7.3 Imisebenzi ephambili yeli Sebe .....	31
7.4 Imisebenzi Ngokwemigaqo-nkqubo .....	31
8. ISIMO SESEBE .....	35
9. AMAQUMRHU ANIKEZELA IINGXELO KUMPHATHISWA WEPHONDO .....	36
ISIGABA B: IINKCUKACHA EZINGENTSEBENZO .....	38
1. INGXELO YOMPHICOTHI-ZINCWADI OYINTLOKO: IINJONGO EZICWANGCISWE KWANTLANDLOLO .....	38
2. ISIMO SESEBE NGOKWENTSEBENZO.....	39
2.1 Imeko Yokunikezelwa Kweenkonzo .....	39
2.2 Isicwangciso Sokuphuculwa Kwenkqubo Yokunikezelwa Kweenkonzo .....	42
2.3 Imeko yeSebe.....	47
2.4 Ezona zinguqu ziphambili kwimigaqo-nkqubo kunye neenguqu kwimithetho .....	49
3. IINJONGO EZISEKELWE KWIZIPHUMO ZESICWANGCISO-QHINGA .....	50
4. IINKCUKACHA ZENTSEBENZO NGOKWEENKQUBO .....	56
4.1 INKQUBO 1: EZOLAWULO .....	56
4.2 INKQUBO 2: IINKONZO ZENTLALO-NTLE YOLUNTU.....	60
4.3 INKQUBO 3: EZABANTWANA NEENTSAPHO .....	68
4.4 INKQUBO 4: EZEENKONZO ZOLULEKO .....	78
4.5 INKQUBO 5: EZOPHUHLISO NOPHANDO .....	87
5. IINTLAWULO EZIDLULISELWEYO .....	97
5.1 Iintlawulo ezinikwa amaqumrhu ombuso .....	97
5.2 Iintlawulo ezidluliselwe kuyo yonke imibutho engeyiyo eyaseburhulumenteni.....	97

<b>6. IINKXASO-MALI EZINEMIQATHANGO .....</b>	<b>98</b>
<b>6.1 linkxaso-mali ezinemiqathango kunye neemali ezibekelwe bucala ezithe zahlawulwa .....</b>	<b>98</b>
<b>6.2 linkxaso-mali ezinemiqathango kunye neemali ezibekelwe bucala ezithe zafunyanwa.....</b>	<b>98</b>
<b>7. IIMALI ZAMALIZO.....</b>	<b>99</b>
<b>8. UTYALO-MALI OLUNGUNDOQO .....</b>	<b>99</b>
<b>8.1 Utyalo-mali olungundoqo, ulungiso nesicwangciso solawulo lwempahla yesebe.....</b>	<b>99</b>
<b>ISIGABA C: EZOLAWULO .....</b>	<b>103</b>
<b>1. INTSHAYELELO .....</b>	<b>103</b>
<b>2. ULAWULO LOMNGCIPHEKO.....</b>	<b>103</b>
<b>3. UBUQHOPHOLOLO NORHWAPHILIZO.....</b>	<b>104</b>
<b>4. UKUNCIPHISA UNGQUZULWANO LWEENJONGO .....</b>	<b>105</b>
<b>5. UMGAQO WOKUZIPHATHA.....</b>	<b>105</b>
<b>6. UKHUSELEKO LWEMPILO NEMIBA YENDALO ENGGONGILEYO .....</b>	<b>106</b>
<b>7. IIKOMITI ZEPALAMENTE .....</b>	<b>107</b>
<b>8. IZINDULULO ZESCOPA .....</b>	<b>111</b>
<b>9. IZILUNGISO ZANGAPHAMBILI KWIINGXELO ZOPHICOTHO-ZINCWADI .....</b>	<b>113</b>
<b>10. ICANDELO LOLAWULO LWANGAPHAKATHI.....</b>	<b>114</b>
<b>11. UPHICOTHO LWANGAPHAKATHI KUNYE NEEKOMITI ZOPHICOTHO .....</b>	<b>115</b>
<b>12. INGXELO YEKOMITI YOPHICOTHO .....</b>	<b>117</b>
<b>ISIGABA D: ULAWULO LWEMICIMBI YABASEBENZI.....</b>	<b>119</b>
<b>1. IMITHETHO ELAWULA ICANDELO LEZOLAWULO LWABANTU .....</b>	<b>119</b>
<b>2. INTSHAYELELO .....</b>	<b>121</b>
<b>3. IZIBALO-MANANI ZOHLOLO NOLAWULO LWABANTU .....</b>	<b>123</b>
<b>ISIGABA E: IINKCUKACHA EZINGEMALI .....</b>	<b>161</b>
<b>1. INGXELO YOMPHICOTHI-ZINCWADI OYINTLOKO .....</b>	<b>161</b>
<b>2. IINGXELO ZEMALI ZONYAKA .....</b>	<b>161</b>
<b>ISIHLOMELO A: Ukudluliselwa kweentlawulo kuyo yonke imibutho engeyiyo eyaseburhulumenteni .....</b>	<b>163</b>
<b>ISIHLOMELO B: linkcukacha Zoqhakamshelwano .....</b>	<b>164</b>
<b>ISIHLOMELO C: IZALATHISI ZECANDELO EKUNGANIKEZELWANGA NGXELO NGAZO YIDSD KWINTSHONA KOLONI .....</b>	<b>168</b>

**ISIGABA A: IINKCUKACHA EZITHE GABALALA**

## **ISIGABA A: IINKCUKACHA EZITHE GABALALA**

### **1. IINKCUKACHA ZESEBE EZITHE GABALALA**

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**IWEBSITE:** <http://www.westerncape.gov.za>

## 2. IZISHUNQULELO

ISISHUNQULELO	INTSINGISELO
AGSA	uMphicothi-zincwadi Oyintloko woMzantsi Afrika
AO	Igosa Elongameleyo
AOS	Inkqubo Yegosa Elongameleyo
APO	Abancedisi Bamagosa Oluleko
APP	Isicwangciso Sentsebenzo Yonyaka
AR	Ingxelo Yonyaka
ASC	Unonophelo Lwasemva Kwesikolo
BEE	Inkqubo Yokuxhotyiswa Kwabantu Abamnyama Ngokoqoqosho
BIS	Ukhuseleko Olungundoqo Lomvuzo
CBO	Imibutho Esekkelwe Ekuhlaleni
CDP	Umsebenzi Kwezophuhliso Loluntu
Ce-I	iCentre for Innovation
CFO	Igosa Elongamele Ezemali
CGRO	Uhlalutyo Nesikhokelo Sezolawulo Lwentsebenzo
CHH	Amakhaya Akhokelwa Ngabantwana
CPD	Uphuhliso Oluqhubayo Lwezakhono Zeengcali
CoE	Ukubuyezekwa Kwabasebenzi
CSC	ICandelo Leenkonzu Zoshishino
CSO	Imibutho Yeenkonzo Zoluntu
CYCC	Amaziko Ononophelo Lwabantwana Nolutsha
CYCW	Umsebenzi Kwezoonophelo
DoH	iSebe Lempilo
DoL	iSebe Lemisebenzi
DotP	iSebe leNkulumbuso
DPME	iSebe Lohlolo Novavanyo
DPSA	iSebe Leenkonzu Zoluntu Nezolawulo
DSD	iSebe Lophuhliso Loluntu
DTPW	iSebe Lothutho Nemisebenzi Yoluntu
ECD	Uphuhliso Lweentsana Ezisakhasayo
EHW	Impilo Nentlalo-ntle Yabasebenzi
EPWP	Inkqubo Exananazisiweyo Yemisebenzo Yoluntu
ERM	Ulawulo Lomngcipheko Kushishino
ERMCOM	IKomiti Yolawulo Lomngcipheko kushishino
FAMAC	Umbutho waseKapa Wabaxolelanisi Beentsapho
FAS	Isifo Esihlasele lintsana Ezingekazalwa Ngenxa Yokuselwa Kotywala Ngoonina
FASD	Izimbo Ezibangwa Sisifo Esihlasele lintsana Ezingekazalwa Ngenxa Yokuselwa Kotywala Ngoonina
FBO	Imibutho Esekkelwe Kwezenkolo
FGRO	Isikhokelo Sohlalutyo Lolawulo Lwezemali
FIU	ICandelo Lophando-nzulu
FMIP	Isicwangciso Sokuphuculwa Kwezolawulo Lwemali
GAP	Isicwangciso Seentshukumo zikaRhulumente
Giama	Ulawulo Lwempahla kaRhulumente Engagungqiyo
GMT	Iinqwelo-mafutha zikaRhulumente
HCBC	Unonophelo Lwasekhaya Olusekelwe Ekuhlaleni
HOD	iNtloko yeSebe kwiSebe Lophuhliso Loluntu
HR	Izibonelelo Zabasebenzi
HRD	Uphuhliso Lwezibonelelo Zabasebenzi
HSRC	IBhunga Lophando Ngenzululwazi Yoluntu
HWSETA	Amaqumthu Ongamele Uphuhliso Lwezakhono Kwezempilo Nentlalo-ntle
ICB	Ukuxhotyiswa Kwamaqhuru Ngezakhono
ICT	Ubuxhakaxhaka Bobugcisa Kwezoxibelelwano
IDP	Izicwangciso Ezihlananyelweyo Zophuhliso Koorhulumente Bamakhaya
IM	Lizinga Lokubhubha Kweentsana



ISISHUNQULELO	INTSINGISELO
ISDM	Uhlobo Oluhlanganyelweyo Lwenkqubo Yokunikezelwa Kweenkonzo
ISDP	Isicwangciso Esihlanganyelweyo Sokuphuculwa Kwenkqubo Yokunikezelwa Kweenkonzo
IT	Ubuxjakaxhaka Bobugcisa
JCPS	Ubulungisa Ulwaphulomthetho Uthintelo Ukhuseleko
LOGIS	Iinkqubo Zeenkukacha Ezingeehambo
M&E	Uhlolo Novavanyo
MAM	Ulawulo Lwempahla Egungqayo
MANCO	IKomiyi Yolawulo
MEC	Ilungu leBhunga Lolawulo
MOA	Isigqibo Sesivumelwano
MOD centre programme	Inkqubo Yamaziko Okuthatyathwa Kwenxaxheba Lihlokonidiba, Amathuba nokufikeleleka; Uphuhliso nokukhula
MOU	Isivumelwano Sokugondana
MPAT	Isixhobo Sohlolo Lwentebenzo Yabalawuli
MTEC	IKomiti Yenkcitho Yexesha Elingephi
MTEF	Isikhokelo Senkcitho Yexesha Elingephi
MTSF	Isikhokelo Sesisicwangciso-qhinga Sexesha Elingephi
NDP	Isicwangciso Sophuhliso Lwesizwe
NEETS	Abangaphangeliyo, Abangafundiyo kunye/okanye Abangekho Kuqeqesho
NGO	Umbutho Ongekho Phantsi Kolawulo Lwaseburhulumenteni
NPO	Umbutho Ongajonge Ngeniso
NT	iSebe Lemali Lesizwe
NTPSRMF	Isikhokelo seSebe Lesizwe Lemali Yolawulo Lomngcipheko Eburhulumenteni
NTR	Imimiselo yeSebe Lemali Lesizwe
NYS	Inkonzo Yolutsha Lwesizwe
OD	Uphuhliso lweSebe
OHS	Impilo Nokhuseleko Emsebenzini
OSD	Amakhono Ajolise Kumacandelo Athile Kuphela
OVC	Iinkqubo kunye Nabantwana Abasemngciphekweni
PAY	Inkqubo yeNkulumbuso Yokuphuhliswa Kolutsha
PDO	Injongo Esole Isetyiwe
PERSAL	Imivuzo Yabasebenzi
PFMA	uMthetho iPublic Finance Management Act
PGWC	uRhulumente wePhondo leNtshona Koloni
PILIR	Inkqubo Yekhefu Lokungabi Mandleni Akusebenza kwakunye Nomhlala-phantsi Ngenxa Yobuthathaka Bempilo
PSDF	Isikhokelo Sophuhliso Lwemihlaba yePhondo
PSG	Amanqaku Esicwangciso-qhinga sePhondo
PSO	Injongo Yesicwangciso-qhinga sePhondo
PSP	Isicwangciso-qhinga sePhondo
PT	iSebe Lemali lePhondo
PTI	Iqumrhu Loqeqesho LePhondo
PTI's	Imiyalelo yeSebe Lemali lePhondo
RWOPS	Ukufumana Intlawulo Engeyiyo le KaRhulumente Uyifumana
SACSSP	IBhunga loMzantsi Afrika Lamakhono Entlalo-ntle
SAPS	Inkonzo yesiPolisa soMzantsi Afrika
SASSA	I-Arhente Ejongene Nezibonelelo Zeentlawulo Zoluntu
SAW	Umsebenzi Wokuncediswa Koonontlalo-ntle
SCM	iCandelo Lolawulo Lwetyathanga Leentengo
SCOPA	IKomiti Emiyo Ejongene Nee-akhawnti zikaRhulumente
SDIP	Isicwangciso Sokuphuculwa Kwenkqubo Yokunikezelwa Kweenkonzo
SLA	Isivumelwano Senqanaba Lenkonzo
SMME	Amashishini amancinci, Askhasayo Naphakathi
SMS	iCandelo Leenkonzo Zabalawuli

<b>ISISHUNQULELO</b>	<b>INTSINGISELO</b>
SOP	Inkqubo Engundoqo Yokusebenza
SRD	Ukuhlangulwa Koluntu Kwiintsizi
Stats SA	iStatistics South Africa
TPA	Isivumelwano Sokudluliselwa Kweentlawulo
U-AMP	Isicwangciso Sokusetyenziswa Kwempahla yesebe
UCT	iDyunivesithi yaseKapa
UN	Izizwe Ezimanyeneyo
UNICEF	Ingxowa-mali Yabantwana Yezizwe Ezimanyeneyo
UNODC	I-Ofisi Yeziwe United Nations Office on Drugs and Crime
USAIDS	I-Arhente yaseMelika Ejongene Nophuhliso Lwezizwe
VEP	Inkqubo Yokuxhotyiswa Kwamaxhoba
VEPOPAR	Inkqubo Yokuxhotyiswa Kwamaxhoba kwakunye neRejista Yokuphathwa Gadalala Kwabantu Abadala
VOIP	Umgqo we-Internet Ongokwenziwa Kwamazwi
WC	iNtshona Koloni
WCED	iSebe Lemfundo leNtshona Koloni
WCG	uRhulumente weNtshona Koloni

### 3. ILIZWI ELISUKA KUMPHATHISWA



**u-Adv. Albert Fritz**  
**uMphathiswa wePhondo: kwiSebe Lophuhliso Loluntu**

NjengoMphathiswa woPhuhliso Loluntu kwiNtshona Koloni ndiseneniyhweba yokukhokela eli Sebe kwesi sithuba sokuba se-ofisini. Ukuze ndibe nokuqhuba nokuxananazisa nokuphucula umgangatho iinkonzo senze okokuba masikwazi ukunikezela iinkonzo ngendlela enefuthe nesemgangathweni ngokwezidingo zoMgaqo-siseko, imithetho, kwakunye neemfuno nezithembiso kubavoti, ndawonye neenjongo zeSicwangciso Sophuhliso Lwesizwe (iNDP).

ISebe Lophuhliso Loluntu sele lonwabele ithuba elide lozinzo nenkqubela kwisithuba seminyaka emithandathu edlulileyo. Oku ke kube neziphumo ezintle kakhulu. Oyena ndoqo nophawu loku kuzinza kube kukuqhubekela nenkqubela apho abasebenzi namahlakani ethu eenkonzo angaqalisa ukuzisebenzisa xa besenza imisebenzi yabo. Olu zinzo ke lulincediile iSebe kwimisebenzi yalo ephambili kulo nyaka ngenjongo yokuphucula iinkonzo kubantwana, ingakumbi ekusonjululweni komgangatho weenkonzo zokhuseleko lwabantwana, kwanokuqhuba neenkonzo ezizezinye namathuba kubantu abatsha.

Ngoko ke, umsebenzi weSebe lam kwisithuba sale ngxelo uqhuba ngokukhokelwa Ngamanqaku Esicwangciso-qhinga sePhondo (iPSG) ndawo-nye nemigqaliselo yemithetho kunye noondoqo. Ezi PSG ke sele ziqalile ukukholisa eli Sebe ukuze kuhlangukhelele kuhle imisebenzi yethu yomgaqo-nkqubo, nto leyo iyakukhokelela ekubeni zibe zezihlanganyelweyo nezixilileyo kwimisebenzi neenkonzo ezithile kwakunye neempawu zokugququlwa kwendlela yokusebenza. ISebe lona likhokelwa ikakhulu nguPSG2: *Ukuphucula iziphumo zemfundo kwanokudala amathuba ophuhliso lolutsha*, noPSG3: *ukwandisa intlalo-ntle, ukhuseleko kwanokunciphisa imikhuba eluntwini*.

Le Ngxelo Yonyaka ivakalisa amanyathelo okuqala eli Sebe ekuthungelaniseni iPSG, ngokuthi kuqwalaselwe iziphumo zezona ntshukumo zophando zakutsha nje ngesiidingo zoqoqosho loluntu kwakunye neningeni kweli phondo. UPSG2 uthi masise iinkonzo zethu ekuxhaseni, apho kuyimfuneko, ekukhuseleni abantu abatsha ngenjongo yokubanceda bazilungiselele isikolo ze bahlale kuso ze bafezekise amalungelo abo okhuseleko kwanononophelo olululo. Kubalulekile ke ukuyazi nokuyilandela inkqubela yethu kwindlela eya ekufezekisweni kwezicwangciso-qhinga zenjongo yesine, ngeli xesha siqinisekisa uluntu ukuba iimali ezisetyewnziswe ekuzuzeni ezi nkonzo ziza nezona ziphumo ziyimfuneko. Kule nkalo, ndikholisekile yinkqubela eyenziwe leli Sebe ekuqulunqeni imigaqo nemimiselo kumaqumrhu ethu ahlukileyo afana Namaziko Ononophelo Lwabantwana Nolutsha (iiCYCC) kunye neesheltha, phakathi kwezinye. Ngapha koko, kwanokomeleza nangakumbi ulawulo lwangaphakathi, iintshukumo zethu zohlalutyo lwemigangatho iqonde ikakhulu kwezona nkalo zokunikezelwa kweenkonzo ezingundoqo, ezifana nakwiiNkonzo Zokhuseleko Lwabantwana, sezikho kungoku nje.

UPSG 2 uqhuba asikhokelele ekugxiniseni nangakumbi ekuxhaseni ulutsha ngaphaya kweminyaka sesikolweni, ukulunceda lukwazi ukuvala umsantsa ophakathi kwemfundo nokuya ekuzimeleni ngokoqoqosho nangokuzimela ngokwemali. Phakathi kwezinye, oku kudinga ukuba:

- Someleze iinkalo zemfundo, ingakumbi kwinkalo yokufundiswa kolwimi lwesiNgesi, Lophuhliso Lwabantwana Abaselula, apho idingeka kakhulu, kwiindawo zokuhlala apho ukulungela isikolo kungakholisiyo;
- Sikhokele ekufikeleleni kweenzame zophuhliso lwezakhono kwakunye namathuba oqoqosho kulutsha olusigqibileyo isikolo; ze
- Siqinisekise ukuba izikolo ziyafikelela kwiinkonzo zentlalo-ntle ukuze kuncediswe apho abantwana babonakalisa iimpawu zendlela yokuziphatha enomngcipheko, okanye abachaphazeleka kwiintsizi.

Ukuzinikela kwam ekwandiseni amathuba kubantwana nolutsha kusami ngommo. Isicwangciso-qhinga sePhondo Sophuhliso Lweentsatshana kunye neSicwangciso-qhinga Sophuhliso Lolutsha kwiPhondo sele ziqalile ukukhupha iinkqubo ezisemgangathweni kubantu abatsha. Sele ziveze ifuthe elilulutho ebomini babo, ingakumbi kumba wokuncitshiswa kwentswela-ngqesho kulutsha. Ezinye zezona nto ziphambili kwezi nzuzo ibe kukusingathwa komsitho Wokuthweswa Kweembasa Zokugqwesa Kulutsha, Ukuphehlelelwa Kwenkqubo Yokudluliselwa Kwezakhono Kulutsha, kwakunye nokusekwa kweYouth Café yaseGeorge. La ke ibe ngamalinge anefuthe elimandla ajoliswe ekuncedeni ulutsha ukuze lube "ngabantu abadala abazimeleyo ngokoqoqosho, abasempilweni, abaneentsapho ezisemgangathweni kwakunye nabanobudlelwane obuphilileyo noluntu kunye nabanye abantu ngokubanzi'.

Ekugcineni lo mbono wokuqhubeka kwakunye nokuzinza kwesicwangciso-qhinga samanqaku, uPSG3 usathi ulindele ukuba, phakathi kwezinye izinto, sinikezele iinkonzo zophuhliso nononophelo lwempilo yengqondo ukuze sibe nokwehlisa iimeko zokuphazamiseka ezichaphazela imikhuba yoluntu kweli phondo, nkonzo ezo zifana:

- Unyango kwakunye namanye amalinge akwafanayo kumba wokusetyenziswa gwenxa kweziyobisi;
- Amalinge okukhusela abantwana ekuphathweni gadalala nasekungahoyakalini;
- Unonophelo nenkxaso kumaxhoba okuphathwa gadalala ekhayeni; kwakunye
- Nenkxaso kwiintsapho nakubazali abasemngciphekweni.

Ezona nkonzo ezinikezelwa leli Sebe, neenkalo zazo zemigaqo nemimiselo yemigangatho yazo, sele zisetyenziselwe ukufaka igxalaba kwimo engxabalazileyo, apho eli Sebe lisebenze namanye amasebe ukuze kuqhutywe ezona ziphumo zethu ziphambili, eziquka:

1. Abantwana abasempilweni nabathi ngokuhamba kwamaxesha babe nokufunda kakhulu;
2. Ulutsha oluzimiseleyo noluzibandakanyayo;
3. Iintsapho eziluzilima;
4. Uluntu lokuhlala oludlamkileyo nolomeleleyo; kwakunye
5. Nabasebenzi abasempilweni nabanentsebenzo.

Sele siyisebenzisile le ndlela yokusebenza ngeePSG kwimeko yoqoqosho emaxongo, yay eke enye ingxam yomsebenzi osasimeleyo ibandakanya ukusoloko siphucula imeko yesebe. Ukuza kuthi ga ngoku, sele siqulunqe ze someleza iinkqubo zethu zolawulo kwakunye nolawulo lwangaphakathi. Oku ke kube ngundoqo kulo nyaka-mali ungu-2015/16 kweli Sebe, ingakumbi kumba wokuqinisekisa ukuchaneka nokunyaniseka kweenkcukacha zentsebenzo yeSebe. Ukufumana iinkcukacha ezichanekileyo nezinyanisekileyo kwiNPO esisebenzisana nazo ezingaphaya kwamawaka amabini, ii-ofisi zeengingqi zokunikezelwa kweenkonzo ndawonye nothotho lwamaziko ekuhlalwa kuwo aphantsi kweli Sebe abantwana nabantu abadala ngumngeni omkhulu nosaqhubayo.

linzame zethu kule nkalo zibe yinzuzo kubantu abahluphekileyo kwakunye nabo basesichengeni kwiNtshona Koloni. Ziqinisekisa ukuba bafumana iinkonzo ezisemgangathweni,

yaye abo bazinikezelayo kufuneka bathathele uxanduva kubo ngeziphumo ezicwangcisiweyo zemisebenzi yabo.

Eli Sebe liyakuqhuba linikezela iinkonzo kubemi beNtshona Koloni kwisithuba seli xesha le-ofisi. Umbono wethu wokwakha uluntu olukwaziyo ukuzimela kwanokuthathana phantsi nemingeni yoluntu isengumsebenzi omkhulu, ingakumbi amanani abemi bephondo esiya esenyuka mihla le nje kwakunye nokunqongophala kwamandla email yephondo.

Ndiyathemba ke ukuba le Ngxelo Yonyaka iyibonisile impendulo yethu kule mingeni, ngendlela ecacileyo negxilileyo, yaye xa ifundwa ngokuhambelana nezinye iingxelo zeminyaka, ibonakalisa ukuba sineenzuzo ezimandla bfokwenkalo yeziphumo zeenkqubo zolawulo kwaakwinkqubo yokunikezelwa kweenkonzo.



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**UMPHATHISWA WEPHONDO KWISEBE LOPHUHLISO LOLUNTU**  
**u-Adv. A Fritz**  
**31 kweyeThupha ku-2016**

#### 4. INGXELO YEGOSA ELONGAMELEYO



**uGqir. Robert Macdonald**  
**iGosa Elongameleyo: kwiSebe Lophuhliso Loluntu**

##### **Isimo seentshukumo zeSebe**

Umsebenzi weSebe kulo nyaka ubukhokelwe yimisebenzi njengoko imithetho isitsho ze yathungelaniwa neSicwangciso-qhinga sePhondo yaye ngaphandle ke kwemingeni eza nokungabikho kwemali eyaneleyo, abemi bephondo abakhula ngokukhawuleza kwakunye nesidingo esimandla seenkonzo zentlalo-ntle, iSebe liqhubile nokugxila ekuphuculeni umgangatho weenkonzo. Inkalo ebalulekileyo kwei sithuba kukuthathelwa phezulu kokudluliselwa kwemali okwenza eli Sebe lakwazi ukwenyusa imivuzo yoonontlalo-ntle, abaphathi nabalawuli boonontlalo-ntle kwinkalo yeeNPO ngenjongo yokuphakamisa ukuzinza okumandla, amandla aphucukileyo okusebenza kwakunye nokugcinwa koonontlalo-ntle nto leyo iyakukhokelela ekuphuculweni komgangatho weenkonzo. Ngaphakathi, eli Sebe liqale inkqubo yokubunjwa ngokutshas kwenkangeleko yeli Sebe kwii-ofisi zalo zemimandla nakwiindawo ekunikezelwa kuzo iinkonzo ngenjongo yokuhlola nokunikezela izisombululo kumsebenzi noxanduva lwezolawulo olusemagxeni abaphathi bezentlalo-ntle ukuze kuzuzeke ezona ziphumo ziphambili zomsebenzi wazo wokuncedisa. Le nkqubo iyakuqunjelwa kunyaka-mali omtsha.

Eyona nto ibaluleke kakhulu kwiSebe Lophuhliso Loluntu ibe nguPSG2: Ukuphuculwa kweziphumo zemfundo kwanokudalwa kwamathuba ophuhliso lolutsha, kunye noPSG3: Ukwandisa intlalo-ntle, ukhuseleko kunye nokunciphisa imikhuba kuluntu. Iinkonzo Zononophelo Nokhuseleko Lwabantwana zibe ngowona msebenzi mkhulu kweli Sebe, ngokuhambelana nomsebenzi walo wokuqinisekisa ukuba urhulumente uyakwazi ukuwenza umsebenzi wakhe wokukhusela amalungelo abantwana ngaphantsi kweSahluko 28 soMgaqo-siseko. ISebe lisebenzise ingxenye enkulu yesabelo-mali salo kwiinkonzo zabantwana, kuquka ne-ECD, kwanasekumelaneni neenkonzo zalo ngokwemithetho ngokuhambisana nomthetho iChildren's Act ingakumbi kumba wokufakwa kwabantwana kwanokuhlolwa kokuhlaliswa kwabantwana kumakhaya exeshana, kwiindawo zexeshana ezikhuselekileyo kwakunye nakumaziko ononophelo lwabantwana nolutsha kwakunye nokuhlaliswa kolutsha olusalinde ukuxoxwa kwamatyala alo okanye olugwetywe ngokwemigaqo yomthetho iChild Justice Act. Eyona njongo nenqaku elilelona liphambili kweli Sebe kwisithuba sexesha lesi sicwangciso-qhinga eliqala ku-2015/16 kukuzisa ezi nkonzo kumgangatho othiwe theca ngumthetho iChildren's Act, kwanokuwahlanganisa nawamanye amasebe, oomaspala, iiNGO, kunye namahlakani asuka kwicandelo labucala. Ukuzuzeka kweli nqaku kuyakukhokelela ekuzuzekeni kukaPSG2 noPSG3.

Ekuxhaseni uPSG 2 ukunikezelwa kweenkonzo ze-ECD kugxile kwqisidingo sokuphucula umgangatho wemfundo ngokuthi kunikezelwe iindawo ezikhuselekileyo, isondlo ndawonye nokudlamkiswa kwanokubekwa ecicini lophuhliso lolwimi ngaphambi kokuba umntwana afike kwinqanaba lokuqala lesikolo ngokuhambelana nemigaqo yekharithyulam yesizwe kwabo basusela esizalweni ukuya kwiminyaka emine kunyaka-mali u-2015/16. iSebe liqale inkqubo yoqeqesho kwi-ECD kwiSikhokelo seKharithyulam Yesizwe esenziwe ngentsebenziswano neSebe Lemfundo leNtshona Koloni (iWCED). Isicwangciso-ahinga sePhondo Sophuhliso Lweentsatshana sathi sahlalutywa ze kwachongwa amaphulo angundoqo ngenjongo yokugxila kumgangatho weenkonzo, isondlo neenkqubo ezithile zabantwana abaphakathi kwesizalo neminyaka emithathu ubudala. Onke la maphulo abonisa impucuko eqhuba kuhle kumgangatho weenkonzo yaye iyakuqhuba kunyaka-mali olandelayo.

Iintsebenziswano neSebe Lemfundo leNtshona Koloni kunye neLempilo kunye nothotho lweeNPO zakhokelela ekuqulunqweni kwenkqubo yokudluliselwa kwabantwana nolutsha olukhubazekileyo okuzakuphucula umgangatho weenkonzo kwaba bantwana basemngciphekweni nto leyo iyakuthetha ukuba kufakwa igxalaba ekugcinweni kwabo besezikolweni ngokuthi bancediswe ukuba benze imisebenzi yabo yesikolo. Oku ke kuthe kwancediswa nayinxaso efanelekileyo yempilo yengqondo neenkqubo zenkxaso eziquka ukomelezwa kweentsapho, uqeqesho lokuba ngumzali, iinkqubo zempilo yokubamba nokufunda kuhle kwakunye nokunyangelwa ukusebenzisa gwenxa iziyobisi apho kuyimfuneko khona. Eli Sebe liye laqhuba nokugcina nokunikezela inkxaso kumaziko anikezela ngeenkonzo zentlalo-ntle ngenjongo yokunikezelwa kweenkonzo ezihlanganyelweyo kwaneenkonzo ezijoliswe ekuphakamiseni amalungelo, intlalo-ntle kunye nokuxhotyiswa ngokoqoqosho kwabantu abakhubazekileyo.

Ukunonotshelwa kwabantu abadala, ingakumbi ukwandiswa kweenkonzo zononophelo ezinikezelwa kumaziko azimeleyo kwanalawo afumana inkxaso ekunikezeleni inkonzo zononophelo kwabo bampilo inkenekene ukuze kube nokumelwana neemfuno zaban tu abadala kusengundoqo kweli Sebe. Uphando lohlahlutyo olumandla lwamaziko ononophelo lwathi lwaqosheliswa ze lwanikezela ulwazi olumandla nolululutho okusekwa nokuqulunqwa kwenkqubo yokunikezelwa kweenkonzo esekelwe kuluntu ekuhlaleni kubantu abadala. Umngeni ojamelene namaziko anikezela ngendawo yokuhlala kubantu abadala kwakunye nabantu abakhubazekileyo kulo nyaka ucace mhla sangazuzeki esinye sezizathu zokungazuzwa kweenjongo zeeNPO ngokubanzi ngenxa yokungabi nasakhono namandla akugcwalisa iibhedi ngenxa yokuba iimali zeSebe azizange zikwazi ukumelana nesantya sokwenyuka kwamaxabiso kule meko yoqoqosho imaxongo yaye ke la maziko okuhlala awazange akwazi nawo ukumelana neendleko zokusebenza kwawo.

Iphulo ekubanjiswene kulo yiDSD neSASSA yeNtshona Koloni ekuphuculweni kobudlelwane nezithili ezikumaphandle nakoomaspala ezinento yokwenza nohlangulo loluntu kwiintsizi lithe laqosheliswa neziphumo zalo ezintle. Emva komsitho Wolawulo Lweentlekele Zesizwe wokuchongwa kukamaspala wase-Oudtshoorn, owasePrince Albert kunye nowaseWitzenberg njengeengingqi ezijamelene nokunqongophala kwamanzi, ngokweenNPO zayo ezifumana inkxaso, iDSD ikhuphe isixa seebhotile zamanzi ezivaliweyo ezingama-29 400 ngenjongo yokumelana neziphumo ezibi zale ntswela-manzi kumakhaya anesi sidingo. iDSD iqhubile inikezela ngokutya okunesondlo kumakhaya adingayo kwiphondo ngokubanzi, kuquka nabantwana abathabatha inxaxheba kwinkqubo yasemva kwesikolo kumaziko eMOD.

Njengesiphumo sentsebenzo yeDSD ekudaleni amathuba engqesho ethutyana kwinkqubo ye-EPWP, kuye kwafumaneka inkxaso-mali eyongezelekileyo kwiSebe Lemisebenzi Yoluntu lesizwe. Kule nkalo, kuye kwadalwa amanye amathuba engqesho, kusetyenziswa inkxaso-mali esuka kwisebe lesizwe kwakunye nemali esuka kwiDSD. Amangenelo kwinkqubo yophuhliso lolutsha aquka inkxaso-mali enikwe iNPO ezingamashumi amabini anesihlanu ebezinikezela iinkonzo zophuhliso lwezakhono kwanokunikezelwa kwenkxaso kwimibutho ethe yafaka igalelo kwinkalo yomsebenzi wophuhliso loluntu ngokwenkqubo kaMphathiswa Yamawonga Olutsha.

iiYouth Cafes (ezinye ezimbini zither zasekwa eNyanga naseThsoreni ku-2015/16, ngaphezu kwezo sele zikho kakade eRocklands, eVangate Mall naseGeorge) sele zisebenza zinikezela uqeqesho ngezakhono zobomi, ukukhuthaza, uqeqesho, ezobunkokheli, ezoshishino, amathuba okulungela ingqesho kwakunye nenkxaso kubantu abatsha abangafundiyo, abangaphangeliyo nabangekho phantsi koqeqesho (iNEETS).

Kwathi kwafakwa kwiinkqubo ze kwamkelwa iinkqubo ezine (4) zoluleko – ekuqaleni kwisizwe ze okwesibini kwiphondo. Uhlalutyo lweSikhokelo Sokuphunyezwa Komgaqo-nkqubo Weenkqubo Zoluleko sele uqalile, ngelixa inkqubo yokukhangela nokuhlola bonke abantwana abakungquzulwano nomthetho abaseluvalelweni yathi yaphunyezwa, yabe ke ngoko ivumela iSebe ukuba lichonge ze lisombulule izixabi zeenkqubo nezingokusesikweni. Zathi zanikwa amanye amacebo iinkundla zamatyala ukuze zikhawulezise amatyala amancinci olwaphulo-mthetho, anike aboni abaselula ithuba lokuncedisa nokubuyisela kuluntu ze zancediswa nasekuvuleleni inkqubo yeenkundla kwanasekuvumeleni ukuba iinkundla zigxile kwawona matyala makhulu.

Ukufikeleleka kweenkqubo zokunyangela ukusetyenziswa gwenxa kweziyobisi kuye kusanda ngokwandiswa nokusekwa kweenkqubo zokunyangelwa ukusetyenziswa gwenxa kweziyobisi kumaziko Akhuselekileyo eli Sebe Ajongene Nononophelo Lwabantwana Nolutsha. Kukwandiswe neenkonzononyango ezisekelwe kwiindawo zokuhlala namandla ongezlelweyo kwinkqubo efumana inkxaso-mali kweli Sebe yonyango nokufakelwa kwe-Opiate eMitchells Plain kwanokwandiswa kweenkqubo zonyango ezisekelwe kuluntu ekuhlaleni e-Atlantis, eBhobhofolo, naseCeres. Iinkqubo ezisekelwe ezikolweni zithe zasasazelwa kwizikolo eziseKuilriver, e-Eerste River, eSteenberg, eLavender Hill, eHout Bay nase-Elsies River.

Ngokweenkqubo Zokuxhotyiswa Kwamaxhoba, uhlobo lweKhuseleka One-Stop Centre lwathi lwasekwa ngomhla wama-26 kwinyanga yeThupha ka-2015 eSaartjie Baartman Centre ze lwagqibela ekuqulunqweni komgaqo wokudluliselwa kusenzelwa iJustice Crime Prevention Security Cluster (iJCPS) kwakunye neQoqo Lezoluntu, ndawonye neeNPO ezichaphazelekayo ngenjongo yokuqinisekisa ukuba iinkonzo ezinikwa amaxhoba zizezihlanganyelweyo. Kwathi kwandiswa neenkonzononyango nezempilo yengqondo nenkxaso kumaxhoba obundlobongela bamaqela emigewu. Kwathi kwaqaliswa nendawo eyisheltha yamadoda angamaxhoba olwaphulo-mthetho nobundlobongela ngenjongo yokwakha iziseko zesidingo seesheltha zamadoda eKapa. Eli Sebe lavula isheltha yokuqala eMzantsi Afrika, eyenzelwe abantu abadala abangamaxhoba okuxhwilwa nokuthengiswa kwabantu kwakunye nabantwana babo. Ngaphezu koko, kwathi kwavulwa isheltha entsha yamaxhoba obundlobongela kwikota yokugqibela.

ISebe laziqoshelisa iinkcukacha zamanani abemi eziquka iinkcukacha zohlalutyo lokunikezelwa kweenkonzo kwinkalo yenkqubo yokuziphililela kunye neentsapho; kwakunye namaziko e-ECD. Ezi nkukacha ke zaye zaveza iinkalo ezingundoqo koomaspala abathandathu bezithili ukuze kungeniswe iinkonzo zamalinge okungenelela karhulumente. Oku ke kwathi kwenziwa ngokuthi kuhlalutywe iinkcukacha esele zikho kwakunye neengxelo ngoku kulandelayo, Ubalo-bantu luka-2011; Imeko Yoqoqosho Loluntu Kubalo-bantu luka-2011; kwakunye Neemo Zolutsha Kubalo-bantu luka-2011. Uhlalutyo lwenkqubo Yokubonwa Kwesimo kwakunye nokuxhotyiswa ngezakhono sathi saqosheliswa. Isixhobo sokujonga sisekelwe kwi-intanethi ukuze kujongwe iinkcukacha ezikwisimo senkalo ngenjongo yokuphucula indlela yokuthatyathwa kwezigqibo ezininto yokwenza nesicwangciso-qhinga kweli Sebe.

Eli Sebe lenze lanikezela uqeqesho Lokuxhobisa Amaqumrhu Ngezakhono ngokuthi linike abasebenzi balo uqeqesho kwinkalo yokuzimela nokusebenza ngendlela kweeNPO. Iinkqubo zoqeqesho ezithe zanikezelwa ziquka ukufundisa ezi NPO Ngolawulo Olulungileyo, umthetho iNPO Act, umgaqo iNPO Fundraising Basics and Tax Exemption. Kwiinzame zalo zokunikezela



uthotho lweenkonzo zentlalo-ntle ngentsebenziswano namanye amaqumrhu kwanokuphucula amandla alo okuncokolisana noluntu ngalo msebenzi, iSebe eli lithe lanceda iiNPO ezili-1179 ngokubhalisa ze labe lidlula lee kwinqanaba ebelilicwangcisi lelingama-579.

Kwathi kwaqulunqwa ze kwaphunyezwa iSikhokelo sePhondo Sokuqinisekisa Umgangatho leli Sebe njengoxwebhu lomgaqonkqubo ekumele lisetyenziswe leli Sebe kumsebenzi walo wokuhlola intsebenzo egqibeleleyo. Esi sixhobo sathi saqala ukusetyenziswa kwikota yokugqibela yonyaka-mali u-2015/16 yaye inkqubo nganye iyakusivavanya kunyaka-mali u-2016/17. Zizonke, ezi nzame kulindeleke ukuba zibe nefuthe elihle kwiinkonzo ezinikezelwa ziiNPO ezifumana inkxaso-mali kweli Sebe.

**Imeko yeziphumo zemali yeli Sebe  
lirisithi zeSebe**

**Itheybhile A: lirisithi zeSebe**

lirisithi zeSebe	2015/16			2014/15		
	Iintelekelelo	Eyona	Inkcitho (Engaphezu)/ Engezantsi kwesabelo	Iintelekelelo	Eyona Nkcitho	Inkcitho (Engaphezu)/ Engezantsi kwesabelo
	R'000	R'000	R'000	R'000	R'000	R'000
Iirisithi Zerhafu	-	-	-	-	-	-
Iikhasino	-	-	-	-	-	-
Iirhafu Zemidyarho Yamahashe	-	-	-	-	-	-
Iimpepha- mvume zokushishina ngotywala	-	-	-	-	-	-
Iimpepha- mvume zeenqwelo- mafutha	-	-	-	-	-	-
Ukuthengiswa kwempahla neenkonzo ezingezizo ezona zoshishino	668	911	(243)	635	977	(342)
Iintlawulo ezifumanekileyo	-	-	-	-	-	-
Izohlwayo, iipenalti nokuncanywa	-	-	-	-	-	-
Inzala, iinzuzo zezabelo neentlawulo zerente yomhlaba	30	91	(61)	27	42	(15)
Ukuthengiswa kwempahla engundoqo kushishino	-	-	-	-	-	-
Iintshukumo zoshishino ngempahla	217	1 182	(965)	200	787	(587)

Iirisiti zeSebe	2015/16			2014/15		
	Iintelekelelo	Eyona	Inkcitho (Engaphezu)/ Engezantsi kwesabelo	Iintelekelelo	Eyona Nkcitho	Inkcitho (Engaphezu)/ Engezantsi kwesabelo
	R'000	R'000	R'000	R'000	R'000	R'000
yesebe kunye namatyala						
<b>Itotali</b>	<b>915</b>	<b>2 184</b>	<b>(1 269)</b>	<b>862</b>	<b>1 806</b>	<b>(944)</b>

### Iirisiti zeSebe

Ingeniso yeSebe, eyenziwe kwaliSebe ifikelela kwi-0,1% yesabelo seSebe Sisonke. Nazi ke ezona ndlela lifumana ngazo ingeniso yalo iSebe:

- Ukuqokelelwa kweemali ezityalwa iSebe;
- Amatyala amabi achaphazela ingeniso yeSebe afikelele kwi-R128 000 futhi ke abe ngenxa yendlela engenaqoqosho yokukoleka, amatyala athe aqinisekiswa ndawonye nentsokolo ebezinokuthinteleka;
- Ikhomishini nge-inshorensi kunye nemiyalo yokutsala imali kwimivuzo yabasebenzi;
- Ukupakwa kwezithuthi kunye nokuhlawulela iindawo zokusebenzela nezokuhlala zabasebenzi ngookwemigaqo-nkqubo yeSebe Lemisebenzi Yoluntu Nezothutho;
- Ukukolekwa nokulandwa kweemali eziziintlawulo ezingasetyenziswanga ebeziminyaka engaphambili.

Ukuqokelelwa kwengeniso ngaphezu komyinge kunyaka-mali u-2015/16 kube ngama-R1,269 ezigidi yaye ikakhulu kungenxa yoku kulandelayo:

- Ukwanda kwamalinge okukolekwa kwamatyala;
- Ukwanda kweendawo zokuhlala nezokushishina kwakunye nezokubeka izithuthi;
- Iimali ezibuyiswe liCandelo Lezithuthi Eziziinqwelo-mafutha zikaRhulumente (iGMT ngamafuphi) kumba wee-akhawunti zonyaka ophelileyo.

### Inkcitho Yeenkqubo

#### Itheybhile B: Inkcitho Yeenkqubo

Igama Lenkqubo	2015/16			2014/15		
	Eyokugqibela Ebekelwe Bucala	Eyona Nkcitho	Inkcitho (Engaphezu)/ Engezantsi	Eyokugqibela Ebekelwe Bucala	Eyona Nkcitho	Inkcitho (Engaphezu)/ Engezantsi kwesabelo
	R'000	R'000	R'000	R'000	R'000	R'000
Ezolawulo	174 273	174 273	-	206 968	189 043	17 925
Iinkonzo Zentlalo-ntle Yoluntu	725 708	719 877	5 831	640 190	634 864	5 326
Abantwana & Neentsapho	601 873	601 064	809	551 239	550 888	351
Iinkonzo Zoluleko	319 202	318 985	217	290 917	290 705	212
Ezophuhliso Nezophando	77 873	77 873	-	68 354	68 342	12
<b>Itotali</b>	<b>1 898 929</b>	<b>1 892 072</b>	<b>6 857</b>	<b>1 757 668</b>	<b>1 733 842</b>	<b>23 826</b>

### **Inkqubo 1:**

Le nkqubo iyisebenzise yonke imali-sa belo yayo eyi-R174,273 yezigidi kunyaka-mali u-2015/16.

### **Inkqubo 2:**

Kwisabelo-mali sayo, le nkqubo isebenzisa ama-99.2% esabelo-mali esingama-R725,925 ezigidi kunyaka-mali u-2015/16. Iimali ezingekasetyenziswa ezingama-R5,831 ezigidi zona zinento yokwenza nokungasetyenziswa kwemali ebekelwe Yokubuyekeza Abasebenzi ngenxa yokungafumani abantu abanezakhono ezilungileyo kwinkqubo yogayo, iintengiso zangaphakathi kunye nokushiya kwabasebenzi.

### **Inkqubo 3:**

Le nkqubo isebenzisa ama-99.8% esabelo-mali sayo esingama-R601,873 ezigidi kunyaka-mali u-2015/16. Iimali ezingasetyenziswanga ezingama-R809 amawaka kuchaphazela ukungasetyenziswa kwemali ebekelwe Ukubuyekizwa Kwabasebenzi ngenxa yokungafunyanwa kwabantu abanezakhono ezilungileyo kwinkqubo yogayo, kwiintengiso zangaphakathi kunye nakubasebenzi abashiyayo.

### **Inkqubo 4:**

Le nkqubo sele isebenzise ama-99.9% esabelo-mali sayo esingama-R318,985 ezigidi kunyaka-mali u-2015/16. Iimali ezingekasetyenziswa ezingama-R217 amawaka zibhekisa kwimali ezingasetyenziswanga ezibekelwe Ukubuyekizwa Kwabasebenzi ngenxa yokungafunyanwa kwabasebenzi abakulungeleyo kwinkqubo yogayo, iintengiso zangaphakathi kunye nokushiya kwabasebenzi.

### **Inkqubo 5:**

Le nkqubo iyisebenzise yonke yonke imali ebiyabelwe engama-R77,873 ezigidi kunyaka-mali u-2015/16.

### **Ukudluliselwa Kwemali**

Kwathi kwafakwa isicelo sokudluliselwa kweemali ukususela:

- Ukusetyenziswa ngaphantsi kwemali Yokubuyekizwa Kwabasebenzi kwiNkqutyana 1.2 kunye no-1.3 kungenxa yokonga kumawonga entsebenzo. Le mali iyakusetyenziselwa ukuvala umsantsa wokunganeli kwemali kwiNkqutyana 4.2, 1.1 no-4.4 ngenjongo yokuvalwa kwezikhundla. Ukungasetyenziswa ngokugqibeleleyo kwemali ekwiNkqutyana Yempahla Neenkonzo 1.2 kungenxa yamaphulo angazange aqosheliswa. (amaphulo ophando) yaye iyakusetyenziselwa ukuncedisa iindleko ezikwinkqutyana 2.1 ngezibhambathiso zokusebenza ezinikwe imimandla kwakunye neNkqutyana 4.2 ukwenzela ukufumana impahla neeyunifom kubaxhamli kunye nabasebenzi bethu abakumaziko Okhuseleko;
- Ukungasetyenziswa ngokugqibeleleyo kwemali Yokubuyekizwa Kwabasebenzi kwiNkqutyana 2.1 kungenxa yokungavalwa kwezithuba, iziphakamiso neentengiso zangaphakathi kwanokungafunyanwa kwabantu abanezakhono ezisemgangathweni. Le mali ke iyakusetyenziselwa ukuncedisana nokunganeli kwemali ekwiNkqutyana 2.2, 2.4, 4.3, 4.4, 5.1, 5.4, 5.6 no-5.8 ngenjongo yokuvalwa kwezithuba;
- Ukungasetyenziswa ngokugqibeleleyo kwemali Yokubuyekizwa Kwabasebenzi kwiNkqutyana 3.3 kungenxa yokungavalwa kwezithuba. Le mali iyakusetyenziselwa ukuncedisa ekushoteni kwemali kwiNkqubo Yokubuyekizwa Kwabasebenzi;
- Ukungasetyenziswa ngokugqibeleleyo kwemali Yoikubuyekizwa Kwabasebenzi kwiNkqutyana 5.2 kungenxa yokungavalwa kwezithuba. Le mali iyakusetyenziselwa ukuncedisa ekungoneline kwemali kwiNkqubo Yokubuyekizwa Kwabasebenzi;
- Ukungasetyenziswa ngokugqibeleleyo kwemali ebekelwe iNPO kwiNkqutyana
- 5.4 kungenxa yokunqunyanyiswa kwenkxaso-mali kwiiNPO ezingayithobeliyo imithetho. Le mali iyakusetyenziselwa ukuncedisa kwiNkqutyana 2.1, 3.2 no-3.3;
- Ukunganeli kwemali kwezi nkqutyana zilandelayo kungenxa:

- kwiNkqutyana 2.1: Kungenxa yezibhambathiso zokusebenza kumba wokuhlalulwa kwerente kwinkqubo i-e-mobility kunye nePABX ezinikwe iMimandla;
- kwiNkqutyana 3.2: Kungenxa yokwenyuswa kwemali edluliselwa kwiNkqubo Yononphelo Neenkonzo Kwiintsapho ukuze kwenyuswe imali eyenzelwa ukuhlawulela iindleko zeesheltha kwanokwandiswa kweenkqubo;
- kwiNkqutyana 3.3: Ukwanda kwinqanaba leemeko zeendleko neentlawulo zabazali bokhuseleko.

### **Eziseleyo**

ISebe lifake isicelo sokudluliselwa kweemali kwanokugcinwa kwengeniso efikelela kwiR8,126 yezigidi. Oku ke kuyakusetyenziswa ngolu hlobo lulandelayo:

- Kukumelana noxanduva lweSebe ngokwemigaqo yomthetho iChildren's Act kwanokuphuculwa kweenkonzo Zononophelo Nokhuseleko Lwabantwana, ukudingeka kwezinye izithuthi zeGG ngenjongo yokuncedisa kumsebenzi wolawulo lwabazali bononophelo lwethutyana, amangenelo okuqeqesha, ukhuseleko lwabantwana ngenxa yokungahoyakali okanye ngenxa yokuphathwa kakubi kwanokudluliselwakwabantwana kubanye abazali;
- Ukulungiswa, ukukhandwa kwanokuphuculwa komgangatho wamaziko angekho phantsi komsebenzi weSebe Lemisebenzi Yoluntu ukuze kube kuthotyelwa imigaqo yomthetho iChildren's Act kunye neChild Justice Act;
- Ezinye iinkonzo kubantwana abangenamakhaya abahlala ezitalatweni ngenjongo yokuthobela imigaqo emitsha ekumthetho iChildren's Act ethi abantwana abantwana abahlala ezitalatweni mabathatyathwe njengabantwana abanesidingo sononophelo nokhuseleko. Kuqulunqwe imigaqo neenkqubo zophuhliso lolutsha, inkqubo yokudluliselwa kwezakhono kwakunye neenkqubo zokufikelela kwabo basweleyo njengoko lisitsho iphulo eliphambili likaPSG 2.
- Izizathu zenkcitho engaphunyezwa, engakhange ibe naziqhamo neyinkcitha kwakunye nezixa ezichaphazelekayo ndawonye namanyathelo athatyathweyo ukusombulula nokuthintela ukuphinda yenzeke le meko
  - Ukulahleka kweswitchboard yePABX ekuqa imali yerente yeenyanga ukususela kweyeSilimela ukuya kweyeDwarha ka-2015 (R73 yamawaka);
  - Inkonzo yokulahlwa kwenkukuma iinyanga ezilithoba (R11 yamawaka).La matyala adluliselwa kwiCandelo Lemicimbi Yabasebenzi ukuze kube nokujongwa ukuba akunakululekwa gosa nay aye awakaqoheliswa.

### **Izicwangciso Zekamva leSebe**

ISebe lize nezinye iinkalo ezintsha ekuzakugxilwa kuzo phantsi kwala maphulo matsha ephondo mathathu ngaphantsi kwemigaqo kaPSGs 2 no-3:

- Ukusekwa kwenkqubo entsha ye-ECD yokuphuhlisa kwesakhono solwimi nokuphuhla kwengqondo yokuqonda kwiindawo zilikhulu apho ukulungela isikolo kungekho mgangathweni;
- Amathuba angundoqo kunye nenkxaso Kubantu Abakhubazekileyo, kuquka ukuhlanganyelwa kweenkqubo zabantwana abakhubazeke ngokumandla ngokwasengqondweni phantsi kweSebe Lophuhliso Loluntu;
- Iintsapho ezisemngciphekweni, ingakumbi xa kuzakugxilwa kumba wokuthotyelwa kwemimiselo yomthetho iChildren's Act
- Ukuhlanganyelwa nokuququzelelwa kokuphunyezwa kwesicwangciso-qhinga Sophuhliso Lolutsha kwiPhondo.

Oyena ndoqo wenkqubo eyodwa Yophuhliso Lweentsatshana kukuphucula uku;ungela isikolo kwenkalo yabantwana abaphakathi kweminyaka emine nemihlanu ubudala kwikhulu lamaziko akwiNtshona Koloni apho izinga lokulungela isikolo liphantsi, ingakumbi kwinkalo

yokukwazi ukufunda nokubhala kwanokubala, kwanokuphucula isakhono zokufunda iilwimi ngenjongo yokwenza abantwana abo bakwazi ukumelana nokuba sesikolweni. Oku ke kuquka iinkqubo zenkxaso kubazali baba bantwana ukuzer babe nokuxhoba ngezakhono zokubenza babe nomdla wokuqhuba nale mfundo emakhayeni ngenjongo yokuqhuba noku kufunda kumaziko / njengamaqela okudlala kwakunye nenkqubo yohlolo ngenjongo yokuqwalaselisisa ifuthe lokulungela ukuba sesikolweni.

ISebe liyakuthi ke kwisithuba seminyaka emithathu ezayo liqhuba nokuphakanmisa amalungelo, intlalo-ntle kwanokuxhotyiswa Koluntu Olukhubazekileyo kwakunye neentsapho zalo okanye abantu abalunonophelayo ngokoqoqosho, ekuphakamiseni ubulungisa kwanokuvingcwa kwemisantsa kwicandelo lezokukhubazeka. Enye inkxaso-mali engamashumi amathathu ezigidi zeerandi – ekhutshwe okokuqala kunyaka-mali u-2015/16 – iyakudluliselwa ze yandiswe kwiminyaka engaphaya kwale mihlanu. Kwisithuba serMTEF, kuthe kwenziwa amalinge okwenyuswa kwenkxaso-mali yokuhlizeka iindabo zocweyo ngokhuseleko kwakunye namaziko ononophelo olukhuselekileyo kubantu abakhubazekileyo, ukwandiswa kononophelo lwasemini kubantwana nabantu abadala abakhubazekileyo, amaziko ononophelo olulodwa kubantwana abakhubazeke ngokwasengqondweni kwakunye neenkonzo zenkxaso eyodwa kubantu abakhubazekileyo. Ukuqhuba nokumnikezela inkxaso kwicandelo lezokukhubazeka, kuthe kwasekwa isikhundla saoncedo sephondo sabantu abakhubazekileyo yaye siyasebenza; amatyathanga okudluliselwa kwabantwana nolutsha olukhubazekileyo azakuphucula inkqubo yokunikezelwa kweenkonzo ndawonye nokusekwa kweziko elizakuba seMaitland nelizakuhlalisa abantu abangamashumi amathathu ekufunyaniswe ukuba bakhubazeke ngokweenkalo ezimbini yaye bakwakhubazeke ngokwasengqondweni ngenjongo yokuqinisekisa ukuzuzeka kukaPSG3. Enye into eyeyokuqala kweli phondo kukuqulunqwa kwenkqubo yokunikezelwa kweziqinisekiso zemivuzo ngokobuxhakaxhaka bobugcisa kusenzelwa abantu abangaboniyo kunye/okanye nabo basebenzi bakarhulumente wephondo bangaboni ngokugqibeleleyo.

Ezona njongo ziphambili zeSebe kwinkalo yophuhliso loluntu kwisithuba sale minyaka mithathu ilandelayo iyakuba kukuqinisekisa ukuba zonke iinkqubo ezijoliswe nezixile kulutsha kunye neziphumo zexesha elide zePYDS, ngeli kugxilwe ngokwesicwangciso-qhinga Kulutsha olungafundiyo, olungaphangeliyo nolungekho kuqeqesho kwanokuqinisekisa uku ba zonke iinPO ezineenkqubo ezijoliswe kulutsha ziyamelana neziphumo. Ngapha koko, ngentsebenziswano neSebe LeNkulumbuso (iDOTP) liyakuqinisekisa ukuphunyezwa kweePYDS kwinqanaba lamasebe ukuqinisekisa ukuba onke amasebe ePhondo aneenkqubo ezijoliswe kulutsha ayanyanise nesi sicwangciso-qhinga.

Isabelo-mali sesondlo samaziko eMOD kwanalo Msebenzi uyakudluliselwa kwiSebe Lemfundo ekuqaleni konyaka-mali u-2016/17 ze safakwa phantsi kwenkqubo yesondlo yezikolo eliqhutywa liSebe Lemfundo. Amaziko Anikezela Ngononophelo Olungag ibelelanga kwakunye neenkqubo ezifumana inkxaso-mali kwieli Sebe angoyena ndoqa wenkqubo Yononophelo Lwasemva Kwesikolo yaye injongo yayo kukwandisa iinkqubo ezisemgangathweni ezizakunika inkxaso iintshukumo eziquka, kodwa ezingaphelelanga ekunikezelweni kwezidlo, inkxaso kumsebenzi wasekhaya, inkxaso kwiintshukumo zemidlalo, izakhono zobomi, isikhokelo kunye nenkxaso yentuthuzelo.

Amanye amalinge athungelana noPSG 3 kukuphuculwa kweenkonzo kwiintsapho ezisemngciphekweni, ukuthotyelwa kwemigaqo nemimiselo yomthetho iChildren's Act, amalinge okwulwisana nokusetyenziswa gwenxa kweziyobisi, iinkonzo zoluleko kwakunye neenkqobo zokululeka, inkxaso kumaxhoba, iisheltha zaantu abadala abangenamakhaya, ingakumbi amanina nabantwana kuquka nendawo eyodwa yokuhlaliswa kwamaxhoba okuxhwilwa.

Eli Sebe likwajongana nezinye iindlela zokuzisa iindlela ezizodwa nezisemgangathweni zokusebenza eziquka, phakathi kwezinye, ukufudukela kwiMigaq Yokusetyenziswa Kwamazwi kwi-Intanethi, ukuncitshiswa kwenkcitho ekusetyenzisweni kweendiza kwanokufumama ezinye iinkampani ezizakusilawulela izithuthi. Kwilinge lokunciphisa isisekelo eli Sebe ligqibe ekubeni livingce izikhewu zengqesgho ezingundoqo kuphela. Xa kuthathelwa ingqalelo ukunganeli kwesabelo-mali, kuyakuthi kwenziwe amacebo angamanye okudala amanye amathuba angcono kulutsha, azakugxila ekuphuhliseni kwezakhono kwanokuthungelani nswa nezithuba zengqesho. Ngokwenyuswa kwenkxaso-mali yokuxhobisa ngezakhono kwinkqubo i-EPWP, kuyakuthi kudalwe amanye amathuba exeshana engqesho, yaye azakufumama inkxaso kwigalelo leenkqubo zeli Sebe kwakunye netyathanga lentsebeziswano neSebe Loorhulumente Bamakhaya liyakuqiniswa ngenjongo yokuqinisekisa ukuba baninzi abantu abathi bayanyanise nezithuba zengqesho ezikwizinga eliphantsi ngokwenkqubo Yemisebenzi Yoluntu (iCWP).

## **Amatyathanga Entsebenziswano Phakathi Kwamaqumrhu Oluntu Nawabucala**

Akukho ngxelo

### **Iintshukumo eziyekisiweyo**

Ukudluliselwa kweenkqubo zesondlo kumaziko eMOD kwiSebe leMfundo.

### **Iintshukumo ezintsha okanye ezisacetywayo**

Ukwandiswa kweziko labatyaleli, Ezoqwalaselo, Uvavanyo Nokudluliselwa kubantwana abasemngciphekweni ngenxa yesidingo seenkonzo esimandla ngokwezibonelelo ezikhoyo.

## **Ezolawulo Lwetyathanga Leentengo**

### **Izindululo zeziniki-maxabiso ezingaqinisekiswa kulo nyaka singawo**

ISebe alikaziqoshelisi naziphi na izivumelwano zeziniki-maxabiso kulo nyaka singawo.

### **Iinkqubo Zetyathanga Leentengo ezisetyenziselwa ukunqanda inkcitho etenxiletongayo**

- Inkqubo Yamagosa Ongameleyo elawula iInkqubo Yolawulo Lwetyathanga Leentengo kwakunye Nempahla yeSebe Egungqayo ziyasebenza. Lo mgaqo-nkqubo usisisombululo yaye ubeka elubala imigaqo-nkqubo elawulo eli tyathanga leentengoyaye ikwalawula iintshukumo zesebe nezolawulo kwimicimbi yamihla le yeSCM;
- Imigaqo yeSCM ibeka elubala amandla okuthatyathwa kwezigqibo ezinika amandla okusebenza kwale nkqubo;
- Isikhokelo Sangaphakathi Solawulo lweSCM neMAM zither zahlolwa ze zaphunyezwa liGosa Elongameleyo ngenjongo yokomeleza iinkqubo zolawulo lwangaphakathi.

### **Iintshukumo ezintsha ezisacetywayo**

- Ukwanda kwenkxaso-mnali kwiiNPO (iinkxaso-mali kwizikhundla zoonontlalo-ntlekwakunye nokwenyuka kwamaxabiso ezinto). Oku ke kuyakuphucula imivuzo yoonontlalo-ntle, abaphathi boonontlalo-ntle kunye nabalawuli kwezentlalo-ntle kwiiNPO ezifumana inkxaso-mali kube ke ngoko kuphakanyiswa indlela yokuzimela nokuba luqilima kwale mibutho, indlela yokugaya ephucukileyo, indlela engcono yokugcinwa koonontlalo-ntle kwicandelo leenNPO, ze ke oko kukhokelele ekuphucukeni kwenkqubo yokunikezelwa kweenkonzo.
- Ukusekwa kwebhodi yolawulo lweCYCC ngokwemigaqo yomthetho iChildren's Act. Injongo yale bhodi kukuqwalasela nokuqinisekiswa kwentlalo-ntle yomntwana kwanokuqinisekisa ukusetyenziswa kwemigaqo nemimiselo yesizwe.

Ezi ntshukumo ziyakulawulwa ngokwemigaqo yeli Sebe.

## **Ulawulo Lwetyathanga Leentengo**

### **limbono namangenelo angacelwanga kwiziniki-maxabiso ezithe zaqosheliswa kulo nyaka-mali singawo**

ISebe alikaziqoshelisi zivumelwano zamangenelo kulo nyaka-mali singawo.

### **linkqubo Zetyathanga Lolawulo Lweentengo ezikhoyo zokuthintela inkcitho etenxileyo**

Uxwebhu lomgaqo-nkqubo, olubizwa iNkqubo Yamagosa Ongameleyo, luthi thaca imisebenzi yeSebe ze, ithi thaca namagunya nemisebenzi, ezibekwe ngokucacileyo kumagxa eGosa Elongameleyo. Luyadlulela ngokuthi lubeke elubala zonke iintshukumo zeenkqubo, zesebe nezolawulo ezibandakanyeka kwimisebenzi yamihla le yetyathanga lolawulo lweenkonzo ukuze zihambelane nemithetho nemimiselo elawulayo (iPublic Finance Management Act (iPFMA ngamafuphi), Imimiselo Yesebe Lesizwe Lezemali kunye Nemiyalelo Yesebe Lephondo Lezemali. Njengokuba le Nkqubo Yamagosa Ongameleyo ibeka elubala imiba yomgaqo-nkqubo wetyathanga leentengo, amagqiza eSCM ngawo abeka amagunya okuthatyathwa kwezigqibo ezipha amandla ezi nkqubo kule Nkqubo Yamagosa Ongameleyo. Inkqubo yeli Sebe Yamagosa Ongameleyo yayamene Noxwebhu Lwesicwangciso olukhutshwe liSebe lePhondo Lezemali. Amagqiza eSebe ebeyanyanise nemigaqo engundoqo ekhutshwe liSebe Lephondo Lezemali.

### **Imingeni ekuthe kwajanyelwana nayo kwiTyathanga Lolawulo Leentengo nokuba isonjululwe njani na**

- Uhlolo lwamacandelwana kuye kwafumaniseka ukuba lunamagingxingxi ngenxa yokungafikeleleki kweminye imiba yokumila kwawo yaye ke iSCM yona yowa ibisoloko ithembele kumaqumrhu angaphandle afana nenkqubo Yohlolo LweSCM neMAM leSebe Lemali lePhondo, Uvavanyo Lophicotho-zincwadi lwangaphakathi lweKomishoni Yamaqumrhu Aseburhulumenteni Yohlolo Novavanyo ibisoloko iwenza lo Msebenzi;
- Ekuqulunqweni kwenkqubo Yolawulo Lwetyathanga Leentengo Nezidingo kwiSCM, ukunikezelwa kweengxelo nohlolo kuye kwenziwa isithethe seziko kwenziwa kwimimandla emibini. Kuzakuphinda kwenziwe lo msebenzi kwiSicwangciso Sentsebenzo sonyaka-mali u-2016/17. Injongo yolu vavanyo kukufumanisa ukuba iSebe liyithobele kangakanani na imimiselo nemigaqo yeSebe Lesizwe kwiindlela zokusebenza zeSCM kwinkalo yentsebenzo yokulawulwa kwetyathanga lentsebenzo kwanokuba iSebe linayo na inkqubo yohlolo kwinkalo yeSCM/MAM yaye zizuzekileyo na ziziphumo ebezidingeka.
- Ukungathungelani kweNkqubo Yamagosa Ongameleyo kumba wolawulo lwezibhambathiso kwanezolawulo kwiSikhokelo Solawulo Lwezibhambathiso Kwisizwe lo mngeni wathi wasonjululwa ngokuthi kuhlalutywe izahluko ezifanelekileyo kwakunye nokuqulunqwa kweendlela neenkqubo zokusebenza. Ukungathotyelwa kwenkqubo yolawulo lwamagosa ongameleyo kwisithuba senkalo yeSikhokelo Solawulo kwiSebe Lesizwe Lemali kwathi kwavezwa licandelo Lophicotho Lwangaphakathi. Lo mngeni wathi wasonjululwa ngokuthi kuhlalutywe kwezahluko ezifanelekileyo kule nkqubo yamagosa ongameleyo kwanokuqulunqwa kwenkqubo yokusebenza;
- Umgaqo-nkqubo weSCM/MAM kwakunye neenkqubo zokusebenza zither zahlalutywa ngenjongo yokunikezela impendulo kwimingeni ekwiinkalo zokunikezelwa kweengxelo ngempahla yesebe, ukunikezelwa kweengxelo. ISebe lichonge iinkalo apho kudingeka khona ukuqulunqwa kwemigaqo-nkqubo yempahla yesebe kwakunye neendlela zokuyisebenzisa. Ngendlela yokumelana nalo mngeni, kwathi kwahlalutywa izahluko zenkqubo yamagosa ongameleyo kwiMAM yaye aquka uthotho lweenkqubo neendlela zokusebenza ukuze ziphunyezwe kunyaka-mali u-2016/17. Ngapha koko, kwathi kwaphunyezwa nesisombululo esikukuskena ngenjongo yokuqinisekisa impahla yeSebe.

**Itheybhile C: Izipho Namalizo athe afunyanwa ngobubele kumaqumrhu nabantu abangeyongxene yethu:**

Inkalo kwiSebe	Uhlobo lwesipho (Yimpahla & Neenkonzozo)	Isipho sivela (Inkampani/umntu)	Ubudlelwane neSebe	Ixabiso
Kwezophuhliso Loluntu	Ukuzimasa umsitho weembasa kunye neepeni ezimbini	kwiPresident's Youth Empowerment Awards	Abukho	R80.00
Kwezocwangciso Loshishino Nesciwangciso-qhinga	Isidlo Sasekuseni Sokuphela Kwesibhanbathiso kunye neFlash Drive	kuGary Muller, we-EOH	Ngumnikezeli zinkonzo	R925.00
Kwezocwangciso Loshishino Nesciwangciso-qhinga	Isidlo Sasemini Sokuphela Kwesibhambathiso	kwiBCX Ashley Floris	Ngumxhamli	R920.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Ivawutsha yesipho	kwiDurbanville Children's Home A van Vuuren	Abukho	R300.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	iChocolate/ Izinto zokuhlamba	kuBets Maritz	Bubudlelwane Bomsebenzi Nomthengi	R180.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Ikhadi lombulelo, incwadana yokubhala	kuCheryl Cunningham	Bubudlelwane Bomsebenzi Nomthengi	R40.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Ibhokisi yeetshokoletshi	kuChristine weLittle Scholars Academy	Bubudlelwane Bomsebenzi Nomthengi	R30.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Sisidlo sasemini	kuCharmaine Klopper	Bubudlelwane Bomsebenzi Nomthengi	R320.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Izikweri ezinitiweyo	kwiKnit a Square SA kuRonda Lowrie	Donor	R2000.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Liphulo iiYou can live with a can, Ukutya okukhonkxiweyo	Kwi-Absa long term donor kuBelinda Scheepers	Donor	R4500.00
kwiCandelo loMphathiswa	iJohnnie Walker Black	kwiZiko Lozakuzo laseNdiya	Work related	R325.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	iChocolate Milk, iVaseline	kuPastor Eugene weYouth Buddies	Bubuhlobo Kwiqela Lobutsha	R150.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Ijezi ezinitiweyo neminqwazi	Ku-O Wilson	Buchaphazela umsebenzi	R250.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	iiRolls, iiDoughnuts nekhekhe	kuDonavan, weQuality Bake Express	Abukho	R334.20
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Amalweyile abadala kunye neengubo ezinitiweyo	kuJenny Gunston	Lilungu leChildren's Church	R200.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Amaphephaayimibalabala kunye neencwadi	kuCarrie Mashek weShine Tutoring	Ngamavolontia Ekufundiseni	R150.00



Inkalo kwiSebe	Uhlobo Lwesipho (Yimpahla & Neenkonz)	Isipho sivela (Inkampani/umntu)	Ubudlelwane neSebe	Ixabiso
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	lincwadi nokunye, izinto zokuhlamba	kuRoxanne weFair Cape Volunteers	Liliso leMandela Day	R200.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Impahla neencwadi	kuKayla McQueen	Liziko Elikufutshane Nesikolo	R400.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	lilekese	kuMnu Kadar	Livolontiya	R100.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	lijezi ezinitiweyo neminqwazi	Ku-O Wilson	Ngamavolontiya enkonzo	R200.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	lilekese	Ku-E Beukes	Livolontiya leYouth Buddies	R100.00
Kwezentlalo-ntle Yoluntu	Ivawutsha yesipho	kwiPronto Cleaning Services	Sisithethi Sembeko kuMnyhadala weeKwayala. Yinkampani enikezela iinkonzo kumaziko	R200.00
Kwezentlalo-ntle Yoluntu	Itshaja ehamba yodwa	kuFeedem	Sisithethi Sembeko kuMnyhadala weeKwayala. Yinkampani enikezela iinkonzo kumaziko	R350.00
Kwezolawulo Lwetyathanga Leentengo	lincwadi namakhandlela	kwiMorar Inc. Chartered Accountants	Yinkampani Yophicotho-zincwadi akukho budlelwane	R216.95
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Izixhobo zokutshaja, iibhegi zezemidlalo kunye nezint ezingaphakathi	kuFeedem Pitseng Marnel Coetzee	Yinkampani enikezela iinkonzo kumaziko	R600.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Umnyhadala Wekwayala Yezidlo	ku Jackie Leyds weBosasa Group	Lelinye lamaziko afumana inkxaso-mali	R10 000.00
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Ivawutsha zezipho	kuWallied Brenner weDistinctive Choice Security	Yinkampani enikezela iinkonzo kumaziko	R800.00
Kwezolawulo Lwemali	Usiba, ikhalenda kunye nedayari	kwiMorar Incorporated Chartered Accountants	Abukho	R200.00
Kwezolawulo Lwetyathanga Leentengo	Isiselo somdiliya kunye nosiba	kuSihaam Sallie Abrahams	Yingcali yangaphandle	R150.00

Inkalo kwiSebe	Uhlobo Lwesipho (Yimpahla & Neenkonzzo)	Isipho sivela (Inkampani/umntu)	Ubudlelwane neSebe	Ixabiso
		weGrant Thornton Cape		
Kwezolawulo Lwamaziko Nohlolo Lomgangatho	Ifenitshala	Ku-Aletta Barlow ABSA	Abukho	R25003.82
Kwezolawulo Lwetyathanga Leentengo	Izidlo	kuPastor Eugene wePrice Waterhouse Cooper	Livolontiya Leqela Lenkonzo	R350.00
Kwi-Ofisi Yommandla yeMetro EkwiMpuma	Itshokolethi kunye nekhadi krimesi	kuDamian Michael we-Inovo Network	Yinkampani enikezela iinkonzo	R360.00
Kwezolawulo Lwetyathanga Leentengo	iBhayibhile	Ku-Alba Steenkamp weStellenbosch Outreach Action	Abukho	R280.00
Kwezentlalo-ntle Yoluntu	iMemory Stick	kwiGrassroots Educare Trust	Yingcali	R60.00
Kwezolawulo Lwetyathanga Leentengo	iDVD player	kwiNovallis Centre	Livolontiya elisuka kwelinye ilizwe	R800.00
Kwezolawulo Lwetyathanga Leentengo	Iitshokolethi	kuTheresa & noRochelle Mulder	Ngumxhamli Kwiinkonzo Zentlalo-ntle	R315.00
Kwi-Ofisi Yommandla yeMetro EkuMantla	Impahla neelekeke	kuSharon van der Water	Ngumxhamli	R299.96
Kwi-Ofisi Yommandla yeMetro EkuMantla	Itshokolethi iFerrero Rocher	kuBrian Rowden	Ngumxhamli	R60.00
Kwezolawulo Lwetyathanga Leentengo	Izinto zokudlala zabantwana abahlala apha	kuPat Eddy	Abukho	R200.00
kwiCandelo loMphathiswa	Amatikiti omnyhadala kaLionel Ritchie	kuRowan Dunne	Lushishino	R2999.00
Kwezophuhliso Loluntu Neentsebenziswano	Amatikiti Omnyhadala Womculo weJazz	Ku-A Ntshinga	Abukho	R2000.00
Kwezophuhliso Loluntu Neentsebenziswano	Amatikiti Omnyhadala Womculo weJazz	kuRae Rohm	Abukho	R2000.00
Kwezophuhliso Loluntu Neentsebenziswano	Amatikiti Omnyhadala Womculo weJazz	kuKhanyi Nrukuna	Abukho	R2000.00
Kwezolawulo Lwetyathanga Leentengo	Iibhola ezincinci	kuPamela Meselani	Ngummelwane	R120.00
<b>ITOTALI</b>				<b>R61 068.93</b>

**Iimeko ezizodwa zokungathotyelwa kwemimiseo yeSebe Lemali Lesizwe:**

- Isicelo sokuba amasebe ohlule iingeniso zika-2014/15 ukuze zibe ziimali ezinokuhlululwa asikadluliswa ngokusesikweni kweli Sebe liSebe Lemali Lesizwe.

### **Iintshukumo zasemva kosuku lokunikezelwa kwengxelo**

- Akubangakho zintshukumo zidinga ukuba sihlomle kwiintsuku ezisemva kokunikezelwa kwale ngxelo.

### **Okunye**

Azikabikho ezinye iinkcukacha emva kosuku lokudluliselwa kwale ngxelo ezidinga ukuba sihlomle.

### ● **Izincomo Nokuvalelisa**

Egameni lbalawuli abaphezulu kweli Sebe, ndingathanda ukubulela bonke abasebenzi bethu, ingakumbi abo basebenza kanye emfuthweni wokunikezelwa kweenkonzo, ngokuzinikela kwabo okungagungqiyo ekukhonzeni uluntu ngokubanzi kwanomonde wabo ngeli thuba linzima kangaka leenguqu kwisebe. Ndingathanda nokubulela yonke imibutho esisebenzisana nayo kwincadelo leeNPO ethe yanikezela ngeenkonzo ezisemgangathweni kuluntu egameni leSebe, ingakumbi kule meko yoqoqosho imaxongo ekuthe ngalo kwabonakala ukwanda kwesidingo seenkonzo zentlalo-ntle nokuncitshiswa kwentlupheko, kunye ndawonye nokwehla kwegalelo lenkaxaso yotyalo esuka kwicandelo loshishino labucala.



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**uGqirha Robert Macdonald**  
**IGosa Elongameleyo**  
**kwiSebe Lophuhliso Loluntu**  
**31 kweyeThupha ku-2016**

## 5. INTETHO YOKUTHATHELA UXANDUVA KWANENGQINISEKISO YOKUCHANEKA KWALE NGXELO YONYAKA

Ngokolona lwazi lwam nenkolelo echanekileyo, ndiyakuqinisekisa oku kulandelayo:

Zonke iinkcukacha nezixa ezithe zadizwa kule ngxelo yonyaka zinjengoko zibekiwe.

Le ngxelo yonyaka igqibelele, ichanekile yaye akukho zinkcukacha zishiyelweyo.

Le ngxelo yonyaka iqulunqwe ngokwemigqaliselo yokuqulunqwa kweengxelo zonyaka njengoko zimiselwe liSebe Lezemali Lesizwe.

Iingxelo Zonyaka Zemali (kwiSigaba E) nazo ziqulunqwe ngokwemigqaliselo yomgangatho omtsha wolawulo lwemali eziinkozo ndawonye nezikhokelo nemimiselo elawulayo ethe yakhutshwa liSebe Lemali Lesizwe.

Igosa Elongameleyo linoxanduva lokuqulunqa iingxelo zemali zonyaka kwingxelo yonyaka ndawonye nezizwebo ezithe zenziwa kwezi nkcukacha.

Igosa Elongameleyo linoxanduva lokuseka, futhi ke sekuthe kwaphunyezwa inkqubo yolawulo lwangaphakathi eyilelwe ukunikezela ngengqiniseko eyiyo ngokwesidima nokuchaneka kweenkcukacha ezingentsebenzo, iinkcukacha ezingemicimbi yezibonelelo zabasebenzi ndawonye neengxelo zonyaka zemali.

Kungoku nje abaphicothi-zincwadi bangaphandle basaxhinkxa ngenjongo yokunikezela ngeziphumo zophicotho lwabo oluzimeleyo kwiingxelo zonyaka zemali.

Ngokowam umbono, le ngxelo yonyaka idiza kuhle imisebenzi, iinkcukacha ezingentsebenzo, iinkcukacha ezingezibonelelo zabasebenzi ndawonye nemicimbi yemali yeSebe yonyaka-mali ophela ngomhla wama-31 kweyoKwindla ka-2016.

### Ozithobileyo



**uGqirha Robert Macdonald**  
**IGosa Elongameleyo**  
**kwiSebe Lophuhliso Loluntu**  
**31 kweyeThupha ku-2016**

## 6. ISIMO NGOKWESICWANGCISO-QHINGA

### 6.1 Umbono

Luluntu oluzimeleyo.

### 6.2 Umnqophiso

Kukuqinisekisa ukunikezelwa kothotho lweenkonzo zophuhliso loluntu ezinika amandla nezixhobisa abantu abahlelekileyo, abasemngciphekweni kwanabo banezidingo ezizodwa.

### 6.3 Imigqaliselo

Iinqubo eziphambili zoRhulumente weNtshona Koloni, elizibophelele kuzo nalo iSebe zezi zilandelayo:



Ukukhathalela To care for those we serve and work with



Ukukwazi ukusebenza Amandlanesakhono sokwenza umsebenzi esiwuqheshelweyo



Ukunika inkcaza Sithathela kuthi uxanduva



Intembeko Kukuthembeka nokwenza into elungileyo



Iimbono ezintsha Kukukwazi ukuvulela ukwamkela iimbono ezintsha kwanokuqulunqa izisombululo eziphilileyo kwiingxaki ngendlela etyebileyo nenezibonelelo



Ukuphendula Kukwenza izidingo zabemi bephondo

Isebe liyazibophelela kule **migqaliselo** ilandelayo **ingundoqo yokunikezelwa kweenkonzo**:

- **Ukuza neengcinga ezintsha: Ukusebenza ngendlela eyahlukileyo**  
I-DSD iza kuzama ukuphonononga ivavanye iindlela ezahlukeneyo zokusebenza ukuze kuphunyezwe iziphumo ezikwiqondo eliphezulu ngexeshana nje elifutshane kungathotywangamigangatho.
- **Ukubonisana nokubandakanya uluntu**  
Siza kuqhubeka ukunika ingqalelo ekubandakanyeni abo sisebenzisana nabo nabachaphazelekayo kumthetho i-Intergovernmental Relations FrameworkAct we-13 ka-2005.
- **Ukufikeleleka**  
Ukufikeleleka kweenkonzo kubalulekile. Ngokomfuziselo wenkqubo yalo entsha yokuphuculwa kwenkqubo yokunikezelwa kweenkonzo, iSebe lizakuqinisekisa ukwanda kokufikeleleka kwiinkonzo ezifanelekileyo nezisemgangathweni ngokomgangatho wasekuhlaleni ngokusekwa kweendawo ezingama-45 okunikezelwa kweenkonzo kwisakhelo senkcitho sesithuba esiphakathi enyakeni (MTEF).
- **Ukuphendula nokungafihli nto**  
Ukusiwa kwamanye amaziko ulawulo olufanelekileyo lweenkonzo ezihlanganisiweyo ngokuthi kuphunyezwe uhlolo olubhekisele kwiziphumo, uvavanyo nokunika ingxelo, iinkqubo ezivakalayo zoshishino kuqhubela phambili ukuhambelana nemithetho ukuze kuphuculwe ukuphendula ngokwenzekayo kunye nomsebenzi.

## 7. IMISEBENZI NGOKWEMITHETHO NAMANYE AMAXWEBHU

### 7.1 Imisebenzi ngokweMigaqo-siseko

Imithetho	Ifuthe kwintsebenzo yeDSD
<b>Umgaqo-siseko woMzantsi Afrika onguNombolo 108 ka-1996</b>	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.
<b>uMgaqo-siseko weNtshona Koloni, ka-1997 Nombolo 1 of 1998</b>	iCandelo 78 soMgaqo-siseko ubeka elubala imisebenzi yoMkomishinala Wabantwana ekufuneka encedise iWCG ekuphamiseni nasekukhuseleni abantwana beNtshona Koloni yaye ubhekisa kwicandelo Leenkono Zentlalo-ntle ingakumbi.

### 7.2 Imisebenzi Ngokwemithetho

Umthetho	Ifuthe kwintsebenzo yeDSD
<b>Umthetho iProbation Services Amendment Act, Nombolo 35 ka-2002</b>	<ul style="list-style-type: none"> <li>● Injongo yalo mthetho kukwenza izilungiso kwiProbation Services Act, 1991, ukuze kufakelwe iinkcazelo ezithile ukuze: <ul style="list-style-type: none"> <li>● Kwenziwe eminye imiqathango yeenkqubo ezinjongo yazo ikukukhusela nokunqanda ulwaphulo-mthetho;</li> <li>● Ukongeza amagunya nemisebenzi yoonontlantle abasebenza kwicandelo lolwaphulo-mthetho;</li> <li>● Ukuchaza imisebenzi yamasekela abanontlantle;</li> <li>● Ukunikeza ngovavanyo olusisinyanzelo lwabantwana ababanjiweyo;</li> </ul> </li> </ul>

Umthetho	Ifuthe kwintsebenzo yeDSD
	<ul style="list-style-type: none"> <li>● Ukubonelela ngokumiselwa kwekomiti yeengcebiso koonontlantle babaphuli-mthetho;</li> <li>● Ukuchaza ngabantu abakhangela iintsapho kunye nemicimbi ehambelana noko.</li> </ul>
<b>Umthetho iNon-Profit Organisations Act, Nombolo 71 ka-1997</b>	<ul style="list-style-type: none"> <li>● Injongo yalo Mthetho kukuxhasa iiNPO ngokuseka isakhelo solawulo nesokugunyazisa izinto apho zinokwenza imicimbi yazo iiNPO.</li> </ul>
<b>Umthetho iDomestic Violence Act, Nombolo 116 ka-1998</b>	<ul style="list-style-type: none"> <li>● Injongo yalo mthetho kukukhusela amaxhoba obundlobongela emakhaya kwimpatho-mpi emakhaya</li> </ul>
<b>Umthetho iSocial Service Professions Act, Nombolo 110 ka-1978; Amended 1995, 1996 &amp; 1998</b>	<ul style="list-style-type: none"> <li>● Lo mthetho wamisela iBhunga laseMzantsi Afrika leeNgcali zooNontlalontle neebhodi zeengcali zomsebenzi wentlalo-ntle kwaye uchaza amagunya nemisebenzi yazo.</li> </ul>
<b>Umthetho iChildren's Act, wama-38 ka-2005</b>	<ul style="list-style-type: none"> <li>● Lo Mthetho, owathi wenziwa wasebenza ngokweSinduluo sikaMongameli ngomhla wokuqala kwekaTshazimpuzi ka-2010 ze ichaze: <ul style="list-style-type: none"> <li>● Amalungelo noxanduva lwabantwana;</li> <li>● Uxanduva namalungelo abazali;</li> <li>● Imigaqo nezikhokelo zokukhuselwa kwabantwana;</li> <li>● Ukuphakanyiswa kwentlalo-ntle yabantwana; kunye</li> <li>● Ukuhlanganiswa kwemithetho echaphazela intlalo-ntle nokhuseleko lwabantwana, kwakunye nemicimbi enokwehla.</li> </ul> </li> <li>● Oyena ndoqo wohlalutyo lwesibini lomthetho iChildren's Act yayikukufumanisa kweNkundla Ephakamileyo yoMzantsi Rhawuti ngenyanga kaTshazimpuzi ka-2011 malunga nokutolikwa ngeyona ndlela ilungileyo kweCandelo 150(1)(a) lalo Mthetho. INkundla yafumanisa ukuba: <ul style="list-style-type: none"> <li>● Umntu ononophelayo onoxanduva lokunonophela ngokomthetho (kule nkalo ke umakhulu) angatyunjwa njengomzali ozakunonophela umntwana lowo okwexeshana; yaye</li> <li>● Akukho zimfuno zaluvavanyo lwengeniso yomzali ozakunonophela kumthetho iChildren's Act okanye kwiSocial Assistance Act okanye kwiMimiselo yayo, ngoko ke, imeko yemali yabantwana ekufumaniseke ukuba banesidingo sononophelo kufuneka siqwalaselwe, hayi esomzali ozakunonophela. Kwiimeko apho abazali abamele ukunonophela abantwana ngokomthetho kufumaniseka ukuba imeko yabo yoqoqosho ayintlanga, banelungelo lokufaka isicelo senkxaso-mali yokunonophela.</li> </ul> </li> </ul>
<b>Umthetho iOlder Persons Act, Nombolo 13 ka-2006</b>	<ul style="list-style-type: none"> <li>● Umthetho i-Older Persons Act we-13 ka-2006, 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 impatho-mpi kubantu abadala.</li> <li>● Umthetho ukhuthaza indlela yophuhliso ethathela ingqalelo: <ul style="list-style-type: none"> <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> </li> <li>● Ngokungafaniyo nomthetho iAged Persons Act, Nombolo 81 ka-1967 ugxininiso luyatshintsha ukusuka kolukukhathalelwa kumaziko</li> </ul>

Umthetho	Ifuthe kwintsebenzo yeDSD
	ukuya kolokukhathalelwa ekuhlaleni ukuqinisekisa ukuba umntu omdala uhlala phakathi koluntu lwakhe kangangoko enakho.
<b>Umthetho iPrevention and Treatment for Substance Abuse Act, Nombolo 70 ka-2008</b>	● Lo mthetho ubonelela ngokuphunyezwa kokunikezelwa kweenkonzo ezibanzi nezihlangeneyomkuwo onke amasebe karhulumente. Eyona nto lo Mthetho ugxininisa kuyo kukukhuthaza iinkqubo ezibhekisele kuluntu nokungenelela kwangethuba kunye nokubhaliswa kongenelelo lonyango malunga nokusetyenziswa kakubi kweziyobisi.
<b>Umthetho iChild Justice Act, Nombolo 75 ka-2008</b>	● Lo mthetho umisela iinkqubo zomthetho weenkundla kubantwana abamangalelelwe ukophula umthetho benenjongo yokukukhusela amalungelo abantwana.
<b>Umthetho iSexual Offences and Related Matters Amendment Act, Nombolo 6 ka-2012</b>	● Ukuhlomela uMthetho iCriminal Law (Sexual Offences and Related Matters) Amendment Act, ka-2007, ukuze ubonelele ukuba ukunyanzeliswa kwezohlwayo malunga nezinye izenzo zolwaphulo-mthetho ezikulo Mthetho zishiywe gokwesigwebo seenkundla zamatyala; nokubonelelela ngemiba enxulumene noko.
<b>Umthetho iPrevention and Combatting of Trafficking in Persons Act, Nombolo 7 ka-2013</b>	● Umthetho uphumeza iProthokholi yeZizwe eziManyene (UN) ukuthintela, ukuxinezelela nokohlwaya ukuqweqwediswa kwabantu ababhinqileyo nabantwana, ukukhuthaza ingqungquthela ye-UN ukuba ijongane nolwaphulo-mthetho olulungiselelweyo lwamazwe ngamazwe.
<b>Umthetho iThe Intergovernmental Relations Framework Act, Nonbolo 13 ka-2012</b>	● Lo mthetho ujolise ekukhokeliseni intsebenziswano emandla phakathi kwala manqanaba mathathu karhulumente ngenjongo yokuphakamisa inkqubo eezininzileyo nephendulayo yezolawulo ephakamisa neyondla imigqaliselo nemigaqo yezolawulo lwegonga lseburhulumenteni.

### 7.3 Imisebenzi ephambili yeli Sebe

Eli Sebe lizinikele kule misebenzi ingundoqo ilandelayo:

- **Inkonzo Yentlalo-ntle** kubantu abahlelekileyo nabasesichengeni ngentsebenziswano namahlakani kwakunye nemibutho yoluntu ngokubanzi; kunye
- **Nenkonzo Yophuhliso Loluntu Ekuhlaleni** enikezela iinkqubo zophuhliso oluluqilima, eziphakamisa ukuphuhliswa kweengingqi zoluntu.

### 7.4 Imisebenzi Ngokwemigaqo-nkqubo

- **Isikhokelo Sethuba Elingephi Sesicwangciso-qhinga (iMTSF) (sika-2014-2019): esi ke sisicwangciso-qhinga sikarhulumente kwesi sithuba singu-2014-2019** siphakathi kolonyulo. Sibonakalisa ukuzinikezla nezithembiso ezenziwa kwimanifesto yolonyulo lombutho olawulayo, kuquka nokuzinikela ekuphumezeni iNDP. Le MTSF sets out the actions government will take and targets to be achieved. The aim of the MTSF is to ensure policy coherence, alignment and coordination across government plans as well as alignment with budgeting processes.
- **Isicwangciso Sophuhliso Lwesizwe (2012):** I-National Planning Commission ipapashe i"National Development Plan: Vision for 2030" ngowe-11 Novemba 2011 njengenyathelo lokuqala indlela entsha yoMzantsi Afrika enjongo yayo ikukuphelisa intlupheko icuthe



nokungalingani ngo-2030. I-National Development Plan 2030: Our future – make it work" ehlaziyiweyo yapapashwa ngo-2012.

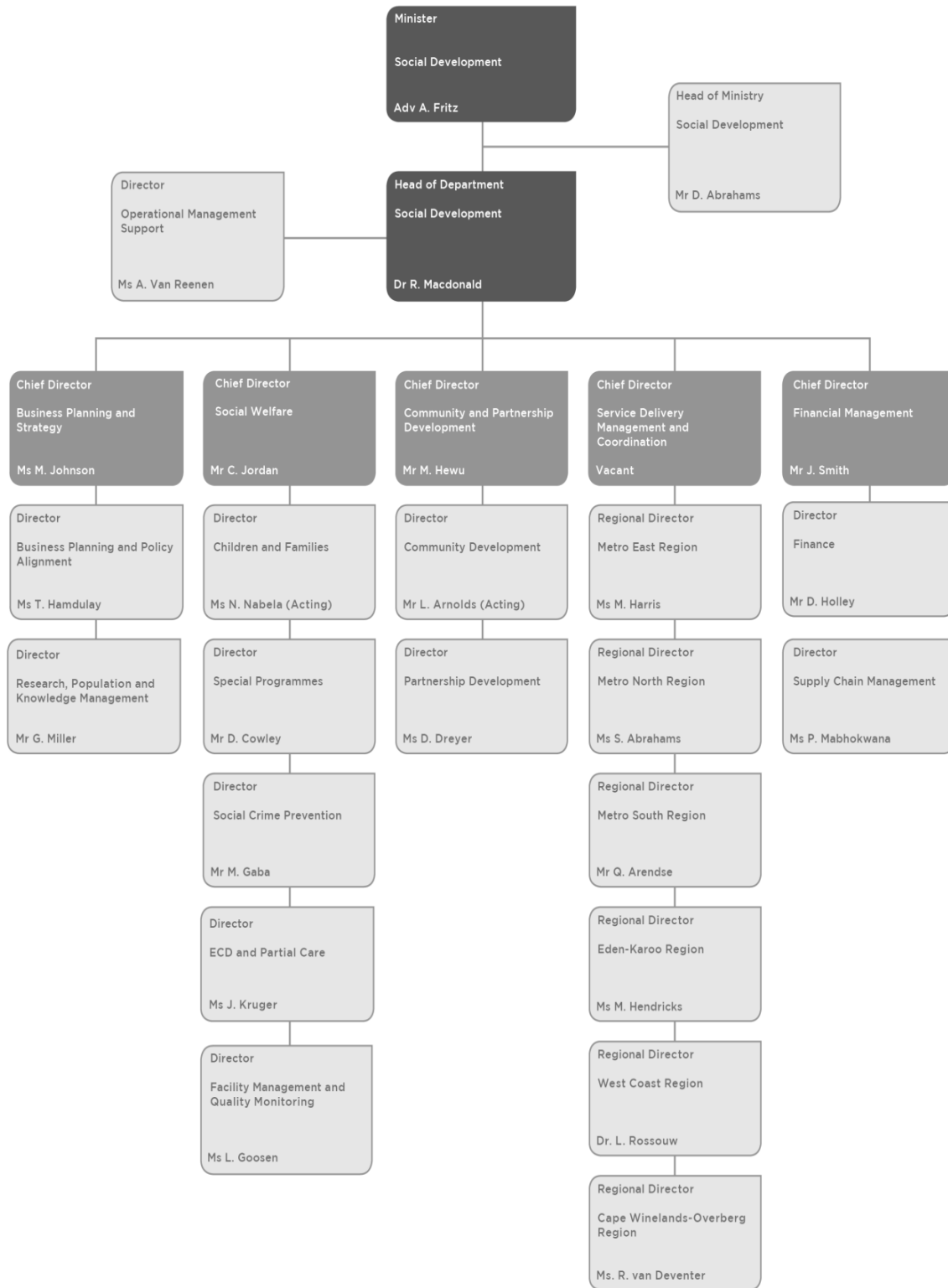
- **I-One Cape 2040: Ukusuka Kumbono ukuya Kwintshukumo (2012):** URhulumente weNtshona Koloniwamkele lo mbono ngo-Oktobha 2012. Injongo yawo kukuhlupheza utshintsho lweNtshona Koloni ebandakanya wonke ubandakanya neneqoqoqsho olukhulayo nolomeleleyo. Ichaza umbono wendlela abantu baseNtshona Koloni abanokusebenzisana ngayo ukuphuhlisa uqoqsho lommandla wabo nololuntu ngokubanzi, ze ngaloo ndlela bakhokele yaye bacwangcise ukuzinikela okufanayo kwinkqubela yexesha elide.
- **Isicwangciso-qhinga sePhondo 2015-2020:** Esi sicwangciso-qhinga sisicwangciso seminyaka emihlanu esidiza izicwangciso-qhinga neenjongozephondo zikaRhulumente weNtshona Koloni kule minyaka mihlanu ilandelayo. URhulumente weNtshona Koloni uchonge ezi njongo namanqaku amahlanu kumbono wayo wokufaka igalelo kwiinzame zokufezekiseka kweembono nezicwangciso zeSicwangcisoSophuhliso Lwesizwe kwisithuba sminyaka emihlanu elandelayo.
- **Uxwebhu Logayo-zimvo Ngentlalo-ntle Yoluntu (1997)** lisebenza njengesiseko sentlalo-ntle yoluntu emva ko-1994 ngokwenza imithetho-siseko enika isikhokelo, imigaqo-nkqubo nemigaqo yeenkqubo zophuhliso kwintlalo-ntle yoluntu.
- **Uxwebhu Logayo-zimvo Lenkcazo ngoMgaqo-nkqubo Wobungakanani Babemi boMzantsi Afrika (1998)** uxhasa uphuhliso lomntu oluzinzileyo nomgangatho wobomi wabemi baseMzantsi Afrika ngokudibanisa imiba yabantu kwisicwangciso sophuhliso kwiinkalo ezahlukeneyo zikarhulumente nawo onke amacandelo oluntu. I-DSD inikwe igunya ngumgaqo-nkqubo ukuba ihlalele ukuphunyezwa komgaqo-nkqubo, iimpembelelo zawo kumzila wabantu notshintsho ngokomaba wophuhliso lomntu.
- **Umgaqo-nkqubo woRhulumente weNtshona Koloni kwiNkxaso-mali yeeNGO ezinikezela ngeNkonzo zeNtlalo-ntle (2013 – owalungiswa ngo-2015):** Wamkela ukuba umiselwe ngowe-1 Epreli 2013, Injongo yalo-mgaqo-nkqubo kukuqinisekisa ukubaiintlawulo ezigqithiselwayo zilawulwa ngendlela engafihli nto ekhuthaza ukunikezelwa akweempendulo, ulawulo olufanelekileyo, iimfuno zomsebenz iezicacileyo nemithetho-siseko yobulungisa kwezolawulo. Lo mgaqo-nkqubo uhambelana noMgaqo-nkqubo wokuWongwa ngeMali wesizwe.
- **Uxwebhu Logayo-zimvo Weentsapho (ka-2013).** Eyona njongo yePhepha loMgaqo-nkqubo kukukhuthaza impilo entle yosapho, ukukhuthaza nokomeleza iintsapho nobomi bosapho nokufaka imiba yosapho kumalinge omgaqo-nkqubo obanzi karhulumente. I-DSD ngokuyenza isicwangciso sephondo sokuphumeza iPhepha loMgaqo-nkqubo weentsapho.
- **Isikhokelo Seenkonzo Zentlalo-ntle Yoluntu (sika-2011)** sivunywe sisiGqeba esiLawulayo seDSD kwiSizwe ukuze ziphunyezwe ngabo bonke abadlala indima ekunikezelweni kweenkonzo zentlalo-ntle yoluntu. Sayanyaniswe noHlobo Oluhlanganyelweyo Lokunikezelwa Kweenkonzo. Injongo yazo kukuququzelela nokunika isikhokelo sokuphunyezwa kweenkonzo zentlalo-ntle yoluntu ezibanzi, ezihlangeneyo, ezijolise kumalungelo, ezinezibonelelo ezaneleyo neenkonzo zophuhliso lwentlalo-ntle olusemgangathweni.
- **Imigaqo Nemimiselo Yeenkonzo Zentlalte (2011):** Ibonelela ngesiseko sokubonelelwa kweenkonzo ezisemgangathweni zentlalte yaye iyinxalenye yeSiikhokelo seenkonzo zeNtlalontle.

- **Imimiselo Elawula Iinkonzo Zoluleko (2013):** njengoMsebenzi weNtlalo obalaseleyo kuye kwapapashwa nguMphathiswa weSebe loPhuhliso loLuntu weSizwe kwiGazethi kaRhulumente njengeGazethi yemiGaqo enguNombolo 36159, ye-15 kuFebruwari ngo-2013, Vol. 572, yama-9911, ngenjongo yokulawula nokuphucula iinkonzo oonontlantle abajongene nabaphuli-mthetho.
- **Isicwangciso Esiphambili Sokulwisana Neziyobisi (2008):** Sijolise ekuqinisekiseni ulungelelwaniso lwamaSebe nabasemagunyeni ekuhlaleni kwaye sihambelana nomthetho omtsha iSubstance abuse Act. Ngaphezu koko, sijolise ekuqinisekiseni ukuba isizwe sisabela ngokufanayo ekusetyenzisweni kakubi kweziyobisi.
- **Isikhokelo Sokukhokela Iingcali Kwikhono Lentlalo-ntle eMzantsi Afrika (sika-2011):** Esi sakhelo sifuna ukubonelela ngolawulo olusebenzayo loonontlalontle, oonontlalontle abasafundayo, abasebenzi abancedisayo kwezentlalo, abasebenzi abancedisayo kwezentlalo abasafundayo, iingcalizomsebenzi wentlalo neengcali zabucala ukuze ziqinisekise ngomsebenzi osesikwen wentlalo olungiselela abo basebenzisa ezo nkonzo eMzantsi Afrika kwicandelo lentlalo. Iinjongo zesakhelo kukuqwalasela nokubonelela ngeendlela ezifanelekileyo nezisemgangathweni ezinika isikhokelo kulawulo.
- **Isikhokelo Sokuqinisekisa Umgangatho Womsebenzi Wenntlalo-ntle Yoluntu (sika-2013)** sijolise ekuboneleleni ngeenkqubo ezingatshintshiyo nemigangatho ecacileyo yokuhlola impumelelo nokuququzelela ukuphuculwa okuqhubekayo kweenkonzo zentlalo-ntle yoluntu.
- **Isicwangciso-qhinga Sophuhliso Lolutsha seSebe Lophuhliso Loluntu (2013):** Ukukhokela, ukwazisa nokukhomba indlela emayilandelwe ziinkqubo zophuhliso lolutsha zeSebe nezinto emazibekwe phambili ngamaziko. Sisebenza njengesixhobo esibalulekileyo esinjongo yaso ikukujongana nezidingo zolutsha lwaseNtshona Koloni.
- **Isicwangciso-qhinga Sophuhliso Lolutsha sikaRhulumente weNtshona Koloni (2013):** "Injongo yesicwangciso sophuhliso lolutsha (sephondo) kukufumana inkxaso, amathuba neenkonzo zabo bonke abantu abatsha ukuze bajongane neemeko zabo ze bakwazi ukuphumela ngazo ukuze bakhule babe ngabantu abadala abathatha uxanduva nabakwaziyo ukuzimela. Sigxininisa kubantu abatsha abakwisigaba sokufikisa, phakathi kweminyaka eli-10 neli-14 kunye nesigaba 'sobutshah' phakathi kweminyaka eli-15 nengama-24".<sup>1</sup>
- **Isicwangciso-qhinga Sephondo Esihlanganyelweyo Kuphuhliso Lwabantwana Abaselula (2012):** Esi sicwangciso sanceda ukuba uluntu lufikelele kwizibonelelo ze-ECD ezisemgangathweni (ezibandakanya iBanga R) eziza kunceda abantwana abaninzi kangangoko ukuba bomelele yaye bazithembe, bafumane izakhono nokukwazi ukuzenzela izinto ukuqinisekiswa ukuba baxhotyiswe kakuhle yaye sele belungele ukuba ngabafundi baMabanga 1 – 12.
- **UMgaqo-nkqubo Wesizwe Ongokunikezelwa Kweenkonzo Zophuhliso Loluntu Kubantu Abakhubazekileyo (2013):** Injongo ephambili kukukhokela nokuququzelela ubonelelo lweenkonzo zophuhliso loluntu kubantu abakhubazekileyo. Injongo yawo kukuqinisekisa ukuba isidima namalungelo abo bonke abantu abakhubazekileyo ayagcinwa yaye ayathotyelwa, ngokubonelela iinkqubo zentlalo noqoqosho eziqinisekisa ukuba bayabandakanywa.

<sup>1</sup> Ifhathwe kwiMbulambethe yeWestern Cape Youth Development Strategy sika-2013 yeNkulumbuso uHelen Zille.

- **Isikhokelo Sophuhliso Lomhlaba kwiNtshona Koloni (2014):** esi sikhokelo sisebenza njengesiseko sokuthungelanisa, ukuhlanganisa nokulungelelanisa ukunikezelwa kweenkqubo zesebe lesizwe nelephondo “eziphantsi”; sixhasa oomaspala ukuba bafezekise imisebenzi yabo yokucwangcisa ngokwemigaqo karhulumente wesizwe nowephondo; sixhasa ze sinikezele unxibelelwano ngeenjongo zikarhulumente zophuhliso lomhlaba kwicandelo labucala kwanakuluntu ngokubanzi.

## 8. ISIMO SESEBE



## **9. AMAQUMRHU ANIKEZELA IINGXELO KUMPHATHISWA WEPHONDO**

Awekho.

## **ISIGABA B: IINKCUKACHA EZINGENTSEBENZO**

## **ISIGABA B: IINKCUKACHA EZINGENTSEBENZO**

### **1. INGXELO YOMPHICOTHI-ZINCWADI OYINTLOKO: IINJONGO EZICWANGCISWE KWANTLANDLOLO**

UMphicothi-zincwadi Oyintloko woMzantsi Afrika kungoku wenza iinkqubo ezithile zomsebenzi wophicotho-zincwadi ngeenkukacha zentsebenzo ngenjongo yokunikezela isiqinisekiso esisiso ngokwesigqibo sophicotho. Isigqibo sophicotho ngentsebenzo ngokuthelekiswa neenjongo zesicwangciso siqukwa kwingxelo edluliselwa kubalawuli, apho kunikezelwa ingxelo nangemiba yemiba ekhoyo phantsi kwesihloko Seenjongo Ezicwangcisiweyo kule Ngxelo kumanye amacandelo eemfuno zemithetho nemimiselo zengxelo yomphicothi.

Yiya kwikopi yesiNgesi yeNgxelo yoMphicothi-zincwadi Oyintloko kwiphepha **150**, epapashwe njengeSigaba E: Iinkcukacha Ezingemali.

## 2. ISIMO SESEBE NGOKWENTSEBENZO

### 2.1 Imeko Yokunikezelwa Kweenkonzo

linkonzo zononophelo nokhuseleko lwabantwana ziphakathi kwezonankonzo zeli Sebe ziphambili neziphantsi kwesikhokelo semithetho. Ngokwenkqubo yobalo-bantu ka-2011, iNtshona Koloni inabantwana ababalelwa kuma-570 000 abaphakathi kwesizalo nemnyaka emine ubudala futhi ke nangona kungalindelekanga ukuba likhule kakhulu eli nani kwisithuba seminyaka emihlanu ezayo, imiba yokhuseleko, uphuhliso lweengqondwana zabantwana, kwakunye nesondlo iyakuba ngundoqo ekugxilwa kuye ngamalinge enkqubo yophuhliso lweentsatshana. Uphando oluthe lwenziwa<sup>2</sup> lubonakalisa ukuba iinkonzo ezisemgangathweni zophuhliso lweentsatshana zinefuthe elikhulu kwiziphumo zezikolo. Ukugxila kweenkqubo zophuhliso lweentsatshana ke ngoko kufuneka kutshintshe, kusuke ekwamkelweni kwabantwana ukuya ekuphuculweni komgangatho weenkqubo zophuhliso lweentsatshana kweli phondo. Iingxaki ekuthi kujanyelwane nazo kule nkalo zeziquka ukwahlula-hlulwa kwemihlaba ngoomaspala ndawonye nefuthe lamalinge empilo anefuthe ekubhalisweni kwamaziko Ononophelo Olungagqibelelanga yayeke eli Sebe lisebensisana kakuhle noomaspala ukuze kube lula ukubhalisa. Ngapha koko, isicwangciso-qhinga sokujongana nokungathotyelwa kwemigaqo yokubhalisa echaphazela ukuphelelwa kweziqinisekiso zokubhalisa zamaziko ophuhliso lweentsatshana siyakba phantsi kwesikhokelo kwephulo lokukhuthaza ukuphinda kubhaliswe kwanokwazisa ngokubaluleka kwemigaqo nemigangatho engundoqo.

Eli Sebe lisebensisana namanye amasebe ephondo ngundoqo wesicwangciso-qhinga sephondo ngenjongo yokuseka inkqubo eyodwa yokuphucula ukufundwa nokufundeka lula kolwimi lwesiNgesi kwakunye nophuhliso lwezo ngqondwana zabo kumaziko alikhulu apho ukulungela isikolo kwinkalo yokufunda nokubala nokubhala kukwizinga eliphantsi kakhulu. Eli linge lijolise ekwenzeni ukuba kubelula ebantwaneni ukumelana nezifundo esikolweni. Eli Sebe lithe lafaka igxalaba ekuqulunqweni koxwebhu Lokugququlwa Kweendlela Zokusebenza Zasemva Kwesikolo ngokwamaziko alo afumana inkxaso-mali Anikezela Ngononophelo Olungagqibelelanga Emva Kwesikolo ze yazama ukuphucula umgangatho weenkqubo, yadala imeko yokudlala nokusebenzela ekhuselekileyo nebavumela ukuba bafunde ze yavulele nezibonelelo ngokwamalinge entsebenziswano.

Inkqubo Yobalo-bantu luka-2011 ithi bangama-1 739 425 abantwana abasusela esizalweni ukuya kwi-17 leminyaka ubudala kwiNtshona Koloni. Uphando lona luveza izinga eliphezulu lezenzo zempatho-gadalala kubantwana yaye loo nto ibonakalisa ukuba kufuneka enziwe luqilima amalinge okhuseleko lwabantwana. Unonophelo nokhuseleko kubantwana zibonakalisa oyena ndoqo kugxilwe kuye ngokomsebenzi weSebe yaye eyona njongo yalo inkulu kakhulu kwisithuba sale minyaka mihlanu izayo iyakuba kukwenyusa izinga lezi nkonzo liye kufikelela kumqanqanaba ayimfuno yomthetho iChildren's Act, kwanokuzihlanganisa nezamanye amasebe ephondo, oomaspala, iINPO kwakunye namahlakani akwicandelo labucala ngenjongo yokufaka igxalaba ekuzuzekeni kukaPSG 2 NO-3. Amaxesha amaninzi iINPO ezinikezela iinkonzo zokhuseleko lwabantwana ziye zingabi nakho ukuvingca izikhewu zezithuba zengqesho okanye ziye zingabi nawo amandla okubagcina abasebenzi bazo kumakhono ezentlalo-ntle yaye apho zivela khona ezo zithuba, imimandla yeSebe echaphazelekayo iye incedise ekunikezelweni kweenkonzo ngenjongo yokuqinisekisa

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<sup>2</sup> ISebe Lophuhliso Lolunt (2014). Isiphengululi Sokuqwalasela Imeko Yophuhliso Lweentsatshana, ukuqondiswisa kwefuthe lokuzinyazwa kwesikolo ngabafundi bakaGrade R kwindlela abathi baqhuba ngayo esikolweni ekuhambeni kwamaxesha kwiNtshona Koloni, kwinyanga yoKwindla ka-2014. Ingxelo yophando lwangaphakathi equlunqwe nguJohnnie Tolken. Ifuthe lokusekwa Kweziphumo Zemfundo kaGrade R, nguSeraas van der Berg, weDyunivesithi yaseStellenbosch (USB) ngo-2014.



ukufikeleleka kwezo nkonzo kwiphondo ngokubanzi. ISebe liye laqulunqa indlela exananazileyo ekuqwalaseleni le meko. Oku ke kuquka ukwenyuswa kwenkxaso-mali eyabelwe imivuzo yoonontlalo-ntle, abaphathi bezentlalo-ntle kwakunye nabalawuli bezentlalo-ntle kwiiNPO ezifumama inkxaso-mali. Likhe lagxila ke nasekuxhobiseni ngezakhono imibutho enikezela ngeenkonzon ngenjongo yokuphucula ukuthotyelwa kweemfuno zokunikezelwa kweengxelo kugxilwe ingakumbi kwinkalo yezolawulo lwemali kwanolawulo olululo yaye liyakuqhuba nokuncedisa kulawulo lwezibhambathiso nemibutho enikezela ngeenkonzon njengoko kuchaziwe kwizivumelwano zazo zokudluliselwa kweentlawulo. ISebe sele liqulunqe iindlela zokudluliselwa kwabantwana neWCED, nyathelo elo liqinisekise ukufikeleleka ngendlela kweenkonzo kubantwana abakhubazekileyo nabanemingeni yokuziphatha, umgaqo wabantwana abahlala ezitalatweni owenze kwalula ukususwa komntwana onesidingo sononophelo nokhuseleko kwanokusiwa kwakhe kwindawo ekhuselekileyo, ngelixa kusaqosheliswa Uphando yiNkundla Yabantwana. Ukuphunyezwa kweSicwangciso-qhinga seSebe esinjongo ikukuqinisekisa ukuphuculwa kweenkonzo zononophelo nokhuseleko lwabantwana kwiNtshona Koloni apho oonontlalo-ntle bakwaziyo ukwenza imisebenzi yabo njengoko kulindelekile ngokomthetho sizakuthi siqosheliswe.

Ngokweziphumo zobalo-bantu luka-2011, basisi-1 041 553<sup>3</sup> abantu ekunikezelwe iingxelo zokuba baphila neentlobo ezahlukileyo zokukhubazeka kwiNtshona Koloni, ngaphandle kwabo bazinonophelayo. Kweli nani, abali-190 929 bathi bona abakwazi kuzinonophela. ISebe liyakuqhuba nokuphakamisa amalungelo, intlalo-ntle, ukuxhotyiswa ngokoqoqosho kunye nobulungisa kubantu abakhubazekileyo neentsapho zabo okanye abantu ababanonophelayo. Isabelo-mali esongezelelweyo esingama-R30 ezigidi esathi sakhutshwa okokuqala ngo-2015/2016 siye senyuswa kwisithuba seMTEF ngenjongo yokwandisa inkxaso enikwa abantu abakhubazekileyo. Ngapha koko, kuye kwasekwa iQonga Labakhubazekileyo yaye liyasebenza. Ukugxila kwaso kuye kwaphucula yaye kusaqhuba kuphucula futshi kusiza namacebo azakwenza kuvele iindawo zokuhlaliswa ezifikelekayo kwanokufikeleleka kwaso kubasebenzi bakaRhulumente weNtshona Koloni abakhubazekileyo; ukusekwa kweziko lononophelo eMaitland elihlalisa abantu abangama-30 abakhubazeke ngokwasengqondweni nabanemingeni yokungabi nakuziphatha; kwanokudluliselwa kweziko lononophelo lwabantwana nabantu abadala abakhubazeke ngokumandla lisuka kwiSebe LeMpilo ukususela ngomhla wokuqala kwekaTshazimpuzi ka- 2016.

Ukukhula nokuguga kwabemi beNtshona Koloni kuvezwe ekukhuleni ngama-48% kwabantu abakwinqanaba lababudala buyiminyaka engama-60 nangaphezulu, phakathi kobalo-bantu luka-2001 noluka-2011 – abemi beNtshona Koloni bakhule ngama-29% kwixesha elikwafanayo. Iintlelekelelo ezingamanani abemi zakutsha nje zifumanise ukuba abantu ababudala buyiminyaka ingama-60 nangaphezulu bayakukhula ngamanye ama-35% phakathi kuka-2011 no-2020. Ngapha koko, iinkqutyana Zabantu Abadala kunye Neyabakhubazekileyo zijamelene nokwenyuka kwamaxabiso ezixhobo zokusebenza kumaziko entlalo kwakunye neendleko zokusebenza ezingumvuka wemo yoqoqosho emaxongo. Ekuzameni ukuyisombulula, iSebe lize namacebo aphilileyo asekelwe kuluntu ekuhlaleni kumaziko ahlalisa abantu abadala kuquka azimeleyo kunye nalawo okuphila ngokuncediswa, amaphulo okufikeleleka kumaziko anikezela ngeenkonzon kwakunye namaziko anikezela ngononophelo.

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<sup>3</sup> This number is less than the sum total of all the types of disability mentioned because some people have multiple disabilities and are included in more than one category.

INtshona Koloni ilikhaya kulutsha oluzizigidi ezimbini namakhulu amabini oluphakathi kweminyaka yobudala elishumi elinesihlanu namashumi amathathu anane.<sup>4</sup> Ekusetyenzisweni kweenkcukacha zobalo-bantu luka-2011, kuye kwabalwa kwafikelelwa kwisigqibo sokuba luli-13% ulutsha (malunga nama-277 160) olutsha lungathatyathwa njengolungaphangeliyo, olungekho sikolweni okanye olungekho luqeqeshweni'. Lungaphaya kwama-60% ulutsha olungaphangeliyo olungenayo imatriki njengebanga lemfundo. Ezona ziphumo zophando malunga neli qela lolutsha<sup>5</sup> kweli phondo ludiza inkxalabo yefuthe elibi lolwaphulo-mthetho olunobundlobongela, ukusetyenziswa gwenxa kweziyobisi kunye nemikhwa yamaqela emigewu ekukhulisweni kwabantu abatsha. Ubunkenenkene bemeko yoqoqosho loMzantsi Afrika kwakunye nokusweleka kwamathuba engqesho kuye kwakhokelela ekwenyukeni kwesidingo seenkonzo kulutsha, yaye oko kube nefuthe elibi kwizicwangciso-maqhinga zokukhululwa kolutsha obeluthunyelwe kwiinkqubo zokuxhotyiswa ngezakhono. Ezona nto ziphambili kwiSebe kwisithuba seMTEF kukuqinisekisa ukuba zonke iinkqubo zeSebe ezijoliswe kulutsha zithungelaniwa neziphumo zexesha elide zeSicwangciso-qhinga sePhondo Sophuhliso Lolutsha yaye kukho ukugxila ngeliso lesicwangciso-qhinga kolu lutsha lungaphangeliyo, lungekho sikolweni okanye lungekho luqeqeshweni. Ngapha koko, liyakuzama, ngentsebenziswano necandelo lolutsha, ukuthungelaniwa iinkqubo zeeNPO ezijoliswe kulutsha kunye neziphumo nesicwangciso-qhinga sokuphuhliswa kolutsha lwephondo. Kwangolo hlobo, iSebe, ngentsebenziswano neSebe leNkulumbuso (iDotP), liyakuqinisekisa ukuthungelaniwa ngokewamasebe kwanokuphunyezwa kweenkqubo ezijoliswe kulutsha kuwo onke abasebe karhulumente wephondo. Isicwangciso-qhinga sokuphuhliswa kolutsha lwephondo sele siphunyeziwe yaye kungoku nje zintlanu iiYouth Cafes ezisebenzayo nezenzelwe ukunikezela ngeendawo ezinodlamko nezinomoya ophiileyo apho abantu abatsha banikwa khona amathuba okufikelela kwiinkqubo zophuhliso lwezakhono, iindibano zoqeqesho, iisemina kwakunye namathuba oshishino. Ngapha koko, i-EPWP iyakunikezela namathuba ophuhliso kulutsha.

Izinga lezehlo zolwaphulo-mthetho kwiNtshona Koloni liselelixhalabisayo ngenxa yefuthe lalo elonobungozi kwintlalo-ntle yoluntu neyoqoqosho lwephondo. Okona kwenyuka kwamazinga olwaphulo-mthetho kube nefuthe elikhulu kweli phondo kwenzeka kwibakala lolwaphulo-mthetho olwayanyaniswa neziyobisi, apho kwenyuke nge-156,3% kwisithuba esiphakathi kweminyaka u-2005 no-2015. Uphando lweli Sebe ngezenzo zobundlobongela basekhayeni ezithe zaya kuxelwa lubonbakalisa ukwenyuka ngomyinge oli-18% phakathi kuka-2007 no-2010. ISebe liqhubile nokugxila ekunikezeleni inkxaso kumaxhoba, iisheltha zabantu abadala abangenamakhaya, ingakumbi amanina nabantwana, kwakunye neendawo ezizodwa zokuhlala amaxhoba okuxhwilwa; iinkonzo zoluleko kwakunye neenkqubo zoluleko. Ekungeneleleni kule ngxaki yandayo kusetyenziswa gwenxa kweziyobisi lulutsha lwephondo, kuye kwasekwa iinkonzo zokunyangelwa iziyobisi kuwo onke amaziko akhuselekileyo ononophelo lwabantwana nolutsha yaye oku kuyakuqhuba njalo kwisithuba sale minyaka mihlanu izayo, njengoko ziyakuqhuba nazo iinkqubo zokunyangelwa iziyobisi ezisezikolweni ekungoku nje ziyasekwa kwizikolo ezilishumi ezisemngciphekweni omkhulu. iDSD ifaka igxalaba kwinkqubo Yokwehlisa Ifuthe Lotywala Elibi Nokutshintsha Izinto, ngokwesikhokelo sayo

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<sup>4</sup> Census 2011

<sup>5</sup> Sauls, Heidi (2014). A Situational Analysis of Youth in the Western Cape. Internal research report for the Western Cape Department of Social Development. Final draft.

senqanaba lesithathu lokutshintshwa kwemeko. Inqanaba 3 linoxanduva lwenjongo lokuqinisa iinkonzo zempilo nentlalo-ntle ezichaphazela utywala.

Ubalo-bantu 2011 ludiza ukuba asi-1 634 000 anamalungu osapho athelekelelwa kwi-3,56 kwikhaya ngalinye kwiNtshona Koloni. Uninzi lwala makhaya athwaxwa kanobom yimingeni yoqoqosho loluntu ekuboneleleni ngezidingo zamalungu eentsapho zawo. Imiba yomngcipheko efana nentswela-ngqesho, ulwaphulo-mthetho nokusetyenziswa gwenxa kweziyobisi, kuyibeka emngciphekweni intlalo-ntle yeentsapho zeli phondo. Inkqubo Yononophelo Neenkonzo Kwiintsapho ithe yagxila ekuphuhliseni ukomelela kweentsapho.

Okokugqibela, ukuze siqinisekise ukuba iSebe linikezela iinkonzo zalo kwezona zizilungeleyo, lisebenzise iubuxhakaxhaka Beebkqubo Zeenkukacha Zomhlaba ukuze lijonge ze liqonde ukuba baphi na abantu ekufuneka libancedile (kwakunye nabo basezakubakho ngokusekelwe kwiinkukacha zeentelekelelo) ngokuthelekiswa nenkqubo yangoku nje yokunikezelwa kweenkonzo kwakunye nemeko yoqoqosho loluntu. Uphando ke lubonakalisa ukuba ingaba iSebe linikezela izibonelelo zalo kwezona ndawo nakubona Bantu bazidingayo na. Ukujolisa kwiingingqi ezithile kubalulekile nako kwimeko yoqoqosho ephawuleka ngokwenyuka kwamazinga okuxinzeleleka kwengxowa karhulumente ekunikezelweni kweenkonzo zombuso. Ezi nkukacha ke zifakwa ze zinikezelwe kwinkqubo yocwangciso ehlanganyelweyo noorhulumente bamakhaya.

## 2.2 Isicwangciso Sokuphuculwa Kwenkqubo Yokunikezelwa Kweenkonzo

Eli Sebe liqoshelise iSicwangciso Sokuphuculwa Kwenkqubo Yokunikezelwa Ezi theybhile zingezantsi apa zivakalisa isicwangciso sokunikezelwa kweenkonzo kwaneenzuzo ukuza kuthi ga ngoku.

### Iinkonzo Eziphambili Nemigangatho

Iinkonzo ezingundoqo	Abaxhamli	Umgangatho weyona nkonzo/wenkonz o yangoku	Umgangatho wenkonzo onqwenelekayo	Eyona Nzuzo (2015/16)
<b>Ukubhaliswa kwamaziko Ononophelo Olungagqibelelan ga</b>	Amaziko e-ECD nawononophelo lwasemva kwesikolo aphantsi kobunini boluntu ekuhlaleni	Amaziko ononophelo olungagqibelelan ga abhalisiweyo ali-1,909	Amaziko ononophelo olungagqibelelan ga abhalisiweyo ali 2 100	1 708
<b>Ukufakwa kwabantwana kuygcino lwexeshana</b>	Abantwana abadinga unonophelo nokhuseleko njengesiphumo sokuphathwa gadalala, ukungahoyakali nokulahlelwa izandla	abantwana abangama-3,507 bafakwa kugcino lwexeshanana	Abantwana abangama-2 500 bafakwa kugcino lwexeshanana	3 702

## Amalungiselelo eBatho Pele kunye nabazuzi (Ukubonisana, ukufikeleleka, njalo-njalo)

Awona/amalungiselelo angoku	Amalungiselelo anqwenekayo	Ezona Nzuzo
<b>Ukubhaliswa Kwamaziko Ononophelo Olungagqibelelanga</b>		
<p><b>Ukubonisana:</b></p> <ul style="list-style-type: none"> <li>● Iforam Yekota Yamahlakani kwi-ECD.</li> <li>● Iforam ye-ECD Kwimimandla</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano Yokunikezelwa Kweenkcukacha</li> </ul> <p><b>Ukufikeleleka:</b></p> <ul style="list-style-type: none"> <li>● uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa)</li> <li>● li-ofisi Zemimandla ezi-6 <b>kwiMetro ekuMazantsi:</b> eWynberg, <b>kwiMetro ekuMantla:</b> eGoodwood, <b>kwiMetro ekwiMpuma:</b> e-Cape Gate, <b>kuNxweme OlukwiNtshona:</b> eVredenburg, <b>kwiCape Winelands:</b> eVostile, <b>kwi-Eden Karoo:</b> eGeorge</li> <li>● li-ofisi Zezithili ezingama-34</li> </ul> <p><b>Ukucingela:</b></p> <ul style="list-style-type: none"> <li>● Inombolo yomnxeba engahlawulelwayo</li> <li>● limbalelwano eziya kuMphathiswa / kwiNtloko yeSebe/ kuMlawuli woMmandla</li> <li>● uNdlu-nkulu (kwi-ECD)</li> <li>● Abaququzeleli Bemimandla</li> <li>● Igosa Lononophelo lwabaxhamli</li> </ul> <p><b>Ukuvuleleka &amp; Nokubonakala:</b></p> <ul style="list-style-type: none"> <li>● Iforam Yekota Yamahlakani kwi-ECD.</li> <li>● Iforam ye-ECD Kwimimandla</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano Yokunikezelwa Koqeqesho</li> <li>● Ukuqulunqwa kweSicwangciso-qhinga Sephondo</li> </ul>	<p><b>Ukubonisana:</b></p> <ul style="list-style-type: none"> <li>● Iforam Yekota Yamahlakani kwi-ECD.</li> <li>● Iforam ye-ECD Kwimimandla</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano Yokunikezelwa Kweenkcukacha</li> </ul> <p><b>Ukufikeleleka:</b></p> <ul style="list-style-type: none"> <li>● li-ofisi Zemimandla ezi-6 <b>kwiMetro ekuMazantsi:</b> eWynberg, <b>kwiMetro ekuMantla:</b> eGoodwood, <b>kwiMetro ekwiMpuma:</b> e-Cape Gate, <b>kuNxweme OlukwiNtshona:</b> eVredenburg, <b>kwiCape Winelands:</b> eVostile, <b>kwi-Eden Karoo:</b> eGeorge</li> <li>● li-ofisi Zezithili ezingama-45</li> </ul> <p><b>Ukucingela:</b></p> <ul style="list-style-type: none"> <li>● Inombolo yomnxeba engahlawulelwayo</li> <li>● limbalelwano eziya kuMphathiswa / kwiNtloko yeSebe/ kuMlawuli woMmandla</li> <li>● uNdlu-nkulu (kwi-ECD)</li> <li>● Abaququzeleli Bemimandla</li> <li>● Igosa Lononophelo lwabaxhamli</li> </ul> <p><b>Ukuvuleleka &amp; Nokubonakala:</b></p> <ul style="list-style-type: none"> <li>● Iforam Yekota Yamahlakani kwi-ECD.</li> <li>● Iforam ye-ECD Kwimimandla</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano Yokunikezelwa Koqeqesho</li> <li>● Ukuqulunqwa kweSicwangciso-qhinga Sephondo</li> <li>● Esihlanganyelweyo kwi-ECD</li> <li>● Inkqubo Ephunyezweyo Yendlela Yokusebenza</li> </ul>	<p><b>Ukubonisana:</b></p> <ul style="list-style-type: none"> <li>● Iforam Yekota Yamahlakani kwi-ECD.</li> <li>● Iforam ye-ECD Kwimimandla</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano Yokunikezelwa Kweenkcukacha</li> </ul> <p><b>Ukufikeleleka:</b></p> <ul style="list-style-type: none"> <li>● uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa)</li> <li>● li-ofisi Zemimandla ezi-6 <b>kwiMetro ekuMazantsi:</b> eWynberg, <b>kwiMetro ekuMantla:</b> eGoodwood, <b>kwiMetro ekwiMpuma:</b> e-Cape Gate, <b>kuNxweme OlukwiNtshona:</b> eVredenburg, <b>kwiCape Winelands:</b> eVostile, <b>kwi-Eden Karoo:</b> eGeorge</li> <li>● li-ofisi Zezithili ezingama-34</li> </ul> <p><b>Ukucingela:</b></p> <ul style="list-style-type: none"> <li>● Inombolo yomnxeba engahlawulelwayo</li> <li>● limbalelwano eziya kuMphathiswa / kwiNtloko yeSebe/ kuMlawuli woMmandla</li> <li>● uNdlu-nkulu (kwi-ECD)</li> <li>● Abaququzeleli Bemimandla</li> <li>● Igosa Lononophelo lwabaxhamli</li> </ul> <p><b>Ukuvuleleka &amp; Nokubonakala:</b></p> <ul style="list-style-type: none"> <li>● Iforam Yekota Yamahlakani kwi-ECD.</li> <li>● Iforam ye-ECD Kwimimandla</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano Yokunikezelwa Kweenkcukacha</li> <li>● Ukuqulunqwa kweSicwangciso-qhinga</li> </ul>

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>Esihlanganyelweyo kwi-ECD</p> <ul style="list-style-type: none"> <li>Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</li> </ul> <p><b>Ixabiso Lemali:</b></p> <ul style="list-style-type: none"> <li>Ewe, ngokwayanyaniswa neemfuno zemithetho</li> </ul>	<p>kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</p> <p><b>Ixabiso Lemali:</b></p> <ul style="list-style-type: none"> <li>Ewe, ngokwayanyaniswa neemfuno zemithetho</li> </ul>	<p>Sephondo Esihlanganyelweyo kwi-ECD</p> <ul style="list-style-type: none"> <li>Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</li> </ul> <p><b>Ixabiso Lemali:</b></p> <ul style="list-style-type: none"> <li>Ewe, ngokuthungelana neemfuno zemithetho</li> </ul>
<b>Ukubekwa kwabantwana kugcino lwexeshana</b>		
<p><b>Ukubonisana:</b></p> <ul style="list-style-type: none"> <li>Udliwano-ndlebe</li> <li>Ukuthuthuzelwa</li> <li>Imihlangano Yeengcaciso</li> <li>Imihlangano yeenkcazelo</li> <li>lingxoxo Zasetafileni</li> <li>Ukutyelwa kwamakhaya</li> </ul> <p><b>Ukufikeleleka:</b></p> <ul style="list-style-type: none"> <li>uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa)</li> <li>li-ofisi Zemimandla ezi-6: iWynberg, iGoodwood, iVredenburg, iVostile, iGeorge ne-Cape Gate</li> <li>li-fisi Zezithili ezingama-34</li> </ul> <p><b>Ukucingela:</b></p> <ul style="list-style-type: none"> <li>Inombolo yomnxeba engahlawulelwayo</li> <li>Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</li> <li>uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana)</li> <li>Abaququzeleli Bemimandla</li> <li>Igosa Lononophelo Lwabaxhamli</li> <li>iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</li> </ul> <p><b>Ukuvuleleka Nokubonakala:</b></p> <ul style="list-style-type: none"> <li>linkqubo Zokwazisa</li> <li>Imihlangano Yokunikezela Ngeenkukacha</li> </ul>	<p><b>Ukubonisana:</b></p> <ul style="list-style-type: none"> <li>Udliwano-ndlebe</li> <li>Ukuthuthuzelwa</li> <li>Imihlangano Yeengcaciso</li> <li>Imihlangano yeenkcazelo</li> <li>lingxoxo Zasetafileni</li> <li>Ukutyelwa kwamakhaya</li> </ul> <p><b>Ukufikeleleka:</b></p> <ul style="list-style-type: none"> <li>uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa)</li> <li>li-ofisi Zemimandla ezi-6: iWynberg, iGoodwood, iVredenburg, iVostile, iGeorge ne-Cape Gate</li> <li>li-fisi Zezithili ezingama-45</li> </ul> <p><b>Ukucingela:</b></p> <ul style="list-style-type: none"> <li>Inombolo yomnxeba engahlawulelwayo</li> <li>Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</li> <li>uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana)</li> <li>Abaququzeleli Bemimandla</li> <li>Igosa Lononophelo Lwabaxhamli</li> <li>iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</li> </ul> <p><b>Ukuvuleleka Nokubonakala:</b></p> <ul style="list-style-type: none"> <li>linkqubo Zokwazisa</li> <li>Imihlangano Yokunikezela Ngeenkukacha</li> <li>Udliwano-ndlebe</li> <li>Ukuthuthuzela</li> <li>Imihlangano yeengcaciso</li> </ul>	<p><b>Ukubonisana:</b></p> <ul style="list-style-type: none"> <li>Udliwano-ndlebe</li> <li>Ukuthuthuzelwa</li> <li>Imihlangano Yeengcaciso</li> <li>Imihlangano yeenkcazelo</li> <li>lingxoxo Zasetafileni</li> <li>Ukutyelwa kwamakhaya</li> </ul> <p><b>Ukufikeleleka:</b></p> <ul style="list-style-type: none"> <li>uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa)</li> <li>li-ofisi Zemimandla ezi-6: iWynberg, iGoodwood, iVredenburg, iVostile, iGeorge ne-Cape Gate</li> <li>li-fisi Zezithili ezingama-35</li> </ul> <p><b>Ukucingela:</b></p> <ul style="list-style-type: none"> <li>Inombolo yomnxeba engahlawulelwayo</li> <li>Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</li> <li>uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana)</li> <li>Abaququzeleli Bemimandla</li> <li>Igosa Lononophelo Lwabaxhamli</li> <li>iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</li> </ul> <p><b>Ukuvuleleka Nokubonakala:</b></p> <ul style="list-style-type: none"> <li>linkqubo Zokwazisa</li> <li>Imihlangano Yokunikezela Ngeenkukacha</li> </ul>

Awona/amalungiselelo angoku	Amalungiselelo anqwenekayo	Ezona Nzuzo
<ul style="list-style-type: none"> <li>● Udliwano-ndlebe</li> <li>● Ukuthuthuzela</li> <li>● Imihlangano yeengcaciso</li> <li>● Imihlangano yeenkcazelo</li> <li>● Ingxoxo zasetafileni</li> <li>● Ukutyelwa kwamakhaya</li> <li>● Unxibelelwano Ngomlomo Nangezibhalo</li> </ul> <p><b>linzuzo Ezizezinye:</b></p> <ul style="list-style-type: none"> <li>● Ukuhlolwa kwezivumelwano zezibhambathiso kuyenzeka</li> </ul>	<ul style="list-style-type: none"> <li>● Imihlangano yeenkcazelo</li> <li>● Ingxoxo zasetafileni</li> <li>● Ukutyelwa kwamakhaya</li> <li>● Unxibelelwano Ngomlomo Nangezibhalo</li> </ul> <p><b>linzuzo Ezizezinye:</b></p> <ul style="list-style-type: none"> <li>● Ukuhlolwa kwezivumelwano zezibhambathiso kuyenzeka</li> </ul>	<ul style="list-style-type: none"> <li>● Udliwano-ndlebe</li> <li>● Ukuthuthuzela</li> <li>● Imihlangano yeengcaciso</li> <li>● Imihlangano yeenkcazelo</li> <li>● Ingxoxo zasetafileni</li> <li>● Ukutyelwa kwamakhaya</li> <li>● Unxibelelwano Ngomlomo Nangezibhalo</li> </ul> <p><b>linzuzo Ezizezinye:</b></p> <ul style="list-style-type: none"> <li>● Ukuhlolwa kwezivumelwano zezibhambathiso kuyenzeka</li> </ul>

### Isixhobo seenkcukacha ngokunikezelwa kweenkonzo

Izixhobo zeenkukacha ezikhoyo/ezizo	Izixhobo zeenkukacha ezinqwenekayo	Ezona zinzuzo
<b>Ukubhaliswa Kwamaziko Anikezela Unonophelo Olungagqibelelanga</b>		
<ul style="list-style-type: none"> <li>● Iforam yekota Yamahlakani kwi-ECD</li> <li>● Iforam Yemimandla kwi-ECD</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano yokunikezelwa kweenkcukacha</li> <li>● Imihlangano yokunikezelwa koqeqesho</li> <li>● Ukuqulunqwa Kwesicwagciso-qhinga Sephondo Esihlanganyelweyo kwi-ECD</li> <li>● Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</li> <li>● Iwebsite yeSebe</li> <li>● Uvimba-nkcukacha Wononophelo Olungagqibelelanga</li> <li>● Amaphetshana, iibrotsha kunye neeflaya</li> </ul>	<ul style="list-style-type: none"> <li>● Iforam yekota Yamahlakani kwi-ECD</li> <li>● Iforam Yemimandla kwi-ECD</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano yokunikezelwa kweenkcukacha</li> <li>● Imihlangano yokunikezelwa koqeqesho</li> <li>● Ukuqulunqwa Kwesicwagciso-qhinga Sephondo Esihlanganyelweyo kwi-ECD</li> <li>● Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</li> <li>● Iwebsite yeSebe</li> <li>● Uvimba-nkcukacha Wononophelo Olungagqibelelanga</li> <li>● Amaphetshana, iibrotsha kunye neeflaya</li> </ul>	<ul style="list-style-type: none"> <li>● Iforam yekota Yamahlakani kwi-ECD</li> <li>● Iforam Yemimandla kwi-ECD</li> <li>● Iforam Yeengingqi kwi-ECD</li> <li>● Imihlangano yokunikezelwa kweenkcukacha</li> <li>● Imihlangano yokunikezelwa koqeqesho</li> <li>● Ukuqulunqwa Kwesicwagciso-qhinga Sephondo Esihlanganyelweyo kwi-ECD</li> <li>● Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</li> <li>● Iwebsite yeSebe</li> <li>● Uvimba-nkcukacha Wononophelo Olungagqibelelanga</li> <li>● Amaphetshana, iibrotsha kunye neeflaya</li> </ul>
<b>Ukufakwa Kwabantwana Kugcino Lwexeshana</b>		
<ul style="list-style-type: none"> <li>● linkqubo Zokwazisa</li> <li>● Imihlangano Yokunikezela Ngeenkukacha</li> <li>● Udliwano-ndlebe</li> <li>● Ukuthuthuzela</li> <li>● Imihlangano yeengcaciso</li> </ul>	<ul style="list-style-type: none"> <li>● linkqubo Zokwazisa</li> <li>● Imihlangano Yokunikezela Ngeenkukacha</li> <li>● Udliwano-ndlebe</li> <li>● Ukuthuthuzela</li> <li>● Imihlangano yeengcaciso</li> <li>● Imihlangano yeenkcazelo</li> <li>● Ingxoxo zasetafileni</li> </ul>	<ul style="list-style-type: none"> <li>● linkqubo Zokwazisa</li> <li>● Imihlangano Yokunikezela Ngeenkukacha</li> <li>● Udliwano-ndlebe</li> <li>● Ukuthuthuzela</li> <li>● Imihlangano yeengcaciso</li> <li>● Imihlangano yeenkcazelo</li> <li>● Ingxoxo zasetafileni</li> </ul>

<ul style="list-style-type: none"> <li>● Imihlangano yeenkcazelo</li> <li>● Ingxoxo zasetafileni</li> <li>● Ukutyelwa kwamakhaya</li> <li>● Unxibelelwano Ngomlomo Nangezibhalo</li> <li>● Amaphetshana</li> <li>● liposta</li> </ul> <p><u>linzuzo ezizezinye:</u></p> <ul style="list-style-type: none"> <li>● Imihlano yokunikezelwa koqeqesho</li> </ul>	<ul style="list-style-type: none"> <li>● Ukutyelwa kwamakhaya</li> <li>● Unxibelelwano Ngomlomo Nangezibhalo</li> <li>● Amaphetshana</li> <li>● liposta</li> </ul>	<ul style="list-style-type: none"> <li>● Ukutyelwa kwamakhaya</li> <li>● Unxibelelwano Ngomlomo Nangezibhalo</li> <li>● Amaphetshana</li> <li>● liposta</li> </ul> <p><u>linzuzo ezizezinye:</u></p> <ul style="list-style-type: none"> <li>● Imihlano yokunikezelwa koqeqesho</li> </ul>
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**Iindlela zokufaka izikhazazo**

Izixhobo zeenkukacha ezikhoyo/ezizo	Izixhobo zeenkukacha ezinqwenelekayo	Ezona zinzuzo
<b>Ukubhaliswa Kwamaziko Ononophelo Olungaqibelelanga</b>		
<p>a) Inombolo yomnxeba engahlawulelwayo</p> <p>b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>d) Abaququzeleli Bemimandla</p> <p>e) Amagosa Oononophelo Lwabaxhamli</p> <p>f) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p> <p><b>Ukufakwa kwabantwana kunonophelo lwakhu</b></p> <p>g) Inombolo yomnxeba engahlawulelwayo</p> <p>h) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>i) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>j) Abaququzeleli Bemimandla</p> <p>k) Amagosa Oononophelo Lwabaxhamli</p> <p>l) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p>	<p>a) Inombolo yomnxeba engahlawulelwayo</p> <p>b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>d) Abaququzeleli Bemimandla</p> <p>e) Amagosa Oononophelo Lwabaxhamli</p> <p>f) Inombolo yomnxeba engahlawulelwayo</p> <p>g) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>h) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>i) Abaququzeleli Bemimandla</p> <p>j) Amagosa Oononophelo Lwabaxhamli</p> <p>k) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p>	<p>a) Inombolo yomnxeba engahlawulelwayo</p> <p>b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>d) Abaququzeleli Bemimandla</p> <p>e) Amagosa Oononophelo Lwabaxhamli</p> <p>f) Inombolo yomnxeba engahlawulelwayo</p> <p>g) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>h) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>i) Abaququzeleli Bemimandla</p> <p>j) Amagosa Oononophelo Lwabaxhamli</p> <p>k) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p>

## 2.3 Imeko yeSebe

iSebe liqhubile lijamelana nemingeni yokwenza umsebenzi walo ngokwemithetho kwimeko yoqoqosho emaxongo, abemi bephondo abandayo, imikhuba eyandayo kuluntu, kwakunye nesidingo esimandla seenkonzo. Kule nkalo, kubalulekile ukwakhiwa kweSebe elisebenzayo. Ezona nto zingundoqo ke kulo Msebenzi kukuphucula isimo salo, iinzame ezimandla zokunciphisa inkcitho nokonga, iinkqubo ezisebenzayo zolawulo lwesebe kwakunye neenkqubo zoshishini kwakunye nesicwangciso-qhinga zokuphucula inkqubo yokunikezelwa kweenkonzo.

### Isimo seSebe

Kulo nyaka-mali, abasebenzi bathi bafakwa kwisikhundla ezitsha semisebenzi kumaCandelo Olawulo: Ezentlalo-ntle Yoluntu, Ezophuhliso Lweengingqi Nentsebenziswano, , inkqubo yokugayela izithuba ezisaseleyo. iCandelo Lolawulo Lwamaziko Nohlolo Lomgangatho lithe laqiniswa ngecandelwana lokuqinisekisa umgangatho ngenjongo yokuqinisekisa ukuba zonke iiCYCC eziqhutywa nezifumana inkxaso-mali kwiSebe ziyayithobela imigaqo nemimiselo ebekwe ngumthetho iChildren's Act kunye neChild Justice Act, kube ke ngoko kuqinisekiswa ukhuseleko nentlalo-nte yabo, ingakumbi abo basoloko besemngciphekweni kweli phondo.

Ukuya kuthi ga ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2015, zonke iiCYCC ezifumama inkxaso-mali kweli Sebe kwicandelo Lolawulo Lwamaziko Nohlolo Lomgangatho ngenjongo yokuqinisekisa ulawulo olugqibeleleyo kwinkalo yononophelo lomntwana kumaziko ononophelo olulolunye.

Ukuhlengahlengiswa nokulungiswa kwecandelo leenkonzo zemimandla sele kuqalile njengoko bekungaqukwanga kwinkqubo yokuqala yohlengahlengiso ngo-2009 yaye izakuphunyezwa kwiMTEF.

### linkqubo Zezoshishino

ISebe liqhubile nokuphucula iinkcukacha zolawulo lwentsebenzo yalo ngokuthi kuzanywe ukwenziwa inkqubo yokuvavanya uhlobo lweenkcukacha zentsebenzo ngokuthi kwenziwe iphulo lovavanyo. uqeqesho kwinkqubo yokuphumeza inkqubo yokusebenza kwakunye neSikhokelo Sokuchaza Izalathisi ziqhubile yaye ifuthe lazo zibonakala ngokuza kwengxelo yophicotho engenaziphene ku-2014/15 – kukokwesibini ngokulandelelana.

Kwathi kwaqulunqwa iSicwangciso-qhinga Sokuphuculwa Kweenkonzo Zononophelo Nokhuseleko Lwabantwana kwiNtshona Koloni ukuzesiphunyezwe kunyaka-mali ozayo. Amalinge akwesi sicwangciso-qhinga ziquka iinkqubo zokusebenza ngeenkqubo neendlela zokuqhuba umsebenzi kuba wokuphunyezwa kweenkonzo eziphantsi kwemigaqo yomthetho kwanophuhliso lwamalinge entlalo-ntle asebenza ngcono.

Njengempendulo kwisidingo seNDP sokufumana indlela eyahlukileyo yokwenza iintengo, iSebe lize nendlela entsha yokufumana iintengo, eyinkqubo entsha nekumila kumbi ukuze kuhlalutywe ngendlela entle inkcitho yeSebe, kusetyenziswa izigqibo ezizizo zokushishina malunga nokufumana impahla nezinye izixhobo kunye neenkonzo. Oku ke, xa kudityaniswe nohlalutyo lwesimo seSCM yeSebe kwakunye nezikhokelo eziqonde ngqo ekuphumezeni kuyakuqinisekisa inkqubo entsha yeSCM esebenzayo nenezibonelelo ezizizo

ISebe liyakuqhuba nokuphumeza iishedyuli zeenkonzo njengesixhobo sokuqinisekisa ukusebenza ngendlela kweSivumelwano Somgangatho Wenkonzo elinaso neZiko Leenkonzo Zoshishino eliseDotP (iCSC). Lisezakuqhuba futhi nokuphumeza kwanokulungisa iinkqubo zokusebenza ukwenzela iishedyuli zalo zeenkonzo ezinento yokwenza neenkqubo zoluleko, ulawulo lwekhefu kwakunye nogayo nokuchongwa kwabasebenzi.



## **EZOLAWULO LWEZIBONELELO ZABASEBENZI**

### **Inggqesho Nezithuba Zengqesho**

Ukuthelakiswa nokufakwa kwabasebenzi kwizithuba zengqesho ezikwiCandelo Lolawulo lweCFO kwakunye nesinye isikhundla esibizwa iCandelo Lolawulo: Ezentlalo-ntle Yoluntu Nokwaxhiwa Kobudlelwane Noluntu zither zaqosheliswa ze ugayo lwabasebenzi kwizithuba ezisekhoyo ziqosheliswa kunyaka-mali ozayo.

Abafundi abathweswe izidanga zeNtlalo-ntle abasebenzela ukubuyisa iinkxaso-mali zabo zokufunda ngabona baninzi abaqeshwe kwizithuba ezisisongezelelo kwinani labasebenzi elikhoyo. Intsalela ke ingumvuka wenkqubo yangaphambili wenkqubo yokuhlengahlengisa isimo seSebe ekhokelele ekunikezelweni kweenkonzo ezingephi ezifana nokucoca kunye nezokhuseleko kwiinkampani zangaphandle.

### **Uqeqesho Lwabasebenzi**

ISebe lityale kakhulu kueqesho lwabasebenzi balo ze lagqitha lee kwiimfuno zemithetho ezingu-1%. ISebe liqalise ngoqeqesho oluzakunika abasebenzi bezononophleo lwabantwana nolutsha abangama-194 ukuze babe nokwenza izidanga zabo zibe zezisesikweni ngokuthi bafakwe kwinkqubo yoqeqesho ukuya kuthi ga ekupheleni konyaka-mali u-2016/17 ngoncedo lwenkxaso-mali ephuma kwiGunya-bantu Loqeqesho Kwezentlalo-ntle Nezempilo (iHWSETA). Liqeqesho ama-79abasebenzi abancedisana noonontlalo-ntle ngokwenkqubo yokuqeqeshelwa ukusebenza kulo nyaka-mali. Ukunikezelwa kwezidanga zoqeqesho kuyakwenziwa kunyaka-mali omtsha.

Kuthe kwanikezelwa neenkxaso-mali zokufunda kwiinkalo zamakhono awodwa apho izinga lezakhono lisezantsi khona, ezifana neenkonzoluleko, iinkonzozokuxhomekeka kumachiza kwakunye nezifundo ngeentsapho. Oku ke kongeza kuqeqesho loonontlalo-ntle ekubeni liliso kwezentlalo-ntle kuquka nemithetho elawula amakhono abo entlalo-ntle abasebenza kuwo, ndawonye nokucebisa nokuba ngabaqeqeshi. Ukunikezelwa kwamathuba oqeqesho akunakugxininiswa ngaphezu kokuba sinikezela ngoqeqesho lwezakhono ukuze kube kuqiniswa izakhono esezikho ze kuphucuke nenkqubo yokunikezelwa kweenkonzo.

### **Imeko Yezobugcisa**

Isicwangciso-qhinga se-ICT plan 2015-20 sihlalutywa minyaka le yaye izicwangciso ezingundoqo zeMTEF zona zihlala ziyingxenyeyophuhliso lwenkqubo yolawulo lweemeko (kwiinkonzozinikezelwa ngaphakathi) kwakunye nenkqubo yeSebe ejolise kulawulo lweenNPO kwiinkonzozinikezelwa ngaphandle. Kule nkalo ke, iSebe lifumene inkxaso-mali efikelela kwi-R1,1 yezigidi kwiSebe Leenkonzozoluntu Nezolawulo ukuze zinikezelwe kunyaka-mali u-2015/16. Injongo kukudala inkqubo enye nefanayo ukuze iSebe likwazi ukulawula iNPO ezifumana inkxaso-mali kwanezo zingayifumaniyo kweli phondo. Uhlalutyolwenkqubo yoshishino lweNkqubo Yolawulo lweenNPO lwathi lwaqosheliswa kulo nyaka-mali wokunikezelwa kwengxelo ndawonye neSikhokelo Seemfuno Zentsebenzo kwiSigaba 1 neSigaba 2. Ukuqulunqwa kwale nkqubo kuyakuqosheliswa kunyaka-mali omtsha. Isigaba 1 kukwaxhiwa kwesikhundla zeenkukacha zezi NPO, ngelixa iSigaba 2 siyakuba kukuphuhlisa kwale nkqubo yokulawula iinkukacha zentsebenzo nezemali ezibhekisa kwiintlawulo ezanikwa iNPO. Eli Sebe likwaqhuba ukunikezela ngenkxaso yenkqubo yezolawulo kwinkalo yenkqubo ye-ICT kwisizwe ngokubanzi, nkqubo leyo ifana neVEOPAR (eyiNkqubo Yokugcinwa Kweenkukacha Ezingokuxhotyiswa Kwamaxhoba Kwanokuphathwa Gadadala Kwabantu Abadala), iPCM (eyiNkqubo Yolawulo Lwamatyala Oluleko) kunye Nezicelo Zononophelo Lwabantwana Nolutsha (iiCYCA).

Ngenyanga yoKwindla ka-2016, iSebe liye lahlengahlengisa umgaqo-nkqubo walo ongolawuo lobuxhakaxhaka bobugcisa kwanokunikezelwa kwezixhobo. ISebe likwakwimeko yokuhlengahlengisa isicwangciso salo sokufunyaniswa kweentlekele kwezobuxhakaxhaka bobugcisa ze liqhube nokuvavanya inkqubo ukuqinisekisa ukuqhuba ngendlela koshishino

apho kube yimfuneko khona. Uvavanyo lwenkqubo luquka ikakhulu ukugcinwa nokurekhodwa kweemeko zokuphila eziyinyaniso ezinokuthi zenzeke kwanokuvavanywa kwezisombululo ezahlukeneyo ukuze kumelwane nemingeni yezi meko zokuphila.

Ukuze kube nokunqandwa ezinye zeziphumo zefuthe lokwehliswa kwesabelo-mali sephondo ezinokwenzeka kwisithuba seMTEF, iSebe lisihlalutyile isicwangciso salo sokuhlengahlengiswa kobuxhakaxhaka balo bobugcisa ngokuthi kwandiswe ixesha lokugcinwa nokutshintshwa kweekhompuyutha ezisetyenziswa ngabasebenzi ukusuka kwiminyaka emine ukuya kwemihlanu. Ukwandiswa kwexesha lokusebenza kwempahla yesebe licebo elibalulekileyo lokuveza iinzuzo zentebenzo esemgangathweni kwisithuba seMTEF. Ezinye iinzuzo ezongezelelweyo zentebenzo esemgangathweni ezicingeleka kwisithuba seMTEF kukufuduka kweSebe ukusuka kwiSikhundla Semigaqo Yokwenza Kwelizwi Kwi-intanethi ngokuthi lithabatha inxaxheba kwinkqubo yokunikezelwa kwetyathanga lonxibelelwano lephondo.

Okokugqibela, iSebe liqulunqe iidilesi ze-email ezifanayo kuzo zonke iinkqutyana zalo. Eyona njongo yezi dilesi ze-email zifanayo kukuseka inkqubo yokulawula unxibelelwano ngokobuxhakaxhaka bobugcisa kwanokuqinisekisa ukuba zonke iirekhodi zigcinwa ngendlela efanayo. Ukuvavanywa kolawulo lweerekhodi sele kuqalile yaye kuzakuqhuba nakunyakamali omtsha yaye inkqubo yayo yokusebenza entsha iyakuqosheliswa kunyakamali omtsha.

## 2.4 Ezona zinguqu ziphambili kwimigaqo-nkqubo kunye neenguqu kwimithetho

- **Inkqubo Engundoqo Yokusebenza yeSebe Lophuhliso Loluntu Kumba Wokususwa Kwabantwana Ezitalatweni Basiwe Kwiziko Lokhuseleko kwakunye Neenkqubo Ezilandela oko (ka-2015):** Le nkqubo ingundoqo yokusebenza yathi yaqulunqwa njengesikhokelo samanyathelo ngendlela yokuba kuqalwe ngaphi na xa kususwa abantwana abanesidingo sononophelo nokhuseleko ezitalatweni basizwe kumaziko okhuseleko. Sichaza imisebenzi noxanduva lwabasebenzi beli Sebe nakwezinye iinkalo zecandelo leeNPO nesipolisa. Esi sikhokelo ke sinika iinkcukacha: ngamaxesha ekufuneka ethotyelwe, sinikezelela ngengcaciso nentsingiselo yabantwana abahlala ezitalatweni; ukuba isebenza kubani na le nkqubo; yaye sikwaqulethe neenombolo zoqhakamshelwano zabantu nemibutho echaphazelekayo.
- **UMgaqo-nkqubo Wesizwe Ekunikezelweni Kweenkonzo Zophuhliso Loluntu Kubantu Abakhubazekileyo (2013):** eyona njongo ke kukukhokela nokuquzelela ukunikezelwa kweenkonzo ezingundoqo zophuhliso loluntu kubantu abakhubazekileyo. Injongo yawo kukuqinisekisa ukuba isidima namalungelo abo bonke abantu abakhubazekileyo siyalondolozwa ze kumelwane neemfuno zaso, ngokuthi kunikezelwe iinkqubo neenkonzo ezidingekayo neziqinisekisa ukubandakanyeka kwabo.
- **Isicwangciso-qhinga Sokuqinisekiswa Komgangatho Kumaziko Ononophelo Lwabantwana Nolutsha (iiCYCC):** Ukuqulunqwa nokulawulwa kwesicwangciso-qhinga sokuqinisekisa umgangatho kwenziwa kumaziko ononophelo lwabantwana nolutsha njengoko livelile igunya kwiSahluko 211 nommiselo 89 womthetho iChildren's Act.
- **Isikhokelo Somgaqo-nkqubo Weenkonzo Kubantu Abakhubazeke Ngokwasengqondweni (ka-2015)** sithe saphunyezwa yiKhabhinethi. Olu ke Luxwebhu Lomgaqo-nkqubo wePhondo oluzakukhokela ze luhlanganise ukubunjwa nokulawulwa kweenkonzo eziphantsi kwebakala leenkonzo zokufikelela nezenkxaso zeSebe Lophuhliso Loluntu ndawonye neendlela zokudlulisa abantwana abakhubazekileyo ziyakusekwa ngenjongo yokuqinisekisa ukufikeleleka kweenkonzo.
- **Ukunikezelwa Okuluqilima Kwesicwangciso-qhinga Sokunikezelwa kweenkqubo Ezahlukeneyo (sika-2015):** ukuqulunqwa nokukawulwa kwesicwangciso-qhinga ngenjongo yokuqinisekisa ukusasazeka ngendlela kweeCYCC eziphantsi kolawulo olululo kweli phondo, ezinikezela uthotho lweenkonzo zokuhlaliswa nononophelo ezidingekayo njengoko kuthiwe theca kwiSahluko 192 somthetho iChildren's Act.

### 3. IINJONGO EZISEKELWE KWIZIPHUMO ZESICWANGCISO-QHINGA

Inkqubo yesebe yokucwangciselwa kwezicwangciso-maqhinga izingqinisisile iinjongo ezintlanu njengoko zithiwe theca Kwicwangciso-qhinga soonyaka bemali 2015 - 2020. Nazi ke:

<p><b>Injongo 1 Yesiphumo Esisekelwe Kwicwangciso-qhinga</b></p>	<p><b>Kukuphucula Ezolawulo Nokwenziwa</b></p> <p><b>Intetho Yenjongo:</b> 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> Kukwandisa ubuzaza beenkoqubo zokushishina ngokuthi kuthatyathwe izigqibo ngendlela engafihlisiyo nebandakanyayo ndawonye nendlela yokuphumeza egxilileyo, kwanokuhlola nokunikezelwakweengxelo. 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> Le njongo ithungelana noPSG 5: "Kukufaka inkqubo yolawulo olululo kwanokunikezelwa kweenkonzo ngokuhlanganyelweyo kunye nokuthungelani kwezikhokelo zokusebenza". Ikwathungelana kuhle nesiphumo uNDP 2030: "Ukwakhiwa kombuso osebenzayo nosekelwe kuphuhliso" kunye "Nokulwa urhwaphilizo" kwakunye nesiphumo seMTSF 2019: "Inkonzo yaseburhulumenteni esebenzayo, esemgangathweni nesekelwe kuphuhliso."</p> <p><b>Inkqubela kumba Wesicwangciso-qhinga ndawonye neenjongo zeminyaka emihlanu:</b> ISebe sele lisebenzele ukuzuzisa injongo yokwenziwa ngcono nokuphuculwa kwenkqubo yolawulo ngokweenkqubo zalo zoshishino, iindlela zokusebenza namaqumrhu alo. Oku ke kuthungelana neSiphumo Sesizwe esinento yokwenza nombuso osebenza ngendlela noseemgangathweni osekelwe kuphuhliso njengoko kuchaziwe kwiSahluko 15 seNDP.</p> <p>Kungoko ke sinakho ukufaka ingxelo ngale nkqubela:</p> <ul style="list-style-type: none"> <li>● Iziphumo zeMPAT kwiSCM kwakunye noLawulo Lwezemali ziphucukile kusuka kwinqanaba 3 ukuya ku-4. , ze iSebe lagcina izinha lalo lenqanaba 4 kwizicwangciso-maqhinga kwakunye nezolawulo lobugcisa.</li> <li>● ISebe lilehlisile izing lalo lezithuba zengqesho ukuya kwelo lamkelekayo lingu-5.4%.</li> <li>● Kwathi kwanikezelwa la mathuba oqeqesho alandelayo:             <ul style="list-style-type: none"> <li>● Ukuqeqeshwa kwabasebenzi abangama-25 bee-ofisi zemimandla nezikandlu-nkulu kulwimi lwabangevayo ukuze abasebenzi bethu bakwazi ukusombulula iingxaki Zabantu Abakhubazekileyo</li> <li>● Ukuqeqeshwa kwamagosa ancedisa oononatlalo-ntle angama-80;</li> <li>● Kuqalwe ngokuqeqeshwa kwabantu abasebenza ngabantwana nolutsha abali-194 ukuze babe bezidanga ezizizo;</li> </ul> </li> <li>● Kwathi kwaqosheliswa ezi ngxelo Zovavanyo Lweemeko Zoluntu zilandelayo:             <ul style="list-style-type: none"> <li>● Uvavanyo lweenkonzo Zokuhlanganiswa Kweentsapho kwiNtshona Koloni</li> <li>● Uvavanyo lweenkonzo Zempilo Yengqondo Kwiinkedama Nakubantwana Abasemngciphekweni;</li> <li>● Uvavanyo Lwamazko Eenkonzo Kubantu Abadala</li> <li>● Ingxelo Yohlalutyo Lweemeko Zeenguqu Kubemi;</li> <li>● Uvavanyo lweesheltha Zamaxhoba Obundlobongela Basekhaya;</li> <li>● Uvavanyo lweeYouth Café.</li> </ul> </li> </ul>
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<p><b>Injongo 2 Yesiphumo Esisekelwe Kwisicwangciso-qhinga</b></p>	<p><b>Ukudala amathuba ngokunikezelwa kweenkonzo zophuhliso loluntu ekuhlaleni</b></p>
	<p><b>Intetho Yenjongo:</b> Kukukhuthaza ukusebenza kwabantu abantu abahlelekileyo nabasemngciphekweni ngokuthi kunikezelwe amalinge namacebo afanelekileyo entlalo-ntle yoluntu axhasa nalawo omelea abantu neentsapho, ngentsebenziswano namahlakani</p>
	<p><b>Isizathu:</b> Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo zentlalo-ntle ezisekelwe kuphuhliso kubo bonke abantu abasemngciphekweni ingakumbi ke Abantu Abakhibazekileyo, abantu abadala kwanabo bazibhaqa bephantsi kweenzingo.</p>
	<p><b>Uthungelwano:</b> Le Njongo ithungelana noPSG3: "Ukwandisa intlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini." Ikwathungelana kuhle neSiphumo Sesizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokufaka igxalaba kwi-Afrika engcono nekhuselekileyo kwihlabathi elingcono", kwakunye neSiphumo Sesizwe 13: "Inkqubo yokhuseleko loluntu ebandakanyayo nephendulayo."</p>
	<p><b>Inkqubela kwinkalo Yesicwangciso-qhinga ndawonye neenjongo zeminyaka emihlanu:</b> (Nceda uqwalasele ukuba zonke iinzuzo ezikule nkqubo zithungelana kuhle neziphumo ezinqwenelekayo zeSahluko 11 seNDP):</p> <ul style="list-style-type: none"> <li>● ISebe lithathele phezulu amaziko anikezela ngononophelo kubantu elibahlalisayo abadala nabagulayo, iindlela ezizezinye zononophelo nenkxaso ezifana namaziko ononophelo lwasemini, amaziko eenkonzo, iiklabhu zeenkonde, unonophelo lwerespote, ukuphila ngkuzimela kunye nononophelo olusekelwe emakhayenyayeyo liphinde laqwalaselisela iindlela zokugaywa kwenkxaso-mali ukuqinisekisa ukuba unonophelo nenkxaso kubantu abadala kumaziko okuhlala kunye nakumaziko ononophelo akwiingingqi zokuhlala ihlala injalo ze kunikezelwe inkxaso kwiinkonzo esezikho zentlalo-ntle yabantu abadala kweli phondo.</li> <li>● Bangama-8 419 abantu abaxhamla kwiinkonzo zamaziko okuhlalisa afumana inkxaso-mali ze abangama-13 805 bona baxhamle kwiinkonzo zononophelo nenkxaso ezisekelwe ekuhlaleni.</li> <li>● Mhle umsebenzi osele wenziwe ekukhuthazwe kokubhalisa kwamaziko afumana inkxaso-mali kwanalawo abucala ze oko ke kwakhokelela ekuthotyelweni Kwemigaqo Nemimiselo yomthetho i-Older Persons Act, Nombolo 13 ka-2006. Le nkqubo ke ikhokelele ekuphucukeni kokunikezelwa kweengxelo ndawonye nokwazisa ngomgangatho wenkonzo olindelekileyo phakathi kwamalungu eentsapho noluntu ekuhlaleni.</li> <li>● Inkqubo Yabantu Abakhubazekileyo liqhubile nokugcina nokunikezela inkxaso kwakunye bezixhobo ezikhoyo zeenkonzo zentlalo-ntle ngenjongo yokunikezelwa kweenkqubo ezihlanganyelweyo kwakunye neenkonzo ezijoliswe ekuphakamiseni amalungelo, intlalo-ntle kunye nokomelezwa koluntu olukhubazekileyo neentsapho zalo ngokoqoqosho. Ngenxa yokwanda kwesidingo esenyukileyo seenkonzo ithagethi yale nkqutyana zathi zanikezelwa ngokugqwese kakhulu.</li> <li>● ISicwangciso-qhinga Sokuthathelwa Phezulu Kwezokukhubazeka kwathi kwaboniswa ngaso futhi ke kusalindeleke ukuba siphunyezwe.</li> <li>● Ngentsebenziswano necandelo leNPO, amasebe karhulumente kunye nabazali babantwana abakhubazekileyo, iSebe liseke ibutho lokuqala lenkxaso kubazali e-Atlantis, kusenzelwa inkxaso kubazali babantwana abakhubazekileyo.</li> <li>● ISebe ligqwese nangakumbi ekunikezeleni iinkonzo zohlangulo kwiimeko zeentlekele kwiintsapho namakhaya azifumana iintsizi ezingephi ngama-29% ze ama-3 687 abaxhamli abalindelekileyo abangama-3 940 bafumana izidlo kumaziko esondlo eli Sebe.</li> </ul>

<p><b>Injongo 3 Yesiphumo Esisekelwe Kwisicwangciso-qhinga</b></p>	<p><b>Uthotho lweenkonzo ezigqibeleleyo zononophelo nenkxaso kubantwana neentsapho ngenjongo yokukhusela amalungelo abantwana kwanokuphakamisa intlalo-ntle kuluntu</b></p> <p><b>Intetho yenjongo:</b> Iinkonzo ezifanelekileyo zononophelo nenkxaso kubantwana neentsapho kwakunye namalinge akhusela, axhasa nakhokela uphuhliso lwabantwana neentsapho, ngentsebenziswano namahlakani.</p> <p><b>Isizathu:</b> Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo ezihlanganyelweyo ezisekelwe kuphuhliso lwabo bonke abantwana abasemngciphekweni kunye neentsapho ngenjongo yokulondoloza isimo sosapho.</p> <p><b>Uthungelwano:</b> Le njongo ithungelana noPSG 2: "Ukuphucula iziphumo zemfundo kunye namathuba ophuhliso lolutsha" kunye noPSG 3: "Ukwandiswa intlalo-ntle, ukhuseleko, kwakunye nokulwisana nemikhuba kuluntu". Ngapha koko, ikwathungelana neSiphumo Sesizwe 2: "Impilo ende nesemgangathwerni kubo bonke abemi boMzantsi Afrika", Isiphumo Sesizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokufaka igxalaba kwi-Afrika ongcononekhuselekileyo kwihlabathi elingcono" kwakunye Nesiphumo Sesizwe 13: "Inkqubo ebandakanyayo nephendulayo yokhuseleko loluntu".</p>
	<p><b>Inkqubela kumba Wesicwangciso-qhinga kunye nezicwangciso zeminyaka emihlanu:</b></p> <ul style="list-style-type: none"> <li>● Kuthe kwafakwa abantwana abangama-3 702 kwiinkqubo zononophelo lwabanye abazali okwethutyana ngokuthelekiswa nethagethi ebingama-3 116;</li> <li>● Kwaqulunqwa iSikhokelo Sokusebenza Seenkonzo Zokhuseleko Lwabantwana Kunonophelo Lwasemva Kwemini, ngenjongo yokuphakamisa ukufana ekunikezelweni kweenkonzo zononophelo lwasemva kwemini ezahi zaqosheliswa ze zaphunyezwa nguMphathiswa wePhondo;</li> <li>● Kwathi kwaqeqeshwa oonontlalo-ntle (beDSD nabeenPO) kuthotho lwamakhono awodwa achaphazeleka kumthetho iChildren's Act, aquka nala: <ul style="list-style-type: none"> <li>● Oonontlalo-ntle abangama-30 bathi baqeqeshelwe ukukwazi ukusebenzisa isixhobo Sokuvavanyela Ukhuseleko Nomngcipheko, isixhobo esenzelwe ukuphucula nokomeleza izakhono zoonontlalo-ntle zokuhlola umngcipheko, kwakunye namangenelo afanelekileyo kwiimeko zabantwana abasemngciphekweni;</li> <li>● Kwathi kwaqeqeshwa oonontlalo-ntle abangama-80 kwinkalo yokunikezelwa kwabantwana ukuze bakhuliswe ngabanye abazali ngenjongo yokubaxhobisa bakwazi njengendlela amabayi qonde yokugcinisa abantwana abanesidingo sononophelo nokhuseleko;</li> <li>● Oonontlalo-ntle abangama-56 bona bathi baqeqeshelwa isakhono Sokuxolelanisa ngumbutho iFamily Mediators' Association of the Cape (iFAMAC). Olu qeqesho luxhobisa oonontlalo-ntle ngesakhono sokuxolelanisa egameni leenkundla ze bakwazi nokuzicebisa ezi nkundla ngokona kufanele umntwana xa abazali bengavisisani;</li> <li>● Kwathi kwenziwa amaphulo otyelelo lokuhlola intsebenzo angama-21. Oku kwanceda ekuqinisekiseni ukuba yathi yathotyelwa imiqathango yeTPA ziiNPO ezifumana inkxaso-mali ze zancedisa nasekomelezeni intsebenzo yeeNPO ngokuthi kuqulunqwe ze kuhlolwe izicwangciso zokulungisa apho imibutho le ibikhe ayaqhuba kakuhle;</li> <li>● Kwathi kwaqeqeshwa umphathi Wononophelo Lokugcinwa Kwabantwana ngabanye abazali okwethutyana ukuze aqulunqwe ze dlawule unonophelo lokugciniswa kwabantwana kubanye abazali okwethutyana. Oku ke kuyakuncedisa kulawulo olufanayo lolawulo lononophelo olufanayo loku kugciniswa okwethutyana kubanye abazali kweli phondo ngenjongo yokulawula izilibaziseko zale nkqubo yokufakwa kwabantwana kubanye abazali okwethutyana;</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>● ISebe lisebenzisene neesheltha ezingama-23 zabantu abadala abangenamakhaya ezinikezela iinkqubo zonyango ukuze kulungiswe ze kuncediswe ekubuyiselweni kwabo bantu badala bangenamakhaya kwiintsapho zabo kunye neengingqi ababesuka kuzo. Sithe sasebenzisana futhi neeNPO ezingama-40 ezinikezela iinkqubo zonyango ezifana neentuthuzelo kwiintsapho, iingcebiso zezithandani/kubatshati, iintuthuzelo nonyango kwiintsapho kunye neenkqubo zezakhono zokuba ngabazali kwakunye neenkonzozo zoxolelwaniso ezifana nokuxolelanisa abantu abaqhawula umtshato kunye neenkonzozo zeengqungquthela ngemiba yamaqela eentsapho;</li> <li>● Iphulo iFirst 1000 Days, egxila kwinkalo ebaluleke kakhulu yethuba lokuphuhla phambi kosuku oluphawula unyaka wesibini ezilwe umntwana, lathi laphhelelelwa nguMphathiswa wePhondo ngomhla we-17 kwinyanga yoMdumba ka-2016 ngentsebenziswano neSebe Lempilo;</li> <li>● Inkqubo yokucwangcisa nokuyila inkqubo yezikolo ezilikhulu yenkqubo Yophuhliso Lweentsatshana yathi yaqosheliswa ze yaphehlelewa kunyaka-mali omtsha. Le nkqubo ke ithe yakhutshelwa kwiingingqi ebisavavanywa kuzo, ezifana neKhayelitsha, iPhilippi, iMitchell's Plain kwakunye neCape Winelands.</li> </ul>
<p><b>Injongo 4 Yesiphumo Esisekelwe Kwisicwangciso-qhinga</b></p>	<p><b>Ukulwisana nemikuba kuluntu ngokuthi kunikezelwe uthotho lweenkonzo Zothintelo Lolwaphulo-mthetho kuluntu, Uthintelo Lokusetyenziswa Gwenxa Kweziyobisi kunye neNkqubo Yokubuyiselwa kwisimo sesiqhelo.</b></p> <p><b>Intetho Yenjongo:</b> Kukunciphisa imikuba eluntwini ngokuthi kunikezelwe iinkonzo zothintelo lolwaphulo-mthetho eluntwini, ezoluleko nezothintelo lokusetyenziswa gwenxa kweziyobisi ezinciphisa iimpawu zomngcipheko ze kuphuhliswa amalungu eengingqi zokuhlala athathela kuwo uxanduva.</p> <p><b>Isizathu:</b> Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo zeengcali zoluleko kubantu abakungqulwaniso nomthetho kwanokubomeleza nangakumbi ukuze bangaweli kwimikhuba yokuzibhaqa besenza ulwaphulo-mthetho.</p> <p><b>Uthungelwano:</b> Le njongo ke ithungelana noPSG 2: "Ukuphucula iziphumo zemfundo kwanamathuba kulutsha" kunye noPSG 3: "Ukwandisa intlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini." Ikwathungelana kuhle neSiphumo Sesizwe: "Impilo ende nentle kubo bonke abemi boMzantsi Afrika", iSiphumo Sesizwe 3: "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 kumba Wesicwangciso-qhinga ndawonye neenjongo zeminyaka emihlanu:</b> (Nceda uqwalasele ukuba zonke iinzuzo ezikule nkqubo zithungelana kuhle neziphumo ezinqwenelekayo zeSahluko 11 seNDP):</p> <ul style="list-style-type: none"> <li>● Landise ukufikeleleka kwamalinge alo okulwisana nokusetyenziswa gwenxa kweziyobisi kulutsha. Kuphunyezwe inkqubo yokunyangelwa ngaphandle kuMaziko Ononophelo Lolutsha ze kwaphunyezwa nenkqubo yokunyangelwa ngaphakathi ukusetyenziswa gwenxa kweziyobisi eLindelani Youth Care Centre;</li> <li>● Kwandiswa amalinge okunyangela ngaphakathi ukusebenzisa gwenxa iziyobisi asekelwe ekuhlaleni njengomvuka wokubuyiswa kwenkqubo yamachiza adakumbisa iintlungu kwanokwandiswa kweenkqubo zonyango ezisekelwe kuluntu ekuhlaleni zisiwe e-Atlantis, eBhobhfofo naseCeres;</li> <li>● Ukwandiswa kwenkqubo yokunyangela ukususela ukuqala kwengxaki esekelwe ezikolweni eKuilriver, e-Eerste River, eSteenberg, eLavender Hill, eHout Bay nase-Elsies River;</li> </ul>

	<ul style="list-style-type: none"> <li>● Kwathi kwaqulunqwa isicwangciso-qhinga sokufakwa kwabantwana kwiiCYCC emva kokuhlalutywa kwezithuba zeebhedi ngokuthelekiswa nezo zifumana inkxaso-mali kwiiNPO zibonakalise ukuba kukho ukwanda kwesidingo zezi zithuba zeebhedi ebesingasoloko sizuzwa;</li> <li>● Ukuphunyezwa kweenkqubo zokuthintela ukusetyenziswa gwenxa kweziyobisi kuzozonke iiCYCC eziphantsi kolawulo lukarhulumente ngenjongo yokuqinisekisa ukufikeleleka okukuko kwale nkonzo kwiphondo ngokubanzi. Kwathi kwasekwa amaziko anikezela uncedo lweengcali zontango lolutsha olusebenzisa iziyobisi kumaziko iLindelani naseDe Novo, yaye ke landa inani labantwana abakwazi ukufakwa kumaziko akufutshane namakhaya abo;</li> <li>● iSebe sele lenze inkqubela emandla kwinkalo yokwandiswa kwezithuba zeebhedi kumaxhoba akwiNtshona Koloni. Kwathi kwavezwa izithuba zendawo yokuhlaliswa kwamaxhoba angamadoda obundlobongela nolwaphulo-mthetho ngenjongo yokwakha isiseko sesidingo sesheltha yamadoda eKapa. Amahlakani akwicandelo Lokuxhotyiswa Kwamaxhoba sele eqalisile ukusebenzisa isithuba sesheltha esivulelekileyo yaye le sheltha sele inikezela ingxelo ngokudluliselwa kwamaxhoba – le nkqubo isavavanywayo ke iyakuqhuba nakulo nyaka-mali siya kuwo;</li> <li>● ISebe lizame ukuvavanya isheltha yokuqala yamaxhoba okuxhwilwa angabantu abadala kunye nabantwana bawo apha eMzantsi Afrika. Ngapha koko, kuye kwavulwa nenye isheltha kwikota yokugqibela;</li> <li>● Kwathi kwasekwa iKhuseleka One Stop Centre ngomhla wama-26 kwinyanga yeThupha ka-2015 eSaartjie Baartman Centre nto leyo yakhokelela ekuqulunqweni komgaqo wokudluliselwa kwamaxhoba kwiJCPS kunye neklasta yezentlalo-ntle ndawonye neeNPO ezichaphazelekayo ngenjongo yokuqinisekisa ukuba iinkonzo eziya kumaxhoba ziqulunqwa ngendlela eyiyo. Iinkonzo zonyango kunye nezenkxaso ngokwempilo yengqondo zathi zandiswa nangakumbi ukuze zifikelele nakumaxhoba obundlobongela bamaqela emigewu eKraaifontein, eeManenberg nakuNxweme OlukwiNtshona, kwakunye neThuthuzela Care Centre eVostile;</li> <li>● Kwathi kwabanjwa noqeqesho ngenkqubo yeVEPOAR apho ibisazanywa khona eKhayelitsha naseBredasdorp kwakunye nokugcinwa kweenkcukacha zamaxhoba adinga uncedo sele kuqalile. Ukuvavanywa nokuqwalaseliswa kwale nkqubo yeVEPOAR kulinyathelo elibalulekileyo kwinkqubo yokuqinisekisa ukuba amaxhoba olwaphulo-mthetho nobundlobongela athi akhangelwe afunyanwe ngokwale nkqubo, ngenjongo yokuqinisekisa umgangatho weenkonzo;</li> <li>● Isidingo seenkonzo zonyango kubantwana abaxhamla kwiinkonzo zeesheltha noonina/nabantu ababanonophelayo;</li> <li>● Eli Sebe, ngentsebenziswano namahlakani aphuma kwiinkalo ngeenkalo, lathi laqulunqa inkqubo yemigangatho neendlela zokusebenza ngamaxhoba olwaphulo-mthetho nobundlobongela kweli phondo, nkqubo leyo izakucacisa iindima noxanduva lamahlakani amakhulu kweli candela. Amahlakani la ayakuqeqeshwa ekuphunyezweni kwale nkqubo intsha yokusebenza kunyaka-mali omtsha.</li> </ul>
<p><b>Injongo 5 Yesiphumo Esisekelwe Kwisicwangciso-qhinga</b></p>	<p><b>Ukudala amathuba ngokunikezelwa kweenkonzo zophuhliso loluntu ekuhlaleni</b></p> <p><b>Intetho Yenjongo:</b> Kukudala amathuba abantu noluntu ekuhlaleni ukuze kuphuhle ukuxhotyiswa ngokoqoqosho kwakunye namandla okuzimela ngokusekelwe kuphando olunobungajina.</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 ithungelana noPSG 2: "Ukuphuculwa kweziphumo zemfundo nokudalwa kwamathuba ophuhliso lolutsha", uPSG 3: "Ukwandiswa</p>

kwentlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini" kunye noPSG 5: "Ukufaka inkqubo yezolawulo olusemgangathweni kunye nokunikezelwa kweenkonzo ngendlela ehlanganyelweyo ngentsebenziswano kwakunye nokuthungelani kweenkalo". Le njongo ikwathungelana neSiphumo Sesizwe 11: Ukudala uMzantsi Afrika ongcono kwanokufaka igxalaba kwi-Afrika engcono nekhuselekileyo kwihlabathi elingcono".

**Inkqubela kwinkalo Yesicwangciso-qhinga ndawonye neenjongo zeminyaka emihlanu:**

- Lungama-16 785 ulutsha olufikelele kwiinkonzo zeenkqubo zeli Sebe kwakunye nenjongo yokulwayamanisa namathuba engqesho kwanokuqhuba namathuba ophuhliso lwezakhono zathi zafikeleleka.
- Athi andiswa amalinge eYouth Cafes ukuze zibe ntlanu. Ezintathu kwezi Café (eRocklands, eVangate Mall naseGeorge) sele zisebenzela kwizakhinowo zazo okanye kweziziqeshileyo ngelixa ezinye ezimbini zisazama ukuqoshelisa indawo eyiyo yokusebenzela yaye azakuphehlelelwa kulo nyaka-nali uzayo.
- Kwathi kwaphunyezwa iNkqubo Yamawonga kaMphathiswa enempumelelo, kunikezelwa izibonelelo kwiNPO kwakunye nolutsha oluthabatha inxaxheba kwiinkqubo zophuhliso lwezakhono
- Uninzi lwabantu abathe bazuza lutho kumathuba amafutshane engqesho e-EPWP athi avuswa kweli phondo ngokubanzi ngamanina
- Ngenxa yale mpucuko yeDSD kwinkqubo yesizwe yokunikezelwa kweengxelo ze-EPWP, inkxaso nohlolo lweenNPO ezithabatha inxaxheba inkxaso-mali yokukhuthaza oku iye yandiswa kakhulu
- Ngentsebenziswano neSASSA kwathi kwanikezelwa inkonzo zohlangulo loluntu kwabona bantu bahlelekileyo namakhaya, kuquka abo bathe bachatshazelwa ziintlekele
- Kunikezelwe izidlo kumaziko eMOD angama-142 kulawo angama-155. Eli linge likhuthaze abantwana ukuba bazimase isikolo kwiintshukumo zasemva kwesikolo
- Eli Sebe liye laqhuba lifaka igxalaba ekuncitshisweni kwendlala ngokuthi kujoliswe kumaziko neendawo ezithile zokunikezelwa kwesondlo kwiNtshona Koloni
- Kusekwe ze komelezwa amatyathanga entsebenziswano kwinqanaba lephondo nelemimandla nama ye abasebe ephondo, iNPO kunye necandelo labucala
- IiNPO ezili-13 ezifumana inkxaso-mali (bekucetywe 12) zifumene uqeqesho olumandla ngezolawulo ingakumbi kumba wokunikezelwa kweengxelo zemali zeebhodi
- Kuxhotyiswe iNPO kwiinkalo zolawulo lwemali kwanolawulo olululo kwanezo zisemngciphekweni wokunqunyanyiselwa inkxasomali ngenxa yokungathobeli imimiselo
- Kwaqhutywa inkqubo yangaphakathi yokuqeqeshwa kwabaqeqeshi ukuze amagosa eDSD akwazi ukunikezela ngoqeqesho kwiNPO ezichongiweyo kwimimandla yawo.
- Kuqhutywie kwaqulunqwa Izivumelwano Zokuqondana noomasipala kwinkalo Yophuhliso Lwezicwangciso Ezihlanganyelweyo ze kwangenwa kwizivumelwano zomgangatho weenkonzo necandelo labucala ukuze kusetyenziswe izibonelelo ezikhoyo ukunceda uluntu ngendlela eyiyo.



## 4. IINKCUKACHA ZENTSEBENZO NGOKWEENKQUBO

Qaphela Izalathisi zentsebenzo yecandelo ezinganikezi ngxelo ngazo zikwi Sihlomelo C

### 4.1 INKQUBO 1: EZOLAWULO

#### Injongo

Le nkqubo ke ibonakalisa ulawulo ngokwesicwangciso-qhinga ndawonye neenkonzozo zenkxaso kuwo onke amanqanaba eSebe, oko ke kukuthi, kwinqanaba lePhondo, eloMmandla, eleSithili kunye neleZiko/neleQumrhu. IZiko Lezolawulo Lophuhliso lisekelwe kwiDotP<sup>6</sup>.

#### linkqutyana

- 1.1. I-Ofisi yoMphathiswa
- 1.2. Ezolawulo Lwephondo
- 1.3. Ezolawulo Lwezithili

#### linjongo Zesicwangciso-qhinga

- Kukunikezela iinkonzozo zenkxaso yesicwangciso-qhinga ngenjongo yokuphakamisa inkqubo yolawulo eyiyo kwakunye neenkonzozo ezisemgangathweni.

### IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 1.2: IINKONZO ZEZOLAWULO</b>					
<b>Kukuphumeza isimo esiphuculweyo senkqubo yokunikezelwa kweenkonzo</b>					
<b>Isalathisi senjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>linjongo ezicetyiweyo 2015/2016</b>	<b>Eyona Nzuzo 2015/2016</b>	<b>Ukutyeshel a iinjongo ezicetyiwe yo Kwezona Nzuzo 2015/2016</b>	<b>Imbono ngokutyeha</b>
Yimbono yoMphicothi-zincwadi Oyintloko ekuphicothweni kweengxelo zemali kwanengxelo ekubeni lulutho kwanokuchane ka kweenkcukacha zentsebenzo ezinikezelweyo	Uphicotho olungenaziphen <sup>e7</sup>	Imbono ngophicotho olungenamakhwini ba kungekho miba ifuna ukugxininiswa futhi ke kungekho ziphumo zitheni ngokuba lulutho kwanokuchane ka kweenkcukacha zentsebenzo yesebe	linkcukacha ezi ziyakufikelele ka kuphela ngomhla we-15 kweyeKhala ka-2016	-	-

<sup>6</sup> iZiko Leenkonzozo Zoshishino linikezela ngezi nkonzo zenkxaso zilandelayo kweli Sebe: Ulawulo Lwezibonelelo Zabasebenzi, i-e-Innovation, Uphuhliso lweSebe, Uqeqesho Lwephondo, Ezokuqinisekiswa Kwezentsebenzo, linkonzo Zomthetho kwakunye Nezo Loshishino

<sup>7</sup> Uphicotho olucocekileyo lubhekisa kwimbono yophicotho-zincwadi engenamakhwiniiba ngaphandle kwemiba egxininisiwayo kungekho zinto zifunyenwe zimbaxa ekubeni lulutho nokunyaniseka kweenkcukacha zentsebenzo.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 1.2: IINKONZO ZEZOLAWULO LOSHISHINO</b>					
<b>Izalathisi Zentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani lamangenelo oqeqesho kwezentlalo-ntle kwakunye namakhono athungelanayo nezentlalo-ntle	34	25	25	-	-
Inani labantwana abafundiswa umsebenzi abanezidanga/abangekabi nazo	185	115	115	-	-
Inani labantwana abafundiswa umsebenzi phantsi kwenqubo i Premier Advancement of Youth	20	20	20	-	-
Inqanaba leMPAT kuMgangatho Wezolawulo: Kwezohlolo Novavanyo	Isalathisi esitsha	4	3	-1	Eminye imigangatho ethe yafakwa emva kokuphunyezwa kwe-APP ka-15/16: uhlobo lwasuswa kwezovavanyo ze ukuphunyezwa kwezicwangciso zokuphucula kwafakwa njengomgangatho. Uvavanyo lobungqina ke ngoko lwaba luqilima kakhulu ze ubungqina obangeniswayo kumba wokuphunyezwa kwezicwangciso zokuphuculwa kweenkonzo akwamkelwa yiDPME.
Inqanaba leMPAT kuMgangatho Wezolawulo:: Kwizicwangciso-maqhinga	Isalathisi esitsha	4	4	-	-
Inqanaba leMPAT kuMgangatho Wezolawulo:	Isalathisi esitsha	4	3.5	-0.5	Obunye ubungqina buthe bangeniswa kwixesha

<b>INKQUTYANA 1.2: IINKONZO ZEZOLAWULO LOSHISHINO</b>					
<b>Izalathisi Zentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshela</b>
Kwizicwangciso Zentsebenzo Yonyaka					Izicwangciso ezingamkelwanga yi DPME.
Inqanaba leMPAT kuMgangatho Wezolawulo:: Kwezolawulo Loshishino lwe-ICT	Isalathisi esitsha	4	4	-	-
Inqanaba leMPAT kuMgangatho Wezolawulo Lwenkalo Yentsebenzo: Performance Area: Kwezolawulo Lwetyathanga Leentengo	MPAT: Inqanaba 4 CGRO:3	3	4	+1	Icandelo Lolawulo Lwetyathanga Leentengo lithe laqulunqa ze laphumeza uxwebhu Lohlolo Nesimo kwakunye nesimo esitsha sesebe ngenjongo yokuzuzisa amazing namanqanaba aphezulu naphucukileyo okulawula.
Inqanaba leMPAT kuMgangatho Wezolawulo Lwenkalo Yentsebenzo: Kwezolawulo Lwemali	MPAT: Inqanaba 3.8 CGRO:3+	3	4	+1	Ukuqulunqwa ngokutsha kweenkqubo neendlela kukhokelele ekuphucukeni kweendlela zokusebenza kwicandelo lemali.

### **Iinzuzo zenkqubo**

- Ama-88.6% lamanqaku eMPAT kwiSebe akwinqabana lesithathu nelesine, oko ke kukuthi: 8.6% ngaphezu kwenqanaba nomgangatho obulindelekile kula manqanaba ahlengahlengisiweyo;
- ISebe lihlehliisile izinga lalo lezithuba zengqesho ukuba libe kumgangatho owamkelekileyo oyi-5.4%;
- La mathuba alandelayo oqeqesho athi anikezelwa:
  - Ukuqeqeshwa kwabasebenzi abangama-25 bee-ofisi zemimandla nekandlu-nkulu kulwimi lwabangevayo ngenjongo yokubanika izakhono zokumelana nezidingo zabantu abakhubazekileyo.
  - Ukuqeqeshwa kwabancedisi boonontlalo-ntle abangama-80;
  - Luqalile uqeqesho lwabasebenzi kwezoonophelo lwabantwana nolutshas abangama-200 ngenjongo yokwenza zibe zezisesikweni izidanga abanazo.
- Kwathi kwaqosheliswa ezi ngxelo Zezoluntu Novavanyo zilandelayo:
  - Uvavanyo Lweenkonzo Zokuhlangukiswa Kweentsapho kwiNtshona Koloni;

- Uvavanyo Lweenkonzo Zengqondo Yoluntu Kwiinkedama Nabantwana Abasemngciphekweni;
- Uvavanyo Lwamaziko Anikezela Iinkonzo Kubantu Abadala;
- Ingxelo Yohlalutyo Lweenguqu Kumanani;
- Uvavanyo Lweesheltha Zamaxhoba Obundlobongela Basekhayeni;
- Uvavanyo LweeYouth Café Evaluation.

### Isicwangciso-qhinga sokulwisana neenkalo zokungasebenzi ngendlela:

- Ukuqulunqwa nokuphunyezwa kwezicwangciso zeentshukumo zokulungisa amanqanaba nemigangatho yeMPAT apho iinjongo zezicwangciso sentsebenzo yonyaka zingazange zizuzeke ze, emva koko, kuphuculwe amanqaku eMPAT ahlengahlengisiweyo angaphantsi kwesithathu.

### Iinguqu kwiinjongo ezicetyiweyo

Azikhho

### Ukuthungelani kwenkqubo nemali-sabelo

Le nkqubo iyisebenzise yonke imali ebiyabelwe eyi-R174,273 yezigidi kunyaka-mali u-2015/16 ngokuthelekiswa nama-91.3% enkciitho kunyaka-mali u-2014/15. Ukungasetyenziswa kwemali eli-R17.9 lezigidi okwathi kwenzeka kwakungumvuka wokulibaziseka kwinkqubo yokuphunyezwa kwamaphulo ezakhiwo nezibonelelo.

### Itheybhile D: Inkciitho yenkqutyana

Igama Lenkqutyana	2015/16			2014/15		
	Eyona mali ibekelwe bucala	Eyona Nkciitho	Inkciitho (Engentla)/E ngezantsi	Eyona mali ibekelwe bucala	Eyona Nkciitho	Inkciitho (Engentla)/Engezantsi
Ezolawulo	R'000	R'000	R'000	R'000	R'000	R'000
I-Ofisi kaMphathiswa	5 864	5 864	-	6 777	6 777	-
ICandelo Leenkonzo Zoshishino	114 989	114 989	-	147 968	132 189	15 779
Ulawulo Lwezithili	53 420	53 420	-	52 223	50 077	2 146
<b>Itotali</b>	<b>174 273</b>	<b>174 273</b>	<b>-</b>	<b>206 968</b>	<b>189 043</b>	<b>17 925</b>

## 4.2 INKQUBO 2: IINKONZO ZENTLALO-NTLE YOLUNTU

### Injongo

Kukunikezela uthotho lweenkonzo ezihlanganyelweyo zentlalo-ntle yoluntu ngokusekelwe kuphuhliso kubantu abahlelelekileyo nabasesichengeni ngentsebenziswano namahlakani kwakunye nemibutho yoluntu.

### Inkqutyana

Inkqutyana 2.1:	Ezolawulo Nenxaso
Inkqutyana 2.2:	Ezeenkonzu Kubantu Abadala
Inkqutyana 2.3:	Ezeenkonzu Kubantu Abakhubazekileyo
Inkqutyana 2.4:	Ezentsholongwane kaGawulayo/noGawulayo
Inkqutyana 2.5:	Ezohlangulo Loluntu

### Iinjongo Zesicwangciso-qhinga

- 2.2 Kukuqinisekisa ukufikeleleka kothotho lweenkonzo ezisemgangathweni kubantu abahlelelekileyo nabadala abasemngciphekweni.
- 2.3 Ukunikezelwa kweenkqubo zeenkonzu ezihlanganyelweyo kubantu abakhubazekileyo kwakunye neentsapho/nabanonopheli babo.
- 2.4 Sele kuthatyathwe isigqibo sezomgaqo-siseko ukuba amaphulo nesabelo-mali sentsholongwane kaGawulayo/noGawulayo ziyakuhlangukiswa kwiNkqubo Yononophelo Nokhuseleko Lwabantwana.
- 2.5 Kukunikezela umkhomba-ndlela ngokufikeleleka kweenkonzo zohlangulo loluntu kwiimeko zeentlekele ngoko nangoko kubantu abachaphazeleke ziinzima ezimandla kunye neentlekele.

## IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 2.2: IINKONZO KUBANTU ABADALA</b>					
<b>Kukuqinisekisa ukufikeleleka kothotho lweenkonzo zophuhliso kubantu abahlelekileyo abadala nabasemngciphekweni</b>					
<b>Isalathisi Sentsebenzo Kwinjongo Yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labantu abadala abasemngciphekweni abafikelela kwiinkonzo zophuhliso loluntu kweli phondo.	22 625	25 884	22 845	-3 039	Bakho abantu abangaphantsi kweminyaka engama-60 ubudala abangakwazanga ukubalwa (bali-1 159 kwiinkonzo ezisekelwe ekuhlaleni ze babe ngama-519 abakumaziko afumana inxaso-mali) yay eke amaziko la awakwazanga ukumelana neendleko zokuvula izkhewu zengqesho njengoko imihlala-phantsi yombus kunye neesabsidi zingaphantsi kwelona xabiso leendleko.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 2.2: IINKONZO KUBANTU ABADALA</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani labantu abadala abafikelela kwiinkonzo zamaziko okuhlalisa afumama inxaso-mali	8 988	9 688	8 419	-1269	Umgangatho ophantsi wentsebenzo ngenxa yezinga lokuweleka, amaziko angabanga nakho ukuvula izikhewu zengqesho kuba imihlala-phantsi yombuso kunye neesabsidi zingezantsi kunezona ndleko ezidingekayo yaye abantu ababebudala bungaphantsi kwama-60 eminyaka zeke ngoko ababi nakubalwa.

<b>INKQUTYANA 2.2: IINKONZO KUBANTU ABADALA</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labantu abadala abaxhamla kwiinkonzo zononophelo nenkxaso ezisekelwe ekuhlaleni	13 302	15 265	13 805	-1460	Ukungahlonelwa kwemigaqo yokunikezelwa kweengxelo ziiNPO ndawonye nokwanda kwenani labantu abangaphantsi kwama-60 ubudala. Ixesha eleeholide kunye neemo zezulu ezingentle ziye zanefuthe kwizinga lokuzimasa.
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani labantu abadala abaxhamla kwiinkonzo zamaziko ancediswayo nazimeleyo afumana inkxaso-mali kwiDSD	335	931	621	-310	Amaziko awabanga nakho ukuvala izikhewu zengqesho kuba imihlala-phantsi yombuso kunye neesabsidi zingezantsi kunezona ndleko zidingekayo

#### **Iinzuzo zenkqubo:**

- Uthe wabonakala umahluko emva kokuba uvaliwe umsantsa wokubhaliswa okuyimfuneko kwamaziko axhaswa ngemali nawabucala okuhlala Abantu Abadala, ze ke ngoko yathotyelwa imimiselo nemigaqo yomthetho i-Older Persons Act. Le nkqubo ikhokelele ekubeni kunikezelwe iingxelo nangakumbi ndawonye nokwazi imigangatho elindelekileyo yenkonzo phakathi kwamalungu eentsapho nolutu ekuhlaleni.

#### **Isicwangciso-qhinga sokulwisana neenkalo zelinga lentsebenzo eliphantsi:**

- Ukuxhotyiswa ngezakhono kwamaqumrhu anikezela ngeenkono ngenjongo yokuphucula imiqathango yokunikezelwa kweengxelo;
- Kukulhalutya isichazi sesalathisi sika-2017/18 kubantu abadala abaxhamla kwiinkonzo zamaziko okuhlalisa afumama inkxaso-mali, amaziko eenkonzo kwakunye neendleko zokuhlala ezifumaneka ngoncedo kwanezo zizimeleyo.

### IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO</b>					
<b>Ukunikezelwa kweenkqubo neenkonziso ezihlanganyelweyo kubantu abakhubazekileyo kwakunye neentsapho zano/nabantu ababanonophelayo</b>					
<b>Isalathisi Sentsebenzo Yenjongo Yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labantu abakhubazekileyo, iintsapho zabo/abantu ababanonophelayo abaxhamla kwiinkonziso zentlalo-ntle ezisekelwe kuphuhliso	59 870	78 852	85 475	+6 623	Sikhulu kakhulu isidingo sale nkonziso

### IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani lamaziko ahlalisa abantu abakhubazekileyo afumana inkxaso-mali	-	33	33	-	-
Inani lamaziko ahlalisa abantu abakhubazekileyo afumana inkxaso-mali	1 414	1 436	1 421	-15	Izithuba zengqesho ngenxa yezinga lokusweleka labantu abahlala kula maziko nabawashiyayo
Inani labantu abakhubazekileyo abaxhamla kwiinkonziso zocweyo lokhuseleko	2 530	2 767	2 815	+48	Ukwanda kwesidingo sezi nkonziso
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani labantu abakhubazekileyo abakumaziko ononophelo lwasemini asekelwe ekuhlaleni	603	777	874	+97	Ukwanda kwesidingo sezi nkonziso – abasebenzi kunye nokwenyuka kweendleko kusengowona mqobo



<b>INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
nadumana inkxaso-mali kwiDSD					
Inani labantu abakhubazekileyo abaxhamla kwiinkonzo zenkxaso ezizodwa ezinikezelwa ziiNPO ezifumana inkxaso-mali kwiDSD	55 323	73 872	80 365	+6 493	Inani elandileyo labaxhamli elingumvuka weNkqubo Yenyanga Yokwazisa Ngamalungelo Abakhubazekileyo kwanokuphucuka komgangatho weengxelo zekota.

#### **Iinzuzo zenkqubo**

- Ukwandiswa kweenkonzo – ukwandiswa kwenani leebhedi kumaziko okuhlalisa, iindawo zokusebenzela kwiindibano zocweyo ngeesheltha, amaziko ononophelo lwasemini kwakunye nezinye iintlawulo kubantu abaphumeza uqeqesho neenkqubo abakumaziko ononophelo olulodwa;
- Ukwenyuka kwezinga lolwazi okungumvuka wethuba lephulo Lenyanga Yokwazisa Ngamalungelo Abantu Abakhubazekileyo liye lanendima eliyidlalileyo ekuzuzweni kwezicwangciso ezicetyiweyo;
- Le nkqubo yiyo edale iqela lokuqala lenkxaso kubazali e-Atlantis, inkxaso kubazali babantwana abakhubazekile.

#### **Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi**

Asikho

#### **Iinguqu kwizicwangciso eziqingqiweyo**

Azikho

#### **IZALATHISI ZENTSEBENZO**

<b>INKQUTYANA 2.4: INTSHOLONGWANE KAGAWULAYO/NOGAWULAYO</b>
Lomsebenzi wenziwa yinkqubo yenziwa kwiinkonzo zoononophelo nokhuseleko lwabantwana

## IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 2.5: UHLANGULO LOLUNTU</b>					
<b>Kukunikezela umkhomba-ndlela wokufikeleleka kwangoku nokwexeshana kuhlangulo loluntu olukwizima kwabo bachaphazeleka kwiinzima neentlekele ezimandla</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani leemeko zeentlekele nobunzuma obumandla (emakhayeni) ezithe zahlolwaze zadluliselwa kwiSASSA ukuze inikezele isiqabu sohlangulo.	Aliqinisekiseki	10 522	3 556	-6 966	limeko zokudluliselwa zixhomekeka kwisidingo kwakunye nezicelo zohlangulo. Ibe ninzi iimeko zeenzima kunezo bezilindelekile ngenxa yemeko yoqoqosho emaxongo kwakunye nentswela-ngqesho, kodwa ke iNtshons Koloni yona ibe neentlekele ezimbalwa.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 2.5 UHLANGULO LOLUNTU</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani leemeko zeentlekele nobunzuma obumandla (emakhayeni) ezithe zahlolwaze zadluliselwa kwiSASSA ukuze inikezele isiqabu sohlangulo.	Aliqinisekiseki	1 740	2 256	+516	Isidingo seenkonzo ngenxa yemeko yoqoqosho emaxongo nentswela-ngqesho
Inani leemeko zeentlekele nobunzuma obumandla (emakhayeni) ezithe zahlolwaze zadluliselwa kwiSASSA ukuze	Aliqinisekiseki	8 782	1 300	-7 482	Kulo nyaka, iNtshona Koloni ibe neentlekele zomlilo ezimbalwa

<b>INKQUTYANA 2.5 UHLANGULO LOLUNTU</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
inikezele isiqabu sohlangulo.					

### **Iinzuzo zenkqubo**

- Ubudlelwane obuphakathi kweli Sebe, iSASSA, neZiko Lolawulo Lweentleke kwiNtshona Koloni bube negalelo elihle elenze uRhulumente weNtshona Kolonia wakwazi ukumelana ngendlela eyiyo neentlekele.

### **Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi**

Sikho isicwangciso-qhinga sokulwisana neentlekele.

### **Iinguqu kwizicwangciso eziqingqiweyo**

Azikho

### **Uthungelwaniso lwesabelo-mali nentsebenzo**

- Le nkqubo isebenzise ama-99.2% esabelo-mali sayo esingama-R725,708 ezigidi kunyaka-mali u-2015/16. Imali eseleyo ezizi-R5,831 yezigidi inento yokwenza nokungasetyenziswa kwemali ebekelwe Ukubuyekeza Abasebenzi ngenxa yokungafunyanwa kwabantu abawulungeleyo umsebenzi kwinkqubo yogayo lwabasebenzi, iintengiso zangaphakathi nokuhamba kwabasebenzi. Kunyaka-mali u-2014/15, le nkqubo ikwazile ukusebenzisa ama-99.2% esabelo-mali sayo esingama-R640, 190 ezigidi kwakunye nemali encinci engasetyenziswanga eyi-R5,326 yezigidi ibhekisa ekunqunyanyisweni kwenkxaso-mali kwimibutho engayithobeliyo imigaqo yeSebe.

### **Itheybhile E: Inkcitho yenkqutyana**

<b>Igama Lenkqutyana</b>	<b>2015/16</b>			<b>2014/15</b>		
	<b>Imali yokugqibela ebekelwe bucala</b>	<b>Eyona Nkcitho</b>	<b>Inkcitho (Engentla)/Engaphantsi</b>	<b>Imali yokugqibela ebekelwe bucala</b>	<b>Eyona Nkcitho</b>	<b>Inkcitho (Engentla)/Engaphantsi</b>
<b>Iinkonzo Zentlalo-ntle Yoluntu</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>
Ezolawulo Nenkxaso	394 245	388 516	5 729	374 846	370 425	4 421

	2015/16			2014/15		
Ezeenkonzu Kubantu Abadala	195 523	195 523	-	175 195	174 720	475
Ezeenkonzu Kubantu Abakhubazekileyo	134 232	134 130	102	90 149	89 719	430
Ezohlangulo Loluntu	1 708	1 708	-	-	-	-
<b>Itotali</b>	<b>725 708</b>	<b>719 877</b>	<b>5 831</b>	<b>640 190</b>	<b>634 864</b>	<b>5 326</b>

### **4.3 INKQUBO 3: EZABANTWANA NEENTSAPHO**

#### **Injongo**

Kukunikezela uthotho lweenkonzo ezihlanganyelweyo zononophelo nenkxaso yabantwana neentsapho kuluntu ekuhlaleni ngentsebenziswano namahlakani kwanemibutho yoluntu ngokubanzi.

#### **Inkqutyana**

- Inkqutyana 3.1: Ezolawulo Nenkxaso
- Inkqutyana 3.2: Ezononophelo Neenkonzo Kwiintsapho
- Inkqutyana 3.3: Ezononophelo Nokhuseleko Lwabantwana
- Inkqutyana 3.4: Ezophuhliso Lweentsatshana & Nononophelo Olungagqibelelanga
- Inkqutyana 3.5: Ezamaziko Ononophelo Lwabantwana Nolutsha
- Inkqutyana 3.6: Ezeenkonzo Zononophelo Lwabantwana Ezisekelwe Ekuhlaleni

#### **linjongo zesisicwangciso-qhinga**

- 3.2 amanganelo ahlanganyelweyo najoliswe ekwakheni intsapho eziluzilima.
- 3.3 kukunikezela umkhomba-ndlela ngokunikezelwa kothotho lweenkonzo eziphakamisa intlalo-ntle yabantwana kwanokwakhiwa kweentsapho neengingqi zokuhlala eziluzilima ukuze zisonophele ze zikhusele abantwana bazo.
- 3.4 kukunikezela umkhomba-ndlela ekwakhiweni kwemeko ebumbayo, enononophelo nekhuselekileyo apho abantwana banokuphila khona, babe sempilweni ngokwasenyameni, badlamke ngokwasengqondweni, bakhuseleke ngokwasemphefumleni, bakwazi ukwenza njengabanye abantwana ze futhi bakwazi nokufunda.
- 3.5 Kukunikezela umkhomba-ndlela ekunikezelweni kweenkqubo zononophelo nenkxaso kubantwana ekufumaniseke ukuba banesidingo sononophelo nokhuseleko.
- 3.6 kukunikezela umkhomba-ndlela ekunikezelweni kweenkonzo zononophelo lwabantwana nolutsha ngenjongo yokuphucula ukufikeleleka kwazo kubantwana abasemngciphekweni.

## IZALATHISI ZENJOGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 3.2: IINKONZO ZONONOPHELO NENKXASO KWIINTSAPHO</b>					
<b>Amalinge ahlanganyelweyo najiliswe ekwakheni iintsapho eziluqilima</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani leentsapho ezixhamla kwiinkonzo zetlalolo-ntle ezisekelwe kuphuhliso ezenza luqilima uluntu neentsapho	23 490	20 539	24 143	+3 604	Isidingo esiphezulu seenkonzo zeentsapho

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 3.2: IINKONZO ZONONOPHELO NENKXASO KWIINTSAPHO</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani leentsapho ezithabatha inxaxheba kwiinkqubo zokulondolozwa kweentsapho <sup>8</sup>	14 160	11 753	14 931	+3 178	Isidingo seenkonzo kwanokuphucuka ekuqinisekiseni kweenkcukacha zentsebenzo
Inani lamalungu eentsapho ahlanganiswe neentsapho zawo	422	345	412	+67	Ukuphunyezwa Kwezikhokelo Zeenkono Zokuhlenganiswa Kweentsapho kwiiSheltha zabantu abadala abangenamakhaya kukhokelele ekuphucukeni kwenkqubo yokuhlenganiswa kweentsapho.

<sup>8</sup> Esi salathisi sitshintshisa ukususela kulondolozo lweentsapho ngo-2013/14 saya kuba ziinkqubo zolondolozo lweentsapho ku-2014/15.

<b>INKQUTYANA 3.2: IINKONZO ZONONOPHELO NENKXASO KWIINTSAPHO</b>					
Inani leentsapho ezithabatha inxaxheba kwiNkqubo Yokuba Ngabazali	8 908	8 441	8 800	+359	iiNPO kunye nemimandla ziye zangenelela kumba wesidingo seenkonzo
Inani leebhedi ezifumene inkxaso-mali kwiisheltha zabantu abadala abangenamakhaya	1398	1127	1 368	+241	Kwathi kwahlengahlengiswa isabelo-mali ngenjongo yokwandisa inani leebhedi.

### **linzuzo zenkqubo**

- Ngokuthi sisebenzisane namahlakani, sihlanganisane ze sabelane ngezakhono neeNPO (izakhono ezifana noqeqesho Ngolondolozo Lweentsapho, uqeqesho kuXwebhu Logayo-zimvo Ngeentsapho kuMzantsi Afrika, iNkqubo Yokuba Ngabazali Abasemandleni Kumlisela Nomthinjana, iindibano zocweyo ngemigaqo nemimiselo yeeSheltha Zabantu Abadala Abangenamakhaya kunye Neentsapho) kube negalelol ekwandiseni amanani eentsapho kwiinkqubo zokulondolozwa kweentsapho kwanokuba ngabazali;
- Ezinye iiNPO ezifumama inkxaso-mali ziphinde zazihlengahlengisa iinkonzo zazo ukuze zifikelele kwiingingqi ezininzi ngenxa yokuhlengahlengisa izabelo-mali zazo.

### **Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi**

Asikho

### **linguqu kwizicwangciso eziqingqiweyo**

Azikho

### IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA</b>					
<b>Kukunikezela umkhomba-ndle ekunikezelweni kothotho lweenkonzo eziphakamisa intlalo-ntle yabantwana kwanokwakhiwa kobuqilima beentsapho noluntu ekuhlaleni ukuze kunonotshelwe ze kukhuselwe abantwana</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labantwana neentsapho ezixhamla kwiinkonzo zononophelo nokhuseleko kweli Phondo	11 435	7 265	7 573	+308	Inani elikhulu lesidingo seenkonzo zokugcinwa kwabantwana ngababaye abazali okwethutyana kwanokwanda kokuhlanganiswa kweentsapho

### IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani labantwana abafakwe kunonophelo lwexeshana	3 507	3 116	3 702	+586	Isidingo esandileyo seenkonzo zokunonotshelwa kwabantwana okwethutyana
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani labantwana abahlanganiswe neentsapho zabo okanye abanikwe abanye abantu ababanonophelayo	416	391	413	+22	Ukuphucuka komgangatho womsebenzo wentlalo-ntle kuthethe ukuba abanye abantwana neentsapho zabo bakulungele ukuhlanganiswa.
Inani labazali nabanonopheli babantwana abagqibe iinkqubo zoqeqesho nemfundo	5 721	3 758	3 458	-300	Kubekho iinzima ekukhuthazeni abazali ukuba bazigqibe iinkqubo zabo zoqeqesho.



**linzuzo zenkqubo:**

- Izikhokelo zendlela yokusenza Kwiinkonzo Zokhuseleko Lwabantwana Lwasemva Kwemini zathi zaphunyezwa nguMphathiswa wePhondo;
- Kwathi kwabanjwa uthotho lwamangenelo oqeqesho noonontlalo-ntle ababequka: uqeqesho kwizakhono neenkalo ezizodwa zokusebenza komthetho iChildren's Act; Isixhobo Sokhuseleko Nohlolo Lomngcipheko, ukunikezelwa kwabantwana kwabanye abazali kunye noxolelwaniso kwimimandla neeNPO.

**Isicwangciso-qhinga sokulwisana neenkalo zomgangatho wentsebenzo ophantsi:**

- Izinga eliphantsi lentsebenzo kumba weenkqubo zokuqeqeshwa nemfundo kubazali ngokunikezelwa ziinkqubo: ukuvavanywa komongo wenkqubo kwanendlela yokunikezela umkhomba-ndlela ngenjongo yokugcina abathabathi-nxaxheba kule nkqubo.

**linguqu kwiinjongo ezicetyiweyo**

Azikho

**IZALATHISI ZENJONGO YESICWANGCISO-QHINGA**

<b>INKQUTYANA 3.4: IINKONZO ZE-ECD &amp; NONONOPHELO OLUNGAGQIBELELANGA</b>					
<b>Kukunikezela umkhomba-ndlela wokubunjwa, ukunonotshelwa kwakun ye emeko nendawo ekhuselekileyo ukuze abantwana babe nokuphila kuyo, babe sempilweni ngokwasenyameni, badlamke ngokwasengqondweni, bakhuseleke ngokwasemphefumleni, bakwazi ukuzenza izinto abakwaziyo ukuzenza nabanye ze bakwazi nokufunda</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labantwana abaxhamla kwiinkonzo ze-ECD nezasemva kwesikolo	83 871	91 900	86 294	-5 606	Amaziko anikezela ngononophelo olungagqibelelanga athe ajamelana neningeni ngokwemfundo zokuphinda abhalise

**IZALATHISI ZENTSEBENZO**

<b>INKQUTYANA 3.4: IINKONZO ZE-ECD &amp; NEZONONOPHELO OLUNGAGQIBELELANGA</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani labantwana abaxhamla kwiinkonzo zamaziko anikezela	Isalathisi esitsha	5 400	6 541	+1 141	Ukwanda kwenani lamaziko abhalisiweyo anikezela

<b>INKQUTYANA 3.4: IINKONZO ZE-ECD &amp; NEZONONOPHELO OLUNGAGQIBELELANGA</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
ngononophelo olungagqibelelanga (ngaphandle kwe-ECD)					ngononophelo lwase mva kwesikolo
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani lamaziko abhalisiweyo anikezela ngononophelo olungagqibelelanga	1 909	1 900	1 708	-192	Amaziko e-ECD/anikezela ngononophelo olungagqibelelanga athe ajamelana nemingeni ngokwemfundo zokuphinda abhalise
Inani labantwana kumaziko e-ECD afumana inkxaso-mali nanikezela ngeenkonzo ezifumama inkxaso-mali	77 649	85 000	78 359	-6 641	Amaziko e-ECD athe ajamelana nemingeni ngokwemfundo zokuphinda abhalise
Inani labantwana abakwiinkonzo ze-ASC	6 222	6 900	7 935	+1 035	Ukwanda kwezinga lokuthotyelwa kwemigaqo yokubhalisa kwamaziko anikezela ngeenkonzo zasemva kwesikolo.

### **Iinzuzo zenkqubo**

- Iphulo iFirst 1000 Days lathi laphehlelwa nguMphathiswa wePhondo ngomhla we-17 kwinyanga kaTshazimpuzi ka-2016 ngentsebenziswano neSebe Lezempilo.
- Inkqubo yokucwangcisa nokuqulunqa inkqubo yekhulu lezikolo ze-ECD yathi yaqosheliswa ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2016. Kungoku nje le idluliselwe eKhayelitsha, ePhilippi, eMitchells Plain naseCape Winelands.

### **Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi**

- Isicwangciso-qhinga sokulwisana nokungathotyelwa kwemimiselo enento yokwenza nokuphelelewa kokubhalisa kwamaziko e-ECD siyakuba phantsi kolawulo lwephulo lokukhuthaza ukubhalisa kwakhona kwanokwazisa ngokubaluleka kokuthotyelwa kwemimiselo nemigaqo engundoqo yokusebenza.

## linguqu kwizicwangciso eziqingqiweyo

Azikho

### IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 3.5: AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA</b>					
<b>Kukunikezela umkhomba-ndle ekunikezelweni kweenkqubo zononophelo nenkxaso eyenye kubantwana ekufumaniseke ukuba banesidingo sononophelo nokhuseleko</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labantwana ekufumanise ukuba banesidingo sononophelo nokhuseleko abafakwe kunonophelo lwamaziko okuhlalisa	453	413	603	+190	Ukuphunyezwa kwenkqubo yokwamkela enye nefanayo kwenze ukuba inkqubo yokuhlaliswa kwabantwana ibe yesebenza ngokugqibeleleyo kwiinkonzo zaseburhulumenteni kwanokuphucuka kohlolo lwee-CYCC ezifumana inkxaso-mali

### IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 3.5: AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani labantwana abanesidingo sononophelo nokhuseleko abahlaliswa kwiiCYCC ezifumana inkxaso-mali	277	268	358	+90	Ukuphucuka kokuhlolwa kweebhedi ezifumana inkxaso-mali
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani labantweana abanesidingo sononophelo	176	145	245	+100	Kuthe kwavela isidingo esimandla sokuhlaliswa kwabantwana ze

<b>INKQUTYANA 3.5: AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
nokhuseleko abahlaliswa kumaziko karhulumente nawangaphandke ngokwemigaqo yomthetho iChildren's Act					kwafikeleleka nezinye izithuba zeebhedi ngenxa yokukhutshwa kwabanye, babe ke ngoko bayakwazi ukufakwa abanye.

### **IZALATHISI ZENJONGO YESICWANGCISO-QHINGA**

<b>NKQUTYANA 3.6: IINKONZO ZONONOPHELO LWABANTWANA EZISEKELWE EKUHLALENI</b>					
<b>Kukunikezela umkhomba-ndlela ekunikezelweni kweenkonzo zononophelo lwabantwana ezisekelwe ekuhlaleni ngenjongo yokuphucula ukufikeleleka kubantwana abasemngciphekweni</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani Labasebenzi Bezononophelo Lwabantwana Nolutsha abasebenzela ekuhlaleni abathe bafumama uqeqesho lokunikezela uqeqesho lwenqubo Isibindi kubantwana abasemngciphekweni	123	75	102	+27	Abanye abafundi baye bakwazi ukuhlaliswa njengoko olu iluqeqesho olunikezelwa ngokweemodyuli

## IZALATHISI ZENTSEBENZO

INKQUTYANA 3.6: IINKONZO ZONONOPHELO LWABANTWANA EZISEKELWE EKHLENI					
Isalathisi sentsebenzo	Eyona Nzuzo 2014/2015	Iinjongo Ezicetyiweyo 2015/2016	Ezona Nzuzo 2015/2016	Ukutyeshelela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016	Imbono ngokutyeshisa
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani Labasebenzi Bezoonophelo Lwabantwana Nolutsha abathe bafumana uqeqesho kwinkqubo <sup>9</sup> Isibindi	123	75	102	+27	Abanye abafundi baye bakwazi ukuhlaliswa njengoko olu iluqeqesho olunikezelwa ngokweemodyuli.

### Iinzuzo zenkqubo

- Kwathi kwaqulunqwa inkqubo efanayo yokwamkela ze yaphunyezwa ngenjongo yokuqinisekisa indlela eyiyo yokuhlaliswa kwabantwana kwiiCYCC zaseburhulumenteni. Le nkqubo iyakwandiswa isizwe nakwiiCYCC ezifumana inkxaso-mali kunyaka-mali omtsha;
- Kwathi kwaphunyezwa iinkqubo zokunyangelwa ukusebenzisa gwenxa iziyobisi kuzo zonke iiCYCC eziphantsi kolawulo lwaseburhulumenteni. Kwathi kwasekwa namaziko onyango olulodwa kulutsha eLindelani naseDe Novo.

### Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi

Asikho

### Iinguqu kwizicwangciso eziqingqiweyo

Azikho

### Ukuthungelani intsebenzo nezabelo-mali

- Le nkqubo isebenzise ama-99.9% esabelo-mali sayo ebesingama-R601,873 ezigidi kunyaka-mali u-2015/16. Imali engasetyenziswanga engama-R809 amawaka inento yokwenza nemali ebibekelwe Ukubuyekeza Abasebenzi ngenxa yokungafunyanwa kwabantu abafanelekileyo kwinkqubo yogayo, iziphakamiso zangaphakathi kunye nokushiya kwabasebenzi. Le nkqubo isebenzise ama-99.9% esabelo-mali sayo esingama-R551,239 ezigidi kunyaka-mali u-2014/15 ze imali encinci engasetyenziswanga engama-R351 amawaka yona ibe nento yokwenza nokunqunyanyiswa kwenkxaso-mali kwimibutho engathobeli mimiselo.

<sup>9</sup> Indlela ekubhalwa ngayo iye yatshintshwa ukususela kwi-APP ka-2013/14, isalathisi esingaphambili sifundwa ngolu hlobo lulasndelayo: Inani labaqeqeshwa beeCYCW abafumana uqeqesho lokunikezela ngeenkono neenkqubo zokuthintela kwanokungenelela kwangethuba ngokwenkqubo Isibindi

**Itheybhile F: Inkciitho yenkqutyana**

Igama Lenkqutyana	2015/16			2014/15		
	Imali Ebekelwe Bucala Yokugqibela R'000	Eyona Nkcitho R'000	Inkciitho (Engaphezulu)/Engaphantsi R'000	Imali Ebekelwe Bucala Yokugqibela R'000	Eyona Nkcitho R'000	Inkciitho (Engaphezulu)/Engaphantsi R'000
<b>Ezabantwana Neentsapho</b>						
Ezolawulo Nenkxaso	2 016	2 016	-	8 094	8 094	-
Ezononophelo Neenkonzo Kwiintsapho	44 218	43 790	428	43 677	43 677	-
Ezononophelo Nokhuseleko Lwabantwana	175 034	174 653	381	167 621	167 621	-
Ezophuhliso Lweentsatshana Nononophelo Olungagqibelelangae	286 689	286 689	-	233 752	233 401	351
Ezamaziko Ononophelo Lwabantwana Nolutsha	93 916	93 916	-	98 095	98 095	-
<b>Itotali</b>	<b>601 873</b>	<b>601 064</b>	<b>809</b>	<b>551 239</b>	<b>550 888</b>	<b>351</b>

## 4.4 INKQUBO 4: EZEENKONZO ZOLULEKO

### Injongo

Kukunikezela ngeenkonzong ezihlanganyelweyo zentlalo-ntle esekelwe kuphuhliso ngezothintelo lolwaphulo-mthetho eluntwini kwakunye nokulwisana nokusetyenziswa gwenxa kweziyobisi kwabona bantu basemngciphekweni ngentsebenziswano namahlakani kwakunye nemibutho yoluntu ngokubanzi.

### linkqutyana

Inkqutyana 4.1:	Ezolawulo Nenxaso
Inkqutyana 4.2:	Ezothintelo Lolwaphulo-mthetho Nenxaso
Inkqutyana 4.3:	Ezokuxhotyiswa Kwamaxhoba
Inkqutyana 4.4:	Ezokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Nokubuyiselwa Kwisimo Sesiqhelo

### linjongo zesicwangciso-qhinga

- 4.2 Kukunciphisa izinga lempilo yobugewu ngokwenkqubo yoluleko esebenzayo kubo bonke abantwana abasemngciphekweni kunye nabantu abadala ukuya kuthi ga ku-2020.
- 4.3 Onke amaxhoba obundlobongela ingakumbi amanina nabantwana bayaxhamla kuthotho lweenkonzo.
- 4.4 Kukuphucula umsantsa phakathi kwesidingo seenkonzo zokunyangelwa ukusebenzisa gwenxa iziyobisi kuluntu, kwiintsapho nakuluntu lokuhlala ngokubanzi, ukunikezelwa kweenkonzo leli sebe, kwanokuphuculwa kwazo zonke iziphumo zeenkonzong.

## IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 4.2: UTHINTELO LOLWAPHULO-MTHETHO NENKXASO</b>					
<b>Kukuncitshiswa kobomi bolwaphulo-mthetho ngokuthi kunikezelwe inkonzo yoluleko esebenzayo kubo bonke abantwana nabantu abadala abasemngciphekweni ukuya kuthi ga ngenyanga yoKwindla ka-2016</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labantwana nabantu abadala abaxhamla kumaphulo okuncitshiswa kobomi bolwaphulo-mthetho	19 983	16 477	19 274	+2 797	Inani leemeko zoluleko lixhomekeke kwisidingo soko esivela kwiinkundla. Inani labantwana abathi baxhamle kwezi nkqubo zoluleko liphantsi kunelo belicwangcisiwe ngelixa landile inani lesidingo seenkundla sokululekwa kwabantu abadala abathi bazigqibe iinkqubo zoluleko.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 4.2: UTHINTELO LOLWAPHULO-MTHETHO NENKXASO</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani labantwana abakungqzulwano nomthetho abathe bahlolwa	9 508	8 840	8 261	-579	Intsebenzo ixhomekeke ekubanjweni nasekudluliselweni yiSAPS
Inani labantwana abakungqzulwano nomthetho abakumaziko ononophelo	1 566	1 705	1 401	-304	Ukuza kwancinci kwabantwana abavalelwe isithuba seenyanga ezintathu nangaphezulu ngenxa yokunqunyanyiswa kwamatyala abo ziinkundla
Inani labantwana abakungqzulwano nomthetho abathe	3 880	3 785	3 555	-230	Kuxhomekeka kwinqanaba lemnyalelo yenkundla



<b>INKQUTYANA 4.2: UTHINTELO LOLWAPHULO-MTHETHO NENKXASO</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
basiwa kwiinkqubo zoluleko					edlulisela aba bantwana kwiinkqubo zoluleko.
Inani labantwana abakungqzulwano nomthetho abazigqibileyo iinkqubo zoluleko lwabo	2 355	2 589	2 384	-205	Izinga labantwana elihlileyo amaphandleni ngenxa yeholide ngexesha lovalo lwezikolo.
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani labantwana abakungqzulwano nomthetho abathe balulekwa	10 255	7 492	10 895	+3 403	Iinkundla zidlulisele abantu abadala abaninzi kwiinkqubo zoluleko
Inani labantwana abakungqzulwano nomthetho abazigqibileyo iinkqubo zoluleko lwabo	6 891	5 867	7 568	+1 701	Ukwanda kwenani lokudluliselwa kwabantu kwiinkqubo zoluleko
Inani labantwana abanesidingo sononophelo nokhuseleko abathe bagwetywa ngokwemigaqo yomthetho iChild Justice Act kumaziko abucala.	197	145	192	+47	Ukwanda kwesidingo semiylaleo yokuhlaliswa kwiiCYCC zinkundla.

### **Iinzuzo zenkqubo**

- Kwathi kwasekwa ngokusesikweni iinkqubo zoluleko zenqanaba lesizwe nelephondo ukuze ziphunyezwe kweli phondo – into yokuqala ephondweni nakwilizwe.

### Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi

- Sikho isicwangciso-qhinga sokuhlola phakathi kweli Sebe kunye neSAPS ndawonye neeforam zePhondo Zobulungisa Kubantwana ezibanjwa rhoqo ngenyanga, nto leyo ezakujongana nenani eliphantsi lokuhlolwa kwabantwana abasalinde ukuxowa kwamatyala abo kumaziko okhuseleko;
- Izinga eliphantsi lentsebenzo kwinkalo yabantwana abakungqzulwano nomthetho abadluliselwe nabagqibe inkqubo yoluleko iyakujongwa ngokuthi kunikezelwe ngezakhono kubasebenzi bezoluleko beli Sebe kwanokomelezwa kweenkqubo zangaphakathi zoluleko neenkqubo ngenjongo yokuqihnisekisa ukunikezelwa kweenkonzo kwakunye nokuhlolwa, ukukhangela nokuba liliso ukuba kuphuculwe ngoncedo lweNkqubo Yolawulo Lwamatyala Oluleko.

### Iinguqu kwizicwangciso ezicetyiweyo

Azikho

### IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 4.3: UKUXHOTYISWA KWAMAXHOB</b>					
<b>Onke amaxhoba olwaphulo-mthetho ingakumbi amanina nabantwana bayafikelela kuthotho lweenkonzo</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyesh</b>
Inani labantu elifikelekileyo kumba wokuxhotyiswa kwamaxhoba	19 879	18 630	25 330	+6 700	Ukwanda kwenani lamaxhoba axhamla kwiinkonzo zokuxhotyiswa kwamaxhoba kwiinkundla zokuxhatshazwa ngokwesondo, kwiingingqni apho bugquba khona ubundlobongela bamaqela emigewu nakumaphandle. Ukwanda kakhulu kwenani lamaxhoba kwandise kweli nani.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 4.3: UKUXHOTYISWA KWAMAXHOBHA</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani lamaxhoba olwaphulo-mthetho nobundlobongela akumaziko oko afumama inkxaso-mali	17 533	18 630	25 330	+6 700	Ukwanda kwenani lamaxhoba axhamla kwiinkonzo zokuxhotyiswa kwamaxhoba kwiinkundla zokuxhatshazwa ngokwesondo, kwiingingqani apho bugquba khona ubundlobongela bamaqela emigewu nakumaphandle. Ukwanda kakhulu kwenani lamaxhoba kwandise kweli nani.
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani lamalungu enkonzo yentlalo-ntle athe aqoshelisa uqeqesho kwiNkqubo Yokuxhotyiswa Ngezakhono ekuxhasweni kwamaxhoba olwaphulo-mthetho (iinkonzo ezifumama inkxaso-mali kwiDSD nakumaziko angaphandle)	889	400	132	-268	Kwathi kwahlengahlengiswa uhlahlo lwemali ngenjongo yokujolisa ekunikezelweni ngqo kweenkonzo kwakune nenkonzo yeesheltha.

### linzuzo zenkqubo

- Indawo yamaxhoba obundlobongela nolwaphulo-mthetho kwiisheltha yathi yavavanyelwa ukuqulunqa isiseko sesidingo seesheltha zamadoda kwiKapa ngombono wokuseka isheltha yamadoda angamaxhoba. Isheltha yokuqala, ingakumbi eyenzelwe amaxhoba okuxhwilwa angabantu abadala kunye nabantwana babo yathi yaphelhlelelwa kuMzantsi Afrika;

- Iziko iKhuseleka One Stop Centre yaphehlelelwa ngomhla wama-26 kweyeThupha ka-2015 kwiZiko iSaartjie Baartman Centre ze loo nto yakhokelela ekuqulunqweni kwesikhokelo sokudluliselwa esiqinisekisa ukuba iinkonzo kumaxhoba zihlanganyelwa ngentsebenzoswano namahlakani kwiNkalo Yobulungisa Nezoluntu;
- Kukho inkqubo Yobuxhakaxhaka bobugcisa Yokukhangela amaxhoba obundlobongela nolwaphulo-mthetho iyavavanywa sithetha nje kumaziko aseKhayelitsha naseBredasdorp;
- Inkqubo yokuxhotyiswa kwamaxhoba kwakunye namahlakani eenkalo ezahlukeneyo athi aqulunqa imigaqo kwakunye neenkqubo zokusebenza ekulawulweni kwamaxhoba olwaphulo-mthetho nobundlobongela kweli phondo. Kwisithuba sonyaka-mali u-2016/17, amahlakani athi aqeqeshwa ekuphumezeni le migaqo.

#### Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi

Asikho

#### linguqu kwizicwangciso eziqingqiweyo

Azikho

#### IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 4.4: UKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO KWANOKUBUYISELWA KWISIMO SESIQHELO</b>					
<b>Kukuphucula umsantsa phakathi kwesidingo seenkonzo zokusetyenziswa gwenxa kweziyobisi kubantu, kwiintsapho neengingqi zokuhlala, ukunikezelwa kweenkonzo leli sebe, wanokuphuculwa kweziphumo zeenkono ngokubanzi</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani labaxhamli abafumama iinkonzo zokunyangelwa ukusebenzisa gwenxa iziyobisi	10 542	11 573	13 084	1 511	Sikhulu kakhulu isidingo seenkonzo zokulwisana nomkhwa wokusetyenziswa gwenxa kweziyobisi kuwo onke amanqanaba yaye kuzo zonke iingingqi noxa abantu abaphumayo kwezi nkqubo besengumqobo.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 4.4: EZOKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani labaxhamli abathe baxhamla kwiinkonzo zokunyangelwa ngaphandle	Isalathisi esitsha	3 514	2 909	-605	Abaxhamli abanzi bayeka bengagqibanga ama-50% ale nkqubo.
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani leenkqubo zokuthintelwa kokusetyenziswa gwenxa kweziyobisi athe aphunyezela ulutsha (19-35)	3	3	3	-	-
Inani labaxhamli abathe baqoshelisa iinkqubo zokunyangelwa phakathi ukusetyenziswa gwenxa kweziyobisi kumaziko onyango eSebe.	1 350	1 415	1 303	-112	Abashiyileyo bangaphantsi kwe-10%.
Inani labaxhamli abafumene iinkonzo zokungenelela kwangethuba ekusetyenzisweni gwenxa kweziyobisi.	6 842	6 644	8 872	+2 228	lisidingo esiphezulu seenkonzo.
Inani labaxhamli abafumene iinkonzo zasemva kononophelo kwanezokubuyiselwa eluntwini emva kokusebenzisa gwenxa iziyobisi	2 510	2 440	1 983	-457	Ayingabo bonke abaxhamli abakhetha ukuthabatha inxaxheba kwinkqubo yasemva konyango/yokubuyiselwa eluntwini. Ngapha koko, kukwakho nomngeni wokuvalwa kwezikhewu

<b>INKQUTYANA 4.4: EZOKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
					zezithuba zoonontlalo-ntle kule nkalo.

### linzuzo zenkqubo

- Kwathi kwandiswa amanganelo okunyangelwa iziyobisi kulutsha. Inkqubo yokunyangelwa iziyobisi ngaphandle iMatrix yathi yaphunyezwa kumaziko Ononophelo Lolutsha ze inkqubo yokunyangelwa ngaphakathi ulutsha olusebenzisa gwenxa iziyobisi yaphunyezwa eLindelani Youth Care Centre ndawonye nokwandiswa kwentsebenzo yenkqubo yoml;isela nomthinjana yeMatrix ezikolweni zaseKuilriver, e-Eerste River, eSteenberg, eLavender Hill, eHout Bay nase-Elsies River;
- Ukwandiswa kwenkqubo yonyango lweziyobisi nokuhlaliswa;
- Ukwandiswa kweenkqubo zonyango ezisekelwe ekuhlaleni e-Atlantis, eBhobhofolo naseCeres.

### linguqu kwizicwangciso ezicetyiweyo

Azikho

### Ukuthungelanisa intsebenzo nezabelo-mali

- Kwisabelo-mali sayo le nkqubo isebenzise ama-99.9% emali ebingama-R318,985 ezigidi kunyaka-mali u-2015/16. Imali engasetyenziswanga inento yokwenza nemali ebibekelwe Ukubuyekeza Abasebenzi ngenxa yokungafunyanwa kwabantu abafanelekileyo kwinkqubo yogayo, iziphakamiso zangaphakathi kunye nokushiya kwabasebenzi. Le nkqubo isebenzise ama-99.9% esabelo sayo esingama-R290,916 ezigidi kwisabelo sayo ze imali encinci engasetyenziswanga engama-R212 yabhekisa ekunqunyanyisweni kwenkxaso-mali kwimibutho engayithobeliyo imigaqo yokusebenza.

### Itheybhile E: Inkciitho yenkqubo

<b>Igama Lenkqutyana</b>	<b>2015/16</b>			<b>2014/15</b>		
	<b>Imali Ebekelwe Bucala Yokugqibela</b>	<b>Eyona Nkciitho</b>	<b>Inkciitho (Engaphezulu)/ Engaphantsi</b>	<b>Imali Ebekelwe Bucala Yokugqibela</b>	<b>Eyona Nkciitho</b>	<b>Inkciitho (Engaphezulu)/ Engaphantsi</b>
<b>Iinkonzo Zoluleko</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>
Ezolawulo Nenxaso	3 382	3 165	217	5 215	5 215	-
Ezothintelo Lolwaphulo-mthetho & Nenxaso	194 506	194 506	-	172 149	172 148	1

	2015/16			2014/15		
Ezokuxhotyiswa Kwamaxhoba	28 740	28 740	-	23 957	23 746	211
Ezokulwisana Nomkhwa Wokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Nokubuyiselwa Kwisimo Sesiqhelo	92 574	92 574	-	89 596	89 596	-
<b>Itotali</b>	<b>319 202</b>	<b>318 985</b>	<b>217</b>	<b>290 917</b>	<b>290 705</b>	<b>212</b>

## 4.5 INKQUBO 5: EZOPHULISO NOPHANDO

### Injongo

Kukunikezela ngeenkonzelo ezihlanganyelweyo esekelwe kuphuhliso kwentlalo ngoko phando olufunyenweyo ngabachongi.

### linkqutyana

Inkqutyana 5.1:	Ezolawulo Nenxaso
Inkqutyana 5.2:	Ezokukhuthazwa Koluntu
Inkqutyana 5.3:	Ezokuxhotyiswa Ngezakhono Kwamaqumrhu & Nenxaso kwiiNPO
Inkqutyana 5.4:	Ezokupheliswa Kwentlupheko Nokuphila Ngokuzimela
Inkqutyana 5.5:	Ezophando Nocwangciso Olusekelwe Eluntwini
Inkqutyana 5.6:	Ezophuhliso Lolutsha
Inkqutyana 5.7:	Ezophuhliso Lwamanina
Inkqutyana 5.8:	Ezokuphakanyiswa Kwemigaqo-nkqubo Engamanani Abemi

### linjongo Zesicwangciso-qhinga

- 5.3 kwathi kwanikezela iinkonzelo zokuxhobisa ngezakhono iiNPO ezithe zachongwa nezifumana inkxaso-mali kwakunye nemibutho yoluntu ngokubanzi.
- 5.4 ukuphakamisa ukubandakanywa koluntu kwanokupheliswa kwentlupheko ngokuthi kunikezelwe inkxaso yesondlo kwanokunikezela umkhomba-ndlela ngamathuba engqesho enkqubo i-EPWP kwabona basemngciphekweni kweli Phondo.
- 5.6 Ukufikeleleka kothotho lweenkonzo zophuhliso loluntu ezisemgangathweni kulutsha.
- 5.8 kukunikezela umkhomba-ndle, ukuqhuba nokulawula iintshukumo zophando ngamanani abemi, iintshukumo zokunikezelwa kolwazi ngezabemi kwimicimbi yamanani abemi neenguqu kwelo candela, ukuhlolwa nokuvavanya ukuphunyezwa kwemigaqo-nkqubo kweli Phondo.



## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 5.2 UKUPHAKANYISWA KOLUNTU EKHLELANI</b>	
Ezi nzame zenziwa kunye nezinye inqubo kwinkqutyana ze Sebe	

## IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 5.3 UKUXHOTYISWA KWAMAQUMRHU NGEZAKHONO KWAKUNYE NENKXASO KWIINPO</b>					
<b>Iinongo zokuxhotyiswa ngezakhono nenkxaso kwiINPO kunye nemibutho yoluntu ekuhlaleni ethe yachongwa</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshelela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyesha</b>
Inani leeNPO ezifumama iinkonzo zokuxhotyiswa ngezakhono kunye nezenkxaso	1 724	1 162	2 340	+1 178	Sikhulu isidingo sokubhaliswa kweeNPO kunye nokuxhotyiswa kwazo ngezakhono.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 5.3 UKUXHOTYISWA KWAMAQUMRHU NGEZAKHONO KWAKUNYE NENKXASO KWIINPO</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshelela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyesha</b>
<b>IZALATHISI ZENTSEBENZO YECANDELO</b>					
Inani leeNPO ezithe zaxhotyiswa ngezakhono ngokwesikhokelo sezakhono	620	550	1 148	+598	Inani elikhulu lezicelo zokubhaliswa kweeNPO kwiingingqi ezininzi.
Inani leeNPO ezithe zancediswa ngokubhalisa	1 059	600	1 179	+579	Ukwanda kakhulu kwenani leeNPO ezidinga uncedo.
Inani leeNPO ezivakalise kuhlolo lwangaphambili nolulandela olo ukuba ulwazi lwazo luthelwaphucuka emva kokuba zithelwazifumama uqeqesho lwezolawulo nenkxaso koko.	45	12	13	+1	Kwathi kwamkelwa nomnye umbutho omtsha.
Inani leeNPO ezisemngciphekweni ezithe	45	12	0	-12	Nangona iINPO zithe zafumama ukungena

INKQUTYANA 5.3 UKUXHOTYISWA KWAMAQUMRHU NGEZAKHONO KWAKUNYE NENKXASO KWIINPO					
zangena kwinkqubo yokuboniswa iindlela zokusebenza apho iinkqubo zazo zolwazi zither zaphucuka					kwinkqubo yeengcebiso nje, ukuphucuka kweenkqubo zolwazi nezakhono azizange zivavanywe kwisithuba sokunikezelwa kwale ngxelo.

### linzuzo zenkqubo

- Ngenxa yokwenyuka kwezinga lesidingo iSebe likwazile ukunika ezinye iiNPO ezili-1177 uncedo lokuzixhobisa ngezakhono nokubhalisa.

### Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi

Asikho

### linguqu kwizicwangciso eziqingqiweyo

Azikho

## IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 5.4 EZINGOKUPHELISWA KWENTLUPHEKO KWANOKUPHILA NGOKUZIMELA</b> <b>Kukuphakanyiswa kokubandakanywa koluntu kwanokupheliswa kwentlupheko ngokuthi kunikezelwe inkxaso yesondlo kwanokunikezela umkhombandlela ekudalweni kwamathuba engqesho enqubo i-EPWP kusenzelwa abona basemngciphekweni kweli Phondo</b>					
Isalathisi Sentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2014/2015	Iinjongo Ezicetyiweyo 2015/2016	Ezona Nzuzo 2015/2016	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016	Imbono ngokutyeshisa
Inani labantu abafumana amangenelo okhuseleko lokutya	2 643	3 940	3 687	-253	Abanye abaxhamli baphumile kule nqubo ngenxa yokuphucuka kweemeko zempilo yabo okanye ngenxa yokufuduka
Inani lamaziko eMOD afumana inkxaso yesondlo	129	155	142	-13	Kwikota yesine, ngamaziko eMOD ali-148 athe anikezela ngeenkonzelo kodwa ke isibalo sesi salathisi linani lentelekelelo kwisithuba seekota esine. Amaziko eMOD amathandathu ayengasebenzi ngenxa yemingeni ethe yafunyanwa kubaqeqeshi. Elinye lathi lavalwa.
Inani lamathuba engqesho e-EPWP athe adalwa	483	390	761	+371	Amathuba engqesho e-EPWP athi afumana inkxaso-mali kwezinye iinqubo zeDSD ayabalwa nawo

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 5.4 EZINGOKUPHELISWA KWENTLUPHEKO KWANOKUPHILA NGOKUZIMELA</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyasha</b>
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani lammaxhoba afikelela kwiinkonzo zokut ya kumaziko afumama inkxaso-mali kwiSebe	2 643	3 940 <sup>10</sup>	3 687	-253	Abanye abaxhamli baphumile kule nkqubo ngenxa yokuphucuka kweemeko zempilo yabo okanye ngenxa yokufuduka
Inani lamaziko eMOD axhaswa ngezidlo yiDSD	129	155 <sup>11</sup>	142	-13	Kwikota yesine, ngamaziko aMOD ali-148 athe anikezela ngeenkonzo kodwa ke isibalo sesi salathisi linani lentelekelelo kwisithuba seekota esine. Amaziko eMOD amathandathu ayengasebenzi ngenxa yemingeni ethe yafunyanwa kubaqeqeshi. Elinye lathi lavalwa.
Inani lamathuba engqesho e-EPWP athe adalwa	483	390	761	+371	Amathuba engqesho e-EPWP athi afumana inkxaso-mali kwezinye iinkqubo zeDSD ayabalwa nawo

### linzuzo zenkqubo:

- Njengesiphumo sentsebenzo yeSebe ekudaleni amathuba engqesho ethutyana kwi-EPWP, kuthe kwavela nenye inkxaso-mali yokukhuthaza lo msebenzi isuka kwiSebe Lesizwe Lemisebenzi Yoluntu. Ukuza kuthi ga ngoku, sele kudalwe amanye amathuba engqesho, kusetyenziswa indibabisela yenkxaso-mali yeSebe lesizwe kunye negalelo lethu njengeSebe.

<sup>10</sup> Isalathisi ku-2014/15 sachazwa njgesi: Inani labaxhamlia abanokufikelela kwizidlo kumaziko afumama inkxaso-mali kwiSebe

<sup>11</sup> Isalathisi ku-2014/15 sachazwa njgesi: Inani lamaziko eMOD athi afumane inkxaso yesondlo kwiDSD

**Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi:**

- Isikhundla esiqulethe iinkcukacha zabasalandileyo kwanabo bonke abaxhamli abaqinisekisiweyo kwanezicwangciso zabo kusafuneka befumene inkxaso yesondlo iyakuqulunqwa kuzo zonke iingingqi ngenjongo yokunyenyisa inkqubo yokufakwa kwabanye abaxhamli kwanokukhangela nokufumanisa abanye abaxhamli.

**linguqu kwizicwangciso ezicetyiweyo**

Azikho

**IZALATHISI ZENTSEBENZO**

<b>INKQUTYANA 5.5 AMAPHULO OPHANDO NOCWANGCISO ASEKELWE EKHLENI</b>					
<b>Isalathisi sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Ezi nzame zenziwa kunye nezinye inkqubo kwinkqutyana ze Sebe					

**IZALATHISI ZENJONGO YESICWANGCISO-QHINGA**

<b>INKQUTYANA 5.6 EZOPHULISO LOLUTSHA</b>					
<b>Ukufikeleleka kweenkonzo ezizizo zophuhliso loluntu kulutsha</b>					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani lolutsha elixhamla kwiinkqubo zophuhliso loluntu	14 810	13 650	16 785	+3 135	Sikhulu isidingo sezi nkonzo zophuhliso lolutsha ingakumbi kwiingingqi ezisemaphandleni. Oku ke kuphantsi kweliso lenkqubo yeYouth Café yeli Sebe kwakunye nokuphunyezwa kweenkqubo Zokungenelela zikaMphathiswa.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 5.6 EZOPHULISO LOLUTSHA</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshela</b>
<b>IZALATHISI ZENTSEBENZO YEPHONDO</b>					
Inani lolutsha oluthabatha inxaxheba kwiinkqubo zokuxhutyiswa ngezakhono ezifumene inkxaso-mali kwiSebe	11 540	10 000	12 140	2 140	Isidingo sale nkonzo siphezulu kakhulu kwiingingqi ezisemaphandleni ngenxa yokungabikho kweminye imibutho yophuhliso lolutsha.
Inani lolutsha oluthe lwafakwa kwizithubazengqesho namanye amathuba okuxhutyiswa ngezakhono asuka kwiinkonzo zethu.	3 270	3 650	4 645	+995	Wandile umdla weenkampani ezinokuqesha aba bantu kwakunye needyunivesithi ezingathanda ukuzimanya neSebe kulwiswane nengxaki yentswela-ngqesho noqeqesho lolutsha.
Inani leeYouth Café ezisebenzayo	Isalathisi esitsha	4	5	+1	Kwathi kwaxhaswa ngemali enye iYouth Café.

### linzuzo zenkqubo

- Kwathi kwasekwa iiforam zokusebenzisana kuzo zontlanu Youth Cafés ngenjongo yokudala isikhundla sokwabelana ngeendlela ezizo zokusebenza.

### Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi

Asikho

### linguqu kwizicwangciso eziqingqiweyo

Azikho

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 5.7</b>	<b>EZOPHULISO LWAMANINA</b>
Ezi nzame zenziwa kunye nezinye inkqubo kwinkqutyana ze Sebe	

## IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

<b>INKQUTYANA 5.8</b>					
<b>UKUPHAKANYISWA KWEMIGAQO-NKQUBO ENGAMANANI ABEMI</b>					
Kukunikezela umkhomba-ndlela, ukwenza nokulawula iintshukumo zophando ngamanani abemi, ukunikezelwa kolwazi ngemiba yabemi; ukuxhotyiswa ngezakhono kumba weenguqu kumanani abemi kwakunye neenguqu kwiinkalo ngeenkalo zobomi babemi kwanokuhlolwa nokuvavanwa kokophunyezwa kwemigaqo-nkqubo kweli phondo					
<b>Isalathisi sentsebenzo yenjongo yesicwangciso-qhinga</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani Lamaphulo Ophango Ngamanani Abemi athe aqosheliswa	8	8	7	-1	Elinye iphulo lophando lathi lalibaziseka ngenxa yeentshukumo zoqhankqalazo kwidyunivesithi; kodwa ke kulindeleke ukuba liqoshelise kwikota yokuqala ka-2016-17.

## IZALATHISI ZENTSEBENZO

<b>INKQUTYANA 5.8</b>					
<b>UKUPHAKANYISWA KWEMIGAQO-NKQUBO ENGAMANANI ABEMI</b>					
<b>Isalathisi Sentsebenzo</b>	<b>Eyona Nzuzo 2014/2015</b>	<b>Iinjongo Ezicetyiweyo 2015/2016</b>	<b>Ezona Nzuzo 2015/2016</b>	<b>Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2015/2016</b>	<b>Imbono ngokutyeshisa</b>
Inani Lamaphulo Ezophando aqoshelisiweyo	2	2	1	-1	Kukho iphulo lophando elilibazisekileyo ngenxa yoqhankqalazo kwidyunivesithi; kodwa ke kulindeleke ukuba liqoshelise kwikota yokuqala ka-2016-17.
Inani leemeko zamaphulo okuhlolwa kwamanani abemi ezithe zaqosheliswa	6	6	6	-	-

### **linzuzo zenkqubo**

- Ukuqulunqwa kweenkqubo ezingamanani abemi eziquka uhlalutyo lomhlaba kwakunye nokunikezelwa kweenkonzo zentlalo-ntle kumba: wokuphila ngokuzimela, iintsapho: amaziko e-ECD kunye nokuvakalisa iinkalo ezingundoqo koomaspala bezithili abathandathu ngenjongo yokufaka amaphulo okungenelela kukarhulumente.
- Ukuphuyezwa Kwenkqubo Yokujongana Nomhlaba, esisixhobo se-intanethi sokujonga iinkcukacha ezisekelwe kumhlaba kuyakukhokelela ekuphucukeni kwendlela yokuthatyathwa kwezigqibo kwinqanaba labalawuli kweli Sebe.

### **Isicwangciso sokulwisana neenkalo zomgangatho wentsebenzo ophantsi**

Ulawulo lwezibhambathiso oluphuculiweyo neenkampani ezinikezela iinkonzo.

### **linguqu kwizicwangciso ezicetyiweyo**

Azikho

### **Ukuthungelanisa intsebenzo nezabelo-mali**

- Le nkqubo iyisebenzise yonke imali ebiyabelwe engama-R77,873 ezigidi kunyaka-mali u-2015/16 kunye nama-99.98% eR68,354 yezigidi ze yayi R12 yezigidi kuphela engasetyenziswanga ku-2014/15. Le nkqubo inikezele umkhomba-ndlela kwinkqubo yokunikezelwa kweenkonzo okuchazwe kwiithebhile zentsebenzo yeenkqubo ze kwaphinda kwabonakaliswa kwiinzuzo zeenkqubo.



**Itheybhile F: Inkciitho yenkqutyana**

Igama Lenkqutyana	2015/16			2014/15		
	Imali Ebekelwe Bucala Yokugqibela	Eyona Nkciitho	Inkciitho (Engaphezulu)/ Engaphantsi	Imali Ebekelwe Bucala Yokugqibela	Eyona Nkciitho	Inkciitho (Engaphezulu)/ Engaphantsi
<b>Ezophuhliso Nophando</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>
Ezolawulo Nenxaso	5 331	5 331	-	5 484	5 473	11
Ezokuxhotyiswa Kwamaqumrhu Ngezakhono & Nenxaso KwiiNPO	941	941	-	1 365	1 365	-
Ezokupheliswa Kwentlupheko & Nokuphila Ngokuzimela	56 783	56 783	-	37 173	37 172	1
Ezophuhliso Lolutsha	12 010	12 010	-	21 570	21 570	-
Ezokuphakanyiswa Kwemigaqo-nkqubo Engoluntu	2 808	2 808	-	2 762	2 762	-
<b>Itotali</b>	<b>77 873</b>	<b>77 873</b>	<b>-</b>	<b>68 354</b>	<b>68 342</b>	<b>12</b>

## 5. IINTLAWULO EZIDLULISELWEYO

### 5.1 Iintlawulo ezinikwa amaqumrhu ombuso

Azikho.

### 5.2 Iintlawulo ezidluliselwe kuyo yonke imibutho engeyiyo eyaseburhulumenteni

*Funda kwi Cwecwe elincanyathiselweyo Kwingxelo yeSingesi yalo nyaka.*

#### **ISebe liyazihlola iinqubo zeentlawulo elizenzayo, ngolu hlobo lulandelayo:**

- Inqubo nganye inesicwangciso sokuhlola kwiNPO nganye ethi iyinike inkxaso-mali;
- Ukuthotyelwa kwemithetho kuhlolwa ngokwemigaqo yeTPA equlethe zonke iinjongo neminqweno kwakunye nemiqathango yenkxaso-mali;
- Kuhambe kwaphucuka ukuhlolwa kweNPO ngokuthi zityelelwe;
- Yenziwe yayesesikweni imihlangano yenyanga yaye sele isetyenziswa njengesinye isixhobo sokuhlola iiTPA zeenqubo;
- Inqubo zolawulo lweenkcukacha zentsebenzo (kuquka izikhokelo zokunikezelwa kweengxelo, iinqubo zendlela yokusebenza kwakunye nesixhobo sezichazi zezalathisi) zither zahlengahlengiswa ngenjongo yokuqinisekisa ukuba iincukacha ezithe zaqokelelwa zezichanekileyo, zizezisexesheni yaye iiseti zeenkcukacha ziqoshelisiwe; futhi ke
- Iimvavanyo zesebe lezemali ziqoshelisiwe kwiingxelo zentsebenzo yeenqubo zekota ezithi zingeniswe. ISebe lithi liqulunqe impendulo equka isicwangciso sentshukumo zokulungisa.

## 6. IINKXASO-MALI EZINEMIQATHANGO

Akukho ngxelo.

### 6.1 linkxaso-mali ezinemiqathango kunye neemali ezibekelwe bucala ezithe zahlawulwa

Akukho ngxelo.

### 6.2 linkxaso-mali ezinemiqathango kunye neemali ezibekelwe bucala ezithe zafunyanwa

#### Imeko yeenkxaso-mali ezithe zafunyanwa, kuquka neentlobo kwakunye nesixa esipheleleyo esithe safunyanwa

ISebe Lophuhliso Loluntu leNtshona Koloni labelwa i-R1, 866 yezigidi kunyaka-mnali u-2015/16. Le mali-sabelo ibekelwe amathuba engqesho eNkqubo Exananazileyo Yemisebenzi Yoluntu phakathi kwezinye iinkqubo ezikhoyo nezintsha.

#### Isixa esipheleleyo senkcitho kuzo zonke ziabelo

Zisetyenziswe zonke ngokupheleleyo iimali ebizabelwe le nkqubo kunyaka-mali u-2015/16.

#### Isiqinisekiso sokuba zonke iintlawulo zathi zafakwa kwi-akhawunti eyenzelwe oko yeSebe Lemali kwiPhondo

Irisiti ezifikelela kwi-R1, 866 yezigidi zifunyenwe ukusuka kumasebe esizwe kusenzelwa i-EPWP.

#### Inkxaso-mali Enemiqathango: EPWP

<b>iSebe elidlulisele inkxaso-mali</b>	IiSebe Lesizwe Lemisebenzi Yoluntu
<b>Injongo yenkxaso-mali</b>	Kukudala amathuba engqesho asemgangathweni kulutsha olungaphangeliyo
<b>Iinzuzo ezilindeleke ngenxa yale nkxaso-mali</b>	Kudalwe amathuba asisigxina angama-80
<b>Ezona nzuzo zifumanekileyo</b>	Kwathi kwadalwa amathuba engqesho angama-78 ngokuthi kuqeshwe abaququzeleli bamaqela okudlala abathi bafaka igxalaba ekuzuzeni kwabantwana abangama-90 iinkonzo zophuhliso lwabantwana.
<b>Isixa kwiDORA ehlengahlengisiweyo</b>	Asikho
<b>Isixa esifumanekileyo (R'000)</b>	R1 866 yezigidi
<b>Izizathu ukuba isixa asifumanekanga ngokweDORA</b>	Sifunyenwe isixa esipheleleyo
<b>Isixa esisetyenziswe IiSebe (R'000)</b>	R1 866 yezigidi
<b>Isizathu sokungasetyenziswa kwemali liqumrhu</b>	Asikho
<b>Izizathu zokutyeshwa kwintsebenzo</b>	Abaququzeleli ababini sele beyekile.
<b>Amalinge athatyathiweyo ukuphucula intsebenzo</b>	Ukubekwa esweni elibanzi kwale nkqubo kwanokufakwa kwabanye abaxhamli endaweni yabo bemkileyo.
<b>Amalinge okuhlola asetyenziswa lisebe elifumana inkxaso-mali</b>	Kwatyikitywa iingxelo Zokuhlola Kwasenyakeni kwemali zathi zangeniswa kwiSebe lePhondo Lemali neSebe Lesizwe Lemisebenzi Yoluntu. Kwathi kwenziwa uhlobo/uvavanyo lweemeko neendawo zokusebenzela

## 7. IIMALI ZAMALIZO

Akukho ngxelo.

## 8. UTYALO-MALI OLUNGUNDOQO

### 8.1 Utyalo-mali olungundoqo, ulungiso nesicwangciso solawulo lwempahla yesebe

● **Inkqubela eyenziweyo ekuphumezeni utyalo-mali olungundoqo kwakunye nesicwangciso solawulo lwempahla yesebe**

● Ezona zinto nezixhobo iSebe elityale kakhulu kuzo yimpahla nezixhobo zokusebenza ezigungqayo ezifana neekhompuyutha, ifenitshala, izithuthi kwakunye nezinye izixhobo. Irejista yempahla nezixhobo zokusebenza igcwaliswa ngoko nangoko kwakufika ezintsha, xa kuthe kwalahlwa ezinye okanye nayiphi inguqu ethi yenziwe kwimpahla yeSebe. Izixhobo ezibubuxhakaxhaka bobugcisa ziquka iwaranti kwiimeko apho isixhobo eso singophuka.

● **Amaphulo ezakhiwo nezibonelelo (awangoku nasaqhubayo)**

Amaphulo ezakhiwo athe aqosheliswa kwisithuba salo nyaka-mali yindawo yokunikezelwa kweenkonzo yaseMitchell's 1 no-2, eyaseKhayelitsha 3, iZiko Lononophelo Lwabantwana laseVredelus kwakunye ne-Ofisi Yommandla: kwiMetro ekwiMpuma.

La maphuluo alandelayo asaqhuba:

- Indawoyokunikezelwa kweenkonzo yakwaLanga – inqanaba lokucwangcisa lathi laqosheliswa kodwa ke elokwaxhiwa lona liyakuqala kunyaka-mali omtsha;
- Inqanaba lokucwangcisa kweyaseBhobhohofolo lathi laqosheliswa futhi ke elokwaxhiwa lona liyakuqala kunyaka-mali omtsha;
- Iphulo eliseGoulburn Centre (kwinqanaba lesine nelesihlanu) liye lalibaziseka ngenxa yeemeko ezingaphaya kwamandla ethu. Ulwakhiwo kufuneka lube sele luqoshelisiwe kunyaka-mali omtsha;
- Inqanaba lokucwangcisa kwiphulo likaNdlunkulu (e-Union House) – yaye ulwakhiwo luyakuqala kunyaka-mali omtsha.

● **Izicwangciso zokuvala okanye zokwehlisa izinga lalo naliphi na iziko**

Iziko Lokunyangela Izinyobisi leNtshona Koloni lathi lavalwa ngomhla wama-31 kwinyanga yeKhala ka-2015 ze iinkonzo zadluliselwa kumanye amaziko.

● **Inkqubela eyenziweyo ekulungisweni kwezakhiwo**

- Kwathi kwafakelwa izixhobo zokungenisa umoya kwindawo yaseMosselbay;
- Kwathi kwenziwa ulungiso olukhawulezileyo lombane kwiziko leenkonzo lase-Eerste River;
- Kwathi kwafakelwa izixhobo zokungenisa umoya, iingcango zentsimbi namasango okhuseleko kwindawo yeenkonzo yaseKannaland.

● **Iinguqu ezinento yokwenza noku kungentla ekulindeleke ukuba zibe nefuthe kwinkcitho yeSebe**

Azikho.

● **Iinguqu malunga nempahla yesebe**

- Impahla yesebe iyonke yayimi kwixabiso leR101, 057 yezigidi ukuya kuthi ga ngomhla wama-31 kweyooKwindla ka-2016. Inkqubo yokubalwa kwempahla yonyaka yaqosheliswa ngomhla we-15 kweyooKwindla ka-2016. Kwathi kwabhalwa phantsi zonke iinkcukacha kwiRejista Yempahla yaye zichanekile, zizezithembakeleyo yaye zibekwe ngokwamanqanaba angawo ze zaziwa apho zikhoyo. Yonke impahla erndala, engalungisekiyo neyonzakeleyo yathi yalahlwa rhoqo ngendlela ebonakalayo necacileyo;
- Zingama-156 zizonke izinto ezithe zalahlwa kunyaka-mali u-2015/16;
- Inani elipheleleyo lempahla engama-137 ithe yachazwa njengenakuze iphinde isebenze kunyaka-mali u-2015/16.

**Itheybhile G: Ukuhlengahlengiswa kwempahla enkulu (engundoqo) yesebe kungolu hlobo lulandelayo:**

Istolo	Ixabiso Lentengo
kuNdlunkulu	R12 664 360.82
kuMmandla weMetro ekuMazantsi	R4 949 467.84
kuMmandla weMetro ekwiMpuma	R3 941 965.56
kuMmandla weMetro ekuMantla	R3 802 800.30
kuMmandla we-Eden-Karoo	R3 132 607.77
kuMmandla weCape Winelands	R3 933 180.86
kuMmandla Wonxweme OluKwiNtshona	R2 591 823.67
Amaziko	R10 403 985.29
Izithuthi zeSebe	R55 636 951.32
<b>ITOTALI</b>	<b>R101 057 143.40</b>

**Impahla elahlwe kunyaka-mali u2015/16**

Ixabiso elipheleleyo lempahla ethe yalahlwa kunyaka-mali u-2015/16 lalimi kuma-R11 001 323.89. Impahla eyalahlwayo zizithuthi ezingama-60 zikarhulumente, ekwathi kwathengwa ezinye liCandelo Lezithuthi zikaRhulumente, izixhobo zobuxhakaxhaka bobugcisa ezili-137, ezathi zaqinisekiswa njengezingenakuphinda zisebenze kunye nempahlaengundoqo eli-156 eyathi yalahlwa ngendlela eqhelekileyo apha enyakeni.

● **Amanyathelo athe athatyathwa ukuze ihlale ichanekile irejista yempahla yeSebe**

Impahla ibhalwa phantsi ngokomhla wokufika kwayo yaye ngaphezu koko, kuye kusoloko kuqinisekiswa nyanga nenyanga ukuba kusenjalo na, kuthelakiswe impahla nenkcitho yayo kwakuloo rejista yempahla. Amaziko enkcitho nawo ke kuye kulindeleke ukuba enze ezi mvavanyo neziqinisekiso zempahla ephantsi kolawulo lwawo ze anikezele ingxelo ngazo zonke iinguqu ezivelayo kule nkqubo njengoko oku kuyakwenza ukuba kubhalwe phantsi okuchanekileyo ngoko nangoko kwirejista yempahla. Inkqubo yokuqinisekiswa kwempahla yonyaka iye yenziwe nayo ngenjongo yokuqinisekisa ukuba irejista le igqibelele yaye ichanekile.

● **Imeko yempahla engundoqo yeSebe**

*Imeko yempahla engundoqo yeSebe:*

Ama-20% empahla akwimeko entle (esebenzisekayo), ama-75% empahla abe kwimeko esaphilileyo (esebenzisekayo) ze eseleyo engama-5% ibe kwimeko emaxongo yaye kufuneka ilahlwe.

● **Amaphulo amakhulu okulungiswa kwezakhiwo athe enziwa**

Ukulungiswa kweCYCC yaseVredelus kwenziwa kulo nyaka singawo. Zonke iindleko zathi zakhutshwa liSebe Lezothutho Nemisebenzi Yoluntu.

● **Inkqubela ethe yenziwa ukujongana nokulibaziseka ekulungisweni kwezi zakhiwo**

Kwathi kwaqosheliswa uthotho lwamaphulo olwakhiwo njengoko kuchaziwe ngentla apha, kodwa noko kunjalo kwathi kwakho ukulibaziseka (ngokupheleleyo) yaye awakwazi ukuqosheliseka amaphulo ngenxa yokungoneli kwemali yeSebe Lezothutho Nemisebenzi Yoluntu.

**Ithebhile I: Amaphulo Ezakhiwo**

Amaphulo ezibonelelo zoluntu	2015/16			2014/15		
	Ebekelwe bucala ngokupheleleyo R'000	Eyona nkciitho R'000	Ukuchitha (ngaphezulu) /Ngezantsi R'000	Ebekelwe bucala ngokupheleleyo R'000	Eyona nkciitho R'000	Ukuchitha (ngaphezulu) /Ngezantsi R'000
Impahla entsha kunye neyokulungisa	149 541 848	126 177 720				
<b>Impaha yezibonelelo esekhoyo</b>						
- Uphuculo nokongezela						
- Ukubuyiselwa kwimo yesiqhelo, ukulungiswa nokuphuculwa	40 699 000	12 376 455				
- Ugcinomeko nolungiso	1 168 662	1 048 772			1 342 686	
<b>Ukudluliselwa kwezibonelelo</b>						
- Awangoku						
- Aphambili						
<b>Itotali</b>	<b>191 409 510</b>	<b>139 602 947</b>			<b>1 342 686</b>	

## **ISIGABA C: EZOLAWULO**

# ISIGABA C: EZOLAWULO

## 1. INTSHAYELELO

Ukuzinikela kweSebe ekugcineni awona mabakala aphezulu olawulo kubalulekile ekulawulweni kweemali nezibonelelo zoluntu. Abasebenzisi bafuna ingqiniseko yokuba eli Sebe linamalinge namacandelo angawo olawulo eliwasebenzisayo, ukuze zisetyenziswe ngobuchule nangokonga izibonelelo zombuso, ezivela kubahlawuli berhafu.

## 2. ULAWULO LOMNGCIPHEKO

IGosa Elongameleyo kwiSebe Lophuhliso Loluntu lilo elithathela kulo uxanduva lokuphumeza Isicwangciso-qhinga Solawulo Lomngcipheko ngokwemigaqo yeSikhokelo Solawulo Lomngcipheko Eburhulumenteni seSebe Lemali Lesizwe ndawonye neCandelo Lolawulo Lomngcipheko kwiSebe LeNkulumbuso likwanikezela ngenkonzo yenkxaso yocwangciso-qhinga ethe gabalala kwiSebe.

Ngokuthobela imigaqo yeSikhokelo Solawulo Lomngcipheko Eburhulumenteni seSebe Lemali Lesizwe kwanokufaka nzulu ulawulo lomngcipheko kweli Sebe, uRhulumente weNtshona Koloni uthe waqulunqa uMgaqo-nkqubo Wolawulo Lomngcipheko, othe waphunyezwa liGosa Elongameleyo ngomhla wokuqala kwinyanga yeThupha ka-2014, kwakunye neSicwangciso Sokuphumeza iSikhokelo Solawulo Lomngcipheko, esithe saphunyezwa liGosa Elongameleyo ngomhla weshumi elinethoba kwinyanga kaCanzibe ku-2014. Isicwangciso Sokuphumeza iSikhokelo Sokulawula Umngcipheko sithe sakhokelela ekuqulunqweni koMgaqo-nkqubo Wokulawula Umngcipheko kwakunye neSicwangciso-qhinga futhi sikwachaza imisebenzi noxanduva lwabaphathi nabasebenzi ekuqiniseni ubukho bolawulo lomngcipheko kweli Sebe.

ISebe lithe lahlola imingcipheko emikhulu ebinokuba nefuthe ekufikeleleni kwiinjongo zalo, ezezicwangciso-maqhinga kunye nemingcipheko yeenkqubo, ngokweekota. Imingcipheko ethile ithe yaqwalaselwa kuqala ngenxa yamathuba awo kunye nefuthe enokuba nalo (ngokunokwalo okanye ekuhambeni kwexesha) ze kwathi kwavunyelwana nangeendlela ezizezinye zokunciphisa imingcipheko leyo ukuze yehlele kumanqanaba amkelekileyo. Imingcipheko emitsha/ekhulayo ithe yafunyaniswa ngethuba kusenziwa inkqubo yohlolo lwekota.

ISebe lithe laseka iKomiti Yolawulo Lwemingcipheko kwisebe ngenjongo yokuncedisa iGosa Elongameleyo ekwenzeni umsebenzi walo ngokomba wokulawula umngcipheko. Le Komiti ke isebenza phantsi Kwemigqaliselo Yokusebenza ethe yaphunyezwa liGosa Elongameleyo ngomhla wokuqala kwinyanga yeThupha ka-2014. IKomiti entsha le ke ithe yaziphumeza iirejista zezicwangciso-qhinga seenkqubo ze yaphakamisa iintshukumo ezizezinye apho kuyimfuneko.

IKomiti Yophicotho inikezele ngohlolo oluzimeleyo lwenkqubo yeli Sebe yolawulo lomngcipheko. IKomiti Yophicotho ithe yanikwa iingxelo zenkqubela yekota yolawulo lomngcipheko ndawonye namaxwebhu emiba yomngcipheko kunye neerejista zeli sebe ukuze ibe nokuba nakho ukwenza umsebenzi wayo wohlolo. Ukuhlolwa kwenkqubo yolawulo lomngcipheko kweli sebe kungobudlelwane bawo nenkqubo yokuphunyezwa kwesiCwangciso Sokuphumeza Inkqubo Yolawulo Lomngcipheko kweli sebe kunye nemingcipheko yesicwangciso-qhinga elijamelene nayo eli Sebe ndawonye nezicwangciso-qhinga zalo zokulwisana/zokuwulungisa.



### 3. UBUQHOPHOLO NORHWAPHILIZO

URhulumente weNtshona Koloni uqulunqe iSicwangciso-qhinga Sokulwisana Nobuqhophololo esingqina ukuzinikezela kweli phondo ekusiphuleni nengcambu ubuqhophololo norhwaphilizo. Eli Sebe ke likwanaso neSicwangciso Esiphunyeziweyo Sokuthintela Ubuqhophololo ndawonye neSicwangciso Sokuphumeza Ukuthintelwa Kobuqhophololo nto leyo inika amandla iSicwangciso Sokuthintela Ulwaphulo-mthetho.

Zikho iindlela zokunikezela iingxelo ngorhwaphilizo kwaye ezi ndlela zicaciswa ngokuthe vetshe kwiSicwangciso sePhondo Sokulwisana Norhwaphilizo ndawonye neSicwangciso seSebe Sokulwisana Nobuqhophololo. Isityholo ngasinye esithi sifunyanwe liCandelo elijongene Nophando-nzulu ifakwa kwiNkqubo Yolawulo Lwamatyala ethi isetyenziswe njengesixhobo solawulo ngenjongo yokunikezela ingxelo ngenkqubela ekuphandweni kwamatyala anento yokwenza neli sebe kwanokuza nezibalo zePhondo neSebe ngokwalo mkhwa. Siyabakhusela abasebenzi abampolayo xa berhanela izenzo zobuqhophololo, urhwaphilizo nobusela ukuba ingxelo leyo kukumpola okukhuselekileyo (oko ke kukuthi, iyamelana neemfuno zemithetho elawulayo, umzekelo, ukuba ingxelo leyo inikezelwe ngentliziyo entle). Ithuba lokuba uhlale ungaziwa linikezelwa nakubani na ongathanda ukunikezela ingxelo ngezenzo zobuqhophololo, urhwaphilizo nobusela yaye ke ukuba bakwenza oko ngokuthi buqu, amagama nezinye iinkcukachqa zabo ziyafihlwa ngulowo sukuba benikezela kuye loo ngxelo.

Xa buthi buqinisekiswa ubukho bobuqhophololo okanye urhwaphilizo, emva kokuqosheliswa kophando, amagosa abandakanyekayo kwezi zenzo aye afakwe kwinkqubo yokuchotshelwa kwetyala elo, ngenjongo yokuqalisa inkqubo yokohlwaya. Kuzo zonke ke iimeko ezinjalo, igosa likaRhulumente weNtshona Koloni eliqalise ngenkqubo yokohlwaya lilindeleke ukuba linikezele izindululo ngesohlwayo kuloo magosa atyholwayo. Apho kuvela ubungqina obungagungqiyo ngezenzo zolwaphulo-mthetho, kuye kuvulwe ityala lolwaphulo-mthetho kwiNkonzo yesiPolisa yoMzantsi Afrika.

Kulo nyaka-mali, iCandelo Lophando-nzulu lePhondo liye laqoshelisa uphando kumatyala alithoba ngelixa amathathu wona amatyala ethe athunyelwa kweli Sebe ukuze liziphandele nzulu. Olunye kwezi meko zophando luqinisekise ubukho bezenzo zobuqhophololo kunye/okanye norhwaphilizo ze enye yaqinisekisa ubugwenxa kulawulo lwemali kunye/okanye nokungathotyelwa kwemigaqo elawulayo ze eyokugqibela yaqinisekisa ukungathotyelwa kwemigaqo elawula ukusebenza. Ezintandathu kwezi nzame zophando ziye zafuna uphando nje lwesigaba sokuqala ze esi sigaba asaqinisekisa bukho bazenzo zobuqhophololo, ubusela okanye urhwaphilizo. Ekupheleni konyaka-mali, kube kusele amatyala amane kuluhlu lwamatyala eli Sebe.

**iPFS ikhuphe iSiqinisekiso Sokuhamba Kwamatyala esichaza ukuhamba kwala matyala alandelayo eSebe kulo nyaka-mali:**

Kuvulwe amatyala 1 kwekaTshazimpuzi ku-2015	4
Amatyala avulwe ngo-2015/16	6
Amatyala avaliweyo (2015/16)	(8)
Amatyala adluliselweyo (2015/16)	(2)
Amatyala ahlanganiswa (2015/16)	0
Amatyala afakwe kwesinye isigaba (2015/16) <sup>12</sup>	1
Amatyala anikwe abanye abaphandi (2015/16)	0
<b>Amatyala athe avulwa ukuya kuthi ga ngomhla wama-31kweyoKwindkla ka-2016</b>	<b>1</b>

<sup>12</sup> Ityala lathi labuyiselwa kwiSebe ukuze lilicacise, nto leyo ilandelise ngemo ethi "ityala alikaqali".

Le theybhile ingezantsi iqhuba nokuhlalutya amatyala athe avalwa akhankanywe ngentla apha:

<b>Iziphmuo zamatyala avaliweyo</b>	
<b>Isiphumo</b>	<b>Inani</b>
Izityholo zingqinisiwe	2
Uphando lusaqala akukabikho ziphumo	3
Uphando lusaqala akukabikho ziphumo kodwa zikho izindululo	3

#### **4. UKUNCIPHISA UNGQUZULWANO LWEENJONGO**

Kufuneka kugcinwe ze kuphakanyiswe izinga eliphezulu lokusebenza eburhulumenteni. Kule nkalo, onke amalungu eQoqo Eliphezulu Lolawulo kulindeleke ukuba adize kubaphathathi abaphezulu iinkcukacha zazo zonke izinto abanazo nabanomndla wokuba bangazenza okanye bazibandakanye kuzo ngokoshishino ngokwemigaqo yeSahluko 3 seMimiselo Yecandelo Laseburhulumenteni. Injongo yesi Sahluko kukufumanisa ungquzulwano lwezidingo ngenjongo yokuphakamisa iindlela neenkqubo ezinobulungisa nezingenamkhethe zolawulo zamagosa akwizikhundla eziphezulu kwananjalo nokukhusela umbuso kwiintshukumo ezinokuwubeka esichengeni nezinokuphazamisana nentsebenzo yawo. Ezo zenzo zokuzichaza zenzeka minyaka le. Ukuba kuthi kuvele imeko yongquzulwano lwezidingo, oko kuyakuthathelwa amanyathelo, ngokwemigaqo yeMimiselo Yaseburhulumenteni ndawonye neminye imigaqo ebandakanyekayo.

Kumba “wokwenziwa komsebenzi wangaphandle ohlawulelwayo ongengowombuso” (iRWOPS ngabula makhumsha), abasebenzi kulindeleke ukuba bafake izicelo ngokwemigaqo yomgaqo-nkqubo wephondo olawula iRWOPS. Zonke ke ezi zicelo kufuneka zibe zezibhalwe phantsi futhi ke kufuneka, phakathi kwezinye, zichaze isimo nobungakanani bomsebenzi lowo uzakuhlawulelwa, kuquka namaxesha/iiyure zokusebenza kwanokwayamana (apho kunokubakho ungquzulwano lwezidingo okanye inkxalabo enokuvela) nalo Msebenzi uqhelekileyo awenzayo umqeshwa apha eburhulumenteni. Ezo zicelo ke ziye ziqwalaseliswe ngokuthi zihlolwe. Abasebenzi kufuneka bazifake rhoqo ngonyaka ezi zicelo ngokwemiqathango yomgaqo-nkqubo wephondo. Apho kuye kubhaqake ukungathotyelwa kwalo mgaqo-nkqubo, ezo zenzo ziyakuhojwa ngokwemiqathango yalo mgaqo-nkqubo yaye ke apho kuyimfuneko khona, ngokwemiqathango yoMgaqo Wokuziphatha Neenkqubo Zaseburhulumenteni.

#### **5. UMGAAQO WOKUZIPHATHA**

UMgaqo Wokuziphatha Eburhulumenteni, njengoko ufakiwe kwiSahluko 2 Semimiselo Yaseburhulumenteni, ngowona mgaqo “usetyenziswayo”. Umgaqo wokuziphatha:

- Ubeka elubala imigaqo nemimiselo yokuphakanyiswa kwesidima, kwanenkqubo yokunikezelwa kweenkonzo eqhutywa ngokuzimisela nesebenzayo kuluntu ngokubanzi;
- Luluhlu lwemigaqo echaza indlela yokuziphatha esilindeleyo kubasebenzi bethu;
- Ukhokela abasebenza ngokulindelekileyo kubo ngokwendlela yokuziphatha, ngokuziphatha kwabo bona kunye nobudlelwane babo nabanye abantu; ze
- Ibe yingxenye yendlela esisebenza ngayo mihla le. Bonke abasebenzi kulindeleke ukuba bawuthobele umgaqo wokuziphatha.

Ukwaziswa kwalo mgaqo wokuziphatha kwathi kwaphakanyiswa kwiintshukumo “zoqeqesho lokuqala” kubasebenzi abatsha kwanangemiyalelo esuka kwiNtloko yeSebe. UMgaqo Wokohlwaya Neenkqubo Zaseburhulumenteni zisetyenziselwa ukuphakamisa indlela entle neyamkileyo yokuziphatha, kwanokunqanda nokulungisa indlela engeyiyo yokuziphatha.

## **6. UKHUSELEKO LWEMPILO NEMIBA YENDALO ENGQONGILEYO**

### **Impilo Nokhuseleko Lwabasebenzi**

Ngenyanga yeDwarha ka-2014, kwathi kwenziwa uphicotho Lokhuselo/Lokhuseleko lweSAPS. ISebe lathi landisa ukuthobela kwalo le miqathango ukususela kuma-82% ngonyaka-mali u-2013/14 ukuya kuma-86% kulo nyaka-mali sikuwo. Ngamagosa angapha kwamakhulu amabini athe azimasa iinkqubo zoqeqesho kwimiba yempilo nokhuseleko kunyaka-mali u-2014/15. Amagosa eli sebe athe azimasa amalinge oqeqesho kwibala lesithathu Loncedo Lokuqala athi aphumelela ngomyinge ongama-93 %. Kwathi kwaqeqeshwa amagosa alic-18 ekusetyenzisweni ngendlela kweSitulo Sokuhlangula.

Sele zikho izixhobo zoncedo kwiNdawo Yabagulayo yaye ke iKomiti isakhangelela igumbi elifanelekileyo elinokusetyenziswa njengale ndawo yabagulayo.

### **Ezokhuseleko**

Eli sebe lineKomiti Yokhuseleko LweSebe esebenza ngokugqibeleleyo neshukumayo esebenzisana neSebe Lokhuseleko Loluntu, ze ixhaswe yi-Arhente Yokhuseleko Lombuso ndawonye neQumrhu leNkonzo yesiPolisa soMzantsi Afrika Ecebisa Ngezokhuseleko ngenjongo yokuqinisekisa ukugcinwa nokufezekiswa kwamalinge ezokhuselo.

Kwisithuba esiphakathi komhla wesihlanu nowamashumi amathathu ananye kwekaCanzibe ka-2014, iSebe lithe lenza uphicotho lolawulo lokungena kwisakhiwo salo oluthe ngempumelelo lwaqinisekisa ukuba ngabasebenzi beDSD kuphela abangenayo, kuthi ke ngokwenjenjalo kube kuncitshiswa inani labantu abakwaziyo ukungena kwiSakhiwo Somzi Womdibaniso ukusuka kuma-2000 ukuya kuma-370.

IKomiti Yokhuseleko LweSebe ithe yakuthathela ingqalelo ukuhlolwa kwamabakala athile abasebenzi besebe abaqeshwe kumacandelo olawulo, kwaqalwa ngabakwicandelo Lemali Nelolawulo Lwenkqubo Yeentengo. Kungoku nje kuqhutywa umsebenzi wokuhlolwa kwamalungu eKomiti Yokhuseleko futhi ke kuzakulandeliswa ngokuhlolwa bonke abalawuli abaphezulu.

Kuthe kwaqulunqwa neenkqubo zokwazisa nezokulungisa ngenjongo yokwazisa abasebenzi kwiKomiti Yokhuseleko Lwesebe kwakunye nokwandisa ukwazeka kwemisebenzi noxanduva lwabasebenzi ukuze kuqinisekiswa ukhuseleko lwabo, oloogxa babo ndawonye nempahla yesebe.

## 7. IIKOMITI ZEPALAMENTE

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
29 kwekaCanzibe ku-2015	iSebe lichazele iKomiti Emiyo: a) Ngeenkqubo zalo Zokulwisana Nokusetyenziswa Gwenxa Kweziyobisi Nezokubuyisela Kwisimo Sesiqhelo; b) Ngeenkqubo Zokupheliswa	iSebe liyichazele iKomiti ngomhla wama-29 kweyakaCanzibe ka-2015	Eyophuhliso Loluntu Ekuhlaleni
29 kweyeSilimela ku-2015	Ukuqondiswa ngotyelelo lohlolo lomsebenzi eKhayelitsha ngomhla wama-21 kweyeSilimela ka-2015	iKomiti ityelele le ofisi ngomhla wama-21 kweyoMsintsi ka-2015	Eyophuhliso Loluntu Ekuhlaleni
30 kweSilimela ku-2015	Ngethuba lenkcazelo kwikomiti Emiyo Engophuhliso Loluntu Ekuhlaleni ngomhla wama-25 kweyeSilimela ikomiti iye yagqiba ekubeni iSebe liyinike la maxwebhu alandelayo: a) Uluhlu lweenkqubo Zokuphila Ngokuzimela ngokweengingqi Zemimandla Yoomaspala, apho zikhoyo ezi nkqubo kwakunye nesabelo-mali esinikwa iphulo ngalinye; b) Lichaze ngokucacileyo inkqubo elandelwayo xa abantu befaka izicelo zenkqubo yokuphila ngokuzimela, iinkqubo ze-EPWP kunye nengxowa-mali Yohlangulo yeSASSA; c) Ingxelo egqibeleleyo ngezicwangciso zeSebe zokuvula imisantsa ethe yaqwalaselwa kwinkqubo yokulwisana nokusetyenziswa gwenxa kweziyobisi; d) Uhlolo Nokunikezelwa kweengxelo ngeenkqubo – ingaba iSebe lijongana njani nengxelo yaye kwenzekani emva kokuba iSebe liyifumene ingxelo; kunye e) Namagama eeNPO ezinikezela ngeenkqubo zokulwisana nokusetyenziswa gwenxa kweziyobisi e-Elsiesriver emva kokuba kuvale iTehillah Treatment Centre. Bangalufumana phi uncedo abahlali base-Elsiesriver xa befuna ukudluliselwa.	Amaxwebhu aceliweyo kuMbhaxeshi weKomiti ngomhla weshumi elinesine kweyeKhala ka-2015	Eyophuhliso Loluntu Ekuhlaleni
7 kweyeThupha ku-2015	a) ISebe lichazele iKomiti Emiyo ngeengxelo Zentsebenzo yalo zeKota kwisithuba esisukela ngenyanga yoMqungu ukuya kweyeSilimela ka-2015.	iSebe lichazele iKomiti ngomhla wama-25 kweyeThupha ka-2015	Eyophuhliso Loluntu Ekuhlaleni
25 kweyeThupha ku-2015	a) Ukwaziswa kotyelelo lohlolo lomsebenzi eNuwe Hoop Centre eVostile ngomhla wokuqala kweyoMsintsi ka-2015.	iKomiti ityelele iNuwe Hoop Centre eVostile ngomhla wokuqala	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
		kweyeSilimela ka-2015.	
1 kweyeMsintsi ku-2015	Ukwaziswa kotyelelo lohlolo lomsebenzi kwiziko lamanina nabantwana abathe baxhatshazwa iSaartjie Baartman Centre ngomhla wesibhozo kweyoMsintsi ka-2015.	IKomiti ityelele iziko lamanina nabantwana abathe baxhatshazwa iSaartjie Baartman Centre ngomhla wesibhozo kweyoMsintsi ka-2015.	Eyophuhliso Loluntu Ekuhlaleni
12 kweyeDwarha ku-2015	Ngethuba lenkcazelo kwiKomiti Emiyo Ngezophuhliso Loluntu Ekuhlaleni ngomhla wama-25 kweyeThuphaka-2015, iKomiti yenze isindululo sokuba: a) iSebe Lophuhliso Loluntu liqwalasele umba wokuvula iYouth Café entsha kwindawo efikelelekayo kummandla weWestridge eMitchell's Plain. Amalungu aphawule ukuba iYouth Café esezakuvulwa eNyanga Junction ayikudanga kwiYouth Café.	ISebe lisamkele isindululo esenziwe yile Komiti	Eyophuhliso Loluntu Ekuhlaleni
12 kweyeDwarha ka-2015	Ngethuba lenkcazelo kwiKomiti Emiyo Ngezophuhliso Loluntu Ekuhlaleni ngomhla wama-25 kweyeThuha ka-2015, iKomiti yacela iSebe ukuba liyinine la maxwebhu alandelayo: a) Ikopi yeNkqubo Yokudlamkiswa Koluntu eneentsuku ngeentshukumo ezisezakubanjwa; kunye b) Nesivumelwano Sokuqondana phakathi kweSixeko saseKapa kunye neSebe Lophuhliso Loluntu kumba wokusekwa kwamaziko olutsha kweli Phondo.	Amaxwebhu abeceliwe asiwa kuMbhexeshi weKomiti ngomhla weshumi elinesithandathu kweyeDwarha ka-2015	Eyophuhliso Loluntu Ekuhlaleni
3 kweyeNkanga ka-2015	Ngethuba lenkcazelo kwiKomiti Emiyo Ngezophuhliso Loluntu Ekuhlaleni ngomhla wesithathu kweyeNkanga ka-2015, iKomiti yenze isindululo sokuba: a) Yenze uphando ngokuba ingasetyenziswa njani ngendlela eqiqileyo inkxaso-mali karhulumente eyenzelwe iinkqubo zokulwisana nokusetyenziswa gwenxa kweziyobisi ze ibe nefuthe elibonakalayo ezimpilweni zabantu beli Phondo; b) Igxininise kakhulu kwiinkqubo Zophuhliso Lweentsatshana kunyaka-mali ozayo; ze c) Lisebenzisane neSebe LeNkulumbuso ekuqeshweni koMkomishinala Wabantwana.	ISebe lizamkele izindululo ezenziwe yile Komiti	Eyophuhliso Loluntu Ekuhlaleni
	Ngethuba lenkcazelo kwiKomiti Emiyo Ngezophuhliso Loluntu Ekuhlaleni ngomhla weshumi elinesithathu kweyeDwarha ka-	linkcukacha namaxwebhu abeceliwe asiwa kuMbhexeshi	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
	<p>2015, iKomiti yenze isindululo sokuba iSebe liyinike la maxwebhu alandelayo:</p> <ul style="list-style-type: none"> <li>a) Inani labasebenzi abanikwe uxanduva lokujongana nemiba yokutsalwa kweentlawulo ze-inshorensi nemiyalelo yeenkundla yokutsalwa kwemali njengoko kuthiwe thaca kwikhasi 11 Ngxelo;</li> <li>b) Ingxelo ngenkqubo nenkqubela yokuphuculwa kwentsebezo yee-ofisi Zezithili ezithe zasuswa kwafakwa ii-Ofisi Zemimandla endaweni yazo;</li> <li>c) Kuthiwe thaca inani labantwana abathe bahlanganiswa neentsapho zabo okanye nabanye abantu abanokubanonophela, xa kuqwalaselwa ikhasi lale Ngxelo;</li> <li>d) Kuthiwe thaca ingxelo ngokulibaziseka kwenkqubo yokufakwa kwabantwana kubanye abazali bethutyana kwimimandla yeli Phondo.</li> </ul>	<p>weKomiti ngomhla wama-30 kweyeNkanga ka-2015</p>	
<p>3 kweyeNkanga ka-2015</p>	<p>Isimemo sokuba iSebe linikezele inkcazelo kwiKomiti ngoxwebhu iWestern Cape Adjustments Appropriation Bill ka-2015 (kwiVoti 7) ngomhla wama-23 kweyeNkanga ka-2015.</p>	<p>ISebe liyinikile inkcazelo kwiKomiti</p>	<p>Eyophuhliso Loluntu Ekuhlaleni</p>
<p>18 kweyoMdumba ka-2016</p>	<p>Ngethuba lenkcazelo kwiKomiti Emiyo Ngezophuhliso Loluntu Ekuhlaleni ngomhla wesibini kweyoMdumba ka-2015, iKomiti yenze isindululo sokuba:</p> <ul style="list-style-type: none"> <li>a) linkcukacha ngayo yonke imibutho enikezela iinkonzo zentlalo-ntle yoluntu efumana inkxaso-mali/ukwandiswa kweenkonzo, zindawoni xa kuqwalaselwa iingingqi kwaneedolophu;</li> <li>b) Ingxelo ngeenkqubo ngeForam Yoorhulumente ngeQonga Labakhubazekileyo; kwakunye</li> <li>c) Nenkcazo enzulu malunga Ngezivumelwano Zokuqondana phakathi kweSebe Lophuhliso Loluntu namanye amahlakani kwiPhondo leNtshona Koloni.</li> </ul> <p>Ngethuba lomhlangano ngomhla wesibini kweyoMdumba ka-2016, iKomiti yagqiba ekubeni iSebe liphinde liyinike ingqwalasela le nkcazelo. Amalungu aphawula ukuba le nkcazelo yayingenamongo, umxholo wawungenasihlahla yaye yayingawancedi amalungu ukuze akwazi ukwenza uhlolo lwawo kulo mba.</p>	<p>linkcukacha namaxwebhu abeceliwe asiwa kuMbhexeshi weKomiti ngomhla wesixhenxe kweyoKwindla ka-2016</p>	<p>Eyophuhliso Loluntu Ekuhlaleni</p>

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
3 kweyoMduba ku-2016	Ukwaziswa kotyelelo lohlolo lomsebenzi kwiziko i-Open Circle eMaitland ngomhla wethoba kweyoMdumba ka-2016	iKomiti yatyelela iziko i-Open Circle eMaitland ngomhla wethoba kweyoMduba ka-2016	Eyophuhliso Loluntu Ekuhlaleni
15 kweyoKwindla ku-2016	Ngethuba lenkcazelo kwiKomiti Emiyo Ngezophuhliso Loluntu Ekuhlaleni ngomhla weshumi elinesihlanu kweyoKwindla ka-2016, iKomiti yenze isindululo sokuba: <ul style="list-style-type: none"> <li>a) iSebe lihlale liyichazela iKomiti ngokuba iceba ukuyisebenza njani na imali engama-R9.916 ezigidi zenkxaso-mali esuka kwinkqubo i-EPWP.</li> </ul>	ISebe lizamkele izindululo ezenziwe yile Komiti	Eyophuhliso Loluntu Ekuhlaleni
15 kweyoKwindla ka-2016	Ngethuba lenkcazelo kwiKomiti Emiyo Ngezophuhliso Loluntu Ekuhlaleni ngomhla weshumi elinesihlanu kweyoKwindla ka-2016, iKomiti yenze isindululo sokuba iSebe liyinike la maxwebhu alandelayo: <ul style="list-style-type: none"> <li>a) uluhlu lweendawo ezilishumi apho iinkqubo Zophuhliso Lweentsatshana zathi zasekwa khona. Oku ke kubhekisa kwiinkcukacha ezikwikhasi 298 zoxwebhu Lweentelekelelo Zohlahlo Lolwabiwo-mali Lwengeniso Nenkcitho yePhondo ka-2016;</li> <li>b) uluhlu lweshumi lwezikolo ezichonge njengezisemngciphekweni ophezulu ezixhamlayo kwiinkqubo zokulwisana nokusetyenziswa kwenxa kweziyobisi ezisekelwe ezikolweni;</li> <li>c) iinkcukacha ezigqibeleleyo malunga nenkcitho yesabelo semali kwiiYouth Café, ngokukodwa, kubiza malini na ukuqhuba iYouth Café;</li> <li>d) uluhlu lweenNPO ezingama-25 ezinikezela iinkonzo kulutsha. Oku ke kufuneka kuchaze ngokuphandle ukuba iNPO nganye inikezela eziphi na iinkqubo;</li> <li>e) ingxelo egqibeleleyo ngamaziko alishumi okuhlalisa ongezelelwe kwinkxaso-mali enika i-Open Circle kwiSibhedlele i-Alexandra eMaitland; kunye</li> <li>f) nengxelo egqibeleleyo ngeenkqubo ezincedisa ekuxhotyisweni kwamanina, kuquka ukuba mangaphi na amanina athe athabatha inxaxheba kwezo nqubo kunyaka-mali u-2-14/15.</li> </ul>	Iinkcukacha namaxwebhu abeceliwe asiwa kuMbhaxeshi weKomiti ngomhla wama-31 kweyoKwindla ka-2016	Eyophuhliso Loluntu Ekuhlaleni

## 8. IZINDULULO ZESCOPA

IKomiti yaqwalasela ukuba imbono yoMphicothi-zincwadi malunga neeNgxelo Zemali Zonyaka zeSebe kunyaka-mali u-2014/15, elithe lafumama imbono yophicotho-zincwadi engenaziphene. Le mbono ingenaziphethe ke igcinwe injalo ukususela kunyaka-mali u-2013/14, apho iSebe lifumene imbono yophicotho engenaziphene.

ISebe Lophuhliso Loluntu lisebenzise ama-R1, 734 eebhilliyoni, nto leyo ikhokelele kwinkcitho engezantsi konke-konke efikelela kuma-R23, 826 ezigidi, njengoko kubonisiwe kwikhasi 147 leNgxelo Yonyaka. Le nkcitho ingezantsi ibhekisa kwiNkqubo Yokuqala: Ezolawulo ukuya kwisixa ezingama-R17, 925 ezigidi, apho i-R15, 870 yezigidi ibe ngumvuka wokungasetyenziswa kwemali egundoqo.

Noxa iSebe liziilungisile nje iziphoso kwiingxelo zalo zemali kwiingxelo yentsebenzo yonyaka eyathi yangeniselwa uphicotho kwiinkcukacha zentsebenzi ekunikezelwe ingxelo ngayo kwiNkqubo Yesithathu: Ezabantwana Neentsapho, ikomiti ikhuthaza iSebe ukuba liqinisekise ukuba liyaziqinisekisa iinkcukacha xa ingenisa ingxelo yayo kuMphicothi-zincwadi Oyintloko kuMzantsi Afrika ngeenjongo zophicotho.

Kuyabonakala ke ukuba iSebe eli liziphucule izixhobo zalo zolawulo lwangaphakathi, ezibhekisa kuxanduva lokubeka iliso kunye nemigaqo-nkqubo neenkqubo ezingumsebenzi wabalawuli, ukugcinwa kweekrekhodi ezizizo, ukuqulunqwa nokuthungelana izixhobo zolawulo, njengoko zithiwe thaca yikomiti kwiingxoxo ezikwiNgxelo Yonyaka-mali u-2013/14.

Inani Yesisombululo	Umba	Iinkcukacha	Impendulo yesebe	Usuku Lwentshukumo	Isonjululwe Ewe/Hayi
1.	<p><b>Ikhasi:</b> 99 leNgxelo Yonyaka</p> <p><b>Ishloko:</b> Uphicotho Lwangaphakathi</p> <p><b>Inkcazelo:</b> IKomiti iqwalasela ukuba iKomiti Yophicotho ixhalabile ngokuchaneka kwezibonelelo zophicotho-zincwadi lwangaphakathi ezathi zahanjiswa kwiSebe Lophuhliso Loluntu.</p>	<p>IKomiti ivumile ukuba:</p> <p>Uphicotho Lwangaphakathi luye luchazele iKomiti ekuqulunqweni kophicotho kweli Sebe Lophuhliso Loluntu</p>	Inkcazelo izakushedyulwa yiSCOPA	Akukabikho suku lufunyenweyo kwiSCOPA okwangoku.	<b>Hayi</b>
2.	<p><b>Amakhasi:</b> 83 no-146 leNgxelo Yonyaka</p> <p><b>Izihloko:</b> Ubuqhophololo Norhwaphilizo Nezophando</p> <p>Inkcazelo: IKomiti iqwalasela ukuba kulo nyaka-mali, amatyala alithoba athi aqosheliswa liCandelo Lophando-nzulu lePhondo. Kuchazwe ukuba ekupheleni konyaka-mali, kwathi kwasala amatyala</p>	<p>Ukuba iCandelo Lophando-nzulu lePhondo lizakuchazela iKomiti ngeentshukumo ezilithoba zophando ezathi zenziwa kunyaka-mali u-2013/14, kuquka amaxesha kunye nezikhokelo ukususela ukufunyanwa kwesikhalazo de libe</p>	Inkcazelo izakushedyulwa yiSCOPA	Akukabikho suku lufunyenweyo kwiSCOPA okwangoku.	<b>Hayi</b>



Inani Yesisom bululo	Umba	linkcukacha	Impendulo yesebe	Usuku Lwentshukumo	Isonjululwe Ewe/Hayi
	amane kuluhlu lwamatyala eli Sebe. Kukwaqwalaselwa ukuba ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015, iNkonzo Yophando-nzulu kwiPhondo yayikwinqubo yokuphanda ityala elinye elinento yokwenza nokunikezelwa kwezini-maxabiso ngendlela egwenxa.	liyaqosheliswa ityala.			
3.	<p><b>Amakhasi:</b> 147 ukuya ku-160 eNgxelo Yonyaka</p> <p><b>Isihloko:</b> Iingxelo zeemali ezibekelwe bucala</p> <p><b>Inkcazelo:</b> IKomiti ikwaqwalasele ukuba iSebe aliyinikanga iMibutho Engajonge Ngeniso engakhange izithobele iimfuno ekwakuvunyelwene ngazo inkxaso-mali, echazwe Kwisivumelwano Senqanaba Lenkonzo phakathi kwale Mibutho Ingajonge Ngeniso kunye neSebe. IKomiti ixhalabile ukuba ingaba intshukumo enjalo ayiyi kuba nefuthe ewilibni na kwinqubo yokunikezelwa kweenkonzo kwiingingqi zeNtshona Koloni.</p>	Ukuba iSebe liphumeze iqhinga enokulisebenzisa ukuncedisana neMibutho Engajonge Ngeniso engayithobeliyo imimiselo nemighaqo ekwakuvunyelwene ngayo ukuze iyithobele, kuquka ukufakwa ngokutshwa kwale Mibutho Ingajonge Ngeniso efumana uncedo ukuze ithobele imigaqo kwanenkqubo eyathi yalandelwa kule nkalo.	Usuku luzakuchazwa xa kufuneka kuphonyezwe isixhobo.	Akukabikho suku lufunyenweyo kwiSCOPA okwangoku.	<b>Hayi</b>
4.	<p><b>Amakhasi:</b> 179 leNgxelo Yonyaka</p> <p><b>Isihloko:</b> 5.2 Amatyala acinyiweyo</p> <p><b>Inkcazelo:</b> IKomiti iqwalasela ukuba iSebe licime amatyala fikelela kwi-R1, 071 yezigidi ngenxa yamatyala abantu ababesakuba ngabasebenzi kwakunye nenkcitho engenaziphumo neyilahleko.</p>	Ukuba iSebe lazise iKomiti ngamatyala athi acinywa kunyaka-mali u-2014/15, nazo zonke iindlela ezizanyweyo ukunyanzelisa ukuhlawulwa kwawo.	Inkcazelo izakushedyulwa yiSCOPA	Akukabikho suku lufunyenweyo kwiSCOPA okwangoku.	<b>Hayi</b>

## 9. IZILUNGISO ZANGAPHAMBILI KWIINGXELO ZOPHICOTHO-ZINCWADI

Isimo sexanasi, isinikezelo, imbono enegxeke ndawonye nemiba yokungathotyelwa kwemimiselo	Unyaka-mali ephume kuwo kuqala	linkqubela ethe yenziwa ekususeni/ekusombululeni lo mba
<p><b>Imbono Yophicotho:</b> Iziphumo Ezingenamakhwiniba ngokuba lulutho nokuchaneka kweenkcukacha zentsebenzo ezithe zanikezelwa - kwiNkqubo 2: linkonzo Zentlalo-ntle Yoluntu</p> <p><b>Uhlobo Logxininiso:</b> linjongo ezicwangcisiweyo</p> <p>● <b>Isiphumo esingenamakhwiniba ekubeni lulutho nasekuchanekeni</b> linkcukacha zentsebenzo ekuthe kwanikezelwa ingxelo ngazo Ngeenkonzon Zentlalo-ntle zilulutho yaye zichanekile, kuzo zonke iinkalo ezingundoqo, ngokwemigaqo nemimiselo yesikhokelo esichongiweyo solawulo lwentsebenzo.</p> <p><b>Imbono Yophicotho:</b> Iziphumo Ezingenamakhwiniba ngokuba lulutho nokuchaneka kweenkcukacha zentsebenzo ezithe zanikezelwa - kwiNkqubo 3: Ezabantwana Neentsapho</p> <p><b>Uhlobo Logxininiso:</b> linjongo ezicwangcisiweyo</p> <p>● <b>Isiphumo esingenamakhwiniba ekubeni lulutho nasekuchanekeni</b> linkcukacha zentsebenzo ekunikezelweni ingxelo ngazo kwiNkqubo 3: Kwezabantwana Neentsapho, zilulutho yaye zichanekile, kuzo zonke iinkalo ezibalulekileyo ngokwemigaqo nemimiselo yesikhokelo esichongiweyo solawulo lwentsebenzo.</p> <p><b>Imbono Yophicotho:</b> Iziphumo Ezingenamakhwiniba ngokuba lulutho nokuchaneka kweenkcukacha zentsebenzo ezithe zanikezelwa - kwiNkqubo 5: Kwezophuhliso Nophando</p> <p><b>Uhlobo Logxininiso:</b> linjongo ezicwangcisiweyo</p> <p>● <b>Isiphumo esingenamakhwiniba ekubeni lulutho nasekuchanekeni nasekuchanekeni</b> linkcukacha zentsebenzo ekuthe kwanikezelwa ingxelo ngazo kwiNkqubo 5: Kwezophuhliso Nophando, zilulutho yaye zichanekile, kuzo zonke iinkalo ezibalulekileyo ngokwemigaqo nemimiselo yesikhokelo esichongiweyo solawulo lwentsebenzo.</p> <p>● <b>Ukuzuzeka kweenjongo ezicetyiweyo</b> UMphicothi-zincwadi Oyintloko ufumanise ukuba zikho iinkalo zokungachaneki kweenkcukacha zentsebenzo ezinikezelweyo ukuze ziphicothwe kwiinkcukacha ezinikezelweyo zentsebenzo kwiNkqubo 2: Kwezenkonzo Zentlalo-ntle Yoluntu.</p>	<p>2014/15</p>	<p>-</p> <p>Njengoko abalawuli bathi bazilungisa iimpazamo ezaziqethe kwiingxelo zemali uMphicothi-zincwadi Oyintloko akazange aveza ezinye iziphumo ngokuchaneka nokuthembakala kweenkcukacha zentsebenzo ekuthe kwanikezelwa ingxelo ngazo.</p>

## 10. ICANDELO LOLAWULO LWANGAPHAKATHI

Inkalo elithe lagxila kuyo eli candelo kunyaka esingawo ibiziinkalo ezingoLawulo Olululo, iinkonzo Zengqinisekiso ndawonye Nolawulo Lokunciphisa Ilahleko.

### Ulawulo Olululo

Ukuphunyezwa kwenkqubo Yesimo Sokuhlolwa Kolawulo Lwesicwangciso-qhinga kwathi kwagcinwa, apho kwathi kwagcinwa, kwahlolwa ze kwanikezelwa rhoqo ngekota ingxelo ngeziphumo ezingeenkcukacha nezingezozankcukacha zemali kwiKomiti Yophicotho-zincwadi neSebe Lemali lePhondo. ISebe Lemali lePhondo ngentsebenziswano neSebe leNkulumbuso lizinikele ekwenzeni imanywali esebenzayo ngoku yeSikhokelo seGAP esi Sicwangciso Simbaxa Solawulo ukuze sibe yinkqubo efumaneka ngokupheleleyo kwiwebhu eyakubizwa i-E-GAP ngamakhumsha. Iyakukhuthaza intsebenziswano phakathi kwawo onke amahlakani ze iqinisekise nokufumaneka kweenkcukacha ezichanekileyo nezisemgangathweni ndawonye nokuthotyelwa kwemimiselo nokuzihlola. Futhi ke iyakukwazi nokugcina iingxelo ezineenkcukacha zangaphambili eziyakuhlala zihleli kule nkqubo, ndawonye nethala leenkcukacha elizinze ndawo-nye elizakukhawulezisa ukufikeleleka kwala maxwebhu, ukwabelana ngolwazi ndawonye neenkqubo eziphucukileyo.

### Iinkonzo Zengqinisekiso

Kulo nyaka siwuhlalutyayo, kuye kwenziwa le misebenzi ilandelayo kweli Sebe:

- Zihlolwe kabini ii-ofisi zemimandla; kanye kwiMetro ekwiMpuma nakanye kwiMetro ekuMzantsi;
- Icandelo elithe lafumana oku kuphicothwa ze kwahlolwa nazo zonke iintshukumo zemali ezithe zenzeka malunga nembuyekezo, impahla neenkonzo ndawonye neenkitho zemali enkulu, ngenjongo yokuqinisekisa ukuthotyelwa kwemithetho nemimiselo;
- ISebe ke lisebenzise inkqubo yeCIPRO (iCompanies and Intellectual Properties Commission) ukufumana abasebenzi beDSD abanobudlelwane neenkampani esishishina nazo silisebe kwimimandla namaziko ethu;
- Kwathi kwahlolwa onke amaxwebhu ukuze agcinwe ngokhuseleko njengecebo lokuthintela ukulahleka nokwenziwa kwezinye iintlawulo kabini.

### Ulawulo Lelahleko Nobuqhophololo

- ISebe lisebenzise iNkqubo Yolawulo Lwelahleko i-ORACLE ngenjongo yokulawula ilahleko ngenxa yobusela, ukonakala, njalo-njalo;
- ISebe liyawanakana la mahlakani alandelayo, iNkonzo yesiPolisa yoMzantsi Afrika, iZiko Leenkonzo Zolawulo – iinkonzo Zomthetho, iCandelo Lezithuthi zikaRhulumente kunye neSebe Lemali lePhondo ekuqosheliseni iimeko namatyala;
- Kweli thuba lihlolwayo kuthe kwaqosheliswa amatyala ali-126.

## 11. UPHICOTHO LWANGAPHAKATHI KUNYE NEEKOMITI ZOPHICOTHU

ICandelo Lophicotho Lwangaphakathi linika abalawuli ingqiniseko ezimeleyo nengenamkhethe neenkondo zocedo ezenzelwe ukufaka igxalaba ngenjongo yokuhlala kuphuculwa indlela elisebenza ngayo iSebe. Lincediswa iSebe ekuzuzeni injongo zalo ngokuthi lize nendlela eqaqoshekileyo nebumbeke kuhle yokuhlala nokuphucula ukusebenza kweenkqubo Zolawulo, Ezolawulo Lomngcipheko Nelahleko. Ezi ntshukumo zingundoqo zilandelayo zenziwa kuloo nkalo kanye:

- Ukuhlalutya nokwenza izindululo ezizizo zokuphucula iinkqubo zolawulo kwinkalo yokuzuzisa injongo zeli Sebe;
- Ukuhlalutya ukuchaneka nokusebenza kwanokufaka igxalaba ekuphuculweni kweenkqubo yolawulo lomngcipheko;
- Ukuncediswa iGosa Elongameleyo ekugcineni iindlela zolawulo ezisemgangathweni nezisebenzayo ngokuthi kuhlalutywe kanye ezo ndlela zolawulo ngenjongo yokufumanisa ukusebenza kwazo ngendlela nokuba semgangathweni, kwanokuqulunqa izindululo zokuphuhlisa okanye ukuphucula.

Ezi ndibano zengqinisekiso zilandelayo zathi zaphunyezwa kwiSicwangciso Sophicotho-zincwadi Lwangaphakathi lonyaka-mali u-2014/15:

- Ezokuxhotyiswa Kwamaxhoba;
- Ezohlangulo Loluntu;
- Ezeenkonde Neeenkondekazi;
- Ezononophelo Nokhuseleko Lwabantwana;
- Ezophuhliso Lweentsana Eziselula;
- Ukwenziwa Kweentlawulo;
- Ezolawulo Lwezibhambathiso.

IiKomiti Zophicotho zisekwe njengamaqumrhu ohlolo, anikezela ngohlolo oluzimeleyo kwimiba yolawulo, ulawulo lomngcipheko kunye neenkqubo zolawulo kwiSebe, eziquka uhlolo kunye neenkalo zoxanduva ezibhekiselele:

- Kumsebenzi Wophicotho-zincwadi Wangaphakathi;
- Umsebenzi Wophicotho-zincwadi Wangaphandle (owenziwa nguMphicothi-zincwadi Oyintloko woMzantsi Afrika – i-AGSA ngamafuphi;
- Umsebenzi weSebe wogcino-zincwadi nokunikezelwa kweengxelo;
- Imigaqo-nkqubo yeSebe Yogcino-zincwadi;
- Uhlalutyo lwengxelo yolawulo nophicotho ye-AGSA;
- Uhlalutyo Lohlolo Lwaphakathi lweSebe;
- Ezolawulo Lomngcipheko eSebeni;
- Ezolawulo Lwangaphakathi;
- Injongo ezicwangcisiweyo;
- Ezendlela Yokuziphatha Nophando-nzulu.

Le theybhile ingezantsi apha iveza iinkcukacha ezifanelekileyo ngamalungu ekomiti yophicotho-zincwadi:

Igama	Izifundo	Ngowangapha kathi okanye Ngaphandle	Ukuba ngowangaph akathi, isikhundla sakhe eSebeni	Usuku lokuqeshwa	Usuku lokuyeka	Inani lemihlan gano ayizimasi leyo
uMnu Ronnie Kingwill	CA(SA); CTA; BCom	Ngowangaphandle	Asikho	01 kweyo-Mqungu 2013	Isithuba sesibini siphela ngomhla wama-31 kweyoMnga ka-2015	7
uMnu Mervyn Burton	CA(SA); CFP; B Compt (Hons); B Compt;	Ngowangaphandle	Asikho	01 kweyo-Mqungu 2015	Alukho	8
uNkszn Judy Gunther	CIA; AGA; CRMA; Masters in Cost Accounting; BCompt	Ngowangaphandle	Asikho	01 kweyo-Mqungu 2016	Alukho	8
uMnu Louw van der Merwe	CA(SA); ACMA; CIA; CISA; CRMA	Ngowangaphandle	Asikho	01 kweyo-Mqungu 2013	Isithuba sesibini siphela ngomhla wama-31 kweyoMnga ka-2015	7
uMnu Francois Barnard	MComm (Tax); CA(SA); Postgrad Diploma in Auditing; CTA; BCompt (Honours); BProc	Ngowangaphandle	Asikho	01 kweyo-Mqungu 2016	Alukho	8
uMnu Ameen Amod	MBA, CIA, CGAP, CRMA; BCom (Hons)	Ngowangaphandle	Asikho	01 kweyo-Mqungu 2016	Alukho	1

## **12. INGXELO YEKOMITI YOPHICOTHO**

*Funda kwi phepha 104-105 yeNgxelo yeSingsi salonyaka mali ka 2015/16.*



**ISIGABA D: ULAWULO LWEMICIMBI YABASEBENZI**

# ISIGABA D: ULAWULO LWEMICIMBI YABASEBENZI

## 1. IMITHETHO ELAWULA ICANDELO LEZOLAWULO LWABANTU

linkcukacha eziqulethwe kwesi sigaba zikhutshwe Yimimiselo Yeenkonzo Zaseburhulumenteni (iSahluko 1, ISigaba III J.3 no-J.4).

Ngaphezu kweMimiselo Yeenkonzo Zaseburhulumenteni zika-2001 (njengoko ithe yalungiswa ngomhla wama-30 kweyeKhala ka-2012), le migqaliselo ilandelayo ikhokela iCandelo Lolawulo Lwezibonelelo Zabasebenzi kwicandelo Leenkonzo Zaseburhulumenteni:

- **UMthetho i-Occupational Health and Safety Act (Act 85 ka-1993) (owalungiswa ngo-Act 181 ka-1993)**

Kukubonelela ngempilo nokhuseleko lwabantu emisebenzini kwanempilo nokhuseleko lwabantu kumba wokusetyenziswa kwezixhobo noomatshini; ukhuseleko lwabantu abangengobantu basemsebenzini kwiingozi kwimpilo nokhuseleko lwabo kwiimeko ezingumvuka weentshukumo zabantu abasemsebenzini; kukuseka ibhunga leengcebiso kumba wempilo nokhuseleko; kwanokubonelela kwiimeko zemiba engqamene nale.

- **UMthetho iPublic Service Act (Act 103 ka-1994) (owalungiswa ngo-Act 30 ka-2007)**

Kukubonelela ngokuququzelela nokulawula ezaseburhulumenteni kwiRiphabliki, ukumiselwa kwanemiqathango yengqesho, amaxesha okuba se-ofisini, indlela yokuziphatha, umhlala-phantsi kwanokukhululwa kwabasebenzi baseburhulumenteni edyokhweni, ndawonye neminye imiba engqamene nale.

- **UMthetho iLabour Relations Act (66 ka-1995) (owalungiswa ngo-Act 5 ka-2014)**

Kukumisela nokukhokela umqeshi ekunakaneni nasekudlaleni eyakhe indima ekuphumezeni uxolo kwezengqesho kwanokwenziwa kwemeko yokusebenza ibe yengenamkhethe.

- **UMthetho iBasic Conditions of Employment Act (75 ka-1997) (owalungiswa ngo-Act 20 ka-2013)**

Kukunika amandla ilungelo lokwenziwa kwezinto ngendlela eyiyo neyamkelekileyo kumba wengqesho, miba leyo kubhekiswa kuyo kwicandelo 23(1) loMgaqo-siseko ngokuthi kusekwe ze kwenziwe izibonelelo zokumiselwa kweyona miqathango ingundoqo kwingqesho; ndawonye ke nokuthobela imigaqo yeRiphabliki njengelungu loMbutho Wengqesho Wehlabathi; ndawonye neminye imiba engqamene nale.

- **UMthetho iSkills Development Act (97 ka-1998) (owalungiswa ngo-Act 26 ka-2011)**

Kukunikezela isikhokelo ngokusesikweni ngenjongo yokuqulunqa nokuphumeza izicwangciso-qhinga zesizwe, ezamacandelo nezeendawo zengqesho ngenjongo yokuphuhlisa nokuphucula izakhono zabasebenzi boMzantsi Afrika; ukuhlanganisela kwezo zicwangciso-qhinga kwiSikhokelo Sesizwe Sezidanga equlunqwe yahlanganiswa kumthetho iSouth African Qualifications Authority Act, ka-1995; ukunikezela iinkqubo zokuqeqeshelwa ukulungela ingqesho ngenjongo yokuba abaqeqeshwa abo bayakuthi exesheni bafundele izidanga ezisesikweni; ukulungiselela ukuxhaswa ngemali kweenkqubo zophuhliso lwezakhono ngokuthi kumiselwe inkxaso esuka kwirhafu yokuhlawulela izakhono kunye neNgxowa-mali Yezakhono Kwisizwe; ukumisela inkqubo yokumiselwa kunye



nokumisela iinkonzo zengqesho; kwanokulungiselela nokunikezela iinkonzo ezizakujongana nemicimbi eyayamaneyo nale.

● **UMthetho i-Employment Equity Act (55 ka-1998) (owalungiswa ngo-Act 47 ka-2013)**

Kukuphakamisa ukulingana, kupheliswe ukuphathwa ngendlela engenamkhethe kwimiba yengqesho kwanokuqinisekisa ukuphunyezwa kwamalungelo okuqinisekisa ukulingana ukuze kulungiswe iziphumo zokuxhatshazwa; ukuzuza imbumba yabasebenzi eziintlanga neenkolo ezahlukeneyo esebenza ngokukhuthala emele bonke abemi beli phondo.

● **UMthetho iPublic Finance Management Act (1 ka-1999) (owalungiswa ngo-Act 29 ka-1999)**

Kukumisela imigaqo yolawulo lwezemali kurhulumente wesizwe kunye noorhulumente bamaphondo; ukuqinisekisa ukuba yonke ingeniso, inkcitho, impahla kunye namatyala abo rhulumente ilawulwa ngendlela eyiyo nesebenzayo; kukumisela uxanduva nemisebenzi yabantu abasebenza ngolawulo lwezemali kwabo rhulumente, kwanokulungiselela nokunikezela iinkonzo ezizakujongana nemicimbi eyayamaneyo nale.

● **UMthetho iSkills Development Levy Act (9 ka-1999) (owalungiswa ngo-Act 54 ka-2010)**

Umthetho iSkills Development Levies Act ayimnyanzeli namphi na umqeshi ongurhulumente wesizwe okanye wephondo ukuba ahlawule irhafu yophuhliso loluntu. Noxa kunjalo ke, iSebe Lemicimbi Yabasebenzi Nezolawulo likhuphe umyalelo wokunyanzelisa ukuhlawulwa kweerhafu kuMaziko Ajongene Nemfundo Noqeqesho Kwizakhono (iiSETA) ezayanyaniswa neyona misebenzi yaloo masebe kunye neZiko Lemfundo Noqeqesho Kwizakhono Zaseburhulumenteni. Oko ke kukuthi, iSebe Lophuhliso Loluntu malihlawule irhafu kwiSETA Yezempilo Nentlalontle kwanakwiPSETA.

● **UMthetho iPromotion of Access to Information Act (2 ka-2000) (owalungiswa ngo-Act 54 ka-2002)**

Kukunika amandla ilungelo elikuMgaqo-siseko lokufikeleleka kwazo zonke iinkcukacha ezikugcino loMbuso ndawonye nazo zonke iinkcukacha ezigcinwe ngomnye umntu futhi ezidingelwa ukusetyenziselwa okanye ukukhuselwa kwamalungelo kwanokulungiselela nokunikezela iinkonzo ezizakujongana nemicimbi eyayamaneyo nale.

● **UMthetho iPromotion of Administrative Justice Act (PAJA) (3 ka-2000)**

Kukunika amandla ilungelo lentshukumo yezolawulo lomthetho esemthethweni, ebhadlileyo nengenagxeke ngokwenkqubo kwanakwilungelo lezizathu ezibhalwe phantsi zentshukumo yezolawulo njengoko ithiwe thaca kwiSahluko 33 soMgaqo-siseko woMzantsi Afrika, ka-1996.

● **UMthetho iPromotion of Administrative Justice Act (Act 3 ka-2000) (PAJA) (OWALUNGISWA NGO-Act 53 ka-2002)**

Kukunikezela amandla eentshukumo ezizizo zolawulo olusemthethweni, olunengqiqo nolungenamkhethe kwanelungelo lokunikezelwa kwezizathu ezibhalwe phantsi ngeentshukumo zolawulo njengoko kuthiwe thaca kwicandelo 33 loMgaqo-siseko weRiphabliki yoMzantsi Afrika, ka-1996; kwanokunikezelwa kwesibonelelo semiba eyayamene noko.

## **2. INTSHAYELELO**

### **Ixabiso labantu kweli Sebe**

Abantu bangundoqo ekuzuzweni kweenjongo zesicwangciso-qhinga seli Sebe. Kungenxa yemizamo yabo sikwazi nje ukumelana nezidingo zentsebenzo yeli Sebe kwakunye namalinge anefuthe kwixabiso lenkonzo esizinikezelayo ebantwini. Ngenjongo yokuqinisekisa indlela eyiyo nemiyo yokunikezelwa kweenkonzo kwanokuphuculwa kwayo, kubalulekile ke ngoko ukuba ibe ngabantu abawufaneleyo umsebenzi, abanezakhono ezizizo nabawuqondayo umsebenzi wephondo nowamasebe wokunikezelwa kweenkonzo, abaqeshwayo.

Izicwangciso zokusoloko zikho zifumaneka ezi zakhono zisemgangathweni, kwindawo eyiyo kwanangexesha ellilo akusoloko kulula, njengoko iSebe eli kuye kufuneka limhokamhokane nokunganeli kwemali-sabelo kwanokunqongophala kwezakhono, ingakumbi kumakhono adinga iingcali eziphume izandla nezinoqeqesho olulodwa.

Ngokweendlela zocwangciso lwabasebenzi, eli Sebe sele lizibonile lazichonga izidingo zalo zangoku nezangaphambili zabasebenzi ze laqwalaselisisa imingeni enokuba yingxaki ekuzuzweni kweenjongo zesicwangciso-qhinga seSebe.

### **Isimo semiba yolawulo lwabantu kweli Sebe**

Isicwangciso-qhinga Semicimbi Yabasebenzi sathi saqulunqelwa ixesha elisusela ngomhla wokuqala kwekaTshazimpuzi ka-2012 ukuya kuma ngowokuqala kweyoKwindla ka-2014. Esi sicwangciso-qhinga ke sihlalutywa minyaka le ukuze kujongwe ukuba iinjongo zesicwangciso-qhinga esingezabasebenzi siyamelana na neemfun noondoqo bezabasebenzi kweli sebe. Iingxelo zenkqubela yonyaka zihlola ukuphunyezwa kweenktshukumo ezikwesi Sicwangciso Semicimbi Yabasebenzi.

Ithe yabhaqwa ke imingeni elandelelana neli Sebe. Ithe yasonjululwa ke le mingeni ngoondoqo Bemcimbi Yabasebenzi yaye ithe yahlanganiswa kwisicwangciso seentshukumo eziquka ukuvalwa kwezikhewu zengqesho ezingundoqo nezakhono ezinqabileyo. Kulindeleke ukuba ke abaphathi kunye neZiko Lemcimbi Yoshishino zithathele kuzo uxanduva lokuphunyezwa kwezi zicwangciso zeentshukumo, zithathe kuzo uxanduva lokuza neziphumo ezilindelekileyo.

### **Isikhokelo Solawulo Lwentsebenzo Yabasebenzi**

Omnye wabona ndoqo beNkqubo Yolawulo Lwentsebenzo Yabasebenzi sisidingo esisisiseko sokuba bonke abasebenzi kunyanzeleke ukuba benze oko kulindelekileyo kubo. Lo msebenzi kwakunye namanqanaba alindelekileyo entsebenzo enziwe buqilima ngokuqulunqwa nokunikezelwa kweengcaciso zomsebenzi, izivumelwano zentsebenzo, izicwangciso zentsebenzo kwanokuthotyelwa kwemimiselo nemiqathango yamakhono. Iinzuzo kunye namawonga ke ngoko anikwa kuphela kwabo bagqwese kwiinkalo zonke kumsebenzi abawunikiweyo nabawuhlalulelwayo.

Abasebenzi abathi bachongelwe iibhonasi zentsebenzo baye bahlolwe kakuhle ngamagqiza ohlolo, athi ahlalutywe ubnungqina obuchaza loo ntsebenzo igqwesileyo. Abasebenzi abangafikeleliyo kwinqanaba elidingekayo ngokwentsebenzo ke bona, kulindeleke ukuba bagcwalise iintshukumo ezithiwe theca kwiSicwangciso Sokuphuculwa Kwentsebenzo. Ezi zicwangciso ke ziba phantsi kweliso elibukhali ngenjongo yokuqinisekisa ukuthotyelwa ngokugqibeleleyo kwemimiselo nemigaqo yentsebenzo.

Esi sikhokelo sikwajolise ekuphakamiseni inkcubeko ephilileyo emsebenzini ekhuthaza iingxoxo ezisesikweni nezingekho sesikiweni malunga nomgangatho wentsebenzo, ukukhokela ngokomzekelo kwakunye kwanamalinge ajolise ekuphuculeni umsebenzi ngamnye rhoqo.

Le nkqubo ithi thaca isikhokelo apho umqeshi nomsebenzi bangafezekisa iminqweno neenjongo zabo ukuze kuqinisekiswa ukuzuzeka kukaPSG 5, ongulo *“Ukuqulunqwa kwezixhobo eziphilileyo zolawulo kwanenkqubo yokunikezelwa kweenkonzo ehlanganyelweyo ngokwakhiwa kwamatyathanga entsebenziswano kwanokuthungelwaniswa kweenjongo.”*

### **Intlalo-ntle Yabasebenzi**

Ukuqulunqa inkcubeko yentlalo-ntle eSebeni kubaluleke kakhulu kwisicwangciso-qhinga sethu ukuze kuqinisekwe ukuba abasebenzi bafikelela kwawona manqanaba aphezulu entsebenzo ngelixa beziva bekhathalelekile bekwafumana nenkxaso kwinkalo yengqesho. Inkqubo exananazileyo yeWCG i-Employee Health and Wellness Programme (i-EHW ngamafuphi) ithabathe indlela egqibeleleyo ekunonopheleni nasekuqinisekiseni intlalo-ntle yabasebenzi ebukhulu becala ithintelayo, enikezela iinkonzo zenqanaba elisisiseko nelingaphezulu. Le Nkqubo iyi-EHW ke iphantsi kweliso leSebe ngokukhutshwa kweengxelo zenyanga zokusetyiswa kwayo kwicala leenkono ezikwinqanaba elisisiseko (inkonzo yeentuthuzelo neengcebiso efaneka ngomnxeba 24/7/365, eyononophelo efaneka kwi-intanethi kwanokunikezelwa kweengxelo) kwakunye neenkono ezikwinqanaba elingentla (iingcebiso neentuthuzelo ezinikezelwa ubuso ngobuso, iintsizi neentlungu kunye neemeko ezinobuzaza, uqeqesho neentshukumo zokungenelela ezijoliswe kwiimeko ezithile, ukukhuthazwa kwezolawulo kunye nezeentethelelo).

Kuye kuqulunqwe ingxelo yekota liCandelo: Leendlela Zokuziphatha eSebeni elikwiZiko Leenkono Zoshishino elinikezela ngeendlela zokusetyenziswa kwayo kwakunye nohlalutyo loko kusetyenziswa, ukufunyaniswa kwemingcipheko kwakunye nefuthe lwaloo mngcipheko kwintsebenzo. Ngapha koko, kukwasoloko kunikezelwa neengxelo ezisisidingo rhoqo kwiSebe Leenkono Zaseburhulumenteni Nezolawulo (iDPSA) yaye ezo ngxelo ziye zigxile kwiinkalo ezine ezizezi, iNtsholongwane kaGawulayo/uGawulayo, Impilo Nentsebenzo, Ulawulo Lwentlalo-ntle kunye neSHEQ (Ukhuseleko, Impilo, Indalo Engaqongileyo, kunye Nomgangatho).

ISebe Lophuhliso Loluntu lathi laqulunqa inkqubo yeengxoxo neendibano Ngoonontlalo-ntle kwiNtshona Koloni ngokubanzi. Injongo yezi ndibano nezi ngxoxo ke yayikubonelela ngendawo ekhuselekileyo koonontlalo-ntle kweli Sebe ukuze bancokole futhi bathethe ngokuba ziintoni na ezona zinto zibakhathazayo nezibaxhalabisa ngamandla mihla le kwimisebenzi yabo, ifuthe lezo nkxalabo kwinkalo yomphefumlo kunye nobudlelwane babo nabanye abantu kwakunye nasemsebenzini, indlela abazama ukuyisombula ngayo kungoku nje kwakunye nezinye iindlela ezinokuba zisisombululo kule mingeni. Zonke ke ezi ngxoxo zezi ndibano zathi zachotshelwa ngabantu abakuqeqeshelweyo ukujongana nemiba efana nale ichazwe apha. Yathi yabekwa elubala ke imithetho echaphazela ukugcinwa kweemfihlelo, ukufihlwa kwamagama abantu kwanokuthatyathwa kwenxaxheba ngokuzithandela.

### 3. IZIBALO-MANANI ZOHLOLO NOLAWULO LWABANTU

#### 3.1 Inkciitho enento yokwenza nabasebenzi

Ezi theybhile zilandelayo zishwankathela inkciitho ephicothwe ngokugqibeleleyo ngokweenkqubo (Itheybhile 3.1.1) nangokwamabakala emivuzo (Itheybhile 3.1.2).

Amanani akuTheybhile 3.1.1 athatyathwe kwiNkqubo Engundoqo Yophicotho-zincwadi ze amanani akuTheybhile 3.1.2 wona abe athatyathwe kuPERSAL [oyinkqubo Yemivuzo Yabasebenzi]. Ezi nkqubo zimbini azikulungiselelwanga ukwenza iintlawulo ezizimbuyekezo kubasebenzi abathi baqeshwe nabathi babeke phantsi kwakunye/okanye nabadluliselwa kweli okanye kumanye amasebe. Oku ke kuthetha ukuba kungakho iyantlukwano kwinkciitho echazwe apha ngokukonke.

**Undoqo kule theybhile ingezantsi apha apha yingcaciso yeeNkqubo ezikweli Sebe. Iinkqubo ziyakukhankanywa ngokweenombolo zazo ukususela apha ukuya phambili.**

Inkqubo	Inqanaba Lenkqubo
Inkqubo 1	Ezolawulo
Inkqubo 2	Engeenkonzo Zentlalo-ntle Yoluntu
Inkqubo 3	Ezophando Ngezabantwana Neentsapho
Inkqubo 4	Engeenkonzo Zoluleko
Inkqubo 5	Engezophuhliso Nophando

#### Itheybhile 3.1.1: Inkciitho kubasebenzi ngokwenkqubo, 2015/16

Inkqubo	Inkciitho Ephelileyo (R'000)	Inkciitho Kubasebenzi (R'000)	Inkciitho Kuqeqesho (R'000)	Impahla & Neenkonzo (R'000)	Inkciitho kubasebenzi njenge-% yenkciitho iyonke	Inkciitho ethelekelwayo kubasebenzi kumsebenzi ngamnye (R'000)	Inani labasebenzi
Inkqubo 1	174 273	128 648	5 301	32 885	73.81	294	437
Inkqubo 2	719 877	336 834	-	45 230	46.79	309	1 090
Inkqubo 3	601 064	19 282	-	847	32.07	357	54
Inkqubo 4	318 985	123 585	-	98 333	38.74	223	553
Inkqubo 5	77 873	11 921	9	1 181	15.30	459	26
<b>Itotali</b>	<b>1 892 072</b>	<b>620 270</b>	<b>5 310</b>	<b>178 476</b>	<b>32.78</b>	<b>287</b>	<b>2 160</b>

**Qwalasela:** Inani labasebenzi libhekisa kubo bonke abantu abathe bahlawulwa kwisithuba salo nyaka-mali, kuquka nabo basafundiswa umsebenzi, kodwa ngaphandle koMphathiswa.

### Itheybhile 3.1.2: Inkciitho kubasebenzi ngokwamabakala emivuzo, ku-2015/16

Amabakala emivuzo	Inkciitho kubasebenzi (R'000)	I-% yenkcitho kubasebenzi iyonke	Inkciitho ethelekelelwayo kubasebenzi kumsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezingephi (Amanqanaba 1-2)	6 716	1.1	41	164
Abanezakhono (Amanqanaba 3-5)	130 096	20.9	169	771
Abazakhono zikumgangatho ophezulu kwezemveliso (Amanqanaba 6-8)	290 904	46.7	273	1067
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	171 624	27.5	459	374
Abalawuli abaphezulu (Amanqanaba 13-16)	23 959	3.8	998	24
<b>Itotali</b>	<b>623 299</b>	<b>100.0</b>	<b>260</b>	<b>2 400</b>

**Qwalasela:** inani labasebenzi libhekisa kubo bonke abantu kwesi sithuba sale ngxelo, kuquka nabasafundiswa umsebenzi, kodwa ngaphandle koMphathiswa.

Ezi theybhile zilandelayo zinikezela ngesishwankathelo ngokwenkqubo (Itheybhile 3.1.3) nangokwamabakala emivuzo (Itheybhile 3.1.4), senkcitho ethe yenziwa kuhlawulwa imivuzo, ixesha elongezelelweyo, izibonelelo zemizi kwakunye noncedo lwempilo. Kwimeko nganye, itheybhile ibonakalisa isalathisi senkcitho esetyenziselwe ezi zinto kubasebenzi ngokwepesenti.

### Itheybhile 3.1.3: Imivuzo, Ixesha Elongezelelweyo, Izibonelelo Zemizi kunye Noncedo Lwezempilo ngokwenkqubo, ku-2015/16

Inkqubo	Imivuzo		Ixesha Elongezelelweyo		Isibonelelo Semizi		Uncedo Lwezempilo	
	Isixa (R'000)	Imivuzo njenge-% yenkcitho kuba sebenzi	Isixa (R'000)	Ixesha elongezelelweyo njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Isibonelelo semizi njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Uncedo lwezempilo njenge-% yenkcitho kubasebenzi
Inkqubo 1	91 716	14.7	949	0.2	3 846	0.6	6 356	1.0
Inkqubo 2	245 840	39.4	2 176	0.3	9 397	1.5	16 559	2.7
Inkqubo 3	15 102	2.4	34	0.01	460	0.1	1 015	0.2
Inkqubo 4	86 386	13.9	434	0.1	5 171	0.8	6 945	1.1
Inkqubo 5	8 650	1.4	-	-	256	0.04	449	0.1
<b>Itotali</b>	<b>447 693</b>	<b>71.8</b>	<b>3 593</b>	<b>0.6</b>	<b>19 130</b>	<b>3.1</b>	<b>31 324</b>	<b>5.0</b>

**Qwalasela:** Le theybhile ingentla ayizichazi ezinye iinkciitho ezifana nemihlala-phantsi, iibhonasi zentsebenzo kunye nezinye izibonelelo, ezenza inkciitho kubasebenzi iyonke. Ngoko ke, imivuzo, isibonelelo semizi kwakunye noncedo lwezempilo zenza ama-80.4% enkcitho kubasebenzi iyonke.

Itheybhile 3.1.3 no-3.1.4 bekumele ukuba babonakalisa iitotali ezifanayo. Kodwa ke, ngenxa yokuba iinkcukacha ezi zithe zasongwa zavezwa ngokwamawaka ze zahlanganiswa kumaqela ngokweenkqubo okanye ngokwamabakala emivuzo, zingabonakalisa iitotali ezingafaniyo.

**Itheybhile 3.1.4: Imivuzo, Ixesha Elongezelelweyo, Izibonelelo Zemizi kunye Noncedo Lwezempilo ngokwamakala emivuzo, ku-2015/16**

Amabakala Emivuzo	Imivuzo		Ixesha Elongezelelweyo		Isibonelelo Semizi		Uncedo Lwezempilo	
	Isixa (R'000)	Imivuzo njenge-% yenkcitho kuba sebenzi	Isixa (R'000)	Ixesha elongezelelweyo njenge-% yenkcitho kuba sebenzi	Isixa (R'000)	Isibonelelo semizi njenge-% yenkcitho kuba sebenzi	Isixa (R'000)	Uncedo lwezempilo njenge-% yenkcitho kuba sebenzi
Abanezakhono ezingephi (Amanqanaba 1-2)	5 802	0.9	7	0.001	93	0.01	107	0.02
Abanezakhono (Amanqanaba 3-5)	89 785	14.4	445	0.1	7 050	1.1	9 647	1.5
Abazakhono zikumgangatho ophezulu kwezemveliso (Amanqanaba 6-8)	210 622	33.8	2 264	0.4	8 657	1.4	15 300	2.5
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	126 063	20.2	877	0.1	2 978	0.5	5 965	1.0
Abalawuli abaphezulu (Amanqanaba 13-16)	15 422	2.5	-	-	352	0.1	305	0.05
<b>Itotali</b>	<b>447 693</b>	<b>71.8</b>	<b>3 593</b>	<b>0.6</b>	<b>19 130</b>	<b>3.1</b>	<b>31 324</b>	<b>5.0</b>

Itheybhile 3.1.3 no-3.1.4 bekumele ukuba babonakalisa iitotali ezifanayo. Kodwa ke, ngenxa yokuba iinkcukacha ezi zither zasongwa zavezwa ngokwamawaka ze zahlanganiswa kumaqela ngokweenkqubo okanye ngokwamakala emivuzo, zingabonakalisa iitotali ezingafaniyo.

### 3.2 INGQESHO NEZITHUBA ZENGGQESHO

Ezi theybhile zilandelayo zishwankathela inani lezithuba zengqesho ezisavulelekileyo kwiskhondla seli sebe, inani labasebenzi, kwakunye nenani ngokwepesenti lezikhondla zengqesho ebezisavulelekile ekupheleni konyaka-mali. Ezi nkcukacha zinikezelwa ngokweenkalo ezingundoqo ezintathu, ezizezi: Inkqubo (Itheybhile 3.2.1), Ibakala Lomvuzo (Itheybhile 3.2.2) kwakunye Namakhono Abalulekileyo (Itheybhile 3.2.3). Itheybhile 3.2.3 inikezela ngeenkukacha ezingesimo sebe kunye nezingezikhondla ezisavulelekileyo kwizikhondla eziphambili nezibalulekileyo kweli Sebe.

**Itheybhile 3.2.1: Inqesho nezithuba ezisavulelekileyo, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016**

Inkqubo	Inani lezikhundla ezisekhoyo	Inani lezikhundla ezivaliweyo	Izinga lezikhewu ngokwe-%
Inkqubo 1	395	372	5.8%
Inkqubo 2	1 150	1 093	5.0%
Inkqubo 3	60	53	11.7%
Inkqubo 4	588	557	5.3%
Inkqubo 5	30	27	10.0%
<b>Itotali</b>	<b>2 223</b>	<b>2 102</b>	<b>5.4%</b>

**Itheybhile 3.2.2: Inqesho nezithuba ezisavulelekileyo ngokwamabakala emivuzo, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016**

Ibakala lomvuzo	Inani lezikhundla ezisekhoyo	Inani lezikhundla ezivaliweyo	Izinga lezikhewu ngokwe-%
Abanezakhono ezingephi (Amanqanaba 1-2)	28	27	3.6%
Abanezakhono (Amanqanaba 3-5)	915	883	3.5%
Abazakhono zikumgangastho ophezulu kwezemveliso (Amanqanaba 6-8)	993	923	7.0%
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	262	246	6.1%
Abalawuli abaphezulu (Amanqanaba 13-16)	25	23	8.0%
<b>Itotali</b>	<b>2223</b>	<b>2102</b>	<b>5.4%</b>

**Qwalasela:** iinkcukacha kwimeko nganye zichaza imeko ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016. Isalathisi semeko yeenguqu kubasebenzi kulo nyaka ithiwe thaca kwicandelo 3.4 (linguqu Kubasebenzi) lale ngxelo.

**Itheybhile 3.2.3: Inqesho nezithuba ezisavulelekileyo, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016**

Izikhundla Ezingundoqo	Inani lezikhundla ezisekhoyo	Inani lezikhundla ezivaliweyo	Izinga lezikhewu ngokwe-%
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	406	385	5.2%
Umncedi kaNontlalo-ntle	184	178	3.3%
uNontlalo-ntle	772	727	5.8%
<b>Itotali</b>	<b>1362</b>	<b>1290</b>	<b>5.3%</b>

### 3.3 UHLALUTYO LWEZIKHUNDLA

Imigaqo Nemimiselo Yeenkonzo Zaseburhulumenteni ka-2001 njengoko ithe yahlengahlengiswa, ize nohlalutyo lwezikhundla njengendlela yokuqinisekisa ukuba umsebenzi wexabiso elithile uhlawulelwa ngokulinganayo. Kwisikhokelo ezichazwe ngokwqenqanaba lesizwe, abasemagunyeni kulindeleke ukuba bahlalutye isikhundla esitsha ngasinye kwisebe labo okanye baqwalaselisise isikhundla apho umxholo nomongo uye waneenguqu ezimandla. Le nkqubo yokuhlalutya kwezikhundla idiza ibakala kunye nenqanaba lomvuzo wesikhundla.

Itheybhile 3.3.1 ishwankathela inani lezikhundla ezithe zahlalutya kwisithuba salo nyaka wale ngxelo. Le theybhile ikwanikezela ngezibalo-manani ngenani lezikhundla ezithe zonyuselwa okanye zehliselwa inqanaba.

**Itheybhile 3.3.1: Uhlalutyo lwezikhundla, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Ibakala Lomvuzo	Inani elipheleleyo lezikhundla ngomhla wama-31 kweyoKwindla ka-2016	Inani lezikhundla ezihlalutyiwe yo	Ipesenti % yezikhundla ezihlalutyiwe yo	Izikhundla ezenyuselwe inqanaba		Izikhundla ezehliselwe inqanaba	
				Inani	Izikhundla ezenyuselwe inqanaba njenge-% yezi khundla zizonke	Inani	Izikhundla ezehliselwe inqanaba njenge-% yezi khundla zizonke
Abanezakhono ezingephi (Amanqanaba 1-2)	28	0	0.0	0	0.0	0	0.0
Abanezakhono (Amanqanaba 3-5)	915	4	0.2	16	0.7	0	0.0
Abazakhono zikumgangastho ophezulu kwezemveliso (Amanqanaba 6-8)	993	31	1.4	0	0.0	0	0.0
Abazakhono zikumgangastho ophezulu kwezolawulo (Amanqanaba 9-12)	262	9	0.4	0	0.0	0	0.0
Abalawuli abaphezulu (Inqanaba 13)	20	0	0.0	0	0.0	0	0.0
Abalawuli abaphezulu Band B (Inqanaba 14)	4	0	0.0	0	0.0	0	0.0
Abalawuli abaphezulu uB noC (Inqanaba 15)	1	0	0.0	0	0.0	0	0.0
<b>Itotali</b>	<b>2223</b>	<b>44</b>	<b>2.0</b>	<b>16</b>	<b>0.7</b>	<b>0</b>	<b>0.0</b>



**Itheybhile 3.3.2: Isikhokelo sabasebenzi abamivuzo yabo ithe yenyuswa ngenxa yokwenyuswa kwamanqanaba ezikhundla abakuzo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Abaxhamli	Ama-Afrika	AmaNdiya	Abebala	Abelungu	Itotali
Amanina	0	0	1	0	1
Amadoda	3	1	11	0	15
<b>Itotali</b>	<b>3</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>16</b>
<b>Abasebenzi abakhubazekileyo</b>					<b>1</b>

**Qwalasela:** Itheybhile 3.3.2 luhlalutyo lwezikhundla ezithe zenyuswa inqanaba, utheybhile 3.3.1.

Itheybhile 3.3.3 ishwankathela inani leemeko apho amanqanaba emivuzo enyukileyo kunomgangatho womvuzo obekiweyo okanye apho kuthe kwanikezelwe iinotshi eziphezulu kubasebenzi kwinqanaba elithile. Izizathu zoku ziyachazwa kwimeko nganye.

**Itheybhile 3.3.3: Isikhokelo sabasebenzi abanikwe imivuzo engentla kunaleyo ibekiweyo ngokwenkqubo yohlalutyo lwezikhundla ngokwesikhundla esingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Isikhundla Esingundoqo	Inani labasebenzi	Inqanaba lohlalutyo lwesikhundla	Ukuhlawulwa kwinqanaba lomvuzo elingentla	Ukuhlawulwa kwintotshi engentla yenqanaba lomvuzo elikwafanayo	Izizathu zokutenxa
uSekela-Mlawuli: Kulawulo Lwetyathanga Leentengo	1	11	0	Ukwenyuswa kwenotshi 11	Kukutsala umdla
uNobhala Wamadinga: Kwezenkxaso kaMphathiswa	1	10	0	Ukwenyuswa kwenotshi 11	Kukutsala umdla
uMphathi Ngezoluntu: Kwezophando	1	9	0	Ukwenyuswa kwenotshi 11	Kukumgcina
IGosa Lezemfundo: kwiBonnytoun Education	2	7	0	Ukwenyuswa kwenotshi 11	Kukumgcina/ Kukutsala umdla
UMncedisi-Mlawuli: Kwezolawulo Lomgangatho Novavanyo	1	9	0	Ukwenyuswa kwenotshi 10	Kukutsala umdla
<b>Itotali</b>					<b>6</b>
<b>Ipesenti yengqesho iyonke</b>					<b>0.3</b>

**Itheybhile 3.3.4: Isikhokelo sabasebenzi abanikwe imivuzo engentla kunaleyo ibekiweyo ngokwenkqubo yohlalutyo lwezikhundla ngokwesikhundla esingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Abaxhamli	Ama-Afrika	AmaNdiya	Abebala	Abelungu	Itotali
Amanina	0	0	3	0	3
Amadoda	0	0	3	0	3
<b>Itotali</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>6</b>
<b>Abasebenzi abakhubazekileyo</b>				<b>0</b>	

**Qwalasela:** Itheybhile 3.3.4 luhlalutyo lukathebyhile 3.3.3 ngokohlanga nesini.

**3.4. INGUQU KWINGQESHO**

Amazinga empangelo anikezela isalathisi seenguqu kwimeko yengqesho yeli Sebe kulo nyaka wale ngxelo. Ezi theybhile zilandelayo zinikezela ngesishwankathelo zamazinga empangelo ngokwamabakala emivuzo (Itheybhile 3.4.1) kwanangokwezikhundla ezingundoqo (Itheybhile 3.4.2).

**Itheybhile 3.4.1: Amazinga okuvalwa kwezikhewu ngokwamabakala emivuzo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Ibakala lomvuzo	Inani labasebenzi ukuya kuthi ga ngomhla wama-31 kweyo Kwindla ka-2015	Izinga lamaqondo ku-2014/15	Abantu abaqeshwe leli Sebe	Abantu abadluliselwe kweli Sebe	Abaphelelwe zizingxungxo balishiya eli Sebe	Abadluliselwe leli Sebe kumanye amasebe	Izinga lamaqondo ku-2015/16
Abanezakhono ezingephi (Amanqanaba 1-2)	25	13.8	4	0	2	0	8.0
Abanezakhono (Amanqanaba 3-5)	843	5.8	111	2	45	3	5.7
Abazakhono zikumgangastho ophezulu kwezemveliso (Amanqanaba 6-8)	929	8.5	74	5	80	16	10.3
Abazakhono zikumgangastho ophezulu kwezolawulo (Amanqanaba 9-12)	244	7.3	14	2	24	3	11.1
Abalawuli abaphezulu (Inqanaba 13)	18	5.9	0	0	1	0	5.6
Abalawuli abaphezulu B, B (Inqanaba 14)	4	0.0	0	0	0	0	0.0
Abalawuli abaphezulu uB noC (Inqanaba 15)	1	0.0	0	0	0	0	0.0
<b>Itotali</b>	<b>2064</b>	<b>7.2</b>	<b>203</b>	<b>9</b>	<b>152</b>	<b>22</b>	<b>8.4</b>
			<b>212</b>		<b>174</b>		

**Qwalasela:** Ukudluliselwa kubhekisa kuhambo lwabasebenzi ukusuka kwiququmthu likarhulumente ukuya kwelinye.

**Itheybhile 3.4.2: Amazinga okuvalwa kwezikhewu kwizikhundla esingundoqo ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Isikhundla Esingundoqo	Inani labasebenzi ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	Izinga lamaqonda ku-2014/15	Abantu abaqeshwe leli Sebe	Abantu abadluliselwe kweli Sebe	Abaphelelwe zizingxungxo balishiya eli Sebe	Abadluliselwe leli Sebe kumanye amasebe	Izinga lamaqonda ku-2015/16
Umsebenzi Kwezono-nop helo Lwabantwan a Nolutsha	369	6.1	38	0	16	2	4.9
Umncedisi kaNontlalo-ntle	168	4.1	19	0	6	0	3.6
uNontlalo-ntle	738	4.9	58	4	58	12	9.5
<b>Itotali</b>	<b>1275</b>	<b>5.1</b>	<b>115</b>	<b>4</b>	<b>80</b>	<b>14</b>	<b>7.4</b>
			<b>119</b>		<b>94</b>		

**Itheybhile 3.4.3: Abasebenzi abathe balishiya eli Sebe, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Uhlobo Lokumka	Inani	I-% yenani elipheleleyo labemkileyo	Inani labemkileyo njenge-% yenani elipheleleyo labemkileyo ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015
Abaswelekileyo	5	2.9	0.2
Abazihambeleyo *	89	51.1	4.3
Abaphelelwe zizibhambathiso zezingxungxo	29	16.7	1.4
Abagxothiweyo – ngenxa yeenguqu kwintsebenzi	0	0.0	0.0
Abagxothiweyo – ngenxa yokuziphatha kakubi	10	5.7	0.5
Abagxothiweyo – ngenxa yomgangatho womsebenzi	0	0.0	0.0
Abayekiswe ngenxa yobunkenenkene bempilo	1	0.6	0.0
Abathabathe umhlala-phantsi	15	8.6	0.7
Abasebenzi abacele okwabo balishiya iSebe	1	0.6	0.0
Abadluliselwe kumaqumrhu ombuso	2	1.1	0.1
Abadluliselwe kumanye amasebe aseburhulumenteni	22	12.6	1.1
<b>Itotali</b>	<b>174</b>	<b>100.0</b>	<b>8.4</b>

**Qwalasela: Itheybhile 3.4.3** uchaza iintlobo ngeentlobo zendlela zokuhamba abathe abantu balishiya ngazo iSebe.

\* Abaziyekeleyo kuphinda kuxoxwe ngabo kuTheybhile 3.4.4 no-3.4.5.

**Itheybhile 3.4.4: Izizathu zokushiya kwabasebenzi, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Izizathu Zokuziyekela	Inani	I-% njengenani elipheleleyo labaziyekeleyo
Umvuzo ongcono	2	2.2
Ukunyanzelwa ziimeko zosapho/zomntu lowo	5	5.6
Ukuya kufunda	3	3.4
Ukungabikho kwamathuba okukhula	2	2.2
Uhlobo lomsebenzi	1	1.1
Ukunganikezelwa kwesizathu	48	53.9
Ukuya kwelinye ikhono	24	27.0
Impilo yomsebenzi lowo	4	4.5
<b>Itotali</b>	<b>89</b>	<b>100.0</b>

**Itheybhile 3.4.5: Ubudala babasebenzi abathe bashiya, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Iqela lobudala	Inani	I-% njengenani elipheleleyo labaziyekeleyo
Ubudala <19	0	0.0
Ubudala 20 ukuya 24	7	7.9
Ubudala 25 ukuya 29	25	28.1
Ubudala 30 ukuya 34	17	19.1
Ubudala 35 ukuya 39	6	6.7
Ubudala 40 ukuya 44	9	10.1
Ubudala 45 ukuya 49	10	11.2
Ubudala 50 ukuya 54	9	10.1
Ubudala 55 ukuya 59	4	4.5
Ubudala 60 ukuya 64	2	2.2
Ubudala 65 >	0	0.0
<b>Total</b>	<b>89</b>	<b>100.0</b>

**Itheybhile 3.4.6 Isixa somhlala-phantsi esicelwe ngumsebenzi lowo.**

Ibakala Lomvuzo	Inani lezicelo ezingenileyo	Inani lezicelo ezidluliselwe kwiMPSA	Inani lezicelo ezifumene inkxaso yeMPSA	Inani lezithonga zomhlala-phantsi ezithe zaphunyezwa leli Sebe
Abanezakhono ezingephi (Amanqanaba 1-2)	0	0	0	0
Abanezakhono (Amanqanaba 3-5)	1	1	1	1
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	0	0	0	0
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	0	0	0	0
Abalawuli abaphezulu (Amanqanaba 13-16)	0	0	0	0
<b>Itotali</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>

**Itheybhile 3.4.7: Abonyuselwe ngamabakala emivuzo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Ibakala Lomvuzo	Abasebenzi ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	Abonyuselwe ukuya kwinqanaba lomvuzo elingentla	Abonyuselweyo njenge-% yenani elipheleleyo labasebenzi	Abonyuselwe baya kwintshi engentla kwakwibakala elinye lomvuzo	Abonyuselwe iintshi njenge-% labasebenzi abonyuselwe iintshi kwakwibakala elinye lomvuzo bebonke
Abanezakhono ezingephi (Amanqanaba 1-2)	25	0	0.0	9	36.0
Abanezakhono (Amanqanaba 3-5)	843	6	0.7	283	33.6
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	929	16	1.7	432	46.5
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	244	19	7.8	101	41.4
Abalawuli abaphezulu (Amanqanaba 13-16)	23	1	4.3	17	73.9
<b>Itotali</b>	<b>2064</b>	<b>42</b>	<b>2.0</b>	<b>842</b>	<b>40.8</b>

**Qwalasela:** Ukwenyuselwa kweenotshi akwenzeki konke rhoqo ngonyaka. Abasebenzi abahlawulwa ngokwe-OSD bona baneendlela ezahlukeyo zokwenyuselwa iintotshi.

**Itheybhile 3.4.8: Abonyuselweyo ngokwezikhundla ezingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Isikhundla Esingundoqo	Abasebenzi ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	Abonyuselwe ukuya kwinqanaba lomvuzo elingentla	Abonyuselweyo njenge-% yenani elipheleleyo labasebenzi	Abonyuselwe baya kwintshi engentla kwakwibakala elinye lomvuzo	Abonyuselwe iintshi njenge-% labasebenzi abonyuselwe iintshi kwakwibakala elinye lomvuzo bebonke
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	369	7	1.9	105	28.5
Umncedisi kaNontlalo-ntle	168	0	0.0	50	29.8
uNontlalo-ntle	738	8	1.1	273	37.0
<b>Itotali</b>	<b>1275</b>	<b>15</b>	<b>1.2</b>	<b>428</b>	<b>33.6</b>

**Qwalasela:** Ukwenyuselwa kweenotshi akwenzeki konke rhoqo ngonyaka. Abasebenzi abahlawulwa ngokwe-OSD bona baneendlela ezahlukileyo zokwenyuselwa iintshi.

### 3.5. EZOKULINGANA NGOKWENGQESHO

**Itheybhile 3.5.1: Inani elipheleleyo labasebenzi (kuquka nabasebenzi abakhubazekileyo) kwinqanaba ngalinye lala alandelayo, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016**

Amanqanaba Ezikhundla	Amadoda				Amanina				Abemi Bamazwe Angaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abaphezulu (Amanqanaba 15-16)	0	0	0	1	0	0	0	0	0	0	1
Abalawuli abaphezulu (Amanqanaba 13-14)	2	4	0	3	1	6	0	6	0	0	22
Iingcali eziqeqeshiweyo nezifundileyo ezinamava kwakunye nabaphathi abakwinqanaba eliphakathi (Amanqanaba 9-12)	26	75	0	9	50	148	2	36	0	0	346
Abasebenzi abanezakhono nabaqeqeshiweyo kunye nabaphathi abasezantsi, abaqeqeshi, iifolimani kunye nabaqondisi (Amanqanaba 6-8)	85	192	1	13	202	442	6	43	0	0	984
Abanezakhono ezingephi nabo bakwaziyo ukuzithathela izigqibo (Amanqanaba 3-5)	116	203	1	5	139	256	0	9	0	0	729
Abangenazakhono nekufuneka bafumane imvume ukuze bathabathe izigqibo (Amanqanaba 1-2)	6	5	0	0	4	5	0	0	0	0	20
<b>Itotali</b>	<b>235</b>	<b>479</b>	<b>2</b>	<b>31</b>	<b>396</b>	<b>857</b>	<b>8</b>	<b>94</b>	<b>0</b>	<b>0</b>	<b>2102</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
<b>Itotali iyonke</b>	<b>235</b>	<b>479</b>	<b>2</b>	<b>31</b>	<b>396</b>	<b>857</b>	<b>8</b>	<b>94</b>	<b>0</b>	<b>0</b>	<b>2102</b>

*A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abamhlophe.*

**Qwalasela:** Amanani akhutshwe apha ngokwamanqanaba ezikhundla aquka bonke abasebenzi abasisigxina, abamaxesha athile kunye nabo bangesosigxina. Ngapha koko, ezi nkukacha zinikezelwe ngokwamanqanaba emivuzo hayi ngokwamanqanaba ezikhundla.

Ukuze ufumane inani labasebenzi abakhubazekileyo, yiya kuTheybhjile 3.5.2.

**Itheybhile 3.5.2: Inani elipheleleyo labasebenzi (abakhubazekileyo kuphela) kwinqanaba ngalinye lala alandelayo, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016**

Amanaqanaba Ezikhundla	Amadoda				Amanina				Abemi Bamazwe Angaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abaphezulu (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
Iingcali eziqeqeshiweyo nezifundileyo ezinamava kwakunye nabaphathi abakwinqanaba eliphakathi (Amanqanaba 9-12)	1	2	0	2	0	2	0	1	0	0	8
Abasebenzi abanezakhono nabaqeqeshiweyo kunye nabaphathi abasezantsi, abaqeqeshi, iifolimani kunye nabaqondisi (Amanqanaba 6-8)	2	2	0	2	3	5	0	1	0	0	15
Abanezakhono ezingephi nabo bakwaziyo ukuzithathela izigqibo (Amanqanaba 3-5)	1	3	0	0	1	0	0	0	0	0	5
Abangenazakhono nekufuneka bafumane imvume ukuze bathabathe izigqibo (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
<b>Itotali</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>4</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>Itotali iyonke</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>28</b>

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abamhlophe.

**Qwalasela:** Amanani akhutshwe apha ngokwamanqanaba ezikhundla aquka bonke abasebenzi abasisigxina, abamaxsha athile kunye nabo bangesosigxina. Ngapha koko, ezi nkukacha zinikezelwe ngokwamanqanaba emivuzo hayi ngokwamanqanaba ezikhundla.



**Itotali 3.5.3: Ugayo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Amanqanaba Ezikhundla	Amadoda				Amanina				Abemi Bamazwe Angaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abaphezulu (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
lingcali eziqeqeshiweyo nezifundileyo ezinamava kwakunye nabaphathi abakwinqanaba eliphakathi (Amanqanaba 9-12)	1	7	0	0	4	4	0	0	0	0	16
Abasebenzi abanezakhono nabaqeqeshiweyo kunye nabaphathi abasezantsi, abaqeqeshi, iifolimani kunye nabaqondisi (Amanqanaba 6-8)	5	11	1	2	18	37	0	5	0	0	79
Abanezakhono ezingephi nabo bakwaziyo ukuzithathela izigqibo (Amanqanaba 3-5)	11	21	0	0	25	55	0	1	0	0	113
Abangenazakhono nekufuneka bafumane imvume ukuze bathabathe izigqibo (Amanqanaba 1-2)	0	0	0	0	1	3	0	0	0	0	4
<b>Itotali</b>	<b>17</b>	<b>39</b>	<b>1</b>	<b>2</b>	<b>48</b>	<b>99</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>212</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
<b>Itotali iyonke</b>	<b>17</b>	<b>39</b>	<b>1</b>	<b>2</b>	<b>48</b>	<b>99</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>212</b>

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abamhlophe.

**Qwalasela:** Ugayo lubhekisa ekuqeshweni kwabasebenzi abatsha kweli Sebe. Itotali ziquka abo bathe badluliselwa kweli Sebe besuka kumanye amasebe aseburhulumenteni kunye / okanye nakumaqumrhu, njengoko kuthiwe thaca kuthybhile 3.4.1.

**Itheybhile 3.5.4: Abonyuselweyo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Amanqanaba Ezikhundla	Amadoda				Amanina				Abemi Bamazwe Angaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abaphezulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Abalawuli abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	1	0	0	<b>1</b>
Iingcali eziqeqeshiweyo nezifundileyo ezinamava kwakunye nabaphathi abakwinqanaba eliphakathi (Amanqanaba 9-12)	0	4	0	1	3	8	0	3	0	0	<b>19</b>
Abasebenzi abanezakhono nabaqeqeshiweyo kunye nabaphathi abasezantsi, abaqeqeshi, iifolimani kunye nabaqondisi (Amanqanaba 6-8)	1	9	0	1	1	3	0	1	0	0	<b>16</b>
Abanezakhono ezingephi nabo bakwaziyo ukuzithathela izigqibo (Amanqanaba 3-5)	0	4	0	0	1	1	0	0	0	0	<b>6</b>
Abangenazakhono nekufuneka bafumane imvume ukuze bathabathe izigqibo (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Itotali</b>	<b>1</b>	<b>17</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>42</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Itotali epheleleyo</b>	<b>1</b>	<b>17</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>42</b>

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abamhlophe.

**Qwalasela:** Abonyuselweyo babhekisa kwinqanaba eliphela labasebenzi abonyuselwe baya kwinqanaba lesikhundla elingentla kwakweli Sebe, njengoko ebonisa **utheybhile** 3.4.7.

**Itheybhile 3.5.5: Abaphelelwe zizingxungxo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Amanqanaba Ezikhundla	Amadoda				Amanina				Abemi Bamazwe Angaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abaphezulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Abalawuli abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	1	0	0	0	0	<b>1</b>
Iingcali eziqeqeshiweyo nezifundileyo ezinamava kwakunye nabaphathi abakwinqanaba eliphakathi (Amanqanaba 9-12)	1	11	0	1	4	6	1	3	0	0	<b>27</b>
Abasebenzi abanezakhono nabaqeqeshiweyo kunye nabaphathi abasezantsi, abaqeqeshi, iifolimani kunye nabaqondisi (Amanqanaba 6-8)	7	15	1	1	12	48	0	12	0	0	<b>96</b>
Abanezakhono ezingephi nabo bakwaziyo ukuzithathela izigqibo (Amanqanaba 3-5)	6	14	1	0	10	15	0	2	0	0	<b>48</b>
Abangenazakhono nekufuneka bafumane imvume ukuze bathabathe izigqibo (Amanqanaba 1-2)	0	0	0	0	2	0	0	0	0	0	<b>2</b>
<b>Itotali</b>	<b>14</b>	<b>40</b>	<b>2</b>	<b>2</b>	<b>28</b>	<b>70</b>	<b>1</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>174</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Itotali iyonke</b>	<b>14</b>	<b>40</b>	<b>2</b>	<b>2</b>	<b>28</b>	<b>70</b>	<b>1</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>174</b>

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abamhlophe.

**Qwalasela:** Abaphelelwe zizingxungxo babhekisa kwabo basebenzi abathe balishiya iSebe, kuquka nabo badluliselwe kumanye amasebe, njengoko ebonisa utheybhile 3.4.1.

**Itheybhile 3.5.6: Iintshukumo zoluleko, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Iintshukumo zoluleko	Amadoda				Amanina				Abemi Bamazwe Angaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abagxothiweyo	2	3	0	0	1	1	0	0	0	0	7
Abangenatyala	0	3	0	0	2	1	0	0	0	0	6
Abangawenziyo umsebenzi	0	2	0	0	1	0	0	0	0	0	3
Abafumene Isilumkiso Sokugqibela Esibhaliweyo	0	1	0	0	1	3	0	0	0	0	5
Abanqunyanyiswe ngaphandle komvuzo kuquka neSilumkiso Esibhaliweyo Sokugqiba	0	2	0	0	0	1	0	0	0	0	3
<b>ITOTALI</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abamhlophe.

**Qwalasela:** Itotali yeentshukumo zoluleko ibhekisa kwiziphumo ezisesikweni kuphela yaye ayibhekisi kwinani labantu. Ukuze ufumane ezinye iinkcukacha ngeziphumo zokuchotshelwa kwamatyala oluleko kwakunye neentlobo zokungaziphathi ngendlela ezithe zaxoxwa kula matyala, yiya kutheybhile 3.12.2 noTheybhile 3.12.3.

**Itheybhile 3.5.7: Uphuhliso lwezakhono, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Amanqanaba Ezikhundla	Amadoda				Amanina				Itotali
	A	C	I	W	A	C	I	W	
Abalawuli abaphezulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0
Abalawuli abaphezulu (Amanqanaba 13-14)	0	0	0	1	0	1	0	3	5
Iingcali eziqeqeshiweyo nezifundileyo ezinamava kwakunye nabaphathi abakwinqanaba eliphakathi (Amanqanaba 9-12)	9	27	0	0	25	61	1	14	137
Abasebenzi abanezakhono nabaqeqeshiweyo kunye nabaphathi abasezantsi, abaqeqeshi, iifolimani kunye nabaqondisi (Amanqanaba 6-8)	44	87	0	5	116	248	2	29	531
Abanezakhono ezingephi nabo bakwaziyo ukuzithathela izigqibo (Amanqanaba 3-5)	58	90	1	4	69	113	0	2	337
Abangenazakhono nekufuneka bafumane imvume ukuze bathabathe izigqibo (Amanqanaba 1-2)	2	1	0	0	7	14	0	0	24
<b>Itotali</b>	<b>113</b>	<b>205</b>	<b>1</b>	<b>10</b>	<b>217</b>	<b>437</b>	<b>3</b>	<b>48</b>	<b>1034</b>
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0
<b>Itotali iyonke</b>	<b>113</b>	<b>205</b>	<b>1</b>	<b>10</b>	<b>217</b>	<b>437</b>	<b>3</b>	<b>48</b>	<b>1034</b>

*A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abamhlophe.*

*Qwalasela: Le theybhile ingentla ibhekisa kwinqanaba eliphela labasebenzi kuqala nabo basafundiswayo abathe bafumana uqeqesho kwisithuba salo nyaka-mali, hayi inani lamangenelo oqeqesho athe afunyanwa ngumsebenzi ngamnye. Ukuze ufumane ezinye iinkcukacha ngoqeqesho olunikezelweyo, yiya kuTheybhile 3.13.2.*

### 3.6. UKUTYIKITYWA KWEZIVUMELWANO ZENTSEBENZO NGABALAWULI ABAPHEZULU

**Itheybhile 3.6.1: Ukutyikitywa Kwezivumelwano Zentsebenzo Ngabalawuli Abaphezulu, ukuya kuthi ga ngomhla wama-31 kwekaCanzibe ka-2015**

Inqanaba leSMS	Inani lezikhundla ezisebenzayo zeSMS ngokwenqanaba	Inani lamalungu eSMS kwinqanaba ngalinye	Inani Lezivumelwano Zentsebenzo ezithe zatyikitywa kwinqanaba ngalinye	Izivumelwano Zentsebenzo ezithe zatyikitywa njenge-% yamalungu eSMS kwinqanaba ngalinye
iNtloko yeSebe	1	1	1	100.0
Inqanaba Lomvuzo 14	4	4	4	100.0
Inqanaba Lomvuzo 13	20	18	18	100.0
<b>Total</b>	<b>25</b>	<b>23</b>	<b>23</b>	<b>100.0</b>

**Qwalasela:** Le theybhile ibhekisa kubasebenzi abaqeshwe njengamalungu eNkonzo Yabalawuli Abaphezulu (iSMS) kuphela. Abasebenzi abafumana imivuzo engaphezu kwenqanaba 12, kodwa abangengawo amalungu eSMS abafakwanga kolu luhlu. Ngapha koko, le theybhile iveza iinkcukacha zemivuzo yamanqanaba ezikhundla, hayi amanqanaba abasebenzi ngokobunye. Ukuhluzwa nokunikezelwa kweebhonasi zentsebenzo (eziyimali) kumalungu eSMS kuzakuchzwa kakuhle ezantsi kwakule ngxelo. Yiya kuTheybhile 3.8.5 kule nkalo.

**Itheybhile 3.6.2: Izizathu zokungaqosheliswa Kwezivumelwano Zentsebenzo nawo onke amalungu eSMS ukuya kuthi ga ngomhla wama-31 kwekaCanzibe ka-2015**

Izizathu zokungaqosheliswa Kwezivumelwano Zentsebenzo nawo onke amalungu eSMS
Azifuneki

**Itheybhile 3.6.3: Amanyathelo oluleko athatyathwe ngakumalungu eSMS kuba ebengekaziqoshelisi izivumelwano zentsebenzo ukuya kuthi ga ngomhla wama-21 kwekaCanzibe ka-2015**

Amanyathelo oluleko athatyathwe ngakumalungu eSMS kuba ebengekaziqoshelisi izivumelwano zentsebenzo
Azifuneki

### 3.7. UKUVALWA KWEZITHUBA ZEZIKHUNDLA ZESMS

**Itheybhile 3.7.1: Iinkcukacha ngezikhundla zeSMS, ukuya kuthi ga ngoimhla wama-30 kweyoMsintsi ka-2015**

Inqanaba leSMS	Inani lezikhundla zeSMS ezisebenzayo kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	I-% yenani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezingekavalwa kwinqanaba ngalinye	I-% yezithuba zezikhundla zeSMS kwinqanaba ngalinye
iNtloko yeSebe	1	1	100	0	0.0%
Inqanaba Lomvuzo 14	4	4	100	0	0.0%
Inqanaba Lomvuzo 13	19	18	94.7	1	5.3%
<b>Itotali</b>	<b>24</b>	<b>23</b>	<b>95.8</b>	<b>1</b>	<b>4.2%</b>

**Ithebhile 3.7.2: Iinkcukacha ngezikhundla zeSMS, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016**

Inqanaba leSMS	Inani lezikhundla zeSMS ezisebenzayo kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	I-% yenani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezingekavalwa kwinqanaba ngalinye	I-% yezithuba zezikhundla zeSMS kwinqanaba ngalinye
iNtloko yeSebe	1	1	100	0	-
Inqanaba Lomvuzo 14	4	4	100	0	-
Inqanaba Lomvuzo 13	20	18	89	2	11.7%
<b>Itotali</b>	<b>25</b>	<b>22</b>	<b>89</b>	<b>2</b>	<b>8.3%</b>

**Ithebhile 3.7.3: Ukubhengeza novala izithuba zezikhundla zeSMS, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016**

Inqanaba leSMS	Ukubhengeza	Ukuvalwa Kwezithuba	
	Inani lezithuba kwinqanaba ngalinye ekuthe kwakhutshwa izibhengezo ngazo kwisithuba seenyanga ezintandathu zivelile	Inani lezithuba ezithe zavalwa ngokwenqanaba kwisithuba seenyanga ezintandathu zivelile	Inani lezithuba ebezingekavalwa emva kweenyanga ezintandathu zivelile kodwa zavalwa kwisithuba esingaphantsi kweenyanga ezili-12
iNtloko yeSebe	0	0	0
Inqanaba Lomvuzo 14	0	0	0
Inqanaba Lomvuzo 13	3	1	0
<b>Itotali</b>	<b>3</b>	<b>1</b>	<b>0</b>

**Ithebhile 3.7.4: Izizathu zokutenxa kummisselo wokuvalwa kwezithuba zeSMS – Ukukhutshwa kwezibhengezo kwisithuba seenyanga ezintandathu zivelile ze zavalwa kwisithuba seenyanga ezili-12 zivelile**

Inqanaba leSMS	Izizathu zokutenxa
	Esi sikhundla sivuleleke kunyaka-mali odlulileyo. Isikhundla esi sibhengezwe kabini kunyaka-mali odlulileyo naku-2015/2016. Kwisithuba seli xesha, iSebe lenze inqubo yokuhlalutywa kwesimo salo ngenjongo yokulungias icandelo Lolawulo Kwezophuhliso Loluntu neloQulunqo Lwentsebenziswano. Ngenxa yolu hlalutyo, iSebe liye lakunqumamisa ukuvalwa kwesikhewu sesi sithuba. Esi simo sitsha sisanda kuphunyezwa sathi senziwa kunyaka-mali u-2014/2015. Isikhundla sathi ke siphinde sabhengezwa kwinyanga yeKhala ka-2015, nto leyo ikhokelele ekuvalweni kwaso ngokuthi kuqeshwe umntu kuso ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2016.

**Ithebhile 3.7.5: Aamanyathelo athe athatyathwa ekungathotyelweni kommisselo wamaxesha okuvalwa kwezithuba zeSMS kwisithuba seenyanga ezili-12**

Aamanyathelo oluleko athe athatyathwa ekungathotyelweni kwamaxesha abekiwe ngokuvalwa kwezikhewu zeSMS
Azifuneki

### 3.8. INTSEBENZO YABASEBENZI

**Itheybhile 3.8.1: Abonyuselwe iinotshi ngokwamabakala emivuzo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Ibakala lomvuzo	Abasebenzi ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	Abonyuselwe besiwa kwinothshi engentla kwakwibakala elinye lomvuzo	Abonyuselwe iinotshi njenge-% yabasebenzi abakwibakala elinye bebonke
Abanezakhono ezingephi (Amanqanaba 1-2)	25	9	36.0
Abanezakhono (Amanqanaba 3-5)	843	283	33.6
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	929	432	46.5
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	244	101	41.4
Abalawuli abaphezulu (Amanqanaba 13-16)	23	17	73.9
<b>Itotali</b>	<b>2064</b>	<b>842</b>	<b>40.8</b>

**Qwalasela:** Ukonyuswa kweenotyshi akwenzeki konke rhoqo ngonyaka. Abasebenzi abahlawulwa ngokwenkqubo ye-OSD bona banohlobo lwabo neminye imithetho elawula oku.

**Itheybhile 3.8.2: Abonyuselwe iinotshi ngokwezikhundla ezingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Izikhundla Ezingundoqo	Abasebenzi ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	Abonyuselwe besiwa kwinothshi engentla kwakwibakala elinye lomvuzo	Abonyuselwe iinotshi njenge-% yabasebenzi abakwibakala elinye bebonke
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	369	105	28.5
Umncedisi kaNontlalo-ntle	168	50	29.8
uNontlalo-ntle	738	273	37.0
<b>Itotali</b>	<b>1275</b>	<b>428</b>	<b>33.6</b>

**Qwalasela:** Ukonyuswa kweenotyshi akwenzeki konke rhoqo ngonyaka. Abasebenzi abahlawulwa ngokwenkqubo ye-OSD bona banohlobo lwabo neminye imithetho elawula oku.

Ukukhuthaza intsebenzo eyiyo, eli Sebe sele linikezele ezi mbasa zentsebenzo esemngangathweni zilandelayo kwisithuba sonyaka-mali u-2014/15, kodwa yahlawulwa kunyaka-mali u-2015/16. Akungabo bonke abasebenzi abanelungelo lokufumana iibhonasi zentsebenzo. Abasebenzi abasekwinqanaba lokukhangelwa izinga lomsebenzi, abasebenzi abasenza ngendlela ekholisayo kwanabo bangasebenzi ngokusemngangathweni abakwazi ukufikelela kwezi bhonasi zentsebenzo. Ukuze ufumane ezinye iinkcukacha ngeSikhokelo Solawulo Lwentsebenzo, yiya kwintshayelelo yeSigaba D. iinkcukacha apho zinikezelwe ngokwamanqanaba ohlanga, isini nokukhubazeka. (iTheybhile 3.8.3), amabakala emivuzo (kwiTheybhile 3.8.4 netheybhile 3.8.5) kwakunye namakhono angundoqo (kwiTheybhile 3.8.6).



**Itheybhile 3.8.3: Iinzuzo zentsebenzo ngokohlanga, isini, nokukhubazeka, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKindla ka-2016**

Uhlanga Nesini	Imeko Yomxhamli			Ixabiso	
	Inani labaxhamli	Inani elipheleleyo labasebenzi kwiqela ngalinye, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015	Itotali ngokwe-% kwiqela ngalinye	Ixabiso (R'000)	Ixabiso elithelekelelwa yo ngokomxhamli (R)
<b>Ama-Afrika</b>	<b>52</b>	<b>601</b>	<b>8.7</b>	<b>702</b>	<b>13 503</b>
Amadoda	15	228	6.6	181	12 071
Amanina	37	373	9.9	521	14 084
<b>Abebala</b>	<b>207</b>	<b>1292</b>	<b>16.0</b>	<b>2 743</b>	<b>13 248</b>
Amadoda	69	469	14.7	921	13 345
Amanina	138	823	16.8	1 822	13 200
<b>AmaNdiya</b>	<b>4</b>	<b>12</b>	<b>33.3</b>	<b>49</b>	<b>12 146</b>
Amadoda	2	3	66.7	18	9 014
Amanina	2	9	22.2	31	15 278
<b>Abelungu</b>	<b>29</b>	<b>130</b>	<b>22.3</b>	<b>492</b>	<b>16 980</b>
Amadoda	9	27	33.3	169	18 810
Amanina	20	103	19.4	323	16 156
<b>Abasebenzi abakhubazekileyo</b>	<b>2.0</b>	<b>29.0</b>	<b>6.9</b>	<b>30.0</b>	<b>15021.0</b>
<b>Itotali</b>	<b>294</b>	<b>2064</b>	<b>14.2</b>	<b>4 016</b>	<b>13 659</b>

**Itheybhile 3.8.4: linzuzo zentsebenzo (ibhonasi eyimali) ngokwamabakala emivuzo kubasebenzi abangezantsi kwenqanaba leSMS, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Amabakala Emivuzo	Isikhokelo Sabaxhamli			Iindleko		
	Amanani Abaxhamli	Inani elipheleleyo labasebenzi abakweli qela ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	i-% yetotali kumabakala emivuzo	Inkcitho (R'000)	Inkcitho ethelekelelw ayo kumxhamli ngamnye (R)	Iindleko njenge-% yetotali yenkcitho kubasebenzi
Abanezakhono ezingephi (Amanqanaba 1-2)	1	25	4.0	7	6 883	0.001
Abanezakhono (Amanqanaba 3-5)	69	843	8.2	685	9 934	0.1
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	140	929	15.1	1 644	11 746	0.3
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	78	244	32.0	1 524	19 540	0.3
<b>Itotali</b>	<b>288</b>	<b>2041</b>	<b>14.1</b>	<b>3 860</b>	<b>13 406</b>	<b>0.6</b>

**Qwalasela:** Iindlela zibalwa njengepesenti yenkcitho kubasebenzi iyonke kumanqanaba emivuzo asusela kwelokuqala ukuya kwele-12, njengoko kuthiwe theca kutheybhile 3.1.2.

**Itheybhile 3.8.5: linzuzo zentsebenzo (ibhonasi eyimali) ngokwamabakala emivuzo kubasebenzi abangezantsi kwenqanaba leSMS, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKwindla ka-2016**

Amabakala Emivuzo	Isikhokelo Sabaxhamli			Iindleko		
	Amanani Abaxhamli	Inani elipheleleyo labasebenzi abakweli qela ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	i-% yetotali kwibakala lemivuzo ngalinye	Amanani Abaxhamli	Inani elipheleleyo labasebenzi abakweli qela ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	Iindleko njenge-% yenkcitho ephelileyo kubasebenzi
Inkonzo Yabalawuli Abaphezulu Band A (Inqanaba 13)	5	18	27.8	125	25 018	0.5
Inkonzo Yabalawuli Abaphezulu iBakala B (Inqanaba 14)	1	4	25.0	30	29 645	0.1
Inkonzo Yabalawuli Abaphezulu iBakala C (Inqanaba 15)	0	1	0.0	0	0	0.0
<b>Itotali</b>	<b>6</b>	<b>23</b>	<b>26.1</b>	<b>155</b>	<b>25 790</b>	<b>0.6</b>

**Qwalasela:** Iindlela zibalwa njengepesenti yenkcitho kubasebenzi iyonke kumanqanaba emivuzo asusela kwele-13 ukuya kwele-16, njengoko kubonakalisiwe kwiTheybhile 3.1.2.

**Itheybhile 3.8.6: Iinzuzo zentsebenzo (ibhonasi eyimali) ngokwezikhundla ezingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKindla ka-2016**

Isikhundla Esingundoqo	Isikhokelo Sabaxhamli			Iindleko		
	Inani labaxhamli	Inani elipheleleyo labasebenzi abakweli qela ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015	i-% yetotali kwibakala lemivuzo ngalinye	Iindleko (R'000)	Iindleko ezithelekelel wayo kumxhamli ngamnye (R)	Iindleko njenge-% yenkcitho epheleleyo kubasebenzi
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	31	369	8.4	282	9 095	0.05
Umncedisi kaNontlalo-ntle	28	168	16.7	296	10 571	0.05
uNontlalo-ntle	110	738	14.9	1 613	14 663	0.3
<b>Itotali</b>	<b>169</b>	<b>1275</b>	<b>13.3</b>	<b>2191</b>	<b>12 963</b>	<b>0.4</b>

**3.9 ABASEBENZI ABASUKA KUMAZWE ANGAPHANDLE**

Ezi theybhile zingezantsi apha zishwankathela ukuqeshwa kwabasebenzi abangabemi bamanye amazwe kweli Sebe ngokwamabakala emivuzo kwanangezikhundla ezingundoqo. Ezi theybhile zikwashwankathela iinguqu kwini elipheleleyo labasebenzi abangabemi bamanye amazwe kwibakala lomvuzo ngalinye nangokwesikhundla ezingundoqo ngasinye.

**Itheybhile 3.9.1: Abasebenzi Abangabemi Bamanye Amazwe ngokwamabakala emivuzo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKindla ka-2016**

Ibakala Lomvuzo	1 kwekaTshazimpuzi ka-2015		31 kweyoKwindla ka-2016		Iinguqu	
	Inani	i-% yetotali	Inani	i-% yetotali	Inani	i-% yeenguqu
Alikho						

**Qwalasela:** Le theybhile ingentla ayibaquki abemi bamazwe angaphandle abanelungelo lokuhlala isigxina kwiRiphabliki yoMzantsi Afrika.

**Itheybhile 3.9.2: Abasebenzi Abangabemi Bamanye amazwe ngokwezikhundla ezingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kowama-31 kweyoKindla ka-2016**

Isikhundla Esingundoqo	1 kwekaTshazimpuzi ku-2015		31 kweyoKwindla ku-2016		Iinguqu	
	Inani	i-% yetotali	Inani	i-% yetotali	Inani	i-% yetotali
Asikho						

**Qwalasela:** Le theybhile ingentla ayibaquki abemi bamazwe angaphandle abanelungelo lokuhlala isigxina kwiRiphabliki yoMzantsi Afrika.

### 3.10. UKUSETYENZISWA KWEKHEFU KWISITHUBA ESISUSELA NGOMHLA WOKUQALA KWEYOMQUNGU KA-2015 UKUYA KOWAMA-31 KWEYOMNGA KA-2015

Ezi theybhile zilandelayo zibonakalisa isalathisi sokusetyenziswa kwekhefu lokugula (kwiTheybhile 3.10.1) kwanekhefu lokungabi namandla akusebenza (iTheybhile 3.10.2) kuzo zombini ezi nkalo, zinikezelwe iindleko ezithelekelelwayo zeli khefu.

#### Itheybhile 3.10.1: Ikhefu lokugula, ukususela ngomhla wokuqala kweyoMqungu ka-2015 ukuya kowama-31 kweyoMnga ka-2015

Ibakala lomvuzo	Inani elipheleleyo leentsuku	i-% yeentsuku ekunikezelwe iziqinisekiso zikagqirhangazo	Inani labasebenzi abasebenzi a ikhefu lokugula	Inani elipheleleyo labasebenzi (ngaphandle kwabo abasafundiswayo)	i-% yenani elipheleleyo labasebenzi abasebenzi a ikhefu lokugula	Iintsuku ezithelekelelwayo kumsebenzi ngamnye	Iindleko ezithelekelelwayo (R'000)
Abanezakhono ezingephi (Amanqanaba 1-2)	159	87.4	18	21	85.7	9	52
Abanezakhono (Amanqanaba 3-5)	4850	77.4	607	771	78.7	8	2359
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	6678	75.5	851	1067	79.8	8	5382
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	2159	73.0	303	374	81.0	7	2995
Abalawuli abaphezulu (Amanqanaba 13-16)	108	73.1	18	24	75.0	6	270
<b>Itotali</b>	<b>13954</b>	<b>75.9</b>	<b>1797</b>	<b>2257</b>	<b>79.6</b>	<b>8</b>	<b>11 058</b>

**Qwalasela:** Ikhefu lokugula ekufuneka lisetyenziswe kwisithuba seminyaka emithathu iqale ngenyanga yoMqungu ka-2013 ze yaphela ngenyanga yoMnga ka-2015. Iinkcukacha kwimeko nganye zichaza amanani eetotali ngaphandle kwekhefu lokungabikho namandleni akusebenza elithatyathwa ngabasebenzi. Ukuze ufumane isalathisi ngekhefu lokungabikho mandleni akusebenza, yiya kutheybhile 3.10.2.

**Itheybhile 3.10.2: Ikhefu lokungabi namandla akusebenza, Ikhefu lonyaka, ukususela ngomhla wokuqala kweyoMqungu ka-2015 ukuya kowama-31 kweyoMnga ka-2015**

Ibakala lomvuzo	Iintsuku ezipheleleyo	i-% yeentsuku ezikhatshwa ziziqinisekiso zikagqirha	Inani Labasebenzi abasebenzise eli khefu lokungabikho mandleni akusebenza	Inani elipheleleyo labasebenzi (ngaphandle kwabasafun diswayo)	Inani elipheleleyo Labasebenzi abasebenzis a eli khefu lokungabikho mandleni akusebenza ngokwe-%	Inani elithelekelwayo kumsebenzi ngamnye	Iindleko ezithelekel elwayo (R'000)
Abanezakhono ezingephi (Amanqanaba 1-2)	246	100.0	3	21	14.3	82	87
Abanezakhono (Amanqanaba 3-5)	1192	100.0	49	771	6.4	24	609
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	1950	100.0	85	1067	8.0	23	1545
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	591	100.0	30	374	8.0	20	813
Abalawuli abaphezulu (Amanqanaba 13-16)	5	100.0	1	24	4.2	5	10
<b>Itotali</b>	<b>3984</b>	<b>100.0</b>	<b>168</b>	<b>2257</b>	<b>7.4</b>	<b>24</b>	<b>3 064</b>

**Qwalasela:** Isikhokelo sekhefu njengoko sithiwe thaca "kwiSikhokelo Sekhefu", xa sifundwa nezinye zivumelwano ezihambisana naso, sikhupha iintsuku zekhefu lokugula eliqhelekileyo ezingamashumi amathathu anesithandathu kwisithuba seminyaka emithathu. Ukuba umsebenzi uzigqibile iintsuku zakhe zekhefu lokugula eliqhelekileyo, umqeshi kufuneka enze uphando ngohlobo nobuzaza bokungabikho mandleni komsebenzi ukuze abe semsebenzini. Ezo ntsukumo zophando ke kufuneka zenziwe ngokwemigaqo nemiqathango yesoloty 10(1) likaShedyuli 8 woMthetho i Labour Relations Act (iLRA).

Iintsuku zekhefu lokungabikho mandleni akusebenza ayisosixa singenasiphelo seentsuku ezongezelelweyo zokugula angazisebenzisa nanini na umsebenzi. Ikhefu lokungabikho mandleni akusebenza ziintsuku ezongezelelweyo zokugula ezinikezelwa phantsi kwemiqathango ngokuthanda komqeshi. Njengoko kuthiwe theca kwiSikhokelo Sekhefu kwakunye noMgaqo-siseko Wekhefu Lokungabikho Mandleni Akusebenza kwakunye Nomhlala-phantsi ngenxa Yobunkenekene Bempilo (iPILIR).

Itheybhile 3.10.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Izivumelwano zemivuzo ekwavunyelwana ngazo neemanyano zabasebenzi kwiBhunga Leengxoxo Zmicimbi Yabasebenzi ngo-2000 sinesidingo sokulawulwa ngendlela kwekhefu lonyaka ngenjongo yokuthintela amazanga aphezulu ekhefu elizuziweyo ekuye kufuneka zihlawulwe ezo ntsuku ekupheleni kwengqesho yomsebenzi ngamnye.

**Itheybhile 3.10.3: Ikhefu lonyaka, ukususela ngomhla wokuqala kweyoMqungu ka-2015 ukuya kowama-31 kweyoMnga ka-2015**

Ibakala lomvuzo	Inani elipheleleyo leentsuku ezithatyathiweyo	Inani elipheleleyo labasebenzi abasebenzisa ikhefu lonyaka	Inani elithelekelwayo leentsuku zekhefu ezisathatyathiweyo ngumsebenzi ngamnye
Abanezakhono ezingephi (Amanqanaba 1-2)	422	17	25
Abanezakhono (Amanqanaba 3-5)	15183	725	21
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	23773	1047	23
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	9409	362	26
Abalawuli abaphezulu (Amanqanaba 13-16)	606	23	26
<b>Itotali</b>	<b>49393</b>	<b>2174</b>	<b>23</b>

**Itheybhile 3.10.4: Ikhefu lonyaka eligciniweyo, ukususela ngomhla wokuqala kweyoMqungu ka-2015 ukuya kowama-31 kweyoMnga ka-2015**

Ibakala lomvuzo	Ikhefu eligciniweyo elipheleleyo ukuya kuthi ga nhomgla wama-31 kweyoMnga ka-2014	Inani elipheleleyo leentsuku zekhefu eligciwayo ezithatyathiweyo	Inani labasebenzi abasebenzisa ikhefu eligciniwayo	Inani elithelekelwayo leentsuku zekhefu ezithatyathiweyo ngumsebenzi ngamnye	Inani labasebenzi abaneentsuku zekhefu eligciniwayo ukuya kuthi ga ngomhla wama-31 kweyoMnga ka-2014	Inani elipheleleyo leentsuku zekhefu eligciniwayo ezisekhoyo ukuya kuthi ga ngomhla wama-31 kweyoMnga ka-2015
Abanezakhono ezingephi (Amanqanaba 1-2)	142.25	28	1	28	4	98
Abanezakhono (Amanqanaba 3-5)	2530	95	8	12	82	2040
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	7601	65	12	5	224	6893
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	6843	70	12	6	181	6773
Abalawuli abaphezulu (Amanqanaba 13-16)	350	6	2	3	12	345
<b>Itotali</b>	<b>17 466</b>	<b>264</b>	<b>35</b>	<b>8</b>	<b>503</b>	<b>16149</b>

**Qwalasela:** Ingakho ke imeko yokwenyuka kwenani leentsuku zekhefu eligciniweyo ngenxa yokuba abasebenzi ababenyuselwe okanye badluliselwa kweli Sebe bezigcina iintsuku zabo zekhefu eligciniwayo, eziyingxenywe yelo bakala lomvuzo, ze ekugqibeleni liphele likwinani elipheleleyo leli Sebe.

Itheybhile 3.10.5 ishwankathela iintlawulo zekhefu eligciniweyo kunye nekhefu lonyaka ezithe zenziwa kubasebenzi ngenxa yokungaliithathi kwabo ikhefu.

**Itheybhile 3.10.5: Intlawulo zekhefu, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Isizathu	Isixa espheleleyo (R'000)	Inani lezehlo	Intlawulo ethelekelelwayo kumsebenzi ngamnye (R)
Abantu bahlawulelwe ikhefu ku-2015/16 ngenxa yokungalithathi kwabo ikhefu kwithuba elingaphambili.	0	0	0
Abantu abahlawulelwa ikhefu eligciniweyo ekuphelisweni kwengqesho yabo ku-2015/16	986	16	61610
Abantu abahlawulelwayo ikhefu kungoku nje ekuphelisweni kwengqesho yabo ku-2015/16	978	84	11640
<b>Itotali</b>	<b>1964</b>	<b>100</b>	<b>19635</b>

**3.11. IINKQUBO ZOKUPHUHLISWA KWEZINGA LEMPILO, KUQUKA INTSHOLONGWANE KAGAWULAYO NOGAWULAYO BUQU**

**Itheybhile 3.11.1: Amanyathelo athe athatyathwa ukunciphisa umngcipheko weengozi emsebenzini, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Abantu/Amanqanaba abasebenzi abachongwe njengabasemngciphekweni omkhulu wokosuleleka yiNtsholongwane kaGawulayo kwakunye nabanye oozungul' ichela bezifo (ukuba zikho)	Amanyathelo aphambili athatyathiweyo ukunciphisa lo mngcipheko
Uhlobo lomsebenzi weli Sebe alubabeki emngciphekweni omkhulu wokosuleleka yintsholongwane kaGawulayo noGawulayo buqu abasebenzi. Noxa lisezantsi nje izinga lokosuleleka emsebenzini, kuye kwagxilwa kubo bonke abasebenzi, kumanqanaba onke eli Sebe.	<p>Iindibano Zeentuthuzelo Neengcebiso Nokuvavanyelwa iNtsholongwane kaGawulayo noGawulayo buqu Nentlalo-ntle zathi zabanjwa ngokuthe bhalalala. Isibhambathiso sonophelo LweMpilo Nentlalo-ntle esinikwe inkampani yangaphandle [Senqubo Yononophelo Lwempilo Nentlalo-ntle Yabasebenzi] inika abasebenzi namalungu eentsapho zawo [Ila malungu ke yinkosikazi/umyeni okanye iqabane lomsebenzi okanye abantwana abahlala nalo msebenzi] abathi banikwe uthotho lweenkonzo. Ezi nkonzo ziquka oku kulandelayo:</p> <ul style="list-style-type: none"> <li>● Iintuthuzelo ngomxebe 24/7/365;</li> <li>● Iintuthuzelo neengcebiso ubuso ngobuso (uhlobo lokuhlangana kane);</li> <li>● Iintuthuzelo kwiintsizi nakwiimeko zezehlo ezibuhlungu;</li> <li>● Iingcebiso kwiimeko zokunikezela ngolwazi ngentsholongwane kaGawulayo noGawulayo buqu, kuquka neenkonzo ezifumaneka nge-intanethi kunye</li> <li>● Noqeqesho, ukubunjwa kwakunye namangenelo agxile kwimeko ethile athi adingeka.</li> </ul>

**Ithebhile 3.11.2: Iinkcukacha Ezingokuphakanyiswa Kwempilo kuquka linkqubo zeNtsholongwane kaGawulayo & noGawulayo buqu, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
1. Ingaba likho ilungu leSMS elithunyelwe leli ukuze liphumeze izibonelelo eziqulethwe kwiSigaba VI E seSahluko 1 Semimiselo Yeenkonzo Zaseburhulumenteni sika-2001? Ukuba kunjalo, nikezela ngegama nesikhundla sakhe	✓		nguNkosazana Reygana Shade, onguMlawuli: Wendlela Yokuziphatha Emsebenzini, (kwiSebe LeNkulumbuso).
2. Ingaba eli Sebe linalo icandelo okanye abasebenzi abathile abagxile ekuphakamiseni nasekuphuhliseni impilo nentlalo-ntle yabasebenzi benu? Ukuba kunjalo, chaza inani labasebenzi abachaphazelekayo kulo msebenzi kwakunye nesabelo-mali salo msebenzi ngonyaka.	✓		Iziko Leenkonzo Zoshishino elikwiSebe leNkulumbuso linikezela ngenkonzo aphantshaleleyo kumasebenzi alishumi elinanye athabatha inxaxheba, aquka <b>iSebe Lophuhliso Loluntu</b> . ICandelo elibekelwe imicimbi Yempilo Nentlalo-ntle Yabasebenzi kwiCandelo Lendlela Yokuziphatha Emsebenzini kwakunye neCandelo Elikhulu Lophuhliso Lequmrhu amsebenzi ukukuphakamisa impilo nentlalo-ntle ayabasebenzi kuwo olishumi nanye (11) la masebe. Eli candela lineSekela-mlawuli, Abancedisi-mncedisi abathathu (3) kunye namalungu eqela amane (3) Isabelo-mali : R2.5 yezigidi
3. Ingaba iSebe sele lazise ngoNcedo Lwabasebenzi okanye ngeNkqubo Yophuhliso Lwempilo yabasebenzi? Ukuba kunjalo, yiza nezona mpawu ziphambili zale Nkqubo.	✓		iSebe lingene kwisivumelwano seNqanaba Leenkonzo ne- <b>ICAS</b> (eyinkampani enikezela le nkonzo) ukuze inikezele iNkonzo Yempilo Nentlalo-ntle Yabasebenzi kula masebe alishumi elinanye athabatha inxaxheba kwiCSC. ISebe lenze iintshukumo zamangenelo ezizezi, Ulawulo Loxinzelelo Lwengqondo, Ulawulo Lwezemali, Ulawulo Lweentsizi, Unonophelo Lwabantwana Nosapho, Ukondliwa Kobudlelwane, Iindibano Zokuxhotyiswa Ngolwazi Kwabasebenzi kwakunye Nokubunjwa kwabasebenzi. La mangenelo athi ecangciswa ngokusekelwe kwiinguqu ezikwiingxelo zekota kwiNkqubo Yempilo Nentlalo-ntle Yabasebenzi [i-EHWP] ezinikezelwa yi- <b>ICAS</b> kwisithuba sonyakamali u-2014/15. Iingxelo zona ke zazisekelwe ekusetyenzisweni kweenkonzo ze-EHW kunye neenkukacha zolawulo ngenjongo yokujolisa amangenelo angawo ukuze kusonjululwe ezi ngxaki. La mangenelo agxilileyo ke ayejolise ekuphuculeni ukusebenzisana nabasebenzi ngokunikezelwa kolwazi nemfundo ephakamisa nephuhlisa iindlela zokuphila ezisemgangathweni nezisempilweni. Oku ke kuquka iintetho zokukhuthaza ulwazi nokukhuthaza abasebenzi ukuba babe nendlela eyiyo yokunciphisa ifuthe lezi ngxaki emsebenzini. La mangenelo akhankanywe ngentla apha ayenzelwe amasebe ekujoliswe kuwo, abalawuli nabaphathi ndawonye noqeqesho kwezolawulo kumalungu eSMS. Eli Sebe likwanikezela nangeenkukacha kwiindibano nabasebenzi, njengoko ecelile amasebe ohlukeneyo Ewgc ngenjongo yokwazisa abasebenzi ngeenkonzo ze-EHW, indlela abangafikelela ngayo kwi-EHWP. Izixhob zokuphakamisa olu lwazi ezifana namaphetshana, iiposta kunye neebrotsha zathi zingasazwa.
4. Ingaba iSebe lizisekile na (a) iikomiti njengoko kuthiwe thaca kwiSigaba VI E.5 (e) seSahluko 1 Semimiselo Yeenkonzo Zaseburhulumenteni zika-2001? Ukuba kunjalo, nceda unikezele amagama amalungu ekomiti kunye namahlakani ewameleyo.	✓		Sele kusekwe iKomiti entsha Yononophelo Lwempilo Nentlalo-ntle Yabasebenzi enamalungu achongwe lisebe ngalinye. ISebe Lophuhliso Loluntu nguNknz. T. Mtheku.



Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
<p>5. Ingaba iSebe sele liyihlalutyile na imigaqo-nkqubo neendlela zokusebenza zalo kumba wengqesho ngenjongo yokuqinisekisa ukuba ezi azixhaphazela ngendlela engeyiyo abasebenzi ngenxa yesimo sabo sentsholongwane kaGawulayo? Ukuba kunjalo, dwelisa imigaqo-nkqubo nemigaqo yengqesho esele ihlalutyiwe.</p>	√		<p>Isikhokelo Samasebe Onke Solawulo Lweenkqubo Zempilo Nentlalo-ntle Yabasebenzi kuRhulumente weNtshona Koloni siyasebenza yaye saqulunqwa yiThsemba Eququzelayo yePSCBC kwiNtshona Koloni ngomhla weshumi kwinyanga yeThupha ka-2005.</p> <p>Kule nkalo, yonke imigaqo-nkqubo yengqesho ibeka elubala isidingo sokungakhethi cala, kungakhange kujongwe simo seNtsholongwane kaGawulayosabasebenzi okanye sabafakizicelo.</p> <p>Kwisithuba sale ngxelo, iSebe leNkulumbuso lithe laqulunqa imigaqo-nkqubo yamasebe onke Yolawulo Lwempilo Nenlalo-ntle Nolawulo lweNtsholongwane kaGawulayo kunye Nesifo Sephepha, eyathi yaqinisekiswa ze yaphunyezwa ngomhla wesibhozo kwinyanga yoKwindla ka-2016.</p> <p>Ngapha koko, iSebe Lempilo sele liphumeze iNkqubo Yamgaqo-siseko Wolawulo lweNtsholongwane kaGawulayo noGawulayo buqu/Nezifo ezingumvuka Wokwabelana Ngesondo Ngokungakhuselekanga ozakusebenza kuwo onke amasebe kaRhulumente weNtshona Koloni. Olu xwebhu luhambelana neentsika ezine zeSikhokelo Sesicwangciso-qhinga se-EHW sika-2008.</p>
<p>6. Ingaba iSebe sele liyiqulunqile na imigaqo-nkqubo ezakukhusela abasebenzi abaphila nentsholongwane kaGawulayo okanye abo kukhokeleleka ukuba baphila nale ntsholongwane ekuxhatshazweni? Ukuba kunjalo, dwelisa ezona mpawu ziphambili zala mangenelo.</p>	√		<p>Eli Sebe liphumeze iSicwangciso-qhinga sePhondo sika-2012-2016 esingentsholongwane kaGawulayo/uGawulayo, izifo ezingumvuka Wokwabelana ngesondo ngaphandle kokhuseleko kunye Nesifo Sephepha ndawonye nemiba yazo yezesini kunye namalungelo kweyona migqaliselo yokunciphisa ukuxhatshazwa ngenxa yesimo somntu ngokweNtsholongwane kaGawulayo.</p> <p>Owona mongo nenjongo yesi Sicwangciso-qhinga sephondo kukukhusela abasebenzi abaphila nentsholongwane kaGawulayo ngokuthi sikhuthaze ukuphumezwa kooZero Abathathu ngokuhambisana neNkqubo Ehlanganyelweyo yeZizwe Ezimanyeneyo kwiNtsholongwane kaGawulayo/noGawulayo (i-UNAIDS ngamafuphi). Ezi ke ziinkqubo zemfundo kunye neendibano zokunikezelwa kolwazi eziqulunqelwe ukuphelisa nya ukuxhatshazwa ze kwandiswe ulwazi:</p> <ul style="list-style-type: none"> <li>▪ Ngokungaphindi kosuleleke mntu yiNtsholongwane kaGawulayo, izifo ezingumvuka wesondo kunye nesifo sephepha</li> <li>▪ Kungabikho kufa kunento yokwenza neNtsholongwane kaGawulayo nesifo sephepha</li> <li>▪ Kungabikho kukhatshazwa kwamntu</li> </ul> <p>Futhi ke, eli Sebe lenza iimvavanyo zeHCT nezeNtlalo-ntle ukuqinisekisa ukuba wonke umsebenzi kweli Sebe liyivavanyelwe iNtsholongwane kaGawulayo lajongwa isifo sephepha, nokuba kukanye ngonyaka,</p> <p>Injongo:</p> <ul style="list-style-type: none"> <li>▪ Yayikukunciphisa ukuxhatshazwa kwabasebenzi abaphila nentsholongwane kaGawulayo nesifo sephepha emsebenzini. Oku ke kuquke amaphulo okuphelisa ukuxhatshazwa kwanokuphakamisa ukuxhotyiswa kwabasebenzi.</li> <li>▪ Kukunciphisa ukuxhatshazwa ngendlela engeyiyo ekufikeleleni kwiinkonzo. Oku kuquke ukuqinisekisa ukuba iCandelo Lobudlelwane Nabasebenzi liyazisombulula izikhalazo neempixano ze inikezele noqeqesho kubasebenzi.</li> </ul> <p>Ezinye iinkalo ezingundoqo ezizame ukumelana nendaba yokuxhatshazwa ngokwesimo seNtsholongwane kaGawulayo zezi: ziindibano zokuvavanyelwa intlalontle kunye nesifo sephepha ngezicelo ezisuka kumasebe zathi zenziwa, kwasasazwa iipowsta kunye namaphetshana, kwanikezelwa iintuthuzelo zeNtsholongwane kaGawulayo noGawulayo kwavavanyelwa nesifo sephepha, inkqubo yeekhondom</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
			kunye neentetho ezisisibhubhubhu, kuquka neNkqubo Yokuthetha Phandle ngeNtsholongwane kaGawulayo.
7. Ingaba iSebe liyabakhuthaza na abasebenzi balo ukuba baye kuzivavanyela intsholongwane kaGawulayo? Ukuba kunjalo, dwelisa iziphumo enithe nazizuzo.	√		<b>IINDIBANO ZEHCT:</b> Kwathi kwabanjwa ezi ndibano zovavanyo zilandelayo: Uxinzelelo lwegazi, iswekile, ikholesteroli, isifo sephepha, iBMI, kunye neentetha ezisisibhubhubhu.  ISebe Lophuhliso Loluntu lathabatha inxaxheba kwindibano ezisibhozo zeHCT neNtlalo-ntle. Kwathi kwavavanyelwa intsholongwane kaGawulayo, isifo sephepha kwakunye nezifo ezingumvuka wokwabelana ngesondo. Akubangakho badluliselwa kwezinye iimvavanyo kwinkalo yesifo sephepha, intsholongwane kaGawulayo okanye naziphi na izifo ezingumvuka wesondo kodwa kudluliselwe ama-28 abasebenzi ukuba baye kuvavanywa nangakumbi kumba woxinzelelo legazi.
8. Ingaba iSebe sele liyiqulunqile na imigaqo/izalathisi zokuhlola nokuvavanya ifuthe lenkqubo yalo yokuphakanyiswa kwempilo yabasebenzi? Ukuba kunalo, dwelisa la mangelolo/ezi zalathisi.	√		Ifuthe leenkqubo zokuphakanyiswa kwempilo ziye zivakaliswe ngokunikezelwa kweenkcukacha nolwazi (olunikezelwa ngeSibhambathiso Sononophelo Lwempilo Nentlalo-ntle Yabasebenzi (esinikwe inkampani yangaphandle). i-EHWP ihlolwa ngokweengxelo ezinikezelwa rhoqo ngekota nangonyaka. Ezi ngxelo zinikezelwa yinkampani yangaphandle enikezela ezi nkonzo. Olona luhlalutyo lwakutsha nje lukhe lwenziwa luqale ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2015 ukuya ku-2016. Uhlalutyo lwekota nolonyaka lunikezela iinkcukacha ngemiba neenkono Zemiba Yezibalo Zoluntu kwi-EHWP, oko ke kukuthi ubudala, isini, ubude bempangelo, ukusetyenziswa kwale nkonzo ngamalungu osapho lomsebenzi, ulwimi olusetyenziswayo, ukusetyenziswa kwale nkqubo ngabaphathi ngokuthelekiswa kubasebenzi nje, inani leemeko zokusetyenziswa kwayo.  Olu hlalutyo lukwanikezela ngaphandle kwezi nkonzo sizaziyo, ukuchazwa nokubekwa elubala kohlobo lweengxaki neenguqu, uhlalo lomngcipheko wabasebenzi kunye nowesebe kwakunye nefuthe loko kwintsebenzo yomsebenzi ngamnye emsebenzini.

### 3.12. IMIBA YEZENGQESHO

Ezi zivumelwano zilandelayo zokubambisana kwiphondo zenziwa neemanyano zabasebenzi kwisithuba seli xesha lale ngxelo.

#### Itheybhile 3.12.1: Izivumelwano Ngokubambisana, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016

Itotali yezivumelwano ngokubambisana	Azikho
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Itheybhile 3.12.2 ishwankathela iziphumo zeentshukumo zokuchotshelwa kwamatyala kweli Sebe kwesi sithuba sale ngxelo.

**Itheybhile 3.12.2: Ukungaziphathi ngendlela nokuchotshelwa koluleko okuqoshelisiweyo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Iziphumo zokuchotshelwa kwamatyala	Inani lamatyala aqoshelisiweyo	Itotali ngokwe-%
Abagxothiweyo	7	29.2
Ukushiya umsebenzi ngaphandle kwemvume	3	12.5
Isilumkiso Esibhaliweyo Sokugqibela	5	20.8
Ukunqunyanyiswa ngaphandle komvuzo okuhamba neSilumkiso Sokugqibela Esibhaliweyo	3	12.5
Abangenatyala	6	25.0
<b>Itotali</b>	<b>24</b>	<b>100</b>
<b>Ipesenti yengqesho ngokupheleleyo</b>		<b>1</b>

**Qwalasela:** Iziphumo zokuchotshelwa kwamatyala zibhekisa kumatyala achotshelwe ngokusesikweni kuphela.

**Itheybhile 3.12.3: Iintlobo zokungaziphathi ezithe zaxoxwa kula matyala, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Uhlobo Lokuziphatha kakubi	Inani	Itotali ngokwe-%
Ukungawenzi umsebenzi	3	12.5
Ukuxhaphaza Ngokobuhlanga	1	4.2
Ukubetha	5	20.8
Ukuxhatshaza Ngowesondo	1	4.2
Ukungezi emsebenzini	2	8.0
Ukuxoka ngawe	1	4.0
Abaphazamisayo	1	4.0
Ukunika isebe igama elibi	1	4.0
Ukusetyenziswa kakubi kwezithuthi zikarhulumente	3	12.0
Izityholo zokugaya abasebenzi ngoburhumsha	1	4.0
Izityholo zokusetyenziswa kwamanyala esondo kwizakhiwo zesebe	1	4.0
Ukuqesha ngendlela engekho mthethweni	1	4.0
Ubusela	3	12.5
<b>Itotali</b>	<b>24</b>	<b>100.0</b>

**Itheybhile 3.12.4: Izikhalazi ezithe zangeniswa, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Izikhhalazo ezithe zafakwa	Inani	Itotali ngokwe-%
Inani lezikhhalazo ezisonjululweyo	87	84.5
Inani lezikhhalazo ezingasonjululwanga	16	15.5
<b>Inani lezikhhalazo ezingenisiweyo</b>	<b>103</b>	<b>100.0</b>

**Qwalasela:** Izikhhalazo ezifakiweyo zibhekisa kumatyala athe aqosheliswa kwisithuba sale ngxelo. Izikhhalazo ezifakiweyo ezingaqosheliswa kwisithuba sokunikezelwa kwale ngxelo zibhekisa eziqoshelisiweyo, kodwa apho isisiphumo sasingekho ngecala lalowo woniweyo yaye isikhhalazo eso sifunyaniswe njengesingenasihlahla.

**Itheybhile 3.12.5: Iimbambano ezifakwe kwiBhunga, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Iimpixano ezisiwe Kumabhunga	Inani	Itotali ngokwe-%
Inani leempixano eziphumeleleyo	3	20.0
Inani leempixano ezichithiweyo	12	80.0
<b>Inani elipheleleyo leempixano ezithe zafakwa</b>	<b>15</b>	<b>100.0</b>

**Qwalasela:** Amabhunga abhekisa kwiBhunga Lemicimbi Yeenkonzo Zaseburhulumenteni Leengxoxo (iPSCBC) kwakunye neBhunga Elimbaxa Leengxoxo malunga Nemicimbi Echaphazela Abasebenzi Baseburhulumenteni (iGPSSBC). Xa imbambano ithetha "yavunywa", oko kuthetha ukuba iBhunga liyasixhasa isicelo sokubhena njengesinesihlahla kwicala lwalowo woniweyo. Xa imbambano ithetha "yachithwa", oko kuthetha ukuba iBhunga aligwebanga ngecala lalowo woniweyo.

**Itheybhile 3.12.6: Iintshukumo zoqhankqalazo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Iintshukumo zoqhankqalazo	Inani
Azikho	

**Itheybhile 3.12.7: Abanqunyanyiswe ngenjongo yokulumkisa, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Abanqunyanyiswe ngenjongo yokulumkisa	Inani
Inani labantu abanqunyanyisiweyo	2
Inani labantu abanqunyanyiswe isithuba esingaphaya kweentsuku ezingamashumi amathathu	1
Inani leentsuku zokunqunyanyiswa zizonke	191
Inkcitho (R'000) yokunqumamisa	776

**Qwalasela:** Abo banqunyanyiselwe ukuthintela babhekisa kwabo basebenzi bathe banqunyanyiswe ngelixa ehlawulwa umvuzo ngokupheleleyo, ngelixa belisaxoxwa ityala.

### 3.13. IZAKHONO ZOPHUHLISO

Eli candela libonakalisa iinzame zeli Sebe kumba wophuhliso lwezakhono. Itheybhile 3.13.1 ubonakalisa izidingo zoqeqesho ukususela ekuqaleni kweli xesha lichazwayo apha, ze uTheybhile 3.13.2 abonakalise olona qeqesho lunikezelweyo.

**Itheybhile 3.13.1: Izidingo zoqeqesho ezichongiweyo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Amanqanaba Engqesho	Isini	Inani labasebenzi ukuya kuthi ga nge-1 kwekaTshazimpuzi ka-2015	Izidingo zoqeqesho ezichongwe ekuqaleni kwethuba lokunikezelwa kwengqondo			Itotali
			Iinkqubo Zokufundiswa Umsebenzi	Iinkqubo Zezakhono & nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	
Abaqulunqi-mithetho, abagosa nabaphathi abaphezulu	Amanina	13	0	0	0	0
	Amadoda	11	0	0	0	0
Iingcali	Amanina	694	0	1006	0	1006
	Amadoda	260	0	307	0	307
Amagosa anezakhono kunye neengcali ezingephi	Amanina	284	0	203	0	203
	Amadoda	321	0	118	0	118
Iikleki	Amanina	313	0	127	0	127
	Amadoda	104	0	37	0	37
Abasebenzi beenkonzo neentengiso	Amanina	7	0	4	0	4
	Amadoda	4	0	0	0	0
Abasebenzi bezolimo nabezokuloba abanezakhono	Amanina	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bezobugcisa namanye amakhono asondeleleneyo	Amanina	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabasebenzo ngoomatshini nabahlanganisi	Amanina	1	0	0	0	0
	Amadoda	22	0	3	0	3
Imisebenzi Yezandla	Amanina	21	0	0	0	0
	Amadoda	14	0	4	0	4
<b>Itotali engaphelelanga</b>	<b>Amanina</b>	<b>1345</b>	<b>0</b>	<b>1340</b>	<b>0</b>	<b>1340</b>
	<b>Amadoda</b>	<b>753</b>	<b>0</b>	<b>469</b>	<b>0</b>	<b>469</b>
<b>Itotali</b>		<b>2098</b>	<b>0</b>	<b>1809</b>	<b>0</b>	<b>1809</b>
<b>Abasebenzi abakhubazekileyo</b>	Amanina	12	0	0	0	0
	Amadoda	17	0	0	0	0

**Qwalasela:** Le theybhile ingentla apha ibonakalisa izidingo zoqeqesho ekuqaleni kwethuba lokunikezelwa kwale ngxelo ngokweSicwangciso seSebe Sezakhono Zasempangalweni.

**Itheybhile 3.13.2: Uqeqesho olunikezelweyo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Amanqanaba Engqesho	Isini	Inani labasebenzi ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2016	Uqeqesho olunikezelwe kwisithuba sokunikezelwa kwale ngxelo			
			I-Learnerships	Iinkqubo Zezakhono & nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Itotali
Abaqulunqi-mithetho, abagosa nabaphathi abaphezulu	Amanina	13	0	10	0	<b>10</b>
	Amadoda	10	0	6	0	<b>6</b>
Iingcali	Amanina	707	1	617	0	<b>618</b>
	Amadoda	268	0	245	0	<b>245</b>
Amagosa anezakhono kunye neengcali ezingephi	Amanina	306	117	400	0	<b>517</b>
	Amadoda	318	147	407	0	<b>554</b>
Iikleki	Amanina	288	3	287	0	<b>290</b>
	Amadoda	95	2	75	0	<b>77</b>
Abasebenzi beenkonzo neentengiso	Amanina	4	0	2	0	<b>2</b>
	Amadoda	4	0	0	0	<b>0</b>
Abasebenzi bezolimo nabezokuloba abanezakhono	Amanina	0	0	0	0	<b>0</b>
	Amadoda	0	0	0	0	<b>0</b>
Abasebenzi bezobugcisa namanye amakhono asondeleleneyo	Amanina	0	0	0	0	<b>0</b>
	Amadoda	0	0	0	0	<b>0</b>
Abasebenzi bemizi-mveliso nabasebenzo ngoomatshini nabahlanganisi	Amanina	1	0	0	0	<b>0</b>
	Amadoda	22	0	0	0	<b>0</b>
Imisebenzi Yezandla	Amanina	23	1	6	0	<b>7</b>
	Amadoda	15	2	0	0	<b>2</b>
<b>Itotali engaphelelanga</b>	<b>Amanina</b>	<b>1355</b>	<b>123</b>	<b>1325</b>	<b>2</b>	<b>1450</b>
	<b>Amadoda</b>	<b>747</b>	<b>152</b>	<b>734</b>	<b>2</b>	<b>888</b>
<b>Itotali</b>		<b>2102</b>	<b>275</b>	<b>2059</b>	<b>4</b>	<b>2338</b>
<b>Abasebenzi abakhubazekileyo</b>	Female	13	1	3	2	<b>6</b>
	Male	15	1	1	2	<b>4</b>

**Qwalasela:** Le theybhile ingentla apha idiza inani leekhosi zoqeqesho ezithe zazinyaswa ngabasebenzi ngokobunye kweli xesha lihlahutywayo.

### 3.14. UKWENZAKALA EMSEBENZINI

Itheybhile 4.14.1 inikezela ngeenkukacha ezingundoqo ngokwenzakala okufumaneka ngexa umntu esenkomeni.

**Itheybhile 3.14.1: Ukwenzakala emsebenzini, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Uhlobo Lokwenzaala Emsebenzini	Inani	% ze Totali
Ukonzakala okudinga unonophelo lwezonyango olungundoqo kuphela	24	57.1
Ukukhubazeka okwethutyana	18	42.9
Ukukhubazeka isigxina	0	0.0
Ngokumandla	0	0.0
<b>Itotali</b>	<b>42</b>	<b>100.0</b>
<b>Isibalo sengqesho ephelileyo ngokwepesenti</b>		<b>1.8</b>

### 3.15. UKUSETYENZISWA KWEENGCALI ZANGAPHANDLE

**Itheybhile 3.15.1: Ingxelo ngokuqeshwa kweengcali zangaphandle kusetyenziswa iimali ezicwangciselwe oko, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Isihloko Sephulo	Inani elipheleleyo leengcali zangaphandle ezithe zasebenza kweli phulo	Ixesha: Iintsuku zempangelo	Ixabiso lesi sibhambathiso ngokweRandi
Iphulo Lokuqinisekisa Ngokobuxhakaxhaka Bobugcisa Ulawulo Lwempahla Ehambayo	4	1 kwekaCanzibe 2016 – 15 kweyeThupha 2016	R 496 498
Ukuqeshwa kweenkampani ezizakunikezela ngeenkonzozovavanyo lwezixhobo zeenkukacha zemfuduko kwanokutyunjwa kwale mfuduko kwiNtsahona Koloni.	3	1 kweyeNkanga 2015 – 31 kwekaCanzibe 2016	R 487 298
Ukuqeshwa komchwethezi we-.Net (Idot Net) kwiNkqubo Yolawulo LweeNPO.	1	1 kweyoMqungu 2016 – 30 kweyoMsintsi 2016	R 520 000
Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali	Ixesha elipheleleyo: Ziintsuku zempangelo	Ixabiso elipheleleyo lesi sibhambathiso ngokweRandi
3	8	1 kwekaTshazimpuzi 2015 to 31 kweyoKwindla 2016	R 1 503 796

**Itheybhile 3.15.2: Uhlalutyo lokuqeshwa kweengcali zangaphandle kusetyenziswa imali ebekelwe oko, ngokwenkqubo Yabantu Ababesakuhleleleka, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Isihloko Sephulo	Igalelo Kwimo Yobunini ngokwepesenti Zamaqela Abantu Ababesakuhleleleka (Inkqubo Exananazileyo Yokuxhotyiswa Kwabamnyama (iB-BBEE)	Abalawuli ngokwepesenti yamaqela abantu ababesakuhleleleka	Inani Leengcali Zangaphandle ezisuka kumaqela Abantu Ababesakuhleleleka ezisebenza kweli phulo
Ukuphuyezwa Kwesisombululo Sokuskekwa Kwempahla Kwanokuqulunqwa Kwemigaqo-nkqubo Neenkqubo Zolawulo Lwempahla Egungqayo	Isimo senqanaba 3 lokufaka igalelo kwiBBBEE	100%	4
Ukuqeshwa kweenkampani ezizakunikezela iinkonzo zovavanyo lwezixhobo zeenkukacha zemfuduko kwiNtshona Koloni.	Isimo senqanaba 3 lokufaka igalelo kwiBBBEE	Abekho	Bonke
Ukuqeshwa komchwethezi we-.Net (idof Net) kwiNkqubo Yolawulo LweenPO.	Isimo senqanaba 3 lokufaka igalelo kwiBBBEE	100%	1

**Itheybhile 3.15.3: Inxelo engokuqeshwa kweengcali zangaphandle kusetyenziswa imali Zamalizo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Isihloko Sephulo	Inani elipheleleyo leengcali zangaphandle ezisuka kumaqela Abantu Ababesakuhleleleka abasebenze kweli phulo	Ixesha: Ziintsuku zempangelo	Ixabiso lemali yamalizo neyesi sibhambathiso ngokweRandi
Alikho			
Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali zangaphandle	Ixesha elipheleleyo: Ziintsuku zempangelo	Ixabiso elipheleleyo lesi sibhambathiso ngokweRandi
Alikho			

**Itheybhile 3.15.4: Inxelo engokuqeshwa kweengcali zangaphandle kusetyenziswa imali Zamalizo ngokwenkqubo Yabantu Ababesakuhleleleka, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2015 ukuya kuthi ga ngowama-31 kweyoKwindla 2016**

Isihloko Sephulo	Ubunini ngokwepesenti yamaqela Abantu Ababesakuhleleleka	Abalawuli ngokwepesenti yamaqela Abantu Ababesakuhleleleka	Inani leengcali zangaphandle ezisuka kumaqela Abantu Ababesakuhleleleka abasebenze kweli phulo
Alikho			



**ISIGABA E: IINKCUKACHA EZINGEMALI**

# **ISIGABA E: IINKCUKACHA EZINGEMALI**

## **1. INGXELO YOMPHICOTHI-ZINCWADI OYINTLOKO**

*Funda kwi Ngxelo yeSingesi sonyaka mali 2015/16 kwi phepha 150-152.*

## **2. IINGXELO ZEMALI ZONYAKA**

*Il Funda kwi Ngxelo yeSingesi sonyaka mali 2015/16 kwi phepha 153-222.*

**IZIHLOMELO**

## **ISIHLOMELo A: Ukudluliselwa kweentlawulo kuyo yonke imibutho engeyiyo eyaseburhulumenteni**

*Nceda ke uqwalasele kwi cwecwe elincanyathellisweyo KwiNgxelo yeSingingesi sonyaka mali ka 2015/16.*

## ISIHLOMELO B: linkcukacha Zoqhakamshelwano

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# ISIHLOMELO C: IZALATHISI ZECANDELO EKUNGANIKEZELWANGA NGXELO NGAZO YIDSD KWINTSHONA KOLONI

## Inkqubo 1 Ezolawulo

Isalathisi sentsebenzo yecandelo
Inani labafundi abebefumene inkxaso-mali yezifundo zezentlalo-ntle abathe bathweswa izidanga
Inani labafundi abebefumene inkxaso-mali yezifundo zezentlalo-ntle abathe bathweswa izidanga abaqeshwe yiDSD
Inani labafundi abebefumene inkxaso-mali yezifundo zezentlalo-ntle abathe bathweswa izidanga abaqeshwe ziNPO
Inani labasebenzi benkqubo i-EPWP abakwiinkqubo zokufundela umsebenzi

## Inkqubo 2 Iinkonzo Zentlalo-ntle Yoluntu

Isalathisi Sentsebenzo Yenqubo
Inani lamaziko anikezela ngendawo yokuhlalisa abantu abadala
Inani lemibutho yeHCBC eqeqeshwe kwiinkqubo Zeenguqu Kwindlela Yokuzphatha Koluntu.
Inani labaxhamli abafumana iinkonzo Zenkxaso Kwimpilo Yengqondo.
Inani labaxhamli abathe baxhamla kwiinkqubo Zohlangulo Loluntu zeDSD

## Inkqubo 3 Ezabantwana Neentsapho

Isalathisi sentsebenzo yecandelo
Inani leenkedama nabantwana abasemngciphekweni abaxhamla kwiinkonzo Zenkxaso Kwimpilo Yengqondo
Inani labantwana abasalinde ukufakwa kubazali abazakubagcina ixeshana
Inani lamaziko e-ECD abhaliswe ngokupheleleyo
Inani lamaziko e-ECD abhaliswe ngokungagqibelelanga
Inani lamaziko e-ECD abhaliswe ngokungagqibelelanga athi abhaliswe ngokugqibeleleyo
Inani labantwana ababudala buphakathi kwesizalo ukuya kwiminyaka emihlanu abaxhamla kwiinkqubo ze-ECD ezibhalisiweyo

<b>Isalathisi sentsebenzo yecandelo</b>
Inani lamaziko ononophelo olungagqibelelanga (ngaphandle kwee-ECD)
Inani labantwana abafumana inkxaso-mali abafikelela kwiinkonzo ezikumaziko e-ECD ezibhalisiweyo
Inani labantwana abafumana inkxaso-mali abafikelela kwiinkonzo ezikumaziko e-ECD ezibhalisiweyo
Inani lamaziko anonophela abantwana nolutsha afumama inkxaso-mali
Inani labantwana abanesidingo sononophelo kwanokhuseleko kumaziko afumana inkxaso-mali Ononophelo Lwabantwana Nolutsha
Inani labantwana abaxhamla kwiinkonzo zamaziko eDrop-in
Inani labantwana abaxhamla kwiinkonzo ngokwenkqubo Isibindi

## **Inkqutyana 4 linkonzo Zoluleko**

<b>Isalathisi Sentsebenzo Yenqubo</b>
Inani labantwana abakungquzulwano nomthetho
Inani labantwana abakungquzulwano nomthetho abakumaziko okhuseleko
Inani labantwana abagwetyiweyo abakumaziko okhuseleko
Inani lamahlakani athe athabatha inxaxheba kwiSicwangciso-qhinga Esihlanganyelweyo Sokuthintelwa Kolwaphulo-mthetho
Inani lamaziko eNkqubo Yokuxhofyiswa Kwamaxhoba afumana inkxaso
Inani lamaxhoba olwaphulo-mthetho nobundlobongela afumana inkxaso yempilo yengqondo
Inani lamatyala okuxhwilwa kwabantu athe afunyaniswa
Inani elipheleleyo lamaxhoba okuxhwilwa kwabantu athe afunyaniswa
Inani elipheleleyo lamaxhoba okuxhwilwa kwabantu athe axhamla kwiinkonzo zentlalo-ntle
Inani labantwana ababudala buyiminyaka eli-18 nangaphantsis abathe bafikelelekwiinkqubo zokuthintelwa kokuphathwa gadalala
Inani labantu (ababudala buli-19 nangaphezulu) abathe bafikeleleka kwiinkqubo zokuthintela ukusetyenziswa gwenxa kweziyobisi kwa
Inani labaxhamli beenkonzo abathe baxhamla kwiinkonzo zonyango lwangaphakathi kumaziko afumana inkxaso-mali

## Inkqubo 5 Ezophuhliso Nophando

Isalathisi Sentsebenzo Yernkqubo
Inani labantu abafikeleleke kwiinkqubo zokuphuhlisa kweengugqi zokuhlala
Inani elipheleleyo leeNPO ezifumana inkxaso-mali
Inani leeNPO ezixhotyiswe ngezakhono
Inani leeCBO ezifumana inkxaso-mali
Inani leeCBO ezifumana inkxaso-mali ezifumene inkxaso
Inani lamalinge okuncitshiswa kwenlupheko athe afumana inkxaso
Inani labantu abafumana iinkonzo zamalinge okuncitshiswa kwentlupheko
Inani lamakhaya afikelela ekutyeni ngenxa yeenkqubo zokhuseleko lokutya zeDSD
Inani labantu abadfikelela ekutyeni ngokweenkqubo zesondlo zeDSD (ezisekelwe kumaziko)
Inani lamakhaya athe achongwa
Inani leengingqo zokuhlala ezithe zachongwa kwiwadi nganye
Inani lezicwangciso zophuhliso ezisekelwe ekuhlaleni
Inani lemibutho yophuhliso lolutsha ezifumana inkxaso
Inani lolutsha oluthabatha inxaxheba kwiNkqubo Yolutsha Lwesizwe
Inani lolutsha aoluthabatha inxaxheba kwiinkqubo zokuxhotyiswa ngezakhono
Inani lolutsha oluthabatha inxaxheba kwiinkqubo zokudlamiswa kolutsha
Inani lamanina athabatha inxaxheba kwiinkqubo zokuxhotyiswa ngezakhono
Inani lemihlangano yokuxhotyiswa ngolwazi ngemiba yamanani abemi
Inani labantu abathe bathabatha inxaxheba kwimihlangano yokuxhotyiswa ngeenkukacha ezingamanani abemi
Inani leentshukumo Zeentethlelo Ngabemi, Ulwazi, Imfundo Nezonxibelelwano ezithe zaphunyezwa
Inani leengxelo Zohlolo Lwemigaqo-nkqubo Yabemi ezithe zakhutshwa

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Inguqulelo yale ngxelo yesiNgesi neyesiBhulu ziyafumaneka xa zicelwayo.



**URhulumente  
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UPhuhliso loLuntu

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