



URhulumente  
weNtshona Koloni

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IMicimbi yeNkcubeko neMidlalo

# IsiCwangciso sokuSebenza soNyaka 2023/2024

# **ISebe leMicimbi yeNkcubeko neMidlalo leNtshona Koloni**

**IsiCwangciso soNyaka  
sokuSebenza**

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**2023/24**

**KweyoKwindla 2023**

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# INgxelo yoGunyaziwe weSigqeba

Njengoko siqhubeka ukuphumelela nokukhula emva kobhubhane weCovid-19, iSebe leMicimbi yeNkcubeko neMidlalo lidlale indima ebalulekileyo ekuxhaseni ukukhula koqoqosho, impilo-ntle yengqondo neyomzimba nokuyila iindawo ezikhuselekileyo kulungiselelwa abantu beNtshona Koloni. Ngomsebenzi weSebe, sifuna ukuyila ingqiqo yempilo-ntle epheleleyo kwabo sibasebenzelayo.

Siyibonile imiphumela yemisebenzi emininzi yoqoqosho, ethe yanikela kuvuselelo loqoqosho lwengingqi. Imisitho ephambili yemidlalo kunye neminyhadala yobugcisa nenkcubeko inikele kwimpembelelo elungileyo yenkxaso yokhenketho noqoqosho ngokuzinyaswa kwemisitho.

Esi siCwangciso soNyaka sokuSebenza sicalula amayathelo abekiweyi okufezekisa umbono wethu, umnqophiso kunye neenjongo zeqhinga ngokuhambelana nekujoliswe kukonkomsebenzi kuhlahlo lwabiwo-mali olwabiweyo lonyaka-mali wama-2023/24 kunye nesicwangciso seqhinga sephondo nokuphambili okuvuselelwa ngumbono. Iinzame zethu ziqhubekile ukugxila ekuyileni ukhuseleko nokuxhobisa iingingqi zoluntu yaye ingakumbi ekuziseni ingqiqo yethemba lempumelelo nokuxabiseka kwabo sibasebenzelayo.

Nangona sisazifumana sisebenza kubume obunemali karhulumente encitshisiweyo, siyaqhubeka sikhangelana iindlela ezinenguqu zokulungelelanisa inkonzo yethu esiyinikezelayo ukulungiselela okokuba sibe nakho ukuhlangabezana neemfuno zoluntu lwethu. Sizibophelele ekuxhaseni amanina, abantwana kunye nabantu abakhubazekileyo ukuqinisekisa okokuba la maqela aqhambili afumana izixhobo eziyimfuneko ukuze afikelele kwimpumelelo. Iinkqubo zethu zisoloko zikhangelana iindlela apho zingaba nakho ukwandisa ngaphezulu inkxaso kula maqela.

Siya kuqhubeka sisebenzisana ngabachaphazelekayo bethu bangaphakathi nabangaphandle ukuqinisekisa okokuba silandela isikhokhelo esandlalwe kwesi sicwangciso esilungiselelwe unyaka ozayo. Ndilindele ukunikezela ngesikhokhelo sezopolitiko kunye nobunkokheli obudingekayo ukuxhasa uluntu lwethu ngokulugcina lukhuselekile, luthungelana, luhlakaniphile yaye lusempilweni.

AMarais

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**ANROUX MARAIS, MPP**

**UGUNYAZIWE WESIGQEBA WEMICIMBI YENKCUBEKO NEMIDLALO**

**KWEYOKWINDLA 2023**

# INgxelo yeGosa eliNika iNgxelo

Esi siCwangciso soNyaka sokuSebenza sijolise ekulungelelaniseni iinkonzo eziymfuneko zeSebe nezisemthethweni kunye nokuphambili kumgaqo-nkqubo oluphahla lweNDP, iMTSF kunye noko kwePhondo njengoko kwandlatwe kwiPSP kunye nesiCwangciso soVuselelo seWC kunye nawo onke amanye amalinge alolu hlobo.

IsiCwangciso soNyaka sokuSebenza sowama-2023/24 silungelelaniswe nesiCwangciso seQhinga leSebe sowama-2020-2025, isiCwangciso seQhinga soRhulumente weNtshona Koloni sowama-2019-2024, kunye nokungundoqo okukwisiCwangciso soVuselelo sePhondo. Inqanaba lokuqala lokuqalisa liya kuba yindima yemidlalo, ubugcisa kunye nenkcubeko kuyilo lwemisebenzi, amanganelo angapolisiyo ukuphucula ukhuseleko nempilo-ntle. Isishwankathelo amanganelo agxilileyo awajolisi nje kuphela ekunciphiseni ulwaphulo-mthetho kodwa ekuluthinteleni ngeli thuba kuthatyathwa inxaxheba kumanganelo obugcisa, ulonwabo nemidlalo aya kukhuthaza uhambelwano lwentlalo oluya kukhokhelela ekuphuculeni ukusebenza koqoqosho nokuyilwa kwemisebenzi.

Ubume obukhoyo bemali karhulumente benze kube yimfuneko inguqu kwindlela evela kukuqhutywa sisisombululo kwingxaki eqhutywayo. ISebe linikezela ngenkonzo karhulumente kwinqanaba lenkonzo ephambili ukubhangisa ububi bentlalo ukuqinisekisa iMibutho eManyeneyo, iiNGO, uluntu lwentlalo, iingingqi zoluntu kunye nabantu kubandakanywa amanina, abantwana nabantu abakhubazekileyo okokuba babe nakho ukwenza umsebenzi ngokulungileyo. Umthetho-siseko weSebe asikuko nje ukusabela kodwa kuphela kububi obukhoyo bentlalo kodwa umalunga nekamva yaye esi sicwangciso sijolise ekuchazeni apho siya khona kunye noluntu esinethemba lokuphila kubo.



**GUY REDMAN**

**IGOSA ELINKA INGXELO LESEBE LEMICIMBI YENKCUBEKO NEMIDLALO**

**KWEYOKWINDLA 2023**

# UTyikityo oluseSikweni

Oku kukuqinisekisa ukuba esi siCwangciso soNyaka sokuSebenza:

- saphuhliswa ngbalawuli beSebe leMicimbi yeNkcubeko neMidlalo phantsi kwesikhokelo soMphathiswa u-Anroux Marais;
- sithathela ingqalelo yonke imigaqonkqubo efanelekileyo, imithetho nezinye izigunyaziso zeSebe leMicimbi yeNkcubeko neMidlalo elinoxanduva; kunye
- sibonisa ngokuchanekileyo iMpembelelo, iziPhumo neziQhamo elithi iSebe leMicimbi yeNkcubeko neMidlalo lizame ukuzifezekisa kwisithuba sonyaka wama-2023/24.

**Brenda Rutgers**

**Umlawuli weNkqubo 1**



Utyikityo

**Nksk Carol Van Wyk**

**Umlawuli weNkqubo 2 & 3**



Utyikityo

**Gq. Lyndon Bouch**

**Umlawuli weNkqubo 4**



Utyikityo

**Brenda Rutgers**

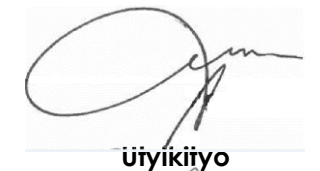
**IGosa eliyiNtloko leMali**



Utyikityo

**Shaun Julie**

**Umlawuli: INkxaso yeQhinga noLawulo lokuSebenza**



Utyikityo

**Guy Redman**

**IGosa eliNika iNgxelo**

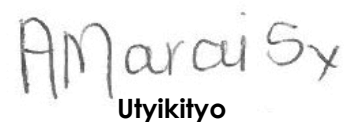


Utyikityo

**Yamkelwe:**

**Anroux Marais**

**UGunyaziwe weSigqeba**



Utyikityo

# Izifinyezo

ASGC	I-After School Game Changer
ASP	INkqubo yaseMva kokuPhuma kweSikolo
AtoM	UFikelelo kwiNgqiqo
CASMIS	INkqubo yeNgcaciso yoLawulo lweMicimbi yeNkcubeko neMidlalo
Ce-I	IZiko le-e-Innovation
CFO	IGosa eliyiNtloko lezeMali
COHC	I-Cradle of Human Culture
DDM	UYilo loPhuhliso lweSithili
DORA	UMthetho weCandelo loNgeniso (wonyaka)
DPSA	ISEbe leNkonzo kaRhulumente noLawulo
DSAC	ISEbe leMidlalo, uBugcisa neNkcubeko (isebe lesizwe)
DSD	ISEbe loPhuhliso loLuntu
EE	UBulungisa eNgqeshweni
EPWP	INkqubo eYandisiweyo yeMisebenzi kaRhulumente
ECM	ULawulo oluQulathiweyo leShishini
ERM	ULawulo loMngcipheko weShishini
GBVF	UBundlobongela obuSekwe kwiSini nokuBulala
GRAP	IMithetho siseko yokuNika iNgxelo eYamkelekileyoJikelele
GWM&E System	INkqubo kaRhulumente ngokuBanzi yokuBekwa kweLiso noVavanyo
HR	IMicimbi yaBasebenzi
HWC	ILifa leMveli leNtshona Koloni
ICT	INGcaciso netheknoloji yoNxibelelwano
IGR	UBudlelwane boRhulumente
JDMA	Indlela eHlangeneyo yeSithili noMasipala oMbaxa
M & E	UkuBekwa kweliso noVavanyo
MEC	ILungu leBhunga leSigqeba [lePhondo] (uMphathiswa wephondo)
MOD	Ukuthatha inkxaxheba kwesininzi; Amathuba kunye nokufikelela; Uphuhliso nokukhula
MPP	Ilungu lePalamente yePhondo
MTEF	Isakhelo seNkcitho saPhakathi eNyakeni
MTSF	Isakhelo seQhinga saPhakathi eNyakeni
NAC	IBhunga lezoBugcisa leSizwe
NDP	IsiCwangciso soPhuhliso seSizwe: uMbono ka2030
NEET	Ongaqeshwanga, ongafundiyo okanye kuqeqesho
NGO	Umbutho ongengokaRhulumente
NHC	IBhunga leLifa leMveli leSizwe
NHRA	UMthetho weziXhobo zeLifa leMveli leSizwe
NSRP	IsiCwangciso seSizwe seMidlalo noLonwabo
PanSALB	IBhodi yeeLwimi yoMzantsi Afrika



PLC	IKomiti yeeLwimi yePhondo yakwaPanSALB
PFMA	UMthetho woLawulo ziMali kaRhulumente
PN	ISaziso sePhondo
PWD	Abantu abaphila nokukhubazeka
RLCP	IProjekthi yoQhagamshelwano yamaThala eeNcwadi aseMaphandleni
RLHR	Umzila weLifa leMveli wokuChasa neNkululeko
RSA	IRiphabliki yoMzantsi Afrika
SAHRA	Arhente yeziXhobo zeLifa leMveli yoMzantsi Afrika
SASCOC	IKomiti yoMzantsi Afrika yeManyano yeMidlalo neOlimpiki
SCM	ULawulo lweKhonkco lokuBonelela
SCMPP	INkqubo yokuThatha inxaxheba koLuntu iSiyadlala
SDIP	IsiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo
SRSA	IMidlalo noLonwabo eMzantsi Afrika (ngoku liSebe leMidlalo, uBugcisa neNkcubeko)
SSMPP	INkqubo yokuThatyathwa kweNxaxheba siSininzi kwiMidlalo yeSikolo
UAMP	IsiCwangciso soLawulo lwee-Asethi zoMsebenzisi
UNESCO	UMbutho weZizwe eziManyeneyo weMfundo, weNzululwazi neNkcubeko
WC	INtshona Koloni
WCCC	IKhomishoni yeNkcubeko yeNtshona Koloni
WCED	ISebe leMfundo leNtshona Koloni
WCG	URhulumente weNtshona Koloni
WCPGNC	IKomiti yaMagama eeNdawo zePhondo leNtshona Koloni
WCLC	IKomiti yoLwimi yeNtshona Koloni
WOSA	Indlela ePheleleyo yoLuntu

# ICANDELO A: ISIGUNYAZISO SETHU

## 1. UHlaziyo olufanelekileyo kwizigunyaziso zomthehto nezomgaqo-nkqubo

ISebe leMicimbi yeNkcubeko neMidlalo (DCAS) isithatha njengesibophelayo isigunyaziso somthetho apho ukusebenza kwalo okupheleleyo kusekwe khona, okuqaphalekayo ikakhulu: ukunikezelwa kweenkonzo okufanelekileyo, okulinganayo nokufikelelekayo, okusekwe kwiPhepha leNgcaciso yoMgaqo-nkqubo likarhulumente wesizwe olungokuNikezelwa okuGuqulweyo kweNkonzo kaRhulumente, ilinge *leBatho Pele*. IDCAS isebenzisa izigunyaziso zomthetho nezomgaqo-nkqubo ezichazwe kwiitheyibhile ezingasezantsi.

### 1.1 Izigunyaziso zomgaqo-siseko

ICandelo	INkcazelo
<b>UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996</b>	
Icandelo 6(3), (4) kunye (5): ULwimi	URhulumente weNtshona Koloni (WCG) kufuneka, ngokwemiqathango yomthetho nangeminye, alawule aze abeke iliso kusetyenziso lwakhe lweelwimi ezisemthethweni. Zonke iilwimi ezisemthethweni kufuneka zikonwabele ukuhlonitshwa kwaye kufuneka ziphathwe ngokulinganayo. IKomiti yoLwimi yeNtshona Koloni (WCLC) kunye neDCAS isebenzisana neBhodi yeeLwimi Zonke zoMzantsi Afrika (PanSALB) ukukhuthaza iilwimi ezintathu ezisesikweni zephondo ze ziyile iimeko zokuphuhliswa nokusetyenziswa kweelwimi zeKhoi, iNama kunye neSan, kunye noLwimi lweMnwe loMzantsi Afrika. I-WCLC, ngokubambisana neDCAS, inoxanduva lobeka iliso nokuvavanya ukuphunyezwa koMgaqo-nkqubo weelwimi weNtshona Koloni, owamkelwa ngowama-2001, kwaye kufuneka inike ingxelo kwiPalamente yePhondo laseNtshona Koloni kwesi sigunyaziso ubuncinane kube kanye ngonyaka. I-DCAS yongamele iWCLC kwaye ibonelela iKomiti ngenkxaso kulawulo nakwezemali
Icandelo 30: ULwimi nenkcubeko	I-DCAS iququzelela amathuba okokuba abantu beNtshona Koloni babe namalungelo okusebenzisa ulwimi lwabo nenkcubeko ngokusetyenziswa kweenkqubo neeprojekti ezinikezelayo nezixhasayo.
Icandelo 31: Uluntu lwenkcubeko, inkolo kunye neelwimi	I-DCAS kufuneka iqinisekise ngento yokuba iinkqubo zayo kunye neeprojekti ziyayihlonipha iyantlukwano yolwimi lwabemi beNtshona Koloni.
Icandelo 41: Imithetho-siseko yorhulumente wentsebenziswano kunye nobudlelwane phakathi koorhulumente	I-DCAS isebenzisana nawo onke amanqanaba karhulumente. Ngokwezigunyaziso zayo ezithile, iDCAS isebenza ngokubambisana neSebe lezobuGcisa neNkcubeko lesizwe (i-DAC) kunye neMidlalo noLonwabo eMzantsi Afrika (i-SRSA, isebe lesizwe elinoxanduva kwezemidlalo nolonwabo); amaqumru karhulumente wesizwe nawamaphondo; noomasipala eNtshona Koloni.
Icandelo 156(4): ULwabelo lwemagunya	I-DCAS kufuneka inike okanye inikezele kumasipala, ngesivumelwano nangaphantsi kwayo nayiphi na imeko efanelekileyo, ukulawulwa kwento edweliswe kwiCandelo A leShedyuli yesi-4 okanye iCandelo A leShedyuli yesi-5 enxulumene nomasipala, ukuba— <ul style="list-style-type: none"> <li>• umcimbi lowo uza kulawulwa ngokukuko ngumasipala; kwaye</li> <li>• umasipala unawo amandla okulawula.</li> </ul> I-DCAS iququzelela ukunikezelwa kweenkonzo zethala lencwadi likakawonke-wonke, ethi urhulumente wasekhaya ayiqgale njengegunya elingaxhaswa ngamali. Ezi nkonzo zinikezelwa ngokusebenzisana neCandelo loLawulo-mali leSizwe kunye neSebe lezobuGcisa neNkcubeko lesizwe ngoMnikelo oneMiqathango

ICandelo	INkcazelo
	<p>elungiselelwe amaThala eeNcwadi oLuntu, kunye nenkxaso engaphezulu evela kwingxowa-mali yembuyekezo kamasipala evela kwiCandelo loLawulo-mali lePhondo.</p> <p>.</p>
<p>IShedyuli 4: IMimandla eSebenzayo kunye neNdlu yoWiso-mthetho weSizwe neyePhondo</p>	<p>Imicimbi yenkcubeko:</p> <ul style="list-style-type: none"> <li>I-DCAS isebenza ngokusondeleleneyo neDAC kunye nemibutho esebenzisana nayo ngokwemiba yobugcisa, inkcubeko nelifa lemveli.</li> </ul> <p>Umgqaqo-nkqubo weelwimi kunye nokulawulwa kweelwimi ezisesikweni kangankuba izibonelelo zeCandelo lesi-6 loMgqaqo-siseko zinikezela ngokungathandabuzekiyo ukuba iPalamente yePhondo leNtshona Koloni linobuchule bowiso-mthetho:</p> <ul style="list-style-type: none"> <li>I-DCAS isebenza ngokubambisana neDAC kunye namasebe karhulumente asebenza ngokubambisana ngokuphathelelene nemiba yomgqaqo-nkqubo weelwimi.</li> </ul>
<p>Shedyuli 5: IMimandla yokuSebenza eBekelwe iNdlu yoWiso-mthetho yePhondo kuphela</p>	<p>Oovimba ngaphandle kwabo besizwe:</p> <ul style="list-style-type: none"> <li>I-DCAS igunyaziswe okokuba iyile umthetho wephondo omalunga noovimba ngaphandle koovimba besizwe kunye nokulawula uphunyezo lwayo. ISebe linoxanduva leNkonzo yoVimba beNtshona Koloni kunye neeRekhodi.</li> </ul> <p>Amathala eencwadi ngaphandle kwalawo esizwe:</p> <ul style="list-style-type: none"> <li>I-DCAS igunyaziswe okokuba iyile umthetho wephondo malunga namathala eencwadi ngaphandle kwamathala eencwadi esizwe ize ilawule uphunyezo lwayo. ISebe linoxanduva lokunikela ngeNkonzo yeThala leencwadi leNtshona Koloni kwaye lisebenisane ngokusondeleyo noogunyaziwe bethala leencwadi bakarhulumente ukunikela ngenkonzo yethala leencwadi likarhulumente nengcaciso.</li> </ul> <p>liMyuziyam ngaphandle kwezo zesizwe:</p> <ul style="list-style-type: none"> <li>I-DCAS igunyaziswe okokuba iyile umthetho owodwa wephondo malunga neemyuziyam ngaphandle kweemyuziyam zesizwe aze alawule uphunyezo lwayo. ISebe linoxanduva lokunikela ngeNkonzo yeMyuziyam yephondo, ngokusebenzisana neemyuziyam ezimanyeneyo kunye nokuxhasa ezi myuziyam.</li> </ul> <p>miba yenkcubeko yePhondo (kubandakanywa ulawulo lwezibonelelo zelifa lemveli kunye namagama eendawo):</p> <ul style="list-style-type: none"> <li>I-DCAS inikezela kwiLifa leMveli leNtshona Kolono (HWC) – ngogunyaziwe wezibonelelo zelifa lemveli zephondo oqeshwe ngokwemiqathango yoMthetho weSizwe weZibonelelo zelifa leMveli, we-1999 (NHRA) – kunye nabasebenzi nenye inkxaso yolwabelwano yemali neyolawulo ukumilisela nokulawula isigunyaziso sakhe esisemthethweni. U-MEC [iLungu leBhunga leSigqeba (wePhondo)] nguyeyi otyumba iBhunga leHWC kwaye atyunjwe njengogunyaziwe wesibheni weNtshona Koloni.</li> <li>I-DCAS inikezela ngenkxaso yobuchule kunye neyenyane ukuxhasa iKomiti yaMagama eeNdawo zePhondo leNtshona Koloni (WCPGNC) ukulungiselela ukuququzelela uthethwana loluntu ngokuphathelele kukubekwa emgangathweni, kunye neenguqu, kumagama eendawo. Xa uthethwana luqunjelwe, iKomiti yePhondo yenza iingcebiso kwiBhunga laMagama eeNdawo loMzantsi Afrika.</li> </ul> <p>IMidlalo:</p> <ul style="list-style-type: none"> <li>I-DCAS igunyaziswe okokuba incede iyile isimo esincedayo esilungiselelwe imisebenzi yemidlalo nolawulo.</li> </ul>
<p>ICandelo 195: linqobo zesiseko ezisesikweni kunye nemithetho-siseko elawula ulawulo lukarhulumente</p>	<p>Amagosa e-DCAS ahambelane nezibonelelo zecandelo 195, ezinikezela ngenkcazelo yexabiso neenqobo ezisesikweni kunye nemithetho-siseko yedemokhrasi elawula ukulawulwa kukarhulumente. ICandelo le-195(1)(b) lidinga ukukhuthazwa kokusetyenziswa ngokufanelekileyo, ngoqoqosho nangokusebenzayo, kwezibonelelo. Oku kuchaza ukuba iinkqubo eziqhutywayo licandelo likarhulumente zivelise izibonelelo eziphakamileyo kusetyenziswe izibonelelo ezineedleko eziphantsi kakhulu.</p>

<b>ICandelo</b>	<b>INkcazelo</b>
Amacandelo 92 kunye nele-133	<p>ICandelo lama-92 ligxile ekubeni amalungu eKhabhinethi athabathe uxanduva ngokuhlangeneyo nangokuzimela kwawo kwiPalamente ukusebenzisa amagunya awo kunye nokwenza imisebenzi yawo, kwaye kufuneka babonelele iPalamente ngeengxelo ezipheleleyo nezenziwa rhoqo kwimiba ephantsi kolawulo lwawo.</p> <p>ICandelo le-133 linikezela ngento yokuba ooMEC bephondo banoxanduva ngokuhlangeneyo nangokuzimela lomthetho wephondo ukusebenzisa amandla abo kunye nokuwenza imisebenzi yabo, kwaye kufuneka babonelele indlu yowiso-mthetho ngeengxelo ezipheleleyo nezenziwa rhoqo kwimiba ephantsi kolawulo lwabo.</p>

### **UMgaqo-nkqubo weNtshona Koloni, uMthetho 1 we-1998**

Icandelo 5	<p>Ukulungiselela iinjongo zoRhulumente weNtshona Koloni:</p> <ul style="list-style-type: none"> <li>• iilwimi ezisemthethweni zephondo, ezizezi, isiBhulu, isiNgesi nesiXhosa kufuneka zisetyenziswe; kwaye</li> <li>• ezi lwimi mazifumanene iwonga ngokulinganayo.</li> </ul> <p>I-WCG kufuneka, ngokusebenzisa umthetho kunye neminye imiqathango, ilawule ze ibeke iliso ekusetyenzisweni kwesiBhulu, isiNgesi nesiXhosa.</p> <p>I-WCG kufuneka imilisele ngokunjalo imiqathango esebenzayo nefanelekileyo ukuphakamisa iwonga ze iqhubele phambili ukusetyenziswa kweelwimi zemveli zeNtshona Koloni ezibe nokkuncipha ngokwembali kwewonga kunye nokusetyenziswa kwazo.</p>
Icandelo 70	<p>Umthetho wephondo kufuneka ubonelele ngokusekwa kunye nenkxaso-mali efanelekileyo, kwizibonelelo ezikhoyo zoRhulumente weNtshona Koloni, webhunga lenkcubeko okanye amabhunga abantu okanye oluntu kwiphondo elabelana ngenkcubeko efanayo yabo bonke kunye nelifa lemveli lolwimi.</p> <p>Ubhaliso nenkxaso kumabhunga enkcubeko:</p> <ul style="list-style-type: none"> <li>• IKhomishini yeNkcubeko yeNtshona Koloni (WCCC) inikwe umsebenzi wokubhalisa kunye nokuxhasa, kumabhunga enkcubeko abhalisiweyo. I-DCAS yongamela iWCCC kwaye ibonelela iKhomishini ngenkxaso kulawulo nakwezemali.</li> </ul>
Icandelo 81	<p>URhulumente weNtshona Koloni kufuneka amkele kwaye amisele imigaqo-nkqubo ngenkuthalo ukukhuthaza nokugcina intlalo-ntle yabantu bephondo, kubandakanywa nemigaqo-nkqubo ejolise ekufezekiseni:</p> <ul style="list-style-type: none"> <li>• ukukhuthazwa kwentlonipho yamalungelo enkcubeko, enkolo kunye neelwimi kwiNtshona Koloni; kunye</li> <li>• nokhuseleko nolondolozo lwembali yezendalo, imbali yenkcubeko, ilifa lemveli eze ngokwenzululwazi yezinto zakudala kunye nelifa lemveli lezinto zakudala zaseNtshona Koloni ukulungiselela izizukulwana zexesha elizayo.</li> </ul> <p>I-DCAS imilisele imigaqo-nkqubo ethile ukuxhasa ezi zibonelelo.</p>
Icandelo 82	<p>Imithetho-siseko esisikhokelo yomgaqo-nkqubo wephondo kwiSahluko se-10 (icandelo lama-81) likhokela uRhulumente weNtshona Koloni xa equlunqa naxa emilisele imithetho.</p>

## **1.2 Izigunyaziso zomthetho nomgaqo-nkqubo**

<b>UMthetho weSizwe</b>	<b>Isalathisi</b>	<b>Inkcazelo</b>
UMthetho wokuPhathwa koLawulo likaRhulumente, 2014	UMthetho 11 wama-2014	Ukukhuthaza iimpawu zentsulungeko ezisisiseko kunye nemithetho siseko elawula ukuphathwa koluntu ekubhekiswe kuyo kwiCandelo le195 (1) loMgaqo-siseko; ukubonelela ngokudluliselwa kunye nokusekelwa kwabasebenzi kulawulo lukarhulumente; ukulawula ukuqhutywa kweshishini noRhulumente; ukubonelela ngokuphuhlisa kwezakhono noqeqesho; ukulungiselela ukusekwa kweSikolo sikaRhulumente seSizwe; ukubonelela ngokusetyenziswa kolwazi lobugcisa yolwazi nonxibelelwano kulawulo lukarhulumente; ukuseka

UMthetho weSizwe	Isalathisi	Inkcazelo
		kweYunithi yeNkxaso yobuGcisa yoLawulo lukaRhulumente loMgaqo osesikweni wokuziPhatha, iMfezeko noLuleko; ukubonelela uMphathiswa ukuze amisele ubuncinci izithethe kunye nemigangatho yolawulo lukarhulumente; ukuseka i-Ofisi yeMigangatho kunye nokuThotyelwa ukuze kuqinisekiswa ngokuthotyelwa kwezithethe nemigangatho ebekiweyo; ukuxhobisa uMphathiswa ukuba abeke imigaqo; nokulungiselela imicimbi enxulumene noko.
UMthetho woLawulo lweMali kaRhulumente, 1999	UMthetho 1 we-1999	UMthetho woLawulo lweMali kaRhulumente (PFMA): <ul style="list-style-type: none"> <li>• ulawula ukuphathwa kwemali koorhulumente wephondo nowesizwe, odweliswe kumaqumrhu karhulumente, amaziko omgaqo-siseko kunye nezindlu zowiso mthetho zephondo;</li> <li>• uqinisekisa ukuba yonke ingeniso, inkcitho, ii-asethi namatyala ala maziko alawulwa ngokufanelekileyo nangokusebenzayo; kwaye</li> <li>• uchaza uxanduva lwabantu abathwaliswe uxanduva lolawulo lwemali kula maqumrhu.</li> </ul>
UMthetho weNkonzo kaRhulumente, 1994 (njengoko ulungisiwe, phakathi kwezinye izinto, uMthetho oLungisiweyo weNkonzo kaRhulumente, 2007)	IsiBhengezo 103, iGazethi kaRhulumente 15791, 3 kweyeSilimela 1994 kunye noMthetho 30 wama-2007	Lo Mthetho wenza isibonelelo kwiqumrhu kunye nolawulo lweDCAS, ukumiselwa kwemiqathango yengqesho, isithuba sokuba se-ofisini, ululeko, umhlala phantsi kunye nokukhutshwa kwamalungu enkonzo karhulumente, neminye imicimbi enxulumene noko.
ICandelo loMthetho weNgeniso (yonyaka)	Kukho uMthetho omtsha rhoqo ngonyaka.	Rhoqo ngonyaka, uMthetho weCandelo leNgeniso (DORA): <ul style="list-style-type: none"> <li>• ubonelela ngolwahlulo olulinganayo lwengeniso eqokelelwe kwisizwe phakathi kumasebe orhulumente wesizwe, awamaphondo kunye nakamasipala;</li> <li>• umisela izabelo esilinganayo sephondo ngalinye saloo ngeniso; kwaye</li> <li>• wenza izabelo kumaphondo, kurhulumente wezekhaya okanye koomasipala ezisuka kwisabelo sikarhulumente wesizwe saloo ngeniso, kuxhonyekeke kwiimeko.</li> </ul> I-DCAS ifumana iMinikelo enemiQathango kurhulumente wesizwe kwaye inoxanduva lolawulo lwezi ngxowa-mali.
UMthetho wokuKhuthazwa koFikelelo kwiNgcaciso, 2000	UMthetho 2 wama-2000	Lo Mthetho uncedisa kwilungelo lokufikelela kwiirekhodi ezigcinwe ngumbuso, ngamaziko karhulumente kunye namaqumrhu angasese. Phakathi kwezinye izinto, iDCAS naliphi na elinye kumaqumrhu karhulumente nawangasese kufuneka: <ul style="list-style-type: none"> <li>• aqulunqe imanyuwali eya kuthi icacise kumalungu oluntu indlela ekufakwa ngayo isicelo sofikelelo kwingcaciso egcinwe liqumrhu; kunye</li> <li>• nokuqeshwa kwegosa lengcaciso ukuqwalasela izicelo zofikelelo kwingcaciso egcinwe liqumrhu.</li> </ul>
UkuKhuthazwa koBulungisa kuLawulo, 2000	UMthetho 3 wama-2000	Lo Mthetho: <ul style="list-style-type: none"> <li>• wandlala imithetho nezikhokelo ekufuneka ilandelwe ngabalawuli xa bethatha izigqibo;</li> <li>• udinga ukuba abalawuli bazise abantu malunga namalungelo abo ukuhlaziya okanye ukubhena namalungelo abo okucela izizathu;</li> <li>• udinga ukuba abalawuli banike izizathu sezigqibo zabo; kunye</li> <li>• nokunika amalungu oluntu ilungelo lokucela umngeni kwizigqibo zabalawuli benkundla.</li> </ul>

<b>UMthetho weSizwe</b>	<b>Isalathisi</b>	<b>Inkcazelo</b>
UMthetho wamaZiko eNkcubeko, 1998	UMthetho 119 we-1998	I-DCAS kufuneka ixhulumane kwaye isebenzisane nesizwe ukubhengeza amaziko enkcubeko malunga nobugcisa, inkcubeko kunye nemicimbi yelifa lemveli.
UMthetho wokuKhuthazwa kweNkcubeko, 1983	UMthetho 35 we-1983	Lo mthetho wanikezelwa kwiNtshona Koloni yaye iDCAS inoxanduva lokuhambelana nezibonelelo zoMthetho.
UMthetho weMicimbi yeNkcubeko (INdlu yoWiso-mthetho), 1989	UMthetho 65 we-1989	Lo mthetho wanikezelwa kwiNtshona Koloni yaye iDCAS inoxanduva lokuhambelana nezibonelelo zoMthetho.
UMthetho weSizwe weNkonzo yeLifa leMveli neeRekhodi yoMzantsi Afrika, 1996	UMthetho 43 we-1996	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeBhunga leSizwe leNgcebiso yeLifa leMveli. ISebe linoxanduva ngokunjalo lokufezekisa izithethe nemigangatho esekwe phantsi kwalo Mthetho.
UMthetho weBhunga leSizwe loBugcisa, 1997	UMthetho 56 we-1997	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeBhunga leSizwe loBugcisa (NAC), kulungiselelwa intsebenziswano nolungelelwaniso neNAC, nokulawulwa kwenkxaso-mali yeNAC yophuhliso lobugcisa nenkcubeko eNtshona Koloni.
UMthetho weBhunga leSizwe leLifa leMveli, 1999	UMthetho 11 we-1999	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeBhunga leSizwe leLifa leMveli (NHC), nentsebenziswano nolungelelwaniso lwemisebenzi enxulumene kwinkxaso-mali neeprojekti ezithi ziqhutywe yiNHC eNtshona Koloni.
UMthetho weSizwe weZibonelelo zeLifa leMveli, 1999	UMthetho 25 we-1999	I-DCAS iqinisekisa ngohambelwano neNHRA ngokongamela ukunyulwa kommeli wephondo laseNtshona Koloni, ngokukhetha ilungu leBhunga leLifa leMveli laseNtshona Koloni, ukuba libe yinxalenye yeBhunga le-Arhente yeZibonelelo zeLifa leMveli loMzantsi Afrika (SAHRA). I-DCAS iqinisekisa ngokunjalo ngohambelwano kwesidingo sokokuba uMEC kufuneka atyumbe iBhunga leHWC - ugunyaziwe wezibonelelo zelifa lemveli lephondo elityunjwe ngokwemiqathango yeNHRA. ISebe linoxanduva lokunxibelelana nokusebenzisana neSAHRA, iHWC noomasipala ngokubhekisele kulawulo lwezibonelelo zelifa lemveli. I-DCAS incedisa ngokunjalo uMEC xa kufakwe izibheni kuye ngokuchasene nezigqibo zeHWC.
UMthetho weBhodi yeeLwimi zoMzantsi Afrika, 1995	UMthetho 59 we-1995	Phakathi kwezinye izinto, lo Mthetho udinga ukuba iBhodi yeeLwimi zoMzantsi Afrika (i-PanSALB) iseke ikomiti yephondo yolwimi (i-PLC) kwiphondo ngalinye. I-PanSALB yePLC yeNtshona Koloni yasekwa kweyeThupha wama-2019. IKomiti yeeLwimi yeNtshona Koloni yamkelwa yiBhodi yeeLwimi yaseMzantsi Afrika.
UMthetho weBhunga laMagama eeNdawo zoMzantsi Afrika, 1998	UMthetho 118 we-1998	I-DCAS inoxanduva lokuhambelana nezibonelelo zalo Mthetho zokutyumba ummeli wephondo laseNtshona Koloni ukuba abe yinxalenye yeBhunga laMagama eeNdawo loMzantsi Afrika; ukuphanda amagama eendawo eNtshona Koloni; ukuqinisekisa ngokubekwa emgangathweni; kwaye, apho kufanelekileyo, ukulungiselela ukucebisa noluntu malunga neenguqu eziphakanyisiweyo kula magama. Eli Sebe linikezela ngenkxaso yobuchule kunye nenye inkxaso kwiKomiti yaMagama eeNdawo yeNtshona Kapa. Lwakuba uthetha-thethwano lugqityiwe, iWCPGNC yenza izindululo kwiBhunga laMagama eeNdawo loMzantsi Afrika.

<b>UMthetho weSizwe</b>	<b>Isalathisi</b>	<b>Inkcazelo</b>
UMthetho weNgqungquthela yeHlabathi yeLifa leMveli, 1999	UMthetho 49 we-1999	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeKomiti yeNgqungquthela yeHlabathi yeLifa leMveli. ISebe linoxanduva lokuhambelana nezibonelelo zoMthetho kunye neNgqungquthela yeHlabathi yeLifa leMveli ngokubhekiselele kukutyumba kweendawo ezngakho kulungiselelwa uLuhlu loLingo loMzantsi Afrika, nokutyunjwa kweendawo ezikuLuhlu loLingo loMzantsi Afrika kulungiselelwa ingqwalasela yeKomiti yeHlabathi ye-UNESCO yeLifa leMveli.
UMthetho weMidlalo noLonwabo weSizwe, 1998	UMthetho 110 we-1998	UMthetho ubonelela ngokukhuthazwa nokuphuhliswa kwezemidlalo nolonwabo kunye nokulungelelwaniswa kobudlelwane phakathi kweSASA, iSASCOC (iKomiti yeMidlalo eManyeneyo yoMzantsi Afrika ne-Olimpiki) iimanyano zemidlalo, amabhunga ezemidlalo kunye nezinye ii-arhente. UMthetho uqhubeka ukubonelela ngamanyathelo ajolise ekulungiseni ukungalingani kwezemidlalo nakwezolonwabo; ukukhuthaza ukulingana kunye nentando yesininzi kwimidlalo nokuzonwabisa; kunye nokubonelela ngeendlela zokusombulula ezi ngxaki kwimidlalo nakulonwabo.
UMthetho woKhuseleko lweNgcaciso yoMntu, 2013	UMthetho 4 wama-2013	UMthetho ukhuthaza ukukhuselwa kwengcaciso yomntu ezaziqhutywa ngamaziko oluntu nawangasese; ukuqaliswa kemiaqathango ethile ukuze kumiselwe ezona mfuno eziphantsi zokuqwalasela kwengcaciso yomntu. Ngaphezulu, lo Mthetho ubonelela ngokusekwa koMlawuli weNgcaciso ukusebenzisa amagunya athile nokwenza imisebenzi ethile ngokwemigaqo yalo Mthetho kunye noMthetho wokuKhuthaza ukuFikelela kwiNgcaciso, wama-2000. UMthetho ubonelela ngokukhutshwa kweekhowudi yendlela yokuziphatha; amalungelo abantu malunga nonxibelelwano lwe-elektroniki olungabongozwanga kunye nokwenza izigqibo ezizenzekelayo; ukulawula ukuhamba kwengcaciso yomntu kwimida yeRiphabhlikhi iphela; nokulungiselela imiba enxulumene noko.
UMthetho weSiko loLwaluko	UMthetho 2 wama-2021	UMthetho unikezela ngolawulo olufanelekileyo lweendlela zesiko loLwaluko; ukunikezela ngokusekwa kweKomiti yeSizwe yokoNgamela uLwaluko kunye neeKomiti zePhondo zoLungelelaniso loLwaluko kunye nemisebenzi yazo; ukunikezela ngoxanduva, iindima nemisebenzi yabachaphazelekayo abahlukeneyo ababandakanyeka kwimisebenzi yolwaluko efana naleyo okanye kulawulo lwemiba enjalo; ukunikezela amagunya olawulo oMphathiswa kunye neNkulumbuso; ukunikezela ngokubekwa kweliso kumiliseko lwalo Mthetho; ukunikezela ngokungaqhelekanga kwephondo; nokunikezela kwimiba enxulumene noko.
UMthetho woBunkokheli beMveli nobeKhoi-San, 2019	UMthetho 3 wama-2019	Ezona njongo zoMthetho zezi: Ukwenza amalungiselelo okwamkela ubuNkokheli bamaKhoi-San; Ukuhlanganisa uMthetho weNdlu yeeNkokheli zeMveli weSizwe wama-2009, kunye noMthetho wesiCwangciso-nkqubo sobuNkokheli beMveli kunye noLawulo, wama-2003; Ukulungiswa kwezithintelo ezithile ezikumthetho okhoyo; ukwenza izilungiso ezifanelekileyo kweminye imithetho.
<b>UMthetho wePhondo</b>	<b>Isalathisi</b>	<b>Inkcazelo</b>
UMthetho weLwimi	UMthetho 13 we-1998	IKomiti yeeLwimi yaseNtshona Koloni eyasungulwa ngulo Mthetho kufuneka, ngaphandle kwezinye izinto:

<b>UMthetho wePhondo</b>	<b>Isalathisi</b>	<b>Inkcazelo</b>
zePhondo leNtshona Koloni, 1998	(weNtshona Koloni)	<ul style="list-style-type: none"> <li>• ibeke iliso ekusetyenzisweni kwesiBhulu, isiNgesi nesiXhosa nguRhulumente weNtshona Koloni;</li> <li>• yenze izindululo kuMEC nakwiPalamente yePhondo kwimithetho ecetywayo nekhoyo, ukuziqhelanisa nemigaqo nkqubo ejongene ngqo okanye ngokungathanga ngqo nolwimi kwiNtshona Koloni;</li> <li>• ikhuthaze ukusetyenziswa ngamandla komthetho-siseko weelwimi ezininzi;</li> <li>• ikhuthaze ngamandla ukuphuhliswa lweelwimi zemveli ebezifudula zisingelwe phantsi;</li> <li>• icebise uMEC neKomishini yeNkcubeko yaseNtshona Koloni kwimiba yolwimi kwiPhondo; kunye</li> <li>• nokucebisa iPanSALB kwimicimbi yolwimi kwiNtshona Koloni.</li> </ul> <p>I-DCAS yongamela iWCLC kwaye ibonelela le Komiti ngenkxaso yolawulo kunye nolwezemali.</p>
UMthetho weeKhomishini zeNkcubeko yeNtshona Koloni kunye nanaBunga eNkcubeko, 1998	UMthetho 14 we-1998 (weNtshona Koloni)	<p>Lo Mthetho umisele iKomishini yeNkcubeko yeNtshona Koloni, phakathi kwezinye izinto, kufuneka uqwalasele ubhaliso kunye nokubhaliswa ngokutsha kwamabhunga enkcubeko amele uluntu olwabelana ngenkcubeko kunye nelifa lemveli nulawule, uphathe ze ulolonge ipropati eshukumayo nengashukumayo ebekwe phantsi kolawulo lwawo. I-WCCC inakho ngokunjalo ukwenza izindululo kokulandelayo:</p> <ul style="list-style-type: none"> <li>• ubugcisa obubonwayo, bokulinganisa kunye noluncwadi;</li> </ul>
IMimiselo yoLawulo lweZibonelelo zeLifa leMveli leNtshona Koloni, 2002	PN 336 wama-25 kweyeDwarha 2002	I-DCAS yongamele ilifa leMveli leNtshona Koloni – ugunyaziwe wezibonelelo zelifa lemveli lephondo otyunjwe ngokwemiqathango yeNHRA – nokunikezela iHWC ngenkxaso yolawulo nolwemali. U-MEC unoxanduva lokuseka ugunyaziwe nokutyumba iBhunga yesithuba ngasinye esilandelayo se-ofisi. (inguqulelo yesiNgesi)
IMimiselo yoLawulo lweZibonelelo zeLifa leMveli leNtshona Koloni, 2003	PN 298 wama-29 kweyeSilimela 2003	I-DCAS yongamele ilifa leMveli leNtshona Koloni – ugunyaziwe wezibonelelo zelifa lemveli lephondo otyunjwe ngokwemiqathango yeNHRA – nokunikezela iHWC ngenkxaso yolawulo nolwemali. U-MEC unoxanduva lokuseka ugunyaziwe nokutyumba iBhunga yesithuba ngasinye esilandelayo se-ofisi. (linguqulelo zesiBhulu nesiXhosa).
UMthetho wePhondo weNkonzo yooVimba neeRekhodi weNtshona Koloni, 2005	UMthetho wesi-3 wama-2005 (weNtshona Koloni)	Lo Mthetho umisela iNkonzo yooVimba neeRekhodi yePhondo laseNtshona Koloni ukuze kugcinwe iirekhodi zikarhulumente nezingezizo ezikarhulumente zokugcina ixabiso lokusetyenziswa luluntu kunye noRhulumente; ukwenza ezo rekhodi zifikeleleke; ukukhuthaza ukusetyenziswa kwazo luluntu; nokubonelela ngolawulo olululo kunye nokukhathalela iirekhodi zikarhulumente.
UMmiselo weeMyuziyam, 1975	UMmiselo wesi-8 we-1975 (wePhondo laseKapa)	I-DCAS inoxanduva lokuthotyelwa kwezibonelelo zalo Mmiselo kangangoko ichaphazela iimyuziyam ezimanyeneyo zephondo kwiNtshona Koloni. Umthetho omtsha wemyuziyam yephondo uyayilwa ngokubonisana ngokuphathelele nabachapazelekayo abafanelekileyo.
UMmiselo we-Oude Kerk Volksmuseum Van 't Land van Waveren (Tulbagh), 1979	UMmiselo we-11 we-1979 (wePhondo laseKapa)	I-DCAS inoxanduva lokuphunyezwa nokuthotyelwa kwezibonelelo zalo Mmiselo ukulawula imicimbi ye-Oude Kerk Volksmuseum eTulbag.



UMthetho wePhondo	Isalathisi	Inkcazelo
UMthetho oLungisiweyo woMmiselo weeMyuziyam weNtshona Koloni	UMmiselo 2 wama-2021	I-DCAS inoxanduva lokuphunyezwa nokuthotyelwa kwezibonelelo zalo Mmiselo njengoko zichaphazela iimyuziyama ezimanyanayo zephondo, ezincedwa liphondo nabengingqi eNtshona Koloni.
UMmiselo wePhondo weNkonzo yeThala leeNcwadi, 1981	UMmiselo 16 we-1981 (wePhondo laseKapa)	I-DCAS inoxanduva lokumilisela nokuhambelana nezibonelelo zalo Mmiselo ngokuphathelene namathala eencwadi zephondo eNtshona Koloni.

### 1.3 Izigunyaziso zomgaqo-nkqubo

#### UBUME BOMGAQO-NKQUBO WESIZWE

Izicwangciso ezingundoqo zesizwe ezinqamlezileyo ezithi izicwangciso zeSebe zisabele kuzo sisiCwangciso seSizwe soPhuhliso kunye nesiCwangciso-nkqubo seQhinga seSithuba esiPhakathi (MTSF) 2019-2024. Ngokuhambelana nesiCwangciso seSizwe soPhuhliso, urhulumente uphuhlise isiCwangciso-nkqubo seQhinga seSithuba esiPhakathi (MTSF) esiyilelwe ukukhokhela umgaqo-nkqubo kunye neenkqubo kwisithuba seminyaka emihlanu sowama-2019-2024.

IsiCwangciso seSizwe soPhuhliso sijolise ekubhangiseni indlala nasekunciphiseni ukungalingani ngowama-2030 nokunikezela ngesicwangciso-nkqubo esibanzi seqhinga ukukhokhela ukukhetha kunye nezenzo eziphambili. Sandlala indlela elungeleleneyo nepheleleyo yokujongana nendlala nokungalingani okusekwe kwimiba ekujoliswe kuyo emithandandathu, okuphambili okunxulunyanisiweyo okushwankathelwe ngasezantsi:

- Ukumanya bonke abemi boMzantsi Afrika kwinkqubo efanayo ukufezekisa impumelelo nobulungisa.
- Ukukhuthaza ubumi obudlamkileyo ukuqinisa uphuhliso, idemokrasii nokuthatha uxanduva.
- Ukuzisa ukukhula okukhawulezayo koqoqosho, utyalo mali oluphezulu nokutshala umdla omkhulu wabasebenzi.
- Ukujolisa kwezona zakhono zingundoqo zabantu kunye nezikarhulumente.
- Ukwakha urhulumente onekhono kunye nophuhliso.
- Ukukhuthaza ubunkokheli obomeleleyo ngokuthi uluntu lusebenzisane ukusombulula iingxaki.

Ukumanya bonke abemi boMzantsi Afrika kwinkqubo efanayo, iNDP ichaza into yokuba "ubugcisa nenkcubeko zivula iindawo ezinamandla zengxoxo malunga nendawo uluntu eluzifumana lukuyo nalapho luya khona. Ngokukhuthazwa ngempumelelo, amashishini oyilo nenkcubeko anganegalelo elikhulu kuphuhliso lwamashishini amancinane, ekudalweni kwemisebenzi, kunye nakuphuhliso lwesixeko nokuhlaziya ngokutsha".

Ukujonga kwizakhono eziphambili zabantu kunye norhulumente, iNDP ithi "imidlalo idlala indima ebalulekileyo ekukhuthazeni impilo nonamathelwano kwezentlalo". Imidlalo ithathwa njengomcimbi oxananazileyo kwiNDP, inegalelo kwimfundo, kwezempilo nasekwakheni isizwe. UMbono wesiCwangciso soPhuhliso kaZwelonke wama-2030 ukwachaza ukuba ubugcisa, inkcubeko kunye nelifa lemveli zibonelela ngamathuba okuqubisana neziphumo ezithetha ngokubambisana/ukubandakanywa koluntu kunye nokwakhiwa kwesizwe.

I-MTSF iqulathe iziphumo ezisixhenxe eziphambili:

<b>Okuphambili 1</b>	Ukwakha urhulumente onekhono, oziphatha kakuhle nophuhlayo
<b>Okuphambili 2</b>	Inguqu kwezoqoqosho nokudalwa kwemisebenzi
<b>Okuphambili 3</b>	Ezemfundo, izakhono nezempilo
<b>Okuphambili 4</b>	Ukudityaniswa kwemivuzo yoluntu ngonikezelo lweenkonzo zesiseko ezithembekileyo nezisemgangathweni
<b>Okuphambili 5</b>	Ukuhlanganiswa kwendawo, ukuhlaliswa koluntu kunye norhulumente wezekhaya
<b>Okuphambili 6</b>	Uhambelwano loluntu kunye noluntu olukhuselekileyo
<b>Okuphambili 7</b>	I-Afrika engcono kwaneHlabathi elingcono

Igalelo leSebe kufezekiso lwezinto eziPhambili ngokubaluleka ezisi-7 kwiSizwe lihamba ngolu hlobo lulandelayo:

<b>Okuphambili kweMTSF</b>	<b>Igalelo leSebe</b>
<b>OkuPhambili 1:</b> Ukwakha urhulumente onekhono, oziphatha kakuhle nophuhlayo	<p>ISebe liguqukela kuyilo lolawulo lothungelwano oluya kuqinisekisa ngento yokuba iinjongo zalo zeqhinga kunye neenkonzo zizaqhubeka zifezekiswa yaye zinikezelwa ngokusetyenziswa kwabachaphazelekayo abahlukeneyo (okt. iimyuziyam, amathala eencwadi, imibutho emanyeneyo yemidlalo, imibutho yenkcubeko njl.njl.). Uyilo lulondoloza iindleko, ngeli thuba libonelela ngokunjalo imibutho yoluntu ngethuba lokunikela kukuphakanyiswa komgangatho weengingqi zoluntu lwayo.</p> <p>IMidlalo noLonwabo kwiPhondo iqhutywa sisiCwangciso seSizwe seMidlalo noLonwabo yaye iinkonzo zinikezelwa ngothelwano nemibutho yoluntu, iINGO, imibutho emanyeneyo yemidlalo, amabhunga emidlalo noomasipala.</p> <p>UkuPhuhlisa kwesiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo (SDIP) kuqinisekisa ngento yokuba iSebe lijolisa kwinkqubo yokwandisa nokuphucula iinkonzo ezichongiweyo.</p> <p>Isicwangciso seqhinga leSebe seHR sixhasa uphuhliso lwabasebenzi abanekhono nabaziphethe ngokufanelekileyo abasekela isigunyaziso salo sokunikezela iinkonzo ezibeka abemi embindini.</p> <p>Apho kunokubakho umthetho uyavavanywa ngokutsha yaye uhlaziye. Umzekelo wakutsha nje woMthetho oLungisiweyo woMmiselo weeMyuziyam zeNtshona Koloni onguNombolo 2 wama-2021 ulungelelanise lo mthethokwiinqobo ezisesikweni zoMgaqo-siseko kunye neendlela ezilungileyo zokusebenza kubume bemyuziyam</p>
<b>OkuPhambili 2:</b> Inguqu kwezoqoqosho nokudalwa kwemisebenzi	<p>Ukubonelelwa kwemisitho ephambili kukhuthaza ukhenketho lwemidlalo. ISebe lisebenza nemibutho emanyeneyo kwiPhondo ethi ifikelele kwinkxaso-mali yemisitho ephambili.</p> <p>ISebe leMicimbi yeNkcubeko neMidlalo linoxanduva lenkqubo yenkonzo yolutsha lwephondo. Le iboniswe kwiNkqubo yeYearBeyond. Inkqubo yeYearBeyond ibonelela ngewaka lamathuba kunyaka ngamnye kulutsha lwethu kunye noqeqesho olubanzi lobunkokheli kunye neendledlana eziya kwingqesho. Ukuza kuthi ga ngoku, phambi kweCovid, iipesenti ezingama-82 zamavolontiya abudala bulinganayo aguqulelwa kwingqesho okanye kwizifundo, yaye emva kweCovid ithe</p>

Okuphambili kweMTSF	Igalelo leSebe
	<p>yehla yaya kutsho kuma-76%. Malunga nesiqingatha aqhubeka engamavolontiya rhoqo ngeveki kuluntu lwawo.</p> <p>INkqubo yoLonwabo, iNkqubo yeMOD, iNkqubo yeMidlalo yeSikolo, kunyenanMaziko oLwabelwano kulungiselelwa abantu abaninzi abaphuma kuluntu oluxhamlayo</p> <p>Amathuba omsebenzi we-EPWP kumacandelo enkubeko nentlalo ayanikezelwa. ISebe liququzelela amathuba omsebenzi kunye namathuba awahlukeneyo olwakhiwo lwezakhono ngeenkqubo ezijoliswe kulutsha olufumana izakhono ukulungiselela ukuququzelela ukungena kwalo kwimarike yomsebenzi. Ngaphezulu, iSebe landisa inkqubo yalo ye-EPWP njengoko amathuba evela okunikela kuyilo olungaphezulu lomsebenzi kwiPhondo. Ngokusetyenziswa koyilo lolawulo lothungelwano, ukuqeshwa kwabasebenzi be-EPWP kwanda kwiimyuziyam ezingahlanganiswanga ngokunjalo. Oku kusele kungummandla omkhulu onekhono lokukhula phakathi kweemyuziyam ezili-120 ukuya kwezili-140 ezikwiNtshona Koloni.</p> <p>Ukuxhasa nenkxaso-mali yokhenketho lwenkcubeko ngeminyhadala kulo lonke iPhondo kunikela kuyilo lwemisebenzi. Amathuba omsebenzi ayiliweyo ngokuphuhlisa kobugcisa nenkcubeko namaqonga anikezela ngamathuba okuchanaba nokukhuthazwa kothungelwano.</p> <p>ISebe libonelela ngenkxaso-mali ukulungiselela abasebenzi bethala leencwadi likarhulumente. Amathuba engqesho ayayilwa ngokwakhiwa nokuhlaziywa kwamathala eencwadi.</p> <p>ISebe liyanikela kuyilo lwamathuba okukhula kunye nemisebenzi ngokuququzelela ukuqaliswa kwebroadband nokwandiswa kothungelwano lwe-intanethi esimahla kunye nezibonelelo zetheknoloji kumathala eencwadi karhulumente alungiselelwe uluntu kwasemaphandleni. Amathala eencwadi anikezela abafuni bengqesho ngamathuba okuqulunqa iiCV kwikhompyutha, ukukhangela imisebenzi kumaphepha-ndaba nakwi-intanethi, nokwenza izicelo kwi-intanethi.</p> <p>Amathala eencwadi karhulumente anikezela ngokunjalo ngeendawo zofikelelo kwikhompyutha ne-intanethi ezisetyenziswa ngosoomashishini bamashishini amancinane ukuphuhlisa izicwangciso zoshishino, ukufikelela kwiithenda, kunye neminye imisebenzi yolawulo.</p>
<p><b>OkuPhambili 3:</b> Ezemfundo, izakhono nezempilo</p>	<p>Isahlulo esikhulu sohlahlo lwabiwo-mali lweSebe sichithelwa ukubonelela ngeenkono zethala leencwadi nokuthengwa kwemathiriyeli yethala leencwadi ukuxhaswa kokuphuculwa kweziphumo zokufunda. Amathala eencwadi karhulumente anikezela ngeenkqubo ezahlukeneyo zokubhala nokufunda. ISebe, ngokusebenzisa iYearBeyond, linikezela ngokunjalo ngeencwadi kwezi zikolo.</p> <p>Ufikelelo olwahlula-hlulweyo ngokungalingani kwiincwadi ekhaya, kwiiholide zosapho, kwiiholide zosapho, kwi-intanethi, kwimidlalo nolonwabo, kuchanatyo nenkxaso kubonelela kwisithuba semfundo phakathi kwabafundi abanezibonelelo kunye nabo zinganelanga. ISebe linceda ngokuvula eso sithuba ngokunikezela ngeenkqubo zasemva kokuphuma kwesikolo kubafundi abasesesikolweni ngokusetyenziswa kwamaZiko eMOD kwizikolo ezili-181, amaZiko eZikolo zoBumelwane ali-134, kunye neendawo ezingama-204 zeYearBeyond.</p> <p>Ukuthatyathwa kwenxaxheba ngumfundi kwezi nkqubo kunceda ukuzinyaswa kwesikolo ngumfundi okulungileyo, ukuqeqesheka komfundi, ukusebenza kunye kwabafundi, ngokunjalo nokugcinwa kwabafundi benomdla wokuza esikolweni.</p> <p>INkqubo yoPhuhliso lweKlabhu isungula ulwakhiwo lwesakhono kwiiklabhu ezingama-200 kwinkqubo. Uqeqesho nophuhliso luyanikezelwa kumavolontiya</p>

emidlalo, kubalawuli bemidlalo kunye namagosa obuchule amanyanisiwe nemibutho emanyanisiweyo yemidlalo kwizithili ezithandathu zeNtshona Koloni.

Inkqubo yeZiko leMfundo leMidlalo inikezela ngoqeqesho lwesiqhelo nolulodwa olungiselelwe abaqeqeshi beziko lemfundo elisebenza kwiqondo eliphezulu kunye neembaleki.

AmaZiko eMOD eNkqubo yeMOD anikezela abafundi ngochanatyalo kulonwabo, kwimidlalo, kubugcisa nakwinkcubeko efundiswa ngekharithyulam ecwangcisiweyo kunye nezicwangciso zesifundo ezijolise ngokunjalo kuphuhliso lwezakhono zobomi. Inkqubo yeZikolo zoBumelwane (NSP) inceda ekuchongeni nasekulolongeni italente kwiikhowudi ezichongiweyo. Inkqubo yeMidlalo yeSikolo ijolise kwimisebenzi yasemva kokuphuma kwesikolo elungiselelwe abantwana abasaya esikolweni. Inkqubo yoLonwabo inamaZiko ezoLonwabo, agxile kwizenzo ezibonelela abathathi-nxaxheba benqanaba le-ECD ukuya kutsho kubathathi-nxaxheba benqanaba laBemi abaDala. IYearBeyond ijolise ekulungiseni izithuba zemfundo kukubhala nokufunda nakwizibalo ze iYearBeyond Scouting kuluhlu lweZikolo, yakhe uthando lokufundela ngaphandle. Amaziko okwabelwana anceda ngemfundo epheleleyo, uphuhliso nokukhula kwabantwana, ulutsha, abantu abadala, kunye nabathathi-nxaxheba abafanelekileyo, ngokunikezelwa kwezenzo zenkcubeko, zobugcisa, zolonwabo, zemfundo nezemidlalo, ukwangezelela kwimfundo yabo enxulumene nezifundo. ISebe liqhuba ucweyo lolwazi loovimba kubafundi abasesikolweni kunye noluntu ngokubanzi ukuyila ingqiqo ngokubaluleka kwenkonzo yoovimba neerekhodi nokukhuthaza ukusetyenziswa kweerekhodi zoovimba. Iinkonzo zobugcisa kunye nenkcubeko zimilisela iinkqubo zophuhliso lwezakhono kummandla wedrama, umdaniso, umculo, kunye nobuchule bokufunda nokubhala kulo lonke iPhondo. Inkqubo yonyaka yenkxaso-mali ixhasa amalinge oluntu yaye inikela kumathuba alungiselelwe bonke okokuba beve ubugcisa nokokuba bakuyiphi na indawo, bakuliphi na iqondo loqoqosho kunye nemiba yentlalo.

ISebe likhuthaza ezolonwabo ezikhoyo nemisebenzi yezemidlalo kwiPhondo. Ezolonwabo nezemidlalo zikhuthaza iindlela zokuziphatha ezilungileyo zobomi obude. Amaziko enkubeko eSebe asetyenziswa ziINGO, imibutho yasekuhlaleni, kunye namasebe karhulumente, kwimisebenzi yobugcisa nenkcubeko ukukhuthaza ubandakanyo loluntu nentlalontle, nokutyhilela ulutsha kwimeko enikezela ngeendlela zokuphila ezizezinye kwiingxaki zentlalo ezambethe uluntu lwethu.

Kuninzi lweengingqi zoluntu, amathatla eencwadi karhulumente aguquke abangamathala eencwadi ezikolo egasekelwanga oko, ngenxa yento yokuba zimbalwa izikolo zikarhulumente ezisenamathala eencwadi asebenzayo. Amathala eencwadi karhulumente abonelela ikakhulu, ngemathiriyeli yethala leencwadi, isithuba kunye nexesha kubasebenzi, ukubonelela abafundi kunye nabafundi bezikolo zamabanga emfundo ephakamileyo ngengcaciso eshicilelweyo nekwintanethi, izibonelelo, isikhokhelo kunye nesithuba sokufundela ukuququzelela ukuphuculwa kokubhala nokufunda, ukubala, inzululwazi kunye neziphumo zemfundo ngokubanzi.

Uninzi lwamathala eencwadi asele ekho karhulumente asemaphandleni, ngokunjalo namathala eencwadi amatsha acwangcisiweyo aze akhiwa, kufutshane nesikolo esinye okanye ezininzi, kusandiswa injongo entlangothi mbini njengesikolo/njengamathalaeencwadi oluntu.

IiMyuziyam eziManyeneyo kulo lonke iPhondo zibonelela ngemiboniso, iinkqubo zemfundo, kunye nemisitho yoluntu enikela kwimfundo yoluntu lwethu ngokubhekiselele kwilifa lemveli lobutyebi bendalo, lenkcubeko nelentlalo lePhondo.

Okuphambili kweMTSF	Igalelo leSebe
<p><b>OkuPhambili 4:</b>            Ukudityaniswa kwemivuzo yoluntu ngonikezelo lweenkonzo zesiseko ezithembekileyo nezisemgangathweni</p>	<p>Ngokusebenzisa iinkqubo zalo ezibandakanye ngokwentlalo, iSebe landisa imigaqonkqubo yokhuselo ekuhlaleni ngokunciphisa ukuba sesichengeni ekuhlaleni kwabasetyhini, abantwana, umntwana oyintombazana, abantu abakhubazekileyo, ulutsha kunye nabadala, ngokuseetyenziswa kweenkqubo zobugcisa ezenkcubeko nezemidlalo.</p> <p>Ngokuhambelana nempembelelo yokwandiswa yeenkqubo, iSebe liphuhlise iinkqubo ezinqamleza kubomi bolutsha lweNEET kunye nabantwana ukuyila inkqubo enabaxhamli abntlobo zimbini, ulutsha lweNEET abanikezelwa ufikelelo kumsebenzi onentsingiselo nabantwana abangafundi ngokunentsingiselo yaye bayaxhaswa okokuba bafumane obu buchule.</p>
<p><b>OkuPhambili 5:</b>            Ukuhlanganiswa kwendawo, ukuhlaliswa koluntu kunye norhulumente wezekhaya</p>	<p>IProjekthi yokuNxibelelanisa lwamaThala eencwadi asemaPhandleni iyaphunyezwa kwaye igcinwa kumathala eencwadi zasemaphandleni. Iprojekthi iyaphuculwa ngokukhutshwa kwebroadband kunye nokufikelela kwi-Wi-Fi.</p> <p>Amathala eencwadi amancinci asekw kwiindawo ezisemaphandleni ezinabantu abambalwa ukuze kubonelelwe kufikelelo kwizibonelelo zamaziko amathala eencwadi.</p> <p>Iiklabhu kwiindawo ezisemaphandleni zixhaswa ngeNkqubo yokuPhuhlisa kweeKlabhu. Amaziko eMOD amaZiko eZikolo zoBumelwane, amaZiko oLonwabo kunye namaziko olwabelwano abonelela ngeenkonzo zemidlalo nolonwabo, ngokunjalo ngeenkonzo zobugcisa kunye nenkcubeko kuluntu kwasemaphandleni. Amaziko eMOD asemaPhandleni ayabandakanywa ngokunjalo kwinkqubo yesondlo kunye namaZiko eMOD oMasipala oMbaxa. Imibutho emanyeneyo yemidlalo ekwimimandla esemaphandleni ixhaswa ngenkqubo yokukhutshelwa kwenkxaso-mali kwiinkqubo zolawulo, zophuhliso, zokwakhiwa kwesakho kunye nezengqu. Umyalelo owandlalwe kwisiCwangciso seSizwe seMidlalo noLonwabo ukhuthaza imibutho emanyeneyo yemidlalo okokuba ilungelelane nemida yemidlalo yeendawo zopolitiko kunye nocando lwemida. Oku kube nomphumela wokupheliswa kwemibutho emanyeneyo yeSouthwestern District, ngoku yayiGarden Route kunye neCentral Karoo yayze imibutho emanyeneyo yaseBoland, ngoku yayiCape Winelands, West Coast kunye ne-Overberg.</p> <p>Ngeenkqubo zalo zobugcisa nenkcubeko, kunye nenkxaso ngezemali iSebe liqinisekisa ngolondolozo lwenkcubeko kunye nokukhuthazwa kwezobugcisa kwizithili zasemaphandleni.</p> <p>Ulawulo lwezibonelelo zelifa leMveli yinxalenye yesicwangciso kunye nolwamkelo lwezicelo zophuhliso lwezakhiwo apho izibonelelo zelifa lemveli zichaphazeleka. Ngale ndlela iSebe, kunye noomasipala, amasebe karhulumente afanelekileyo nabachaphazelekayo, lijolise ekuqinisekiseni ukuba ilifa lihlanganisiwe kucwangciso lwedolophu kunye nommandla, kunye nophuhliso kwinqanaba lokuqala lesicwangciso. Oku kwenziwa ubukhulu becala ngenkxaso yogunyaziwe wezibonelelo zelifa lemveli lephondo, iLifa leMveli leNtshona Koloni, elinoxanduva lokulawula lwezibonelelo zelifa lemveli.</p> <p>Isibonelelo seZiko lezeMidlalo siququzelelwa kunye nabo bonke oomasipala nemibutho emanyeneyo yemidlalo, ukulungiselela ukuphuhlisa nokuhlanganiselwa ndawonye kwemidlalo kuzo zonke iingingqi zoluntu kwiphondo. AmaZiko oLwabelwano asixhenxe akhiwe kwizithili ezahlukeneyo, kulungiselelwa iimbaleki ezisesesikolweni kwiingingqi zoluntu.</p> <p>Amaziko enkcubeko abonelela uluntu kunye nemibutho ngendawo ayisebenzisela imisebenzi enxulumene nesigunyaziso seSebe. Iimyuziyam ezimanyeneyo zeSebe</p>

Okuphambili kweMTSF	Igalelo leSebe
	<p>zinikezela ngeenkqubo zemfundo ezikhuthaza ukusetyenziswa okuzinzileyo kwezibonelelo zendalo.</p> <p>Inkcubeko sisixhobo sokudlulisela ulwazi, kunye nemilinganiselo yokuziphatha neempawu zentlalo esulungekileyo. Ukukhuthaza ubugcisa nenkcubeko kunye nolondolozo lubangela uzinzo kwinkcubeko yoluntu lwentengiso enegalelo kuhlaliso loluntu okuzinzileyo.</p> <p>Amalinge axhasa ezoBugcisa neNkcubeko ahambelana nee-IDP zikamasipala azisa ukhenketho lwengingqi nezicwangciso qhinga zoqoqosho ngalo ndlela kwaziswa ucwangciso lomhlaba lweedolophu nezixeko.</p> <p>Inkqubo yoLawulo lweRekhodi inceda amaqumrhu karhulumente, kubandakanya oomasipala, ukulawula iirekhodi ukphucula ukuphendula kunye nolawulo olululo.</p> <p>Sebe likwabonisa ukuzibophelela kulungelelwaniso lwe-IDP ngokuzibandakanya kwi-IDP noorhulumente basekhaya.</p>
<p><b>OkuPhambili 6:</b> Uhambelwano loluntu kunye noluntu olukhuselekileyo</p>	<p>ISebe likhuthaza iimpawu zentsulungeko ezisemgangathweni zoMgaqo-siseko kunye neempawu zesizwe ngemiboniso, iinkqubo zikawonke-wonke, iingxoxo zabahlali, iinkqubo zemfundo, ukulawulwa kwezibonelelo zelifa lemveli, ukuphuculwa kolutsha, imidlalo nolonwabo, kunye neenkqubo zasemva kwesikolo.</p> <p>ILifa leMveli leNtshona Koloni (HWC), iQumrhu likaRhulumente elamiselwa ngokwemigaqo yoMthetho weSizwe weZibonelelo zeLifa leMveli, linoxanduva lokuchonga, ukukhusela, ukulondoloza, ukulawula nokukhuthaza izibonelelo zelifa lemveli ezibalulekileyo ezibonisa iinqobo ezisesikweni esabelana ngazo nokuba singobani. Umsebenzi weHWC unikela kwinguqu yembonakalo yelifa lemveli ekhuthaza ubandakanyo lwentlalo kwiPhondo.</p> <p>Ngokufanayo, iindawo zeNtshona Koloni ezikwiResistance and Liberation Heritage Route zokukhuthaza uhambelwano lwentlalo ngokunikela kuvuyiswano, kwimfundo, kulondolozo loMgaqo woMzantsi Afrika ukya kwiNkululeko.</p> <p>IKomiti yaMagama eeNdawo eNtshona Koloni ikhuthaza ukubandakanywa koluntu ngokwazisa kunye nenkxaso kwinkqubo (yokuthiya kwakhona amagama). Inkqubo ixhaswa ziinkqubo zokuthatha inxaxheba kukawonke-wonke.</p> <p>Injongo yeKhomishini yeNkcubeko yeNtshona Koloni kukukhuthaza, ukulondoloza nokuphuhlisa inkcubeko. Iinkqubo ezixhaswe yiWCCC zijolise ekukhuthazeni nasekulondolozeni iindlela zenkcubeko, kwaye zizame ukudala ukwazisa nokuhlonipha iinkcubeko ezahlukeneyo eNtshona Koloni.</p> <p>Ngokubonelela ngenkonzo yokuhlala, yokuguqulela kunye neenkonzo zokutolika, iSebe linegalelo ekubandakanyeni/ekubumbeni ngokuthi liphucule unxibelelwano kwiilwimi ezisesikweni ezintathu zaseNtshona Koloni, ngokunjalo noLwimi lweMinwe loMzantsi Afrika. ISebe ngokusebenzisana neKomiti yeLwimi yaseNtshona Koloni likhuthaza ukusetyenziswa kweelwimi zonke, iilwimi zemveli ezazisengelwe phantsi ngaphambili, kunye noLwimi lweMinwe loMzantsi Afrika ngokusebenzisa iinkqubo zalo ukulungiselela ukwandisa ulwazi kunye nokusetyenziswa kwezi lwimi phakathi kwabahlali beNtshona Koloni.</p> <p>Ngophuhliso lobugcisa nenkcubeko kunye neenkqubo zokukhuthaza, iSebe libonelela ngamathuba kulutsha, abasetyhini, abantwana nabantu abakhubazekileyo abavela kwiingingqi zoluntu ezahlukeneyo okunxibelelana nokufumana izakhono zobugcisa kunye nezobomi. La mathuba kubantu abasesichengeni nabahlelekileyo abonelela ngamaqonga onxibelelwano</p>

Iwentlalo kunye nengxoxo, ngelixa besomeleza ubandakanyo nohambelwano phakathi koluntu.

Ilimuziyam zibhiyozela iintsuku ezahlukeneyo zesikhumbuzo kuzwelonke kunye neenkqubo zoluntu ezikhuthaza ubandakanyo/ubumbano. Imiboniso ibonisa ngokucacileyo iinkalo ezazifudula zingakhathalelwanga ngaphambili zeembali zezekhaya ngokuhlangeneyo zoMzantsi Afrika, inegalelo ngakumbi kubandakanyo nohambelwano.

Amathala eencwadi asebenza njengezizinda zoluntu ezithi zikhuthaze yaye zixhase ubandakanyeko lwentlalo. Indima yamathala eencwadi kudala yaguquka ekubeni ngamaziko ajolise ikakhulu ekubolekiseni ngeencwadi kuluntu, ibe ngokunjalo zizizinda zoluntu eziququzelela ulwazi lenkcubeko kunye nengqiqo nokunikezela ngofikelelo kwingcaciso yengingqi neyoluntu, ulawulo lwe-ntanethi, ingcaciso yempilo ephambili nekawonke-wonke, kunye namathuba emfundo. Amathala eencwadi achanaba abemi kwimbali, ilifa lemveli nakwinkcubeko zinto ezo zibalulekileyo ukuqondeni okwexesha elidlulileyo, uhlahlelo lokwexesha langoku, nokukhuthaza ingqiqo yentlalo nokuzinza koqoqosho nokukhula. Amathala eencwadi karhulumente analo ikhono lokukhuthaza uhambelwano lwentlalo nobandakanyeko loluntu, ngokusekwe kumthetho-siseko wokulingana kofikelelo. Ngokukhuthazwa kwemfundo, amathala eencwadi anakho ukuququzelela ngokunjalo ingxoxo ngobuni boluntu nokunceda ukususa imiqobo kuluntu. Uluntu luya khuthazwa okokuba lunikele kwiimbali zomlomo kulungiselelwa ubandakanyeko lwentlalo, nokwazi ngaphezulu malunga nelifa lemveli ngokufikelela kwimathiriyeli yooimba, ngoko kuqiniswa ubumi kunye nondakanyeko lwentlalo.

Ukuthatha inxaxheba kwesininzi kwezemidlalo nolonwabo, kunye nakwezobugcisa nenkcubeko, kunegalelo ekwakhweni kohlobo olufanayo lwabemi besizwe esahlukeneyo, uluntu oluhambelanayo ngentlalo, kunye neSebe elixhasa oku ngamalinge alo.

IPhepha leNgcaciso loMgaqo-nkqubo wezeMidlalo noLonwabo (Iowama-2012) liqaqambisa ukubaluleka kwemidlalo kwiinzame zokunciphisa ulwaphulo-mthetho.

Iinkqubo zoPhuhliso lweMidlalo, umz. iNkqubo yeMOD, nezeZikolo zoBumelwane, kunye nemisebenzi yasemva kokuphuma kwesikolo, kuquka ikharithulam ehleliweyo nezicwangciso zezifundo ezikwagxile kuphuhliso lwezakhono zobomi. Iinkqubo zasemva kokuphuma kwesikolo umz., uLonwabo, iNkqubo yeMOD, kunye nemisebenzi yeMidlalo yeSikolo eqhutywa koomasipala abahlukeneyo, ixhasa uthungelwano olufanelekileyo lwentlalo, lolonwabo nemidlalo, ngokunjalo nolobugcisa nolwenkcubeko kuluntu. Ngaphezulu, amaziko olwabelwano oPhuhliso lweMidlalo ayila isithuba esikhuselekileyo kunye nesimo sokuthatyathwa kwenxaxheba kwisebenzi ezaliswe lulonwabo, ngumdlalo, lulonwabo, yimidlalo, bubugcisa, yinkcubeko, ngokunjalo nemisebenzi yemfundo.

Iinkqubo yoPhuhliso lweKlabhu inikezela kwiingingqi zoluntu ezikhuselekileyo ngokuxhasa amaqela eligi yengingqi nawoluntu, iiklabhu zasemaphandleni nezasefama kunye nezasedolophini. Iinkqubo yobandakanyo lweNtlalo ikhuthaza ulwakhiwo loluntu ngokubonelelwa kwamalinge emidlalo kunye neminyhadala ukuseka iiligi kunye nemibuthwana kweminye yemimandla yokhuseleko echazwe kwisiCwangciso soKhuseleko seNtshona Koloni.

ISebe lijolise ekuhlanganiseni imiba yokhuseleko ukunciphisa inani lolutsha elizibandakanye kwindlela yokuziphatha engalunganga. Oku kunciphisa inani lolutsha olusemngciphekweni ngokubhekiselele kwimfundo, kuqoqosho, ngokwasengqondweni nangendlela yokuziphatha. Ngaphezulu njengenxaleye yolwakhiwo yohambelwano lwentlalo iSebe ngumgcini wenkonzo yolutsha yaye

Okuphambili kweMTSF	Igalelo leSebe
	Iigxile kumsebenzi walo wophuhliso lolutsha ekuyileni amathuba omsebenzi onentsingiselo kulungiselelwa iiNEET, kubhangiswa ukubekelwa bucala, udineko, yaye liqinisekosa ngento yokuba ulutsha luxhasiwe ukuze lube ngabahlali abahlangeneyo, abasebenzayo nabanemveliso.
<p><b>OkuPhambili 7:</b> I-Afrika engcono kwaneHlabathi elingcono</p>	<p>Ukuxhasa ukuhlanganiswa kwengingqi nelizwekazi, inkqubo yeSebe leNyanga ye-Afrika ikhuthaza ukuzingca ngobu-Afrika ukukhuthaza ukubandakanywa kwezentlalo kunye nokuphelisa ubundlobongela obujoliswe kubemi bamanye amazwe. Inxaso kwiMibutho eManyeneyo yeSizwe ukuphucula nangakumbi inqanaba lokuthatha inxaxheba kweAfrika.</p> <p>ISebe kunye neLifa leMveli leNtshona Koloni (HWC) likwinqanaba eliphambili lokuqokunjelwa kweNcwadana yoTyumbo lweendawo zokungeniswa kwi-UNESCO. Iindawo ezibandakanyiweyo kutyumbo yiDiepkloof Rock Shelter, iPinnacle Point Site Complex, kunye neBorder Cave. Ngowama-2015, iindawo ezintandathu ezibonisa izinto zamandulo zibandakanywa kuluhlu lolingo lweeNdawo zeLifa leMveli zeHlabathi lwe-UNESCO njengexalenye yotyumbo olulandelelanayo olubizwa "The Emergence of Modern Humans: The Pleistocene Occupation Sites of South Africa" Ngowama-2017 iKhabhinethi yeNtshona Koloni yavumela ukuphuhliswa komgaqo wokhenketho leLifa leMveli lwezinto zamandulo ekufuneka iphuhlise kwiPhondo exhathise kwiindawo ezicetywa njengeNdawo zeLifa leMveli zeHlabathi. Umgaqo wandululwa ngo-Epreli wama-2018 phantsi kophawu "The Cradle of Human Culture" (COHC). Iziko lokutolika lasekwa e-Elands Bay kunye namanye amaziko amabini angaphezulu acwangcisiweyo eStilbaai naseMossel Bay. Amaziko okutolika ngamacandelo abalulekileyo eCOHC ajolise ekunikeleni kuxhotyiso loqoqosho lwentlalo nakubonelelo kwiingingqi zoluntu, ngokukhuthazwa kothelulwano nabachaphazelekayo, ngokwandiswa kwezinkelo zokhenketho kunye nokuququzelelwa kokukhula koqoqosho kunye noyilo lwemisebenzi, ingakumbi kwimimandla yasemaphandleni.</p> <p>I-The Resistance and Liberation Heritage Route (RLHR) yiprojekti yesizwe eqhutywa liSebe leSizwe leMidlalo, loBugcisa kunye neNkcubeko eliseke umgaqo welifa lemveli kukhunjulwa izakhiwo ezinxulunyaniswa nenkcaso nelifa lemveli lenkululeko loMzantsi Afrika, elingqinelwa ngamaxwebhu endlela yoMzantsi Afrika eya enkululekweni nakwidemokhrasi. Inxulunyaniswe kwi'Ndlela eziya kwiNkululeko: iNkqubo yeLifa leMveli leNkululeko ye-Afrika' njengoko yamkelwe ngowama-2005 kwiNkomfa Jikelele yama-33 ye-UNESCO. Izakhiwo ezithathu eNtshona Koloni zenza inxalenye yeRLHR ezizezi: The Madiba House ekwiZiko loLungiso laseDrakenstein, iRobben Island Precinct kunye neTussen Die Riviere. Ukubandakanywa kwezi zakhiwo nokuphuhliswa kweRLHR kuya kunikela kwinguqu yoqoqosho nokuyilwa kwemisebenzi.</p> <p>Ngaphezulu, iTussen Die Riviere ikummandla ophakathi kweMilambo iBlack kunye neLiesbeek kummandla wase-Observatory, eKapa. Okubalulekileyo kwembali kwesakhiwo kubhekiselele kungqzulwano phakathi kwabantu bemveli kunye noomatiloshe baseYurophu ngomhla woku-1 kweyoKwindla 1510. Esi sakhiwo selifa sibalulekile kubemi boMzantsi Afrika njengendawo yokuqala yenkcaso yokwenziwa ithanga. Ngaphezulu, ummandla uqulathe ilifa lemveli lendalo kunye nebhayodayivesiti yendalo unonxibelelwano kuluntu lwamaSan kunye neKhoe. Ibhayodayivesiti yalo mmandla kufuneka ikhuselwe kumngcipheko wobushushu behlabathi obuqhubekayo ukuqinisekisa ngento yokuba olu nxibelelwano alulahleki.</p>

Imigaqo-nkqubo yesizwe elandelayo kunye namaqhinga afanelekile ngokunjalo kwisigunyaziso somgaqo-nkqubo weSebe:



<b>UMgaqo-nkqubo</b>	<b>Inkcazelo</b>
<b>Imigaqo-nkqubo yeSizwe</b>	
IPhepha leNgcaciso loMgaqo-nkqubo weSizwe loBugcisa iNkcubeko neLifa leMveli (1996)	Olu xwebhu lubonelela ngesicwangciso-nkqubo somgaqo-nkqubo wesizwe nowephondo kwezobugcisa, inkcubeko, ilifa lemveli, ithala leeencwadi kunye neenkonzo zoovimba.
UMgaqo nkqubo woLawulo lweRekhodi (iNcwadana yokufundisa yoMgaqo nkqubo wokuLawula iRekhodi, 2007)	IDCAS kufuneka yongamele ulawulo lwemida ekufuneka amaqumrhu karhulumente asebenze kuyo kulawulo lwawo lweerekhodi zawo eNtshona Koloni.
UkuLawulwa kweRekhodi ze-Elektroniki kumaBhunga kaRhulumente: IMithetho-siseko, iMigaqo-nkqubo kunye neMfuneko (2006)	Lo mgaqo-nkqubo ubonelela ngesikhokelo kumaqumrhu karhulumente ukuwanceda ukuba ahambisane neemfuno zomthetho ngokubhekisele kwiirekhodi ze-elektroniki njengenxalenye yolawulo lweerekhodi. I-DCAS kufuneka ihambelane nemigangatho emiselweyo yesizwe neyehlabathi ngokubhekisele kwizixhobo zekhompuyutha, iinkqubo zekhompuyutha kunye nogcino lweendaba ukuze zilondolozwe kuvimba.
Isibhengezo se-INdaba yezeMidlalo noLonwabo yeSizwe (2011)	Oku kudinga okokuba iDCAS ihambelanise iinjongo zayo eziphambili kunye neqhinga lesibhengezo esibonisa umbono wezemidlalo nolonwabo kude kube ngowama-2020.
IsiCwangciso seSizwe seMidlalo noLonwabo (2012)	IsiCwangciso seSizwe sezeMidlalo noLonwabo (NSRP) sandlala umbono wezemidlalo nolonwabo eMzantsi Afrika kude kube ngowama-2020, sigxininisa kwisizwe esiphumelelayo. IsiCwangciso seSizwe seMidlalo noLonwabo siya kuhlaziywa kwiminyaka-mali yowama-2021/22 kunye nowama-2022/23.
IPhepha leNgcaciso yoMgaqo-nkqubo leSizwe leMidlalo noLonwabo (2012)	Lo mgaqo-nkqubo uqaqambisa izigunyaziso ezilandelayo: <ul style="list-style-type: none"> <li>• ukwandisa amanqanaba okuthatha inxaxheba kwezemidlalo nakulonwabo;</li> <li>• ukuphakamisa iprofayile yezemidlalo phambi kwezinto eziphambili eziphikisayo;</li> <li>• ukwandisa amathuba okuphumelela kwimisitho; kunye</li> <li>• nokubeka ezemidlalo kwindawo ephambili kwiinzame zokunciphisa ulwaphulo-mthetho.</li> </ul>
IsiCwangciso-nkqubo soMgaqo-nkqubo woRhulumente ngokuBanzi weNkqubo yoMgaqo-nkqubo wokuBekwa kweLiso noVavanyo (2007)	Injongo yeNkqubo kaRhulumente ebanzi yokuBekwa kweLiso noVavanyo (GWM&E) kukunikela ngegalelo kulawulo oluphuculweyo kunye nokwandisa ukusebenza okufanelekileyo kwemibutho yecandelo likarhulumente kunye namaziko. Olu xwebhu lubonelela ngesikhokelo somgaqo-nkqubo esingxabalazileyo sokubeka kweliso nokuvavanya (M&E) eMzantsi Afrika. Sikhuthaza ulawulo olusekelwe kwiziphumo.
IPhepha loGayo-zimvo kukuBekwa kweLiso kuLawulo lokuSebenza (2009)	Olu xwebhu lujolise ekuncedeni amagosa karhulumente kunye nogunyaziwe wesigqeba okokuba ajolise ekufezekiseni iziphumo kunye nemiqathango yemiphumela eziqukathwe kwisiCwangciso-nkqubo seSithuba esiPhakathi soNyaka (MTSF). Yenzelwe ukukhuthaza ukusebenza kakuhle kwesebe kunye nokusebenza komntu wonke kuwo onke amanqanaba.
IZikhokelo zamaSebe eSizwe nePhondo ezilungiselelwe isiCwangciso-nkqubo seM&E	Ezi zikhokelo zibonelela ngokuphuhliswa kwesicwangciso-nkqubo sokubekwa kwiliso kunye novavanya kuwo onke amaziko karhulumente ukuze amaziko akwazi ukuvavanya inkqubela phambili ngokuthelekisa iinjongo zawo kwaye kuthatyathwe amanyathelo okulungisa apho kufanelekileyo. Le nkqubo ifuna ukuba amasebe abe nokuqonda ngokubanzi kwazo zonke iinkqubo zedatha yolawulo, iidatha zolawulo kunye nezalathisi zokwenza umsebenzi. Izalathisi kufuneka zinxulunyaniswe nemigaqo-nkqubo ethile efanelekileyo kunye nohlalutyo lweeseti zezalathisi ekufuneka kwenziwe ukujonga ukuba ingaba bukhona na ubudlelwane obusebenzayo nobunesiphumo.

<b>UMgaqo-nkqubo</b>	<b>Inkcazelo</b>
INkqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP)	IziCwangciso zoShishino ze-EPWP zeCandelo lezeNtlalontle (eMidlalo) neCandelo lezeNdalo neNkcubeko (iMicimbi yeNkcubeko) zibonelela ngesicwangciso-nkqubo kwiDCAS sendlela yokusebenzisa inkxaso-mali yecandelo likarhulumente ukunciphisa nokubhangisa intswelangqesho.
UMgaqo-nkqubo weSizwe woLutsha 2020 – 2030	UMgaqo-nkqubo ujolise ekuqiniseni uphuhliso lolutsha nokwangezelela iindlela eziyiliweyo neziguqulweyo ukulungisa intswelangqesho. UMgaqo-nkqubo uchonga iintsika ezi-5 – imfundo esemgangathweni ophezulu kunye nenguqu kwindlela yokuhanjwa kwesikolo, inguqu kuqoqosho nokuyilwa kwemisebenzi, impilo yengqondo nokukhuthazwa kwempilo yomzimba, uhambelwano lwentlalo nolwakhiwo lwesizwe, nokuyilwa kwesixhobo esifanelekileyo nesisabelayo sophuhliso lolutsha. Njengomlungelani onqamlezileyo wolutsha kwiPhondo, iDCAS isingethe iforam yolutsha lweWC kunye nelebhu yokufunda, inkqubo yeentshatsheli emalunga nempilo-ntle yengqondo yolutsha, yaye ndisebenze nabo bonke abachaphazelekayo ukuphucula ukufanelela kwesixhobo sophuhliso lolutsha.

<b>Amaqhinga</b>	<b>Inkcazelo</b>
<b>Amaqhinga esizwe</b>	
Inkqubo yokuBuyiselwa kwamaThala eencwadi yokwandiswa kweenkonzo zethala leencwadi loluntu	Injongo yeNkqubo kukuguqula izakhiwo zamathala eencwadi asezidolophini nasemaphandleni, amaziko neenkono (kujolise ikakhulu kuluntu obelufudula lusingelwe phantsi) ngenkqubo ephindiweyo kwinqanaba lephondo ukuxhasa urhulumente wasekhaya kunye namanyathelo esizwe. I-DCAS inoxanduva lokuphumeza ngempumelelo nangolawulo lwale projekthi yoMnikelo oneMiqathango eNtshona Koloni.
IQhinga loQoqosho leGolide yoMzantsi	I-DCAS inoxanduva lokuzalisekisa, ngokubambisana neSebe lezobuGcisa neNkcubeko kunye namanye amahlakani kunye nabo badlala indima ebalulekileyo, kumangenelelo aphambili abekiweyo kwisicwangciso esithiwe thaca eNtshona Kapa. IQhinga, elijolise kwimizi-mveliso yokuyila neyenkcubeko, sijolise ekuthatheni ingqalelo ukuba icandelo lobugcisa, inkcubeko kunye nelifa lemveli libe yinto entsha nenobuchule kwaye indima karhulumente kukudala imeko evumayo kunye nokuxhasa eli candelo ukuba lisebenze ngokugqibeleleyo.
IMemorandum yeNgqiqo phakathi kweSebe leMfundo yeSiseko kunye neMidlalo noLonwabo eMzantsi Afrika (2018)	ISebe leMfundo yeSiseko (DBE) kunye neMidlalo noLonwabo yaseMzantsi Afrika (SRSA) (ngoku iliSebe leMidlalo, uBugcisa neNkcubeko) lityikitye "isCwangciso-nkqubo esiHlangeneyo seMidlalo yeZikolo" apho amahlakani azibophelelayo ukuba aya kuthi enze iinkqubo zobambiswano kwicandelo lezemidlalo yesikolo ngesiseko sokubuyiselwa kunye nokuxhamla. Amahlakani ayazibophelela ukuba ayakukhuthaza kwaye aququzelele ukuphuculwa konxibelelwano kunye nentsebenziswano phakathi kwamaziko emidlalo awamkelweyo kumaSebe afanelekileyo.

Ngaphezulu, iinjongo zoPhuhliso oluZinzileyo lweZizwe ezeManyeneyo zinjongo ezili-17 zehlabathi ezingabopheleliyo nezilungelelaniswe nesiCwangciso soPhuhliso seSizwe nesiCwangciso seQhinga sePhondo ezimi ngolu hlobo:



### UBUME BOMGAQO-NKQUBO WEPHONDO

Ubume bomgaqo-nkqubo wePhondo busekelwe kwisiCwangciso sePhondo sokuMiliselwa kweQhinga (PSIP) esibandakanya isiCwangciso sePhondo seQhinga (PSP), isiCwangciso soVuselelo kunye nezinye iimbophelelo ezahlukeneyo kunye nemimandla ekujoliswe kuyo. I-PSIP inemimandla emithathu ephambili, okt., imisebenzi, ukhuselo, kunye nempilo-ntle, echazwe ngasezantsi kumzobo, yaye isekelwe yinguqulelo, inkcubeko, kunye nolawulo.



Ngokuhambelana nePSIP, i-DCAS inikele kuyilo lwemisebenzi ngoyilo lwayo olwahlukeneyo lwe-EPWP kunye namanye amathuba emisebenzi, ukuya kokuphambili kokhuselo ngeenkqubo zayo zolutsha ezijolise kulutsha olusemngciphekweni ze yenze umnikelo wayo omkhulu kokuphambili kwimpilo-ntle ngeenkqubo ezahlukeneyo zeDCAS kumacandelo obugcisa nolonwabo, kunye

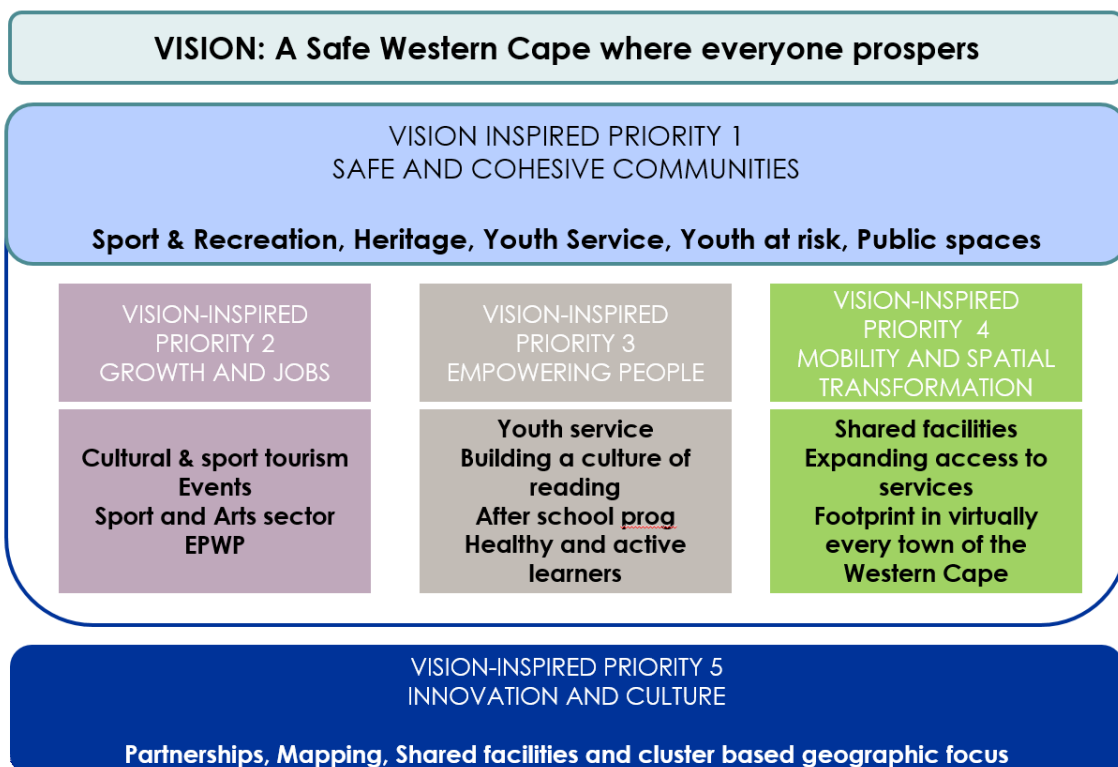
nawemidlalo nolonwabo, kugxilwe ikakhulu kulutsha, kubandakanywa iNkqubo yaseMva kokuPhuma kweSikolo.

Imigqalisela yePSIP yeDCAS elinganisa inkqubela phambili ebhekiselele kokuphambili okungasentla yile ilandelayo:

- **Inani lolutsha olusemngciphekweni olusoloko rhoqo luthe gqolo luthabatha inxaxheba kwiinkqubo zasemva kokuphuma kwesikolo** (ezinxulunyaniswe kumgqalisela wokusebenza 4.6.4 kwiCandelo B lolu xwebhu).
- **Inani labafundi abathabatha inxaxheba kwiinkqubo zasemva kokuphuma kwesikolo (uluntu kunye nee-ASP) (community and ASPs)** (ezinxulunyaniswe kumgqalisela wokusebenza 4.6.4 kwiCandelo B lolu xwebhu).
- **Inani lolutsha olukumathuba enkonzo ayiliweyo** (ezinxulunyaniswe kumgqalisela wokusebenza 4.6.2 kwiCandelo B lolu xwebhu).
- **Inani lolutsha oluthe gqolo luthabatha inxaxheba kwimidlalo, kulonwabo kunye namathuba obugcisa nawenkubeko.**
- **Inani lamathala eencwadi anofikelelo kwi-intanethi karhulumente** (ezinxulunyaniswe kumgqalisela wokusebenza 3.2.14 kwiCandelo B lolu xwebhu).
- **Inani lolutsha kwiinkqubo oluqhubela phambili kwizifundo okanye kumsebenzi kwisithuba seenyanga ezi-3 zokuqukumbela inkqubo.**
- **Ipesenti yeenkqubo zolutsha ezihambelana nesicwangciso-nkqubo sezithethe nemigangatho (izikhokhelo).**

**IsiCwangciso sePhondo seQhinga:**

Umgaqo-nkqubo wephondo wakhelwe kokuphambili okuVuselelwa nguMbono okulandelayo (iiVIP) kunye nemixholo yeqhinga. Ngeli thuba iDCAS inikela kuzo zonke iiVIP zephondo, ngesigunyaziso sayo, iSebe linxulunyaniswe ngqo kwimimandla ekujoliswe kuyo kummandla ophambili wokuXhotyiswa kwaBantu, ingakumbi uMmandla ekuJoliswe kuwo wesi-3: uLutsha neZakhono, kunye nommandla ophambili woKhuselo noHambelwano loLuntu.



Umnikelo weSebe kwiPSP unjengoku kulandelayo:

UMmandla oPhambili weQhinga weVIP	UMnikelo weSebe wama-2020-2025
<p><b>Ukhuselo noHambelwano loLuntu (UKhuselo lwethu)</b></p>	<p>Izithuba zoluntu kunye nengqiqo yoluntu ngamacandelo aphambili kulwaxhiwo loluntu olukhuselekileyo. I-DCAS ibonelela ngamathala eencwadi, izibonelelo zemidlalo, izibonelelo zobugcisa nezenkcubeko kuluntu. Yakha ngokunjalo uhlobo lwentlalo loluntu ngokunxibelelana ngenkcubeko, ubugcisa, imidlalo nangolonwabo.</p> <ul style="list-style-type: none"> <li>• Amathala eencwadi karhulumente anikezele ngesithuba esikhuselekileyo kubantwana emva kokuphuma kwesikolo nakumalungu oluntu.</li> <li>• Ukwanda kwempilo-ntle nokubandakanywa kwentlalo ngokuthatyathwa kwenxaxheba kubomi bentlalo noboluntu ngokusetyenziswa kwamathala eencwadi njengamaziko engcaciso nothungelwano.</li> <li>• linkonzo zethala leencwadi ezinikezelwa kumaziko enkonzo yolungiso zinakho ukuququzelela uvuselelo ngokutsha nokuncitshiswa kokona okuphinda-phindayo, ngoko kunikela ngokubhekiselele kukhuselo nakububi bentlalo.</li> <li>• Isibonelelo samathaba olonwabo, emidlalo, obugcisa kunye nawenkcubeko alungiselelwe uluntu njengenxalenye yokuyilwa kwamaqonga angamanye olwaxhiwo lohambelwano.</li> <li>• Ukwandiswa kofikelelo kwimiba yokhuseleko elungiselelwe abantwana nolutsha ukunciphisa inani lolutsha oluzifake kwizenzo ezibi.</li> <li>• Ukuqinisekisa ngenkonzo ebandakanyayo yoovimba enengcaciso evulelekileyo nefikelelekayo kubo bonke abaxhamli.</li> <li>• Abantu banakho ukufunda okokuba bangobani na, ingcaciso ngomnombo wabo, imisitho yembali, amaxwebhu elifa afana nemiyolelo, izaziso zokubhubha, awomtshato, irejista yokuzalwa neyokubhubha yaye ngoko babe nengqiqo engcono yokuba yinxalenye yoluntu oluthile.</li> <li>• Indawo ekhuselekileyo enikezelwayo, inkonzo esimahla kunye neenkonzo ezandisiweyo.</li> <li>• Inkqubo yophuhliso loBugcisa boLuntu inikezela nemisebenzi ekhuselekileyo neyakhayo yolutsha, eyahlukileyo kwindlela yokuziphatha eyonakalisayo, amaqonga ayila iindawo ezikhuselekileyo zoluntu omaluthabathe inxaxheba kuzo.</li> <li>• Ukubonelelwa kofikelelo kwiirekhodi ezinika ingxelo ngentswela bulungisa yexesha elidlulileyo nokuxhatshazwa kwamalungelo abantu ukuqhubela phambili impiliso, ubulungisa noxolelwaniso.</li> <li>• lintlanganiso noluntu ukukhuthaza uhambelwano lwentlalo nolwaxhiwo lwesizwe.</li> <li>• Ukwaxhiwa kohambelwano lwentlalo ngemidlalo nolonwabo.</li> <li>• Ukuchongwa kolutsha olusemngciphekweni ukunciphisa indlela yokuziphatha enomngcipheko. Ukusetyenziswa kwezikolo kunye namaziko asekwe kuluntu njengendawo zokhuseleko zoluntu ngethuba leeyure zesikolo nezasemva kokuphuma kwesikolo (okt., amaZiko oLonwabo, amaZiko eMOD kunye namaZiko eZikolo zoBumelwane).</li> <li>• Inkqubo yoPhuhliso loBumelwane.</li> <li>• Amaziko olwabelwano eNkcubeko, zBugcisa, zLonwabo, zMfundo neweMidlalo (amaziko olwabelwano).</li> <li>• limyuziyam zibonelela ngeendawo ezikhuselekileyo apho abemi banokuba nakho ukubona imiboniso ze bathabathe inxaxheba kwiinkqubo zemfundo. Le misebenzi ayinikeli nje kuphela ngendawo ekhuselekileyo kodwa zisebenza njengeendawo zokufunda nokucinga ekhokhelela kukukhula, kuphuhliso, kubudala, nokuzifumana kwabemi. Ngokusetyenziswakwale nkqubo abemi banakho ukuthungelana, ukufunda, ukuphila nokukhula kwilifa lemveli lethu elihlangeneyo. Le nkqubo</li> </ul>

UMmandla oPhambili weQhinga weVIP	UMnikelo weSebe wama-2020-2025
	<p>ibalulekile ekukhuthazeni uluntu olukhuselekileyo noluhambelanayo olunikelayo kukhuselo lobubi bentlalo kuluntu.</p>
<p><b>UkuKhula neMisebenzi (uQoqosho lwethu)</b></p>	<ul style="list-style-type: none"> <li>• I-DCAS yitshatsheli kumacandelo amathathu abalulekileyo oqoqosho angala ulonwabo nemidlalo, icandelo lobugcisa bokuyila kunye necandelo lenkcubeko athi kunye ayile inani elikhulu lamathuba emisebenzi. I-DCAS yintshatsheli ngokunjalo yophuhliso lolutsha yaye ihlanganise ukuqwalaselwa kweemfuno neeNEET kuninzi lweenkqubo zayo.</li> <li>• Inkxaso-mali yabasebenzi bethala leencwadi likarhulumente nokuyilwa kwemisebenzi ngokuhlaziywa kwesakhiwo samathala eencwadi amatsha.</li> <li>• ISebe liyanikela kuyilo lwamathuba okukhula nemisebenzi ngokuququzelela ukuqaliswa kwebroadband nokwandiswa kothungelwano lwe-intanethi esimahla kunye nezibonelelo zetheknoloji kumathala eencwadi karhulumente kulungiselelwa uluntu lwasemaphandleni. Amathala eencwadi anikezela abafuni bemisebenzi ngamathuba okuqulunqa iiCV kwikhompyutha, ukukhangela imisebenzi kumaphephandaba nawi-intanethi, nokweza izicelo zomisebenzi kwi-intanethi.</li> <li>• Amathala eencwadi anikezela ngokunjalo ngofikelelo kwiindawo zekhompyutha ne-intanethi ezisetyenziswa ngoosomashishini bamashishini amancinane ukuphuhlisa izicwangciso zoshishino, ukufikelela kwiithenda, kunye neminye imisebenzi yolawulo.</li> <li>• Amathuba omisebenzi ayiliweyo ngokusekwa kwamaziko amatsha okutolika kunye neendawo ezinxulumene neCradle of Human Culture Tourism Route.</li> <li>• ISebe likhokhele umisebenzi wolutsha onqamlezileyo wePhondo ze liqhube iNkqubo yeYearBeyond ethi kuqala iyile amathuba omisebenzi kulungiselelwa ulutsha olungenangqesho ali-1 000+ ngonyaka ze ngoko aguqulele olu lutsha kumisebenzi okanye kwizifundo enomlinganiselo wenkqubela phambili ochongiweyo wama-75% abo bonke abathathi-nxaxheba.</li> <li>• Amathuba omisebenzi ngokusetyenziswa kwe-EPWP kunye neNkqubo yeYoung Patriots (exhaswa ngemali yiDSAC).</li> <li>• Amathuba omisebenzi kumashishini oyilo: ukuveliswa kwemiboniso kwithiyetha, iminyhadala yeThiyetha, abasebenzi bolawulo lomsitho, uphuhliso lwemisebenzi yezandla, abasebenzi bobuchule nabentengiso.</li> <li>• INkqubo yeNkxaso-mali yoBugcisa neNkcubeko inikezela ngenkxaso kwimibutho yoBugcisa, kubantu ngabanye, kunye neenkampani eziyila umisebenzi noqeqesho kulungiselelwa amagcisa obugcisa. Imidlalo, iLifa leMveli kunye nezinto zakudala, kunye nokhenketho lwenkcubeko. Amathuba omisebenzi kulonwabo, kwimidlalo, kubugcisa, kunye nenkcubeko.</li> <li>• INkqubo yaseMva kokuPhuma kweSikolo – ivala isithuba kwithuba elikhoyo nokuqinisekisa abashiya isikolo okokuba baxhotyiselwe ukungena kwimarike yomisebenzi okanye kwizifundo.</li> <li>• ISebe likhuthaza uphuhliso nokusetyenziswa koLwimi lweMinwe ngeenkqubo zalo.</li> <li>• ISehlo soQoqosho seNkcubeko. Ukukhula koshishino lolonwabo, lwemidlalo, lobugcisa, kunye lwenkcubeko, oluthi ngokholobo lwalo kusetyenziswe amandla, ngokusetyenziswa kweenkqubo zophuhliso lwemidlalo (ULonwabo, iNkqubo yeMOD kunye neMidlalo yeSikolo) ezithi zikhokhelele kwingqesho namathuba oshishino kwiingqingqi zoluntu.</li> <li>• Inkqubo yeZikolo zoBumelwane.</li> <li>• Amaziko olwabelwano zeNkcubeko, zoBugcisa, zoLonwabo, zeMfundo neMidlalo (amaziko olwabelwano)</li> <li>• ISehlo seMidlalo</li> </ul>

UMmandla oPhambili weQhinga weVIP	UMnikelo weSebe wama-2020-2025
	<ul style="list-style-type: none"> <li>o Uphando lobonise into yokokuba imidlalo nolonwabo yenza umnikelo obonakalayo nocacileyo kuphuhliso loqoqosho lwentlalo lwePhondo ngokwenyani. Inyaniso, kufumaniseke okokuba izibonelelo zemidlalo kulungiselelwa uphuhliso loqoqosho lwentlalo alunikwanga ngqwalasela iyiyi ikakhulu nento yokuba imidlalo nolonwabo kufuneka lubonwe njengomnikeli obalulekileyo woqoqosho nomyili wengqesho. Ngokwentlalo iimpembelelo ezininzi ziyabonakala.</li> <li>o Kufunyaniswe ngokunjalo okokuba ngokomnikelo woqoqosho, iGDP kunye nengqesho, nokusetyenziswa kwe-2% njengobuncinane boqikelelo (ngokuthambekele kumndilili wesizwe we-2.1% womnikelo weGDP kwimidlalo), kunye nophinda-phindo olufaneleke kakhulu loqoqosho, imidlalo inikele ngamawaka ezigidi ezisi-R8.8 kwiGDP yeNtshona Koloni rhoqo ngonyaka ukususela ngowama-2012. Kuqikelelwa okokuba impembelelo yemidlalo kunye nemisebenzi enxulumene nayo kwiingcingqi ezifana neNtshona Koloni, iGauteng kunye neKwazulu-Natal ingankulu ngokubonakalayo ngepesenti kunoko kuqikelelwa kumndilili wesizwe; yaye imidlalo ixhasiwe ngaphezulu kwama-60 000 emisebenzi kwiNtshona Koloni ekuwo onke amacandelo.</li> </ul>
<b>UkuXhotyiswa kwaBantu (ABantu Bethu)</b>	<p>I-DCAS ibonelela ngamaqonga kunye noqeqesho ukunika uluntu izwi. Ngamathala ayo eencwadi, imbali yomlomo, ubugcisa kunye neenkqubo zolutsha, ixhobisa amabla abantu kunye nemfundo. Kwabo bakwimidlalo okanye bakubugcisa, iDCAS ibonelela ngochanaty kundle nendlela eya kubuchule. Ukujolisa kweDCAS kulutsha, ngeenkqubo ezifana neNkqubo yeMOD, iNkqubo yeSikolo soBumelwane, iNkqubo yoLonwabo, iZakhiwo zeCARES kunye neYearBeyond, ilunikezela ngengqiqo yenjongo, yamaphupha kunye nethuba elizayo.</p> <ul style="list-style-type: none"> <li>• Amathala eencwadi – athe gqolo ekhuthaza inkcubeko yokufunda kunye nemfundo engaphelelwayo.</li> <li>• IProjekthi yokuNxibelelana kweThala leeNcwadi lasemaPhandleni elibonelela ngokufikelela kwi-intanethi yasimahla, ukuze kufikelelwe kwizicelo zomsebenzi, ukufunda kwi-intanethi, ii-portal zokufuna kwi-intanethi, njl.njl.</li> <li>• Ubambiswano neSebe leMfundo, uNal'ibali kunye namaziko e-ICAN ukukhuthaza inkqubo yofunda nokubhala.</li> <li>• I-YearBeyond isebenzela ukuxhobisa ulutsha lweNEET oluminyaka yobudala eli-18 ukuya kuma-25 kwinkqubo yae ngokunjalo nabaxhamli – abafundi abakwigreyidi 3 neyesi-4 abatsala nzima kukufunda nokubhala nokubala, abantwana abaneentsuku ezininzi bengekho esikolweni, abafundi abangekho sikolweni. IYearBeyond ixhobisa ngokunjalo uluntu kunye nabazali abafuna ukuxhasa abafundi ngokwakha ikhono labo.</li> <li>• Elinye lamathuba elinomngeni kakhulu kulutsha lisemva kokuphuma esikolweni naphambi kokuba iintsapho zibe sele zibuyile zasekhaya. Ukuqinisekisa ngeendawo ezikhuselekileyo, ezixhobisayo nezilolongayo zasemva kokuphuma kwesikolo ezinceda ekunciphiseni imingcipheko yabafundi.</li> <li>• Ngokusetyenziswa kwenkqubo yophuhliso lweKlabhu, uluntu lweNtshona Koloni luxhamle kwizifundo zolwakhiwo lwekhono ezifana nezonzcedo lokuqala, ulawulo lwesiseko kunye nokuqeqesha namagosa obuchule.</li> <li>• Iinkqubo zemfundo ezinikezelwa ziNkonzo zooVimba ezilungiselelwe abafundi.</li> <li>• Ufikelelo kwingcaciso yoovimba kulungiselelwa abaphandi nabafundi.</li> <li>• Igumbi lokufundela kooVimba kulungiselelwa ufikelelo loluntu kulwazi nakwizakhono.</li> <li>• Uqeqesho olunikezelwa kwabaqeqeshwa besengqeshweni be-EPWP.</li> <li>• Ukubonelela ngethuba loqeqesho ukwinkonzo kunye nokuqeqeshelwa isikhundla sisemntu oqeshiweyo kuso.</li> </ul>

UMmandla oPhambili weQhinga weVIP	UMnikelo weSebe wama-2020-2025
	<ul style="list-style-type: none"> <li>• Ukwandlalwa kwezifundo zoLawulo lweRekhodi, zoLawulo lweRekhodi ze-Elektroniki kunye nezomabhalane weRejista.</li> <li>• Uqeqesho olulodwa lwe-intanethi kunye nocweyo olunikezelwe ngethuba leveki yooVimba.</li> <li>• Ukubonelelwa kwamathuba oqeqesho kwabanye abachaphazelekayo.</li> <li>• INkqubo yoLwaluko.</li> <li>• Ukubandakanywa kolwimi nenkcubeko umz. Ukuqhutyelwa phambili kokusetyenziswa kweelwimi zemveli ezinembali yokuthotywa kwewonga lazo.</li> <li>• Ubonelelo ngeenkozo zenkxaso yeelwimi nenkuthazo yeelwimi ezintathu ezisemthethweni zaseNtshona Koloni, kuquka ulwimi lweMinwe lwaseMzantsi Afrika.</li> <li>• Iimiyuziyama zisingethe imiboniso, iinkqubo zemfundo, nemisitho yezikhumbuzo ezixhobisa abemi ngolwazi olumalunga nelifa labo lemveli, ukuyilwa kwemizuzu yokuziqonda nokukhula kobuwena. Ezi nkqubo zinikezela ngengqiqo yokuba uyinxalenye, ubushushu benkcubeko nobandakanyeko lwentlalo.</li> <li>• Uqeqesho olunikezelwe kwiinkokheli zokhenketho njengenxalenye yeprojekti yeCradle of Human Culture.</li> <li>• Iinkqubo zolonwabo (ECD, imisebenzi yeZizinda, imidlalo yeMveli, iGolden Games kunye neKampu yoLutsha).</li> <li>• Iinkqubo zeMOD nezeSikolo soBumelwane.</li> <li>• Iinkqubo zophuhliso lobugcisa nenkcubeko zixhasa uphuhliso lomdaniso, ukwenziwa kobugqi bokonwabisa abantu, idrama nobugcisa bokulinganisa ngokunikezela ngofikelelo kuluntu kwimimandla yolwakhiwo lwekhono kunye namathuba okuboniswa kwetalente.</li> <li>• Iinkqubo zeMidlalo yeSikolo (uPhuhliso lweKowudi, uPhuhliso lweembaleki, uPhuhliso lwaBaqeqeshi).</li> <li>• Iinkqubo yoPhuhliso loBumelwane. Amaziko olwabelwano eNkcubeko, oBugcisa, oLonwabo, eMfunfo naweMidlalo (amaziko olwabelwano).</li> <li>• Ukubonelela ngemisebenzi yobugcisa nenkcubeko kubeka isiseko kumagcisa kunye nenkcazelo yenkcubeko, ukukhuthaza uvelwano olusisiseko sonyamezelo, ulwamkelo kunye nohambelwano lwentlalo.</li> <li>• Ukuxhasa imisebenzi yobugcisa nenkcubeko kuvumela uphuhliso lobume benkcubeko yengingqi ekwaziseni ngeminyhadala, imisitho, ukugcina iindlela zobugcisa bemveli kwaye nokunceda ukhenketho lwengingqi namaqhinga oqaqosho oomasipala.</li> <li>• Ukuchanatywa kuphuhliso lwezakhono zobugcisa kunikezela ngethuba lokuphuhlisa izakhono zobomi zolutsha nokunikela kumathuba akumashishini oyilo.</li> <li>• Ukubonelelwa kwamathuba oqeqesho kumagcisa asakhulayo.</li> <li>• I-DCAS yintshatsheli enqamlezileyo yeeNkqubo zaseMva kweMini, ezilungiselelwe ulutsha olusesesikolweni kunye noloo sele lungaphandle kwesikolo, yaye inikezela ngoqeqesho ukwakha ikhono lecandelo nokuqinisekisa ngokucwangciswa okulungileyo.</li> <li>• I-DCAS inikezela kwiiNEET ezibudala buyiminyaka eli-18 ukuya kuma-25 ngamava okuqala okusebenza kunye nomgaqo oya mhlawumbi kumsebenzi okanye kwizifundo ekupheleni kokufunyanwa kwamava. Ngokwakaloku nje ulutsha olungama-2 000 lunikwa nkonzo rhoqo ngonyaka. Ngeli thuba lufumana amava omsebenzi olu lutsha lunikezela ngenkonzo edingeka kakhulu kwiingingqi zoluntu ezinezibonelelo ezinganele. AmaGcisa kwinkqubo yeSikolo anikezela ngamathuba omsebenzi alungiselelwe amagcisa, uqeqesho lobugcisa lootitshala, kunye nofikelelo kwinkqubo yobugcisa ecwangcisiweyo enxulunyaniswe kwikharithyulam evunyiweyo yobugcisa.</li> </ul>

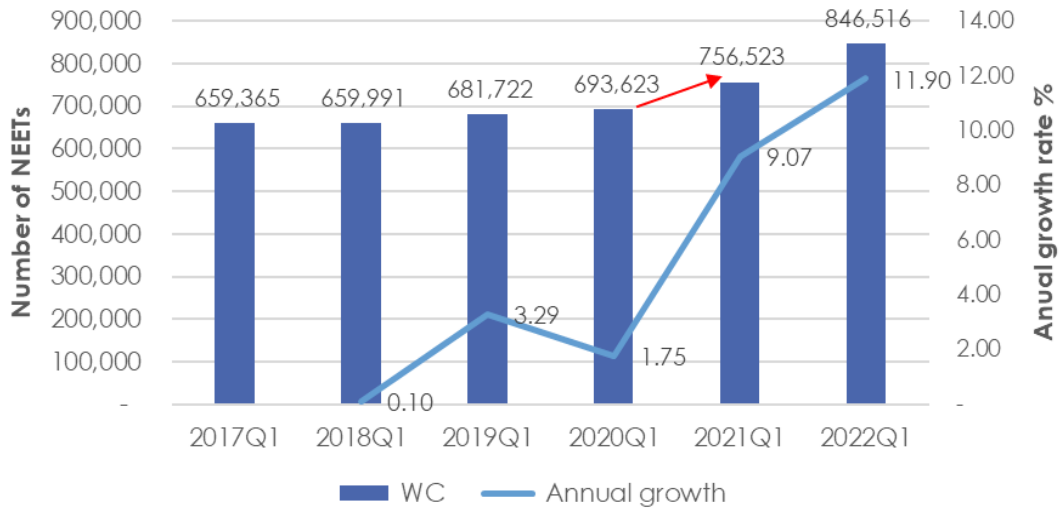


UMmandla oPhambili weQhinga weVIP	UMnikelo weSebe wama-2020-2025
	<ul style="list-style-type: none"> <li>Iqhinga leZiko loBugcisa loLuntu leNtshona Koloni lixhasa yaye lomeleza amaZiko oBugcisa oLuntu aHlanganiswe neMibutho yoBugcisa yoLuntu ngokusetyenziswa kolwakhiwo lwekhono, kuxhaswa uphuhliso lobugcisa boluntu kunye nokuhlaziywa kwezibonelelo zobugcisa. Ukomelezwa kophuhliso lobugcisa boluntu kuya kunikela kwimpilo-ntle yoluntu, kubume obukhuselekile kunye nesimo sentlalo esomeleleyo soluntu.</li> </ul>
<b>Ukushukumiseka nenguqu yendawo (liNdawo zethu)</b>	<ul style="list-style-type: none"> <li>ISebe likho kuzo zonke iidolophu kwiPhondo, umzekelo, ngobume bamathala eencwadi, iimyuziyam, okanye ii-ofisi zemidlalo.</li> <li>Izibonelelo zentlalo umz. amathala eencwadi, izibonelelo zemidlalo, iimyuziyam, oovimba njl.njl.</li> <li>Inguqu yendawo yembonakalo yelifa lemveli ngokusetyenziswa kwenkxaso yeziko leLifa leMveli leNtshona Koloni.</li> <li>AmaZiko eNkcubeko abonelela uluntu kunye nemibutho yoluntu indawo ekhuselekileyo yemisebenzi ekhuthaza inguqu kwezentlalo.</li> <li>Amaziko oPhuhliso lwezeMidlalo (ezoLonwabo, iMOD kunye namaziko eZikolo zoBumelwane, amaZiko olwabelwano) kulo lonke iphondo.</li> <li>NgeQhinga leZiko loBugcisa loLuntu leNtshona Koloni, amaziko obugcisa oluntu kunye neethiytha zoluntu ziya kufikelela kwiingxowa-mali zezibonelelo zokuhlaziywa okanye ukuphuhlisa izibonelelo zobugcisa.</li> <li>INkonzo yeMyuziyam ivelisa imiboniso ejikelezayo ethi isetyenziswa njengemiboniso ezivelelayo kwiindawo ezahlukeneyo ezifana namathala eencwadi, koomasipala, kumaziko oluntu njl.njl. Le miboniso iguqula iindawo ezinjalo zibe yindawo yokufunda nokucamngca.</li> </ul>
<b>Inguqulelo neNkcubeko (URhulumente wethu)</b>	<ul style="list-style-type: none"> <li>Urhulumente udinga abasebenzi bakarhulumente okokuba babe nenguqu. I-DCAS ixhasa ulwakhiwo lobume benguqulelo yaye isoloko inkqenqeka phambili kwinani leenguqulelo – isebenza noluntu lonke yaye isebenza kwiiprojekti ezinqamlezileyo. I-DCAS iqhube ngokunjalo i-ajenda yeNguqu yeDijithali ngokusetyenziswa kwe-MyContent.</li> <li>Ukusetyenziswa kwamavolontiya kumathala eencwadi kwandisa ukukwazi ukufunda nokubhala.</li> <li>Ukuqaliswa kwezibonelelo ze-elektroniki kunye ne-eBook kumathala eencwadi.</li> <li>Uyilo lothelelwano lukarhulumente nolwangasese lokunikezelwa kweenkonzo kwinkonzo yoluntu kunye nophuhliso lwemidlalo.</li> <li>Uphuhliso kwezithethe nemigangatho yenkonzo yolutsha.</li> <li>Ukwakha isimo sorhulumente osabelayo kuzo zonke iinkonzo zethu.</li> <li>Ukwakhiwa sobume bokufunda ngokusetyenziswa kwamathala eencwadi, inkonzo yolutsha, oovimba kunye neemyuziyam.</li> <li>Ukufakwa kwidijithali kweerekhodi zoovimba.</li> <li>Imiboniso ye-intanethi kunye neenkqubo zolwazi zoluntu.</li> <li>Ukumiliselwa kokhenketho oluqhutywa ngobuxhaka-xhaka bekhompyutha.</li> <li>Ukuqiniswa kwenkqubo yoLawulo lweeRekhodi ze-Elektroniki enoxanduva yolawulo olufanelekileyo nolucwangcisiweyo lokuyilwa, lolwamkelo, lolongo, lokusetyenziswa nokulahlwa kweerekhodi ze-elektroniki, kubandakanywa neenkqubo zokucholwa-cholwa nokugcinwa kobungqina, kunye nengcaciso emalunga nemisebenzi yoshishino kunye neentengiselwano.</li> <li>Uqeqesho olukwi-intanethi lwaBaphathi beeRekhodi kunye nooMabhalane beendawo ekugcinwa kuzo iiRejista.</li> <li>Ukusetyenziswa okuqhubekayo nololongo loFikelelo kwiNgqiqo (AtoM).</li> <li>Ukumiliselwa kwepotali yewebhu yooVimba eya kuxhobisa uluntu ukuqhuba uphando olukwi-intanethi.</li> </ul>

UMmandla oPhambili weQhinga weVIP	UMnikelo weSebe wama-2020-2025
	<ul style="list-style-type: none"> <li>• Ukuphuhliswa kwesizinda seenkcukacha zamanani seMbali yoMlomo yePhondo esiya kudwelisa zonke iiprojekti zembali yomlomo eziqhutywe kwiNtshona Koloni.</li> <li>• Ukumiliselwa kweemvavanyo zohlolo ezikwi-intanethi kulungiselelwa ii-ofisi zabaxhamli beNkonzo yooVimba kunye neeRekhodi zeNtshona Koloni.</li> <li>• Ukuqaliswa koLawulo oluhlangeneyo lokuQulathiweyo lweShishini.</li> <li>• Ukwandiswa kwabasebenzi abanikezelwe yinkqubo yoLawulo lokuQulathiweyo lweShishini (ECM) ukunceda ishishini ekufezekiseni ulawulo olungcono lwamaxwebhu kunye nolawulo lweerekhodi.</li> <li>• Inkqubo yokubhukisha ekwikhompyutha amaziko enkcubeko.</li> <li>• Inkqubo yezicelo ezikwi-intanethi ezilungiselelwe iNkxaso-mali yoNyaka yoBugcisa.</li> <li>• Uyilo lothelelwano kwiYearBeyond.</li> <li>• Uyilo lokuxhasa ngemali kwiYearBeyond.</li> <li>• UHambo lweNkcubeko kunye noVavanyo lweBarrett ukwandisa isimo sombutho weDCAS esithi sancede impilo-ntle yombutho wayo.</li> <li>• Iiprojekti zentsebenziswano ezifana neeNkqubo zoLonwabo zenqanaba le-ECD, iNkqubo yeSikolo soBumelwane/iNkqubo zeMidlalo yeSikolo noYili lweKlabhu, iNkqubo yeMOD, iNkqubo yoPhuhliso loBumelwane, kunye namaziko olwabelwano kunye nendlela yeziko lwazo lolwabelwano ayiguquleli nje kuphela ngokholobo lwayo, kodwa inikezela ngokunjalo abafundi abasahamba isikolo kunye nezinye ezinendawo kunye namaziko alungileyo olonwabo, obugcisa, kunye nawenkcubeko, ngokunjalo nemisebenzi esekwi kwinkcubeko kunye neenqobo ezisesikweni kunye namalinge.</li> <li>• Ukuqinisekiswa konikezelo lwenkonzo olunomiliselelo olufanelekileyo lweentlanganiso zekomiti ezibanjwa ngohlobo lobuxhaka-xhaka bekhompyutha ezibanjelwa kwiindawo ezininzi.</li> <li>• Inkqubo yokufunyanwa kwi-intanethi kwezicelo zeLifa leMveli.</li> <li>• Uhlaziyo olukhoyo kusetyenziswa upapasho lweselula/amaqela kaWhatsApp ngenkqubela phambili yemiba ye-ajenda eyandlaliweyo.</li> <li>• Ukuqaliswa kweekowudi zeQR eziqinisekisa abathathi-nxaxheba ngofikelelo olulula kula maqela emiyalezo.</li> <li>• Ukukhuthazwa kwamathala eencwadi njengamaziko obugcisa oluntu asetyenziselwa izinto ezininzi njengeziko lokufumana/lenkonzo kulungiselelwa ezinye iinkonzo zikarhulumente.</li> </ul>

Izigqibo zeSebe zocwangciso zokumiliselela okuphambili kwiPhondo zisabela kubume boqoqosho lwentlalokwiPhondo. Ulutsha luhlala lusesichengeni kwimarike ngokunyaka kwinani lolutsha olungekho ngqeshweni, plungafundiyo nakuqeqesho (iiNEET), yaye intswela ngqesho ayichazwa phakathi kolutsha. Iqondo lentswela ngqesho liphezulu kwabo banamanqanaba aphantsi emfundo, yaye iphezulu kwabo bangenayo imatriki xa kuthelekiswa nabo benemfundo enomsila. Esi simo bubonakiliswe kwiigrafu ezingezantsi:

### INEETS zeNtshona Koloni (iminyaka eli-15 ukuya kwengama-34), 2017 Q1 – 2022 Q1



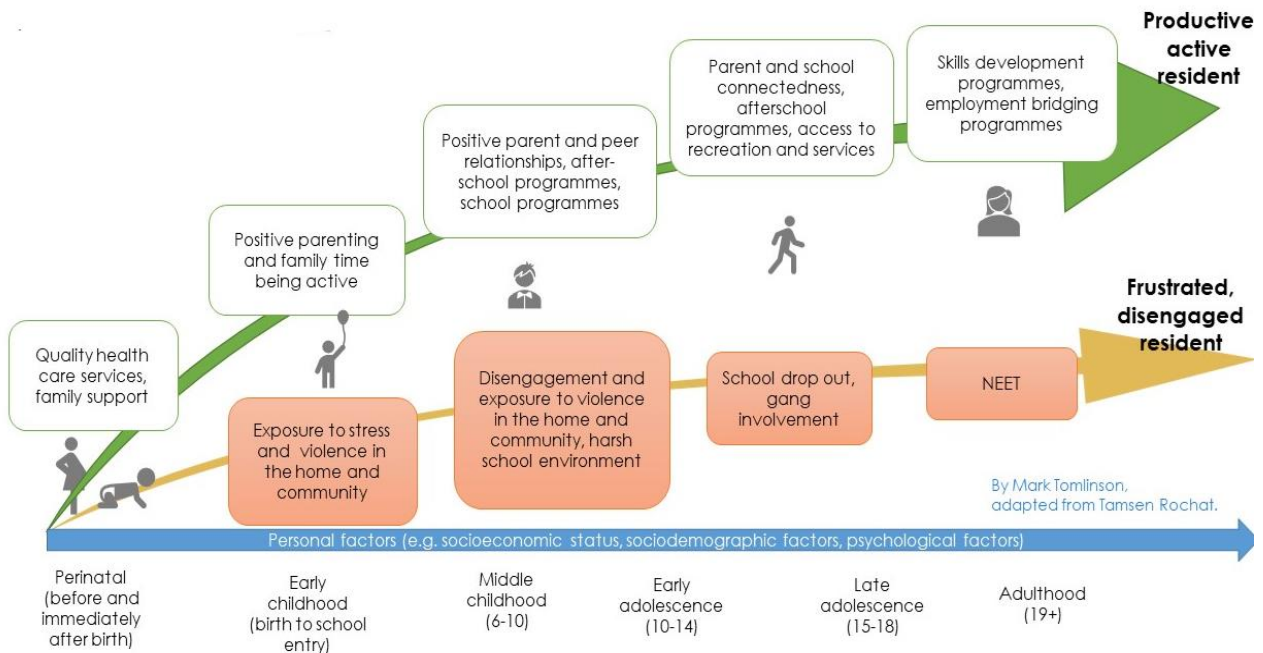
Umthombo: UVavanyo lwaRhoqo ngeKota lwaBasebenzi, Stats SA

### Uqulunqo lwentswela ngqesho ngokwabemi beNtshona Koloni

	2017Q1		2022Q1		Change		Unemployment rate within cohort in %
	Number ('000s)	Share (%)	Number ('000s)	Share (%)	Number ('000s)	(%)	
<b>Total unemployment</b>	660	100,0	774	100,0	114	17,3%	
<b>By Race</b>							
African	342	51,9%	405	52,3%	63,1	18,5%	36,7%
Coloured	286	43,4%	337	43,5%	50,7	17,7%	24,0%
White	29	4,4%	32	4,2%	3,2	11,2%	5,8%
<b>By Gender</b>							
Male	328	49,8%	411	53,1%	82,9	25,2%	24,9%
Female	332	50,2%	363	46,9%	31,5	9,5%	25,6%
<b>By Age</b>							
Youth	416	63,0%	424	54,7%	7,9	1,9%	47,8%
Older age	244	37,0%	350	45,3%	106,5	43,6%	24,5%
<b>By Education</b>							
Less than Secondary	426	64,5%	459	59,3%	33,7	7,9%	34,7%
Secondary	191	29,0%	257	33,1%	65,3	34,2%	22,8%
Tertiary	36	5,5%	51	6,6%	14,9	41,1%	8,6%

Umthombo: PERO (UVavanyo kwakhona loQoqosho lwePhondo neMbonakalo) 2022

Amangenelo eDCAS asekw kwindlela yongenelo olwenziwa kwangethuba apho iSebe Iijolise ekwandiseni ufikelelo kwimiba yokhuseleko ze ingenelele kwimpilo yabantu ukulungiselela ukubabeka kwindlela ebasa ekubeni babe ngabemu abasebenzayo, njengoko kubonisiwe ngasezantsi:



Isibe lizibophelele ekuqinisekiseni ngokuqhubekela kwenkxaso ukunciphisa umngcipheko. Oku kubandakanya ukugxila okuthile ekuqinisekiseni okokuba abantwana bayafikelela kwiincwadi ukususela ekuzalweni.

UFundo lweHlabathi lokuFunda nokuBhala (PIRLS) lubonisa into yokuba asikukuphela kuba iyinyaniso into yokuba ama-78% abantwana boMzantsi Afrika beGreyidi 4 – kunye nama-55% abantwana beGreyidi 4 eNtshona Koloni – abakwazi ukufunda ngentsingiselo okanye babe nakho ukufumana ingcaciso nje elula kwisifundo ukuze baphendule imibuzo elula, kodwa kuyinyaniso ngokunjalo okokuba malunga nabo bonke babo bantwana baphuma kuluntu oluhluphekileyo apho bangenakho ukufikelela kwimathiriyeli yokufunda esikolweni nasekhaya. Ngokunjalo, ishlo esandayo sobundlobongela ezikolweni zethu luphawu lokonakala koluntu.

Inyathelo lokuqala lokulungiswa kwale miba kukuguqulwa kwendlela esiyibona ngayo imfundo. Ukufunda akuphelelanga koko kufunyanwa ngabantwana bethu esikolweni phakathi kwentsimbi yesi-8 kusasa nentsimbi yesi-2 emva kwemini. Ngokwenyani, kwenzeka kubume bobomi obupheleleyo, obo apho abantwana bachanatywa 'kwikharithyulam' ebanzi kakhulu, ukuze bafumane uvuselelo olunemilinganiselo emininzi. Oku kubandakanya ukufundwa kwesifundo sokusebenza kunye nokomelela kumabala emidlalo okanye kumanqanaba okusebenza, basined ngethuba bekampishe kwindalo, kulunyekwe ukufunwa kolwazi ngokutyelelo kwiindawo ezahlukeneyo nokuva amabali amalunga nabanye abantu – ikhono lokuyila livuthiswa kukubona izinto ezintsha nezahlukeneyo. Le yindlela yokufuna ulwazi, ukuba ngumntu okwazi ukuzicingela, osebenzisanayo, nokuba nolwazi lwentlalo nokunxibelelana nabantu bayalolongwa yaye bayaphuhliswa. Le yintlanganisela yala mava athi abonelele abantwana avela, yaye anomphumelakuncedo lwemfundo kubantwana abaminyaka mine ukuya kwemithandathu phakathi kwabo kunye namahlakani abo angenazo izibonelelo ezaneleyo (uvavanyo kwakhona lwesimpoziam yophando yasemva kokuphuma kwesikolo 2019, iYunivesiti yaseStellenbosch).

### IsiCwangciso soVuselelo

Ngenxa yeCOVID-19, imingeni yentlalo noqoqosho yanda kakhulu ngeli xesha izibonelelo zemali karhukumente zinciphe kakhulu. Isicwangciso soVuselelo seWC sizama ukunyusela phezulu

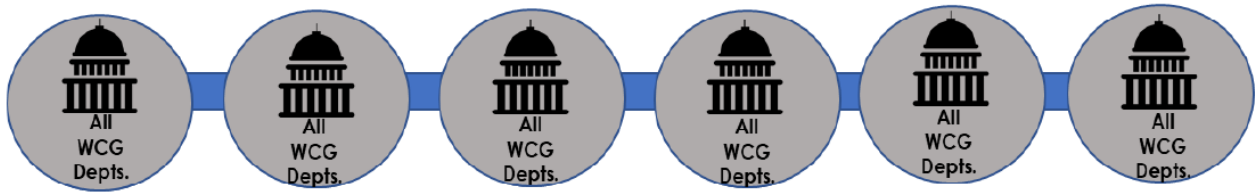
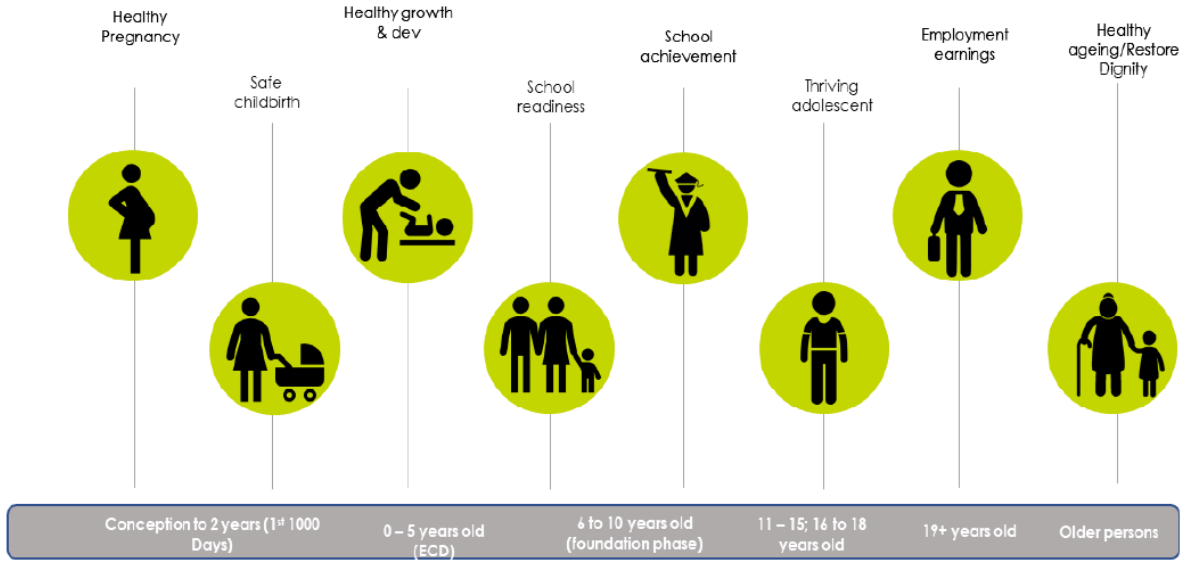
nokubeka phambili amanye amanganelo ePSP kunye nentsebenziswano phakathi kwabachaphazelekayo, nokumilisela kumaziko izifundo ezivela kumiliselo lwamanganelo eCovid-19. Imiba ephambili emithathu yesicwangciso soVuselelo yiMisebenzi, ukhuselo, kunye nentlalo-ntle.

ISebe liya kunikela kwisiCwangciso soVulelelo seCovid-19 ngeendlela ezilandelayo:

- Ukukhuthazwa kokwenziwa lulo ukuqhutywa koshishino ngokusetyenziswa kweHWC (uvuselelo lweMisebenzi)
- Ukunikezela ngamathuba omsebenzi ngokusetyenziswa kweYearBeyond kunye ne-EPWP (uvuselelo lweMisebenzi)
- Ukwakhiwa kwesimo sobummi, inkonzo noluntu – kujoliswe kulutsha, ubuvolontiya, ukhuselo nemisebenzi (uvuselelo lweMpilo-ntle)
- Ukuxhaswa kweentsuku zoku-1 ezili-1 000 kunye namanganelo e-ECD (uvuselelo lweMpilo-ntle)
- Ukukhuthazwa kwempilo yomzimba, yomphefumlo neyenkolo ngokusetyenziswa kwesondlo, komthambo kunye nenkxaso yengqondo nentlalo kuo bonke ubudala babantu (uvuselelo lweMpilo-ntle)
- Ukunikezela kumanganelo othintelo lobundlobongela (uvuselelo loKhuselo)
- Ukunikezela ngamathuba omsebenzi ngokusetyenziswa kweNkqubo yoLonwabo, iNkqubo yeMidlalo yeSikolo kunye neZakhiwo zeCARES (uvuselelo lweMisebenzi)
- Ukunikezela kwimisebenzi yolonwabo, eyemidlalo, eyobugcisa neyenkcubeko kubathathi-nxaxheba abasuka kwinqanaba le-ECD, ukuya kutsho kwinqanaba laBantu abadala (uvuselelo lweMpilo-ntle)
- Ukunikezela ngofikelelo kwiidawo zomsebenzi wokhuselo ngokusetyenziswa kwamaZiko oLonwabo, amaZiko eMOD, amaZiko eSikolo soBumelwane kunye neZakhiwo zeCARES (uvuselelo loKhuselo)

IsiCwangciso soVuselelo sisebenzisa isifundo sobomi ukuchonga amanqanaba obomi bomntu ngamnye kunye neemfuno zesiseko abazidingayo. Xa kuthelakiswa nePSP yowama-2019 – 2024, isifundo sobomi esikwisiCwangciso soVuselelo sandiselwe kubantu abadala ukuqinisekisa bonke abemi ukuba babandakanyiwe. Ngokuhambelana nengcingane yePSP, kubalulekile ukungenelela kumanqanaba okuqala obomi bomntu ukuya kutsho kubudala beminyaka engama-25. Oku kungenxa yokuba ukungenelela kumanqanaba asekuqaleni kubalulekile ukuya kwiminyaka engama-25 kuya kuba nempembelelo elungileyo ekhulileyo kubo bonke ubomi bomntu nakuzo zonke izizulukwana, njengoko kubonisiwe ngasezantsi.

**Life Course Approach: Intervening from the cradle to the grave**



Iminikelo yeDCAS kwisiCwangciso soVuselelo iya kuxhaswa luthelwano apho kunakho ukwabelana ngeendleko nokuphucula ufikelelo kunye nokusebenza ngokuxhathisa ngophawu kunye neendlela ezilungileyo zokusebenza zamahlakani. ISebe linikezele ngokunjalo iinkonzo zenqanaba ngalinye lomjikelo wobomi bomntu ngamnye, njengoko kubonisiwe ngasezantsi:



Conception	0 – 2 yrs	6 – 10 yrs	11 – 15 yrs	16 – 18 yrs	19 – 24 yrs	25 yrs plus
	0 – 5 yrs					
	Arts and culture	Arts and culture	Arts and culture	Arts and culture	Arts and culture	Arts and culture
	Museums	Museums	Museums	Museums	Museums	Museums
	Recreation	Recreation	Recreation	Recreation	Recreation	Recreation
	Libraries - Reading for meaning	Libraries - Reading for meaning	Libraries	Libraries	Libraries	Libraries
		artists in schools	artists in schools	Young patriots, artists in schools	Young patriots	
		Primary school sport	Primary and high school sport	High school sport		
		After School Programme	After School Programme	After School Programme		
				Club and Fed. Support – long term particip.	Club and Fed. Support – long term particip.	Club and Fed. Support – long term particip.
				Archives	Archives	Archives
					Initiation programme	Initiation programme
					EPWP	EPWP
					Youth in service	

Umnikelo ophambili weSebe kwisiCwangciso soVuselelo lweWC unxulumene nemimandla ekujoliswe kuyo njengoko kuchaziwe ngasezantsi:

### Imisebenzi

ISebe linikele ngokunjalo kuyilo lwemisebenzi kwicandelo lalo yaye le minikelo yokukhulisa kunye nemisebenzi ichazwe kumsebenzi wenkqubo wamacandelo angasezantsi.

Uyilo lokuKhula elilungiselelwe iQhinga leMisebenzi yincopho yokuphambili kurhulumente wePhondo yaye lubandakanya iinjongo zebhongo nekujoliswe kuko kulungiselelwa iPhondo yaye luxhomekeke kwindlela ehlangeneyo yorhulumente wonke noluntu lonke luphela. Umsebenzi weDCAS kwimimandla yophuhliso lwezakhono, uxhasa iziphumo zemfundo ngokusetyenziswa kwamathala eencwadi kunye nenkqubo yasemva kokuphuma kwesikolo, nokwenza amanganelo angundoqo ancedayo kunye nesixokelelwano sexabiso loyilo loqoqosho, kubandakanywa imisitho, uya kuxhasa ukumiliselwa kweli qhinga.

### Ukhuselo

OkuPhambili kuKhuselo lweSebe "kukuhlangana nolutsha olusemngciphekweni kwiinkqubo zokufunda, zolonwabo, zemidlalo, zobugcisa, kunye nezenkcubeko". Ukhuselo luchongwe njengesithintelo esiphambilikukukhula kunye nempilo-ntle yabahlalali. Njengenxalenye yeenzame zePhondo ukuphucula ukhuselo iSebe liya kujolisa ekuthinteleni ulutsha ekubandakanyekeni kwimisebenzi yolwaphulo-mthetho ngokubanxibelelanisa kwiiNkqubo zaseMva kokuPhuma kweSikolo, ngokujolisa ikakhulu ekuncitshisweni kwemingcipheko:

- yokusilela umfundweni nenkqubo yokufunda nokubhala yeYearBeyond kunye nezibalo ezijoliswe kwiigreyidi 3 neyesi-4;

- yokungabikho esikolweni nendlela yokuziphatha echasene nentlalo ngokusetyenziswa kwemidlalo neeklabhu zobugcisa kunye nothungelwano lwamaqela lwabaminyaka elinganayo;
- yokubekelwa ecaleni ngokuyilwa kwamathuba olutsha olubekelwe ecaleni oluza kuba yinxalenye yenkqubo;
- yolwaphulo-mthetho ngokunikezela mathuba okwakhiwa kwezakhono zabantu abatsha ngeendlela ezizezinye zokunxibelelana nokuqwalaselwa kongquzulwano kunye nomsindo;
- yolwaphulo-mthetho nobubi bentlalo ngokusetyenziswa kwezikolo kunye namaziko asekwe kuluntu njengeendawo ezikhuselekileyo zoluntu ngeeyure zangethuba nezasemva kweeyure zokuphuma kwesikolo. (okt., uLonwabo, iNkqubo yeMOD kunye namaZiko eSikolo soBumelwane, ngokunjalo namaziko olwabelwano)

ISebe liqhuba ngokunjalo iinkqubo zabasetyhini namantombazana ukulungisa ukungalingani kwexesha langaphambili yaye njengomnikelo kukhuseleko loluntu ngokuxhaswa kwabasetyhini namantombazana kwicandelo lemidlalo.

Amangenelo okhuselo lweSebe akhokhelwa yimimandla yePhondo eshushu lulwaphulo-mthetho achongwe kwiPhondo ngokwetheyibhile engasezantsi:

% of programmes in Hotspot areas	NUMBER OF PROGRAMMES IN HOTSPOT AREAS																	
	Bishop Lavis	Gugulethu	Mitchells Plain	Samora Machel	Nyanga	Hanover Park	Kraaifontein	Allanits	Delft	Mfuleni	Harare	Phillippi East	Khayelitsha	Beaufort West	Swartland	Ovenstrand	Witzenburg	George
MoD (37%)	2	3	7	2	3		4	4	3	2	2	1	10	8	3	4	6	3
Neighbouring schools (38%)	4						18	4	1					6	7	4		7
YearBeyond (54%)	234	29	31		41		76	60	77		26	51	321	9	150	51	4	272
Sport Clubs (37%)	-	4	1		1		1		1	1		3	4	12	8	11	5	14
NGO funding (Arts and Culture) (43%)	6	5	6			6			1	2			2	1	1	7		3
Museums (22%)														1	2	1	2	1
Libraries (19%)	1	1	5	1	1	1	3	2	2	1	1	1	6	6	9	9	13	11
Shared facilities (71%)			1				1							1	1			1
Recreation centres (40%)	1			1			1	1					1	1	2	1		1
Art Centres (44%)					1							1		2	1			1

Ngeli thuba iinkqubo zeDCAS zikulo lonke iPhondo, amangenelo angasentla athe ngqo kwimimandla eshushu kunye neepesenti ziqaqambisa ubungakanani apho amangenelo akhoyo kwiindawo ezishushu.

### Impilo-ntle

I-DCAS yenye yabagcini kwabaninzi bephondo bempilo-ntle ijolise kwintlalo, kwintlalo-ntle yenkcubeko nomzimba kunye nolutsha. ICovid iba nempembelelo enkulu kwimpilo-ntle yoluntu ibanga into yokuba bonke abagcini babeke phambili impilo-ntle. KwiDCAS ejolise kuko kuya kuba koku kulandelayo:

- Ukuphakanyiswa komgangatho wolwazi olumalunga nempilo-ntle njengenxalenye yokuyilwa kweenkcazelo ezintsha kuluntu ngendlela apha ethi inike ingqwalasela imingeni yempilo-ntle ejamelene nabantu, ekujoliswe kuko ikakhulu kwimisebenzi kunye nolutsha kulonwabo, kwimidlalo, kubugcisa kunye nenkcubeko.



- Ukuququzelela ingxoxo emalunga nemingeni yempilo-ntle njengexalenye yokuqaliswa kwengxoxo kuluntu ebinemiba yempilo-ntle ebifihlwa ngokwembali.
- Ukusebenza namahlakani, afana necandelo lezenkolo, ukuxhathisa ngezibonelelo zalokwilinge ngokubanzi lempilo-ntle.
- Ukuvuselelwa koluntu okumalunga nempilo-ntle kubandakanywa ukuhamba kulungiselelwa impilo-ntle, amaphulo okukhumbula, amaphulo ajolise ekucalulweni kwamazwi amaqela achongiweyo afana nawamabhinqa kunye nolutsha.
- Ekujoliswe kuko okuphambili kweNkonzo yooVimba kukwimbali nobuntu, okunokuba nempembelelo elungileyo kwimpilo yengqondo nempilo-ntle. Oovimba basebenza njengengqiqo yokuqokelela yoluntu; banikezela ngobungqina bexesha elidlulileyo nokukhuthaza ukuthatyathwa koxanduva nokuba phandle kwizenzo zexesha elidlulileyo. Oovimba banceda abantu okokuba bayiqonde imbali yabo kunye nendima yemibutho, yabantu, kunye nomanyano lwempembelelo ekuxonkxeni ixesha elidlulileyo. Ulwazi lwexesha elidlulileyo luyila ixesha elizayo elingcono. Oovimba banceda ekukhuthazeni ingqiqo yoluntu kunye nabantu.
- Sbantu banakho ukufunda malunga nokuba bangobani na, ingcaciso yomnombo, izehlo zembali, yaye ngoko babe negqiqo engcono yemvelaphi yabo.
- Ukuqokelelwa ndaweni nye kwenkxaso malunga nempilo-ntle yolutsha ngokusetyenziswa kweePakethe zeSiseko zoYilo lweNkonzo kunye nesisongelo seYearBeyond malunga nenkxaso ukuqinisekisa okokuba abantu abatsha bayazi yaye banakho ukufikelela kwiinkonzo, yaye sixhasa ukulungiswa naziphi na izithuba.
- IPhulo loSuku lweMpilo yeNgqondo lweHlabathi ukuqaqambisa indawo ebalulekileyo kwimingeni yempilo-ntle yengqondo, kujoliswe ikakhulu kulutsha.

ISebe liya kunikela kwimpilo-ntle ngokusetyenziswa kwamalinge ethala leencwadi okufunda nokubhala, iNkonzo yoLutsha neeNkqubo zaseMva kokuPhuma kweSikolo, ufikelelo kwingcaciso ekoovimba nakwiinkonzo zerekhodi, iinkonzo zobugcisa nezenkcubeko, kunye neenkonzo zemidlalo nezolonwabo.

#### **a) Amanganelo eThala leeNcwadi likarhulumente okufunda nokubhala**

Ukubhala nokufunda kubalulekile kuphuhliso loqoqosho lwentlalo. Isizwe esikwaziyo ukufunda nokubhala senza umnikelo olungileyo kuphuhliso ngokubanzi lwelizwe. Izakhono ezifanelekileyo zokufunda nokubhala zivula iingcango kumathuba amaninzi emfundo nawengqesho ukwenzela ukuba abantu babe nakho ukuzikhupha kwindlala kunye nentswela ngqesho embi kakhulu.

Indima yamathala eencwadi karhulumente afuduke kudala ekubeni ngamaziko ajolise ikakhulu ekubolekiseni ngeencwadi kuluntu, ekubeni abe zizizinda zoluntu ngokunjalo athi aququzelele ulwazi lwenkcubeko kunye nengqiqo nokunikezela ngofikelelo kwingcaciso yengingqi neyoluntu, kulawulo lwe-intanethi, ingcaciso yempilo ephambili nebanzi, kunye namathuba emfundo.

Njengexalenye yokuphambili kwiMpilo-ntle yesiCwangciso soVuselelo, iSebe lidingeka okokuba lixhobise amathala eencwadi oluntu ukuqinisekisa ngokuba abantwana banakho ukufunda ngentsingiselo yaye bayakwazi ukubala bekubudala beminyaka eli-10. Amathala eencwadi oluntu adlala indima eyandileyo ekuphuhliseni izakhono zokufunda nokubhala kwangethuba kunye nothando lokufunda kubantwana. Amathala eencwadi oluntu adlala indima ngokufikelela kuluntu, anikezele ngeenkqubo ezahlukeneyo, asebenza kwizizukulwana zonke, yaye aphuhlisa isimo sokufunda sesizwe. Imizekelo yamanganelo okufunda nokubhala abandakanya upelo kunye

nokhuphiswano lokufunda, ilinge elaziwa njenge-Read-out-Load, kunye neeyure zencwadi yamabali.

## **b) INkqubo yeNkonzo yolutsha**

Ukungabi namisebenzi kolutsha ngowona mngeni mkhulu ojamelene noMzantsi Afrika kunye neNtshona Koloni. Umlinganiselo wentswela ngqesho wababudala buyiminyaka eli-15 ukuya kuma-24 unyuke waya kutsho kuma-61.3%, ukunyuka okumanqanaba epesenti ezisi-9 ngowama-2020 ngenxa yeempembelelo zeCovid-19 kuqoqosho.

KwiSizwe nakwiPhondo, urhulumente uchonge ukuphuhliswa kweenkqubo ukulungisa lo mngeni. ENtshona Koloni, iSebe linoxanduva lokulungelelanisa iinzame ezinqamlezileyo ukuqinisa iinzame ukulungiselela ukunikela kulutsha ngamava okuqala omsebenzi njengendlela eya kwingqesho okanye kukufunda. Kwisithuba seminyaka emi-5 elandelayo ngaphezulu kwamathuba ali-10 00 aya kuyilelwa ulutsha ukwenzela ukuba lufumane amava omsebenzi ngokwandiswa kophawu lwenkqubo yeYearBeyond ne-EPWP.

Inkqubo yephondo yolutsha iya kukhokelwa zizithethe nemigangatho ephuhlisiweyo yaze yamkelwa liPhondo iqinisekisa ngenkxaso engaphezulu efanelekileyo yolutsha kwiPhondo. Le nkqubo iya kunikezela ngamava omsebenzi onentsingiselo kunye nezakhono zobomi ukulungiselela ukuba lube nakho ukuphuhlisa izakhono zalo. Injongo yeyokokuba ama-75%+ abathathi-nxaxheba baphumele kumsebenzi okanye kwizifundo.

Ekujoliswe kuko ngowama-2022/23 kukunikezela ngamathuba kulutsha olungama-2 000 yaye ekujoliswe kuko ngowama-2023/24 ubuncinane lulutsha olungama-3 000, kodwa ukuba ngaba inkxaso-mali iyafumaneka oku kunakho ukwandiswa kuyo kutsho kulutsha olungama-3 201. Olu phawu luya kwandiswa rhoqo ngonyaka ukulungiselela ukufikelela kokujoliswe kuko okungamathuba angama-5 500 ngonyaka ngamnye ngowama-2024/25.

Ukuqwalaselwa kwentswela ngqesho yolutsha kunikela kuyo yonke imiba emithathu yokuphambili kwephondo – imisebenzi, ukhuselo kunye nempilo-ntle. Inkqubo yenkonzo yolutsha yakha abemi abasebenzayo yaye ikhuthaza ubume bokuvolontiya kunye nenkonzo, iqinise uhambelwano lwentlalo kunye nedemokhrasi yethu. Indlela yenkqubo ixhasa iinguqulelo zolutsha luye kwingqesho yezifundo ezinikela kokugxilwe kuko kwimisebenzi, ze ekugqibeleni inikezele ngamava omsebenzi onentsingiselo kulutsha olusemngciphekweni esinciphisa ubukho bendlela yokuziphatha engamkelekanga kuluntu nobundlobongela.

IInkqubo zoLwazi zooVimba ziya kubandakanya iVeki yoNyaka yoLwazi looVimba, iintetho ezikwi-intanethi, utyelelo looVimba oluqhutywa ngekhompyutha ezigxile kokuthile kulutsha nokuluxhobisa ngolwazo olumalunga nooVimba nemisebenzi yabo.

ISebe liya kunikela ngokunjalo kule migqalisela ilandelayo yephondo enxulumene nempilo-ntle yolutsha:

- Ipesenti yeenkqubo zolutsha ezihambelana nesicwangciso-nkqubo sezithethe nemigangatho (izikhokhelo).
- Inani leeNkqubo elimiliselweyo nelichongiweyo zaseMva kokuPhuma kweSikolo nezoluntu ezilungiselelwe ulutsha.
- Inani lolutsha elinikezelwe inkxaso kusetyenziswa iYearBeyond, iBPS kunye nezinye iinkqubo ezichongiweyo.

Imigqalisela yeSebe yamaziko eMOD kunye namaZiko eSikolo soBumelwane inxulumene nale miqathango yephondo.

### **c) Ufikelelo kwingcaciso ekwiinkonzo zoovimba neerekhodi**

OoVimba baxhobisa abantu ngokubanikezela ufikelelo kwingcaciso. Ufikelelo kwiirekhodi zoovimba luyanikezelwa kubaphandi nabafundi ngokusetyenziswa kweenkonzo ezithe ngqo ezinikezelwa kwigumbi lokufundela nangokusetyenziswa kweempendulo kwimibuzo. Ukubonelelwa kofikelelo kwiirekhodi zoovimba kuya kwandiswa ngaphezulu ngokusetyenziswa kwewebhusayiti yoovimba eya kunikezela ngofikelelo kwimifanekiso yedijithali. Uqeqesho loLawulo lweRekhodi enikezelwe kubaphathi beerekhodi kunye noomabhalaba abasebenza kwigumbi leerejista luqinisekisa ngolawulo olululo nololongo lweerekhodi zoluntu ezikumamqumrhu karhulumente.

### **d) Ufikelelo kwiinkonzo zemidlalo nolonwabo**

Ufikelelo luya kuququzelelwa ngendlela yophuhliso lobumelwane, kunye namaziko olwabelwano njengoko kuchaziwe ngasezantsi:

#### **a) INkqubo yeZikolo zoBumelwane**

Uphuhliso lwezikolo zoBumelwane kubume beSebe, luthetha ukunceda ngophuhliso olungaphezulu lobumelwane, ngeli thuba kusetyenziswa isikolo njengeziko lobumelwane. Okufunyenwe kuphando lwakutsha nje, amava, ukufundisa kunye/okanye ukufunda, kuqaqambisa okokuba abahlali boninzi lobumelwane bafumana ukuchanatywa mihla le kububi obugqubayo bentlalo nesigrogriso kubomi bomntu. Ngokunjalo, abahlali abaninzi bagatyulwe amehlo, baziva ngokungathi baphila kubume bokungabinalo ithemba, ababoni kamva liqaqambileyo, abanayo ingqiqo yokuba yinxalenye, yaye/okanye baziva belahlekelwe mhlawumbi bubuntu babo, okanye ubuntu babo abusekho. ISebe, kumda walo wesigunyaziso, liqalise ngenkqubo, ethi incede ngoyilo kunye/okanye ngonikezelo lwethuba lofikelelo kwiindawo, ezilungiselelwe ulutsha olusesesikolweni, kubume boluntu lwesikolo, kobobumelwane, oluzifumana lukwindawo esembindini wesithili.

Ngokubekiselele kolu hambo kunye nenkqubo, iSebe liphuhlise indlela ehlangeneyo nepheleleyo ethi ibandakanye icandelwana ngalinye kumacandelwana alo, angala, uLonwabo, iNkqubo yeMOD, iMidlalo yeSikolo kunye neNkxaso yokuSebenza. Ngale ndlela ihlangeneyo, indlela yomthathi-nxaxheba iyakhuthazwa ethi inikezele ulutsha olusesesikolweni ngethuba lokufikelela kwiindawo, eziqala kwinqanaba loPhuhliso loBuntwana kwaNgethuba (ECD), ukuya kutsho kwimfundo ephakamileyo kunye/okanye kwinqanaba lelizwe lokusebenza.

#### **b) Amaziko olwabelwano alungiselelwe inkcubeko, ubugcisa, ulonwabo, imfundo kunye nemidlalo**

Amaziko olwabelwano aqulathe uluhlu lwezibonelelo ezifanelekileyo kwinkcubeko, kubugcisa, kulonwabo, kwimfundo nemidlalo, oluthe lwaphuhliswa esikolweni, okanye kubumbano lwezikolo ezisondeleleneyo esinye nesinye, kulungiselelwa ukusetyenziswa njengoluhlu lwezibonelelo zolwabelwano, lulutsha olusesesikolweni kunye noluntu olusekwe esikolweni lwezikolo ezichaphazelekayo kunye nezikolo zobumelwane, ngenjongo zeNkcubeko, zoBugcisa, zoLonwabo, zeMfundo neMidlalo.

Kumaziko olwabelwano, amabala angasetyenziswa ngokupheleleyo kunye/okanye izakhiwo ziphuhliselwe ezi njongo ezilandelayo:

- Ukunikezela ngeendawo ezikhuselekileyo ukulungiselela ukusetyenziswa lolutsha olusesesikolweni kunye noluntu lwesikolo, olulungiselelwe iinkqubo, iiprojekti, imisebenzi enxulumene neNkcubeko, uBugcisa, uLonwabo, iMfundo kunye neMidlalo kubumelwane obufanelekileyo kunye nobumelwane obuchaphazelekayo obusingqongileyo.
- Ukunikezela ngofikelelo olulula kunye namathuba olutsha olusesesikolweni noluntu lwesikolo kubumelwane obufanelekileyo, ngeli thuba kuncedwa ngokunjalo abathabathi-nxaxheba ngophuhliso lwengqiqo yokuzingca, ingqiqo yokuba ungubani na kunye nengqiqo yokuba yinxalenye, ingakumbi kuluntu lwesikolo lobumelwane obuchaphazelekayo.
- Ukuyila ufikelelo kumathuba afanelekileyo awamkelekileyo kwintlalo, ngoko ukunceda ngokunjalo ekubhangiseni ububi bentlalo, obufana nolwaphulo-mthetho nendlela yokuziphatha ephume emgaqweni ngokubanzi.
- Ukunceda ngemfundo ngokupheleleyo, uphuhliso kunye nokukhula kolutsha olusesesikolweni kunye nabathabathi-nxaxheba abafanelekileyo, ngokubonelelwa kwemisebenzi yenkcubeko, yobugcisa, yolonwabo, yemfundo kunye neyemidlalo, ukwangezelela kwimfundo enxulumene neziko.
- Ukunceda abathabathi-nxaxheba ngolonwabo, ngomdlalo kunye namathuba olonwabo, ngokunjalo nolwakhiwa kokuzithemba, ukuzixabisa nesidima.
- Ukunikezela ngofikelelo kukuthatyathwa kwenxaxheba sisininzi, imisebenzi ethe ngqo neyeyodwa, ngokunjalo namathuba olwazi.
- Ukunceda kuthando lokuhlala ndawonye kwabathabathi-nxaxheba ngendlela, nobume obukhuselekileyo, obuthi buhlanganise yaye bukhuthaze ubume kunye neendlela ezamkelekileyo ezijolise "kuMisebenzi woBomi bonke, iMfundo ePheleleyo", "iSizwe esiSebenzayo" kunye neSizwe esiGqwesayo".

### **IQhinga loPhuhliso loLutsha leNtshona Koloni:**

Iqhinga loPhuhliso loLutsha leNtshona Koloni lijolise ekunikezeleni ngenkxaso engaphezulu, amathuba kunye neenkonzelo ezilungiselelwe bonke abantu abatsha okokuba banxibelelane ngcono nobume babo ze babe nokuthabatha uxanduva, babe ngabantu abadala abazimeleyo nabazinzileyo. Injongo yeqhinga yeyokuba ulutsha lweNtshona Koloni luvuseleleke, lube ngabantu abafundileyo, abathabatha uxanduva, abazimeleyo nabaempilweni entle nabanemveliso eyiyo, abalusapho nabanobudlelwane bentlalo bekubudala obungama-25.

Iqhinga libekwe embindini weentsika ezintlanu ezingasezantsi:

<b>INTSIKA</b>	<b>INJONGO</b>	<b>IINKQUBO</b>
Isiseko sosapho	Ukuba nesininzi sabazali ababalulekileyo nabanezakhono zobuzali ezifanelekileyo kunye nothungelwano lwenkxaso ukuxhasa uphuhliso olulungileyo lolutsha	<ul style="list-style-type: none"> <li>• Inkxaso yosapho nobuzali</li> <li>• Iinkonzo zempilo nezentlalo yengqondo</li> <li>• Impilo yokufunda nokubhala</li> <li>• Inkqubo yabameli boluntu abanendlala yokuziphatha engamkelwa lolutsha</li> </ul>
Imfundo noqeqesho	Ukuqinisekisa ngokuba ulutsha luyakwazi ukufunda nokubhala, ukubala yaye lubulungele ubomi kunye nomisebenzi	<ul style="list-style-type: none"> <li>• Imfundo esemgangathweni</li> <li>• Ukugcinwa kwabafundi esikolweni</li> <li>• Imisebenzi ecwangcisiweyo yasemva kokuphuma kwesikolo</li> <li>• Uphuhliso lwezakhono nongenelelo phakathi</li> <li>• Ufikelelo lwi-intanethi luluntu</li> </ul>

INTSIKA	INJONGO	IINKQUBO
Ithuba lezoqoqosho	Ukunikezela ngamathuba kulutsha okokuba andise amathuba omsebenzi nawemarike yomsebenzi	<ul style="list-style-type: none"> <li>Uphuculo lothungelwane phakathi kolutsha kunye nemisebenzi nokufunda ngokuyilwa kwamava kwimisebenzi enentsingiselo</li> <li>Inkqubo yomsebenzi exhaswe ngemali</li> <li>Iinkonzo zongenelelo phakathi kwingqesho</li> <li>Ukufundwa nokubhalwa kwemali</li> </ul>
Ukuba ungubani nokuba yinxalenye	Ukuqinisekisa ulutsha ukuba lunakho ukukhetha kusetyenziswa impembelelo elungileyo kubomi balo ethi ikhuthaze ingqiqo yokuba yinxalenye nononcedo.	<ul style="list-style-type: none"> <li>Inkxaso yamaqabane kunye nothungelwano</li> <li>Amathuba emidlalo, umculo, ubugcisa kunye nenkcubeko njengesixhobo sophuhliso.</li> <li>Iindawo zolutsha kunye nothungelwano</li> <li>Imifanekiso elungileyo yolutsha</li> <li>Uphuhliso lobunkokheli</li> </ul>
Ukuhlanganiswa kwakhona kwamathuba	Ukuququzelelwa kokuhlanganiswa kwakhona kolutsha ngokunikezelwa kweenkonzo ezifanelekileyo kunye nenkxaso ukuhlanganisa kwakhona, ukuqiniswa kokomelela nokuncediswa kophuhliso olulungileyo	<ul style="list-style-type: none"> <li>Iinkqubo ezisebenzayo ukuhlangana nolutsha olungaqhagashelwanga</li> <li>Iinkqubo zamanyathelo alungileyo</li> <li>Izakhono nongenelelo oluphakathi lomsebenzi</li> </ul>

ISebe linikela kwintsika nganye yazo zontlanu intsika zeqhinga, ingakumbi, iMfundo noQeqesho, ngokunikezelwa kwemisebenzi ecwangcisiweyo yasemva kokuphuma kwesikolo, neyokuba ungubani nay aye uyinxalenye, ngokunikezela amathuba olonwabo, emidlalo, omculo, obugcisa nawenkcubeko njengezixhobo zophuhliso.

#### a) Amangenelo ajolise kumntwana

Amathala eencwadi adlala indima ebalulekileyo ekuxhaseni ingcaciso, iimfuno zemfundo nezokufunda nokubhala zabantu abatsha kuluntu lwabo. Nangona oku bekuyinto eyenziwa rhoqo ngamathala eencwadi, kule mihla uhlobo nobubanzi beenkonzo zethela leencwadi buyatshintsha ukubonisa iimfuno ezintsha, ezahlukileyo nezikhulayo zabantwana nezolutsha.

Njengoko iikhompyutha ukubaluleka kwazo kukhula ngokubaluleka kubomi bemihla ngemihla, amathala eencwadi asabela ngokufanelekileyo. Ukulungiselela abo bangalufikelelo kwiikhompyutha ekhaya okanye esikolweni, ithala leencwadi kumaxesha amaninzi iba kuphela kwethuba labo lokufunda indlela yoyisebenzisa, baziqhelanise neenkqubo ezininzi zeenkqubo zekhompyutha, ze bafumane ukuqaliswa kwi-intanethi.

Amathala eencwadi adumile ngokuba ziindawo zokudibana kubantwana kunye nolutsha emva kokuphuma kwesikolo, zokunikezelwa kweempendulo kwimibuzo ekubhekiselelwe kuyo nokuhlangatyezwa kweemfuno zophando. Abanye bezela ukufumana uncedo kumsebenzi wabo wasekhaya, ngeli thuba kwabanye abantu abatsha, ithala leencwadi loluntu libonelela ngebhulorho esuka kubume bemfundo esesikweni ukuya kukufunda kobomi bonke obuqhutywa ngumntu ngokwakhe. Isisibonelelo sengcaciso ngamathuba ekhono lomsebenzi kunye nokuqeqeshelwa umsebenzi, ngokunjalo nazo zonke iindidi zomdla womntu nafuna ukukulandela.

#### b) Amangenelo ajolise kulutsha

Ngokuhambelana noMgaqo-nkqubo woLutsha weNtshona Koloni ochazwe ngasentla iSebe leMicimbi yeNkcubeko neMidlalo lizibophelele ekubekeni phambili uphuhliso lolutsha kuzo zonke iinkonzo zalo kunye nemisebenzi. Ulutsha likamva lethu yaye kufuneka ibe lulo oluchongwa kuqala kumsebenzi wethu.

Ulutsha kufuneke lubekwe phambili ngale ndlela ilandelayo yiDCAS:

- Utyalo-mali kwiinkqubo ezahlukeneyo zokubhala nokufunda zabantwana kumaziko e-ECD, kwizikolo, kumathala eencwadi nakuluntu ngokusetyenziswa kweeNkonzo zawo zeThala leeNcwadi kunye neYearBeyond. Ezi zijolise ekwakheni isimo sokufundela intsingiselo kubudala beminyaka eli-10.
- Utyalo-mali kuphuhliso olupheleleyo lomntwana kujoliswe ekuqinisekiseni ukuba abantwana bachanatywa kuluhlu lwemisebenzi yemidlalo, yobugcisa neyenkcubeko yaye bayaxhaswa okokuba bafumane yaye balandele abakuthandayo ngokusetyenziswa kweeNkqubo zaseMva kokuPhuma kweSikolo.
- Utyalo-mali ekwakheni ingqiqo yolutsha ekubeni yinxalenye yoluntu ngokuyila "amaqela amaqabane alungileyo" ngokusetyenziswa kwemidlalo, ubugcisa, inkcubeko nokunika ulutsha ufikelelo kwizibonelelo zelifa lemveli ngokusetyenziswa kweemyuziyam kunye namaziko oluntu.
- Ulutsha luyaxhaswa ukuphuhlisa ulwazi lwemidlalo nobugcisa.
- Amathuba alungiselelwe ulutsha okokuba lufumane amava omsebenzi andiswa ngokusetyenziswa kwentlanganisela yamathuba enkonzo yolutsha, i-EPWP kunye nezinye iinkqubo ezizezinye zemisebenzi karhulumente kunye neenkqubo zothelwano.

ISebe lithe gqolo ukusebenzela ukwandisela iinkonzo zethu kulutsha nokuhlaziya umsebenzi wethu wophuhliso lolutsha rhoqo ngonyaka.

Ngaphezulu, iSebe litshatshela kwinkqubo enqamlezileyo yophuhliso lolutsha ethi ibandakanye ukuqinisekisa:

- Izithethe nemigangatho ziyavunywa kwiPhondo lonke
- Isebe ngalinye linika ingxelo ngenkqubela phambili yalo leenkqubo ezulungelelaniswe kwizithethe nemigangatho
- Isebe ngalinye linika ingxelo ngomnikelo walo kwimigqalisela enqamlezileyo yolutsha rhoqo ngekota.

Le nkqubo ijolise ekunikezeleni ngamathuba kulutsha okokuba luphuhlise ikhono elipheleleyo lwalo. Iyila amathuba endawo yomsebenzi yeeNEET ezibudala buyiminyaka eli-18 ukuya kwengama-25 athi akhe ukulungela kwazo umsebenzi, ngeli thuba kunxulunyaniswa olu lutsha kwiindlela zenkquba edlulele kukufunda okanye umsebenzi. Ngeli thuba kuphuhliswa iiNEET inkqubo inikezela ngokunjalo iinkonzo ezidingeka kakhulu kubantwana nolutsha olukwiingingqi zoluntu, izikolo kunye neenkqubo zenkonzo karhulumente. Ezi nkonzo zijolise ekunikezeleni zabantu abatsha ngamathuba okufumana intsingiselo, bafumane yaye balandele uthando lwabo, ukuphuhlisa uthando lwabo lokufunda, ze ekugqibeleni bathabathe inxaxheba kwiiNkqubo zaseMva kokuPhuma kweSikolo/zeHolide.

### **IQhinga lokuSabela kwiNguqu yeSimo seZulu leNtshona Koloni 2014 (lahlaziywa ngowama-2022)**

IQhinga lokuSabela kwiNguqu yeSimo seZulu leNtshona Koloni lowama-2014 kukusabela okulungelelanisiweyo kwinguqu yesimo sezulu sePhondo leNtshona Koloni, ukukhokhela umiliselelo oluhlangeneyo lweeprojekti zenguqulelo kunye nokuhlolwa kwamathuba athu ahlanganise uphuhliso lwekhabhoni ephantsi nokomelela okwandileyo kwesimo sezulu, ukwandiswa kwe-ikhosistim kunye neenkonzo ezininikelayo, ngokunjalo nokukhula koqoqsho nokuyilwa kwemisebenzi. Ekujoliswe kuko kweQhinga kukwiindlela ezibonakalayo, ezinakho ukumiliselwa kwingingqi, nezicwangcisiweyo ukulungiselela ukusabela okuhlangeneyo kwinguqu yesimo sezulu.

Nangona iSebe lingenaluxanduva luthe ngqo kwizenzo ezichazwe kwiQhinga, iSebe liya kusungula kunye/okanye liya kuqhubeka ukumilisela amalinge amaninzi okulungiselela ukulondoloza amanzi. Oku kubandakanya ulondolozo lwamanzi kuzo zonke ii-ofisi zabasebezni beSebe, nakumaziko awahlukeneyo eSebe afana neemyuziyam, oovimba, kunye namaziko emidlalo nawenkubeko. ISebe lixhase oomasipala abaninzi ngeendleko zokugrumba nokumpompa, kunye namatanki amanzi/amadama ukuvumela ukuqhutywa kwemidlalo. Ngokusetyenziswa kweNkqubo yalo yoMnikelo wezoBugcisa, iSebe liya kuqhubeka ngokuqinisa indima edlalwa bubugcisa nenkcubeko kumaqhinga ozinzo nemfundo yezendalo ngokusetyenziswa kwethiyetha yeforam kunye nethiyetha yoshishino.

Amalinge amaSebe okudanjiswa nokuqhelaniswa andlalwe ngasezantsi:

Ukudanjiswa	Ukuqhelaniswa
Izakhiwo eziluhlaza umz., amathala eencwadi	Ukukhuselwa kwesakhiwo/koqokelelo loovimba
Ukuguqulwa kwenkunkuma ibe yinto enokusetyenziswa kwakhona (ngaphakathi kunye namathala eencwadi)	Amabala emidlalo adityanisiweyo
Ekujoliswe kuko kwimidlalo esekwe kukungasetyenziswa kwamanzi	Uququzelelo olwabelweyo kunye namandla esola nokufunyanwa kwamanzi

## UBUME BOMGAQO-NKQUBO WECANDELO

Imigaqo-nkqubo elandelayo nomthetho ilindeleke okokuba ibe nempembelelo kunikezelo lweenkonzo zeSebe:

- UMthetho oYilwayo weNkonzo zeThala leeNcwadi likarhulumente kunye neNgcaciso, 2019  
 IKhabinethi yeSizwe yavumela upapasho loMthetho oYilwayo weNkonzo zeThala leeNcwadi likarhulumente kunye neNgcaciso, 2019 kulungiselelwa ukufunyanwa kwezimvo. UMthetho oYilwayo uzama ukulungisa imiba yenguqu ekunikezelweni kwamathala eencwadi karhulumente kuluntu ingakumbi uluntu olwaluvinjwe amathuba ngaphambili. Ukhuthaza ngokunjalo ulawulo lwentsebenziswano nolungelelwaniso kuwo omathathu amacandelo karhulumente ngokuphathelele ithala leencwadi likarhulumente kunye neenkonzo zengcaciso. ISebe leSizwe leMidlalo, uBugcisa neNkcubeko landalale iindleko zokumilisela koMthetho oYilwayo kwiCandelo leSizwe loLawulo-mali (kwintlanganiso ehlangeneyo yamacandelo olawulo-mali elesizwe nawamaphondo) ngomhla we-17 kweyoMqungu 2020. ICandelo leSizwe loLawulo-mali lichaphazele into yokuba ngenxa yezithintelo ezikhoyo zemali kucetyiswa okokuba umiliselo loMthetho oYilwayo mawurhoxiswe. I-DCAS ithe ekugqibeleni yathabatha isigqibo sokurhoxisa umiliselo.
- IPhepha leNgcaciso yoMgaqo-nkqubo eliHlaziyiweyo kuBugcisa, kwiNkcubeko nakwiLifa leMveli  
 IPhepha leNgcaciso yoMgaqo-nkqubo eliHlaziyiweyo lavunywa yiKhabinethi ngowama-2018 kulandelwa uVavanyo lweMpembelelo yoQoqosho lweNtlalo oluqhutywe yiSouth African Cultural Observatory. Lwandalala iinjongo zomgaqo-nkqubo ezisekelwe lixabiso leqhinga lobugcisa, lenkcubeko, nelifa lemveli. Ziqinisekisa ngohlanganiso olungenasinxibelelo seNDP, uHambelwano lweNtlalo kunye neQhinga loLwakhiwo lweSizwe olunceda umbono neenjongo zeqhinga zeSebe.

- UMthetho onguNombolo 2 wama-2021 oLungisiweyo woMmiselo weeMyuziyam weNtshona Koloni  
 UMthetho oYilwayo wamkelwa yiKhabhinethi yePhondo ngowama-2021. UMthetho oYilwayo ujolise ekulungelelaniseni uMmiselo weeMyuziyam kunye noMgaqo-siseko weNtshona Koloni nowoMzantsi Afrika. INkulumbuso yeNtshona Koloni yawisa umthetho UMthetho oLungisiweyo woMmiselo weeMyuziyam weNtshona Koloni, wama-2021 (uMthetho wesi-2 wama-2021), ngaphandle kweCandelo 25, ngomhla wama-31 kweyoKwindla 2021. Umthetho omtsha ulungelelanisa ummiselo kunye neenqobo ezisesikweni zoMgaqo-siseko woMzantsi Afrika ngeli thuba usandisa ngaphezulu indlela elungileyo uokusebenza kwishishini.
- UMthetho oYilwayo woLawulo lweZibonelelo zelifa leMveli loMzantsi Afrika  
 Ilifa lemveli ngumsebenzi oqhutywa kunye, yaye lo Mthetho uYilwayo ujolise ekusebenziseni okuvela kumthetho wesizwe ngeli thuba lisebenzisa okuvela kwiingingqi ezithe ngqo ngokwemiqathangomyoMthetho oYilwayo woLawulo lweZibonelelo lweLifa leMveli. UMthetho oYilwayo uzama ukufezekisa inkqubo yolawulo lwezibonelelo zelifa lemveli eNtshona Koloni. Izimvo ngesicwangciso-nkqubo esiyilwayo esilingiselelwe uMthetho oYilwayo zafunyanwa yaye zisaqwalaselwa. Uhlngano olungaphezulu kunye nabachaphazelekayo lusenokuba yimfuneko.
- IsiCwangciso seSizwe seMidlalo noLonwabo  
 ISebe leSizwe liqalise ngolungelelwaniso nokuhlaziywa kweNSRP ngowama-2021/22, yaye uhlaziyo luyaqhubeka kwisizwe sonke.
- UMthetho wesi-2 wama-2021 weSiko loLwaluko  
 UMthetho weSiko loLwaluko oqalise ukusebenza ngomhla woku-1 kweyoMsintsi 2021 uya kunceda iSebe ngophuhliso lwendlela nezicwangciso-nkqubo eziya kuphelela ekubeni ukusetyenziswa kwesiko kube kukhuselekile kuphela koko ziya kuqinisekisa ngokunjalo okokuba zihambelana nophuhliso olukhoyo yaye zangezelela ixabiso kwimpilo yenkcubeko yoluntu lwePhondo. Injongo yoMthetho kukunikezela ngolawulo olufanelekileyo lokusetyenziswa kwesiko lolwaluko, ukuchaza iindima kunye nemisebenzi yabachaphazelekayo abahlukeneyo ababandakanyekayo kwimisebenzi enjalo yolwaluko okanye kwimiba yolawulo ngoko nokunikezela ngolawulo olusebenzayo lwezikolo zolwaluko.
- UMthetho woBunkokheli beMveli nobeKhoi-San, 2019  
 Lo mthetho wenza isibonelelo sokunikwa kwengqwalasela kobunkokheli beKhoi neSan, ukumanyanisa uMthetho weSizwe weNdlu yeeNkokheli zeMveli, 2009, kunye noMthetho wesiCwangciso-nkqubo soLawulo loBunkokheli beMveli 2003 ukulungisa izithintelo ezithile kumthetho osele ukho; kunye nempembelelo kwimiphumela yezilungiso kweminye imithetho.
- UMthetho oYilwayo woLungiso lweShumi elinesibhozo loMgaqo-siseko [B1 – 2023]  
 Injongo yoMthetho oYilwayo kukulungisa icandelo 6 loMgaqo-siseko ukulungiselela ukunikela kukunikwa kwengqwalasela kuLwimi lweMinwe loMzantsi Afrika njengolwimi olusesikwenilweRiphabliki yoMzantsi Afrika. UMthetho oYilwayo uzama ukuqhubela phambili ulwamkelo lwenkcubeko loLwimi lweMinwe loMzantsi Afrika kume nenkcubeko yangeVayo. UMthetho uzama ngokunjalo ukuqinisekisa ngozalisekiso lwamalungelo abantu abangaVayo nabo bangeVa kakuhle kukhuseleko olulinganayo kunye nesibonelelo somthetho kunye nesidima sabantu. UMthetho oYilwayo uzama ngaphezulu ukukhuthaza ubandakanyo



nokulingana okubonakalayo nokuthintela okanye ukubhangisa ucalulo olungenabulungisa ngisizathu sokukhubazeka, njengoko kuqinisekisiwe kwicandelo 9 loMgaqo-siseko.

## **UBUME BUKAMASIPALA**

ISebe lithabatha indlela engafani macala kunikezelo lwesithuba sonikezelo lwenkonzo, esekwe kwisidingo kunye nekhono elikhoyo loomasipala.

ISebe liyaqhubeka ngokuqinisa indima yalo kwiDDM, kwiqhinga lephondo leJDMA kunye namaqonga alo awahlukeneyo ephondo entlanganiso. I-JDMA yephondo iqinisekisa ngocwangciso olulungelelanisiweyo ukunyina uphinda-phindo, yandise uphawu lwenkonzo nokuqinisekisa okokuba uluntu luyazifikelela iinkonzo zikarhulumente. La maqonga akhokhela ucwangciso olulungelelanisiweyo lweDCAS kunye norhulumente wesizwe nomasipala yaye ngokusetyenziswa kwendlela yothungelwano lwawo olulawulwayo aqinisa uthelelwano kunye nabachaphazelekayo abahlukeneyo kuzo zonke izithili ngokuphathelele kwiinkonzo ezithile, umz., amathala eencwadi, iintlanganiso zarhoqo zemidlalo, kunye neenkonzo zoovimba nezolawulo lweerekhodi. ISebe lixhasa oku kulandlayo kuphambili ngokusebenzisa iinkonzo zalo: ulawulo lwezakhiwo, ulawulo lweziko; ukuhlangana nabemi; ulungelelaniso locwangciso loorhulumente, ulawulo lweenkcukacha zamanani kunye nokusebenzisana/uthelelwano/neenkonzo zolwabelwano.

## **2. Uhlaziyo kwiMigaqo-nkqubo namaQhinga eZiko**

### **2.1. IiNdllela zeZiko**

#### **UYilo loThungelwano oLawulweyo**

Kwamanye amathuba, iSebe limilisela isigunyaziso salo ngokusebenzisa omnye urhulumente okanye imibutho engekho phantsi kolawulo lukarhulumente yaye isebe lamkele uYilo loThungelwano oluLawulweyo`lulungiselela le njongo.

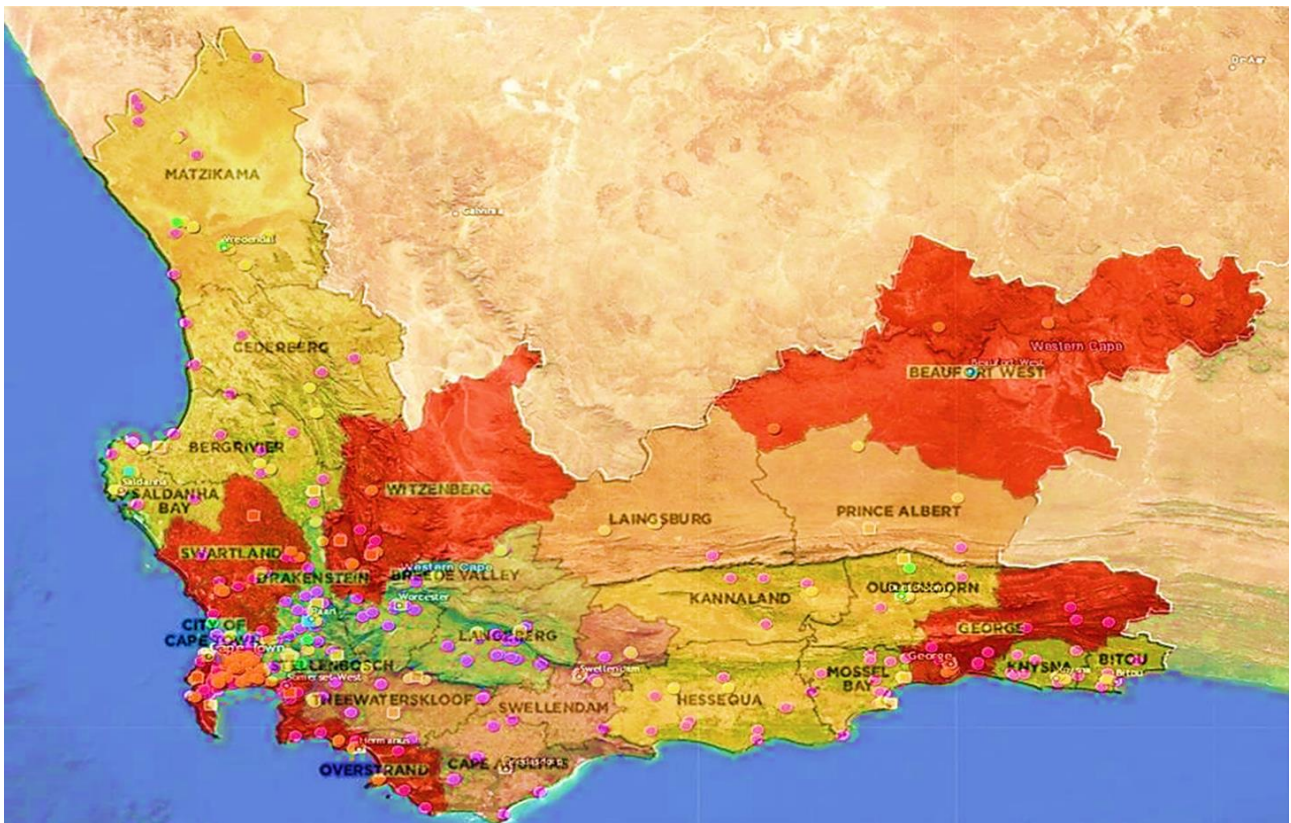
Ngenxa yempembelelo etshabalalisayo kabhubhane kuhlalo lwabiwo-mali lukarhulumente, Ikamva le mali karhulumente lelizwe nelephondo limfiliba. Uhlalo lwabiwo-mali lwethu lokusebenza ukuya phambili luya kuchaphazeleka kakubi ngokunjalo nezabelo zethu zeCOE. Izibonelelo zethu, ezabasebenzi nezemali azisayi kuba nakho ukufezekisa amabango omgangatho omtsha.

Samkele uyilo lweziko "lothungelwano olulawulweyo", oluqulathe imibutho engamahlakani, amaziko, kunye namaqumrhu athe uDCAS wanezivumelwano ezisesikweni nawo (okanye afanele ukuba nezivumelwano ezisesikweni nawo) athe anikela ngokubhekiselele kukunikezelwa kwisigunyaziso sikaDCAS. Ubudlelwane bothungelwano olulawulweyo kufuneka bujolise kwimveliso (hayi imibutho) – kubandakanywa izicwangciso zeqhinga nokumiselwa kwe-jenda ehlangeneyo – ebandakanya isikhokhelo nobunkokheli obuvela kuDCAS nokuqulunqwa ngokusesikweni ngokusetyenziswa kwezivumelwano.

Uthungelwano olulawulweyo lubandakanya uthungelwano olubanzi lolwazi kunye noluntu ekusetyenziswa kulo oluthi likhokhelwe nguDCAS kunye / okanye apho uDCAS adlala indima enempelelo kakhulu, nolunikelelwa ngqo kunikezelo lwesigunyaziso sikaDCAS. Uthungelwano olulawulweyo alubandakanyi uthungelwano lolwazi apho uDCAS athi athabathe nje inxaxheba okanye acebise. Injongo yothungelwano olulawulweyo kukuvumela uDCAS okokuba afezekise iinjongo zakhe zeqhinga, ngokungaseqhutywa yonke imisebenzi eyimfuneko ngaphakathi, kodwa ngoko ngokuphuhlisa koluhluolucwangcisiweyo lobudlelwane kunye noluhlu lwamahlakani eqhinga kumacandelo karhulumente naweNGO.

Ngaphezulu, uthungelwano olulawulweyo luvumela uDCAS okokuba asebenzise yaye ahlangeane noluhlu olubanzi lobungcungela bobugcisa, benkcubeko, bemidlalo, bolonwabo nobelifa lemveli eMzantsi Afrika nakwiphondo, ngokunjalo nokutsala kwimibutho enokuzibona ngokwakaloku nje ibandakanyeka ngqo kwicandelo lethu kodwa enolwazi olufanelekileyo, izakhono, kunye namava okunikela kufezekiso lweenjongo zecandelo. Injongo kukukhuthaza ukusebenza okulungileyo kakhulu ekuhlanganiseni uqoqosho loyilo nemidlalo kusetyenziswa izibonelelo ezinqongopheleyo zemali karhulumente, ukuphucula ulwabelwano ngengcaciso nolwazi, nokusebenzisa ikhono elahlukeneyo lenkcubeko loMzantsi Afrika ngokubhekiselele kwiinjongo zeNDP, iMTSF, iPSP kunye nesiCwangciso soVuselelo.

ISebe linophawu lokunikezelwa kwenkonzo kulo lonke iPhondo, ngokusetyenziswa kwamathala eencwadi, iimyuziyam kunye namaziko awahlukeneyo obugcisa, awenkcubeko, awemidlalo, nawolonwabo njengoko kubonisiwe kwimaphu engasezantsi ethi ibonise ngokunjalo iindawo zezi nkonzo ngokuhambelana nemimandla eshushu yokhuselo kwiPhondo (imimadla esethunzini):



Umliselo lweSebe lwemigaqo-nkqubo yalo kunye namaqhinga kusekelwe zezi ndlela zilandelayo:

## Inguqu

I-DCAS izama ukuqinisekisa okokuba naluphi na utyalo-mali luyila izibonelelo ezininzi. Enye yezo nguqulelo ziinkqubo ezenzelwe iinjongo ezimbini. Umzekelo, uninzi lwamathala eencwadi karhulumente asebenza njengamathala asetyenziselwa iinjongo ezimbini ukunceda ngentsilelo yamathala eencwadi ezikolo, ngeli thuba enikezela ngenkonzo kuluntu oluwangqongileyo. Uninzi lamathala eencwadi karhulumente akhoyo emaphandleni, ngokunjalo nawo onke amathala eencwadi amatsha acwangcisiweyo aze akhiwa, akhiwe kwindawo ekufutshane kwesikolo okanye kwezikolo ezininzi, kusandiswa indima yawo yokusetyenziselwa iinjongo ezimbini njengamathala eencwadi esikolo/oluntu. KwiYearBeyond, iSebe linikezela ngamava omsebenzi okuqala yaye kwangaxesha linye livala isithuba sokufunda. I-ICT Yeboneers ebekwe kumathala eencwadi karhulumente yiprojekti ebe yimpumelelo ethi incede uluntu ngokufikelela kwi-ICT ze ilungise

umahluko kwidijithali. Njengenxalenye yofikelelo lwawo, uninzi lwamathala eencwadi ayila okuqulathweyo kwedijithali nokusetyenziswa kopapasho lweselula.

Ibango lokufunda kwi-intanethi liyanda kancinane kwisithuba seminyaka embalwa edlulileyo yaye ngoku kokunye okunikezelwayo ngamathala eencwadi karhulumente aseNtshona Koloni apho abasebenzisi bethala leencwadi banganakho ukuboleka iincwadi ezikwi-elektroniki nozimamelayo bekulonwabo lwamakhaya abo okanye ngobuxhaka-xhaka bekhompyutha bekuyo nayiphi na indawo. Konke okurekhodiweyo kwembali yomlomo kuyafumaneka ngoku ngokunjalo kuye nakubani na okwaziyo ukufikelela kwi-YouTube.

ISebe likwaqhubekela ngokuhlaziya kwiinkonzo zalo zooVimba. Oku kubandakanya ugcino oluqhubekayo lokugcinwa ekhompyutheni kweenkcukacha zeerekhodi zooVimba, ukuphuhlisa kobugcisa, ngokunxulumene nalapho iSebe lifikelele kwisivumelwano nooVimba beSizwe baseNetherlands ukuba babonelele ngoqeqesho kubaGcini booVimba baseNtshona Kapa, uphunyezo loFikelelo kwiNkumbulo (AtoM) eyiyisoftware yenkcazo esekwe kwiwebhu eya kwenza kube lula kooVimba ukupapasha kokugcinwe kooVimba kwi-intanethi. Oku, kunye nokuphunyezwa kwewebhusayithi yooVimba, kuya kukhulisa ukufikelela kwi-intanethi kwiirekhodi zoovimba. linkqubo zolwazi loluntu kunye nemiboniso ziya kubakho kwi-Intanethi. Uqeqesho kulawulo lweerekhodi kunye noqeqesho loMabhalane beeRejista lunikezelwa kwi-intanethi. INkonzo yooVimba neeRekhodi iya kuqhubeka ukuxhasa iSifundo soMabhalana beRejista esiqhutywa kwi-intanethi esinikezelwa ngentsebenziswano neSebe leNkulumbuso.

ISebe liphumelele iMbaso ezimbini zeSilivere ngeNguqulelo yeNkonzo kaRhulumente kuNikezelo lweeMbaso lweNkonzo eGqwesileyo yeNkulumbuso lowama-2019 ngeNkqubo yalo yoPhuhliso loBumelwane. Ngowama-2015, iprojekti ebizwa ngokuba yiClub Creation yaqaliswa liCandelo: loPhuhliso lwezeMidlalo. Apha, abathathi-nxaxheba kumaZiko eMOD kunye namaZiko eSikolo soBumelwane kubumelwane bayila iiklabhu, umz., iiklabhu zomdaniso neeklabhu zesoftball. Ezi klabhu zinikezele abathathi-nxaxheba ngengqiqo yokuba yinxalenye kunye nokuba ungubani, nokufikelela ngokunjalo kwinqanaba elilandelayo lokuthatyathwa kwenxaxheba kunye nendlela yokuphila elungileyo, echasene nendlela engeyiyo yokuphila, umz., ukuba yinxalenye yeqela lemigulukudu nokurhura ziziyobisi. Ngowama-2018/2019, eli linge kunye neeNkqubo zoLonwabo, ezeMOD, ezeSikolo soBumelwane nezeMidlalo yeSikolo, ngokunjalo nelinge lamaziko olwabelwano, lakhula, lahlanganiswa zelaphuhliswa ngazo zonke iindlela, nangona kukho ukuncipha kwengxowamali yemali karhulumente, ukuya kwinqanaba apho athe anikezela ngokubonakalayo kukukhula nakuphuhliso lobumelwane obufanelekileyo kunye noluntu lwawo.

Kule ndlela iguqulelweyo "yoPhuhliso loBumelwane", isebe lisebenzisa ulonwabo, ukuthatyathwa kwenxaxheba sisininzi, imidlalo yesikolo, uyilo lweklabhu, imidlalo, ubugcisa kunye nenkcubeko njengesithuthi sophuhliso lobumelwane oluthi lunikezele:

- Ingqiqo yokuba yinxalenye;
- Ingqiqo yokuba ungubani na;
- Ubandakanyo lwentlalo;
- Umsebenzi wobomi obungaphelwayo ("iSizwe esiSebenzayo"); kunye
- Nengqiqo yobuntshatsheli ("iSizwe esiPhumelelayo")

Le ndlela yoPhuhliso loBumelwane ijolise kuphuhliso lolutsha olukwizikolo zabasaqalayo nakulutsha olusahamba isikolo phakathi kweminyaka emi-3 ukuya kweli-18 ubudala, ngaphakathi kweengingqi ezichongiweyo kuyo yonke iNtshona Koloni iphela. Kubumelwane ngabunye, ugxininiso lukuphuhliso lwabantwana abasaqalayo ngexesha lesikolo nakwimisebenzi yasemva kokuphuma kwesikolo. Oku kubandakanya umdlalo, imfundo ngokomzimba, ezolonwabo, imisebenzi yangaphakathi

nangaphandle nesekelwe ezikolweni, nothatho nxaxheba kwinqanaba elilandelayo, ubuchule nemisebenzi esekwe kwikhondo kunye nemisebenzi yobungcali.

Kumbindi wobumelwane ngabunye, indlela yeziko ekwabelwana ngalo yamkelwa, apho amaziko asekelwe ezikolweni aphuculwa okanye aphuhliswa. La maziko asetenziswa luluntu olusekelwe kwisikolo ngasinye kwizikolo zobumelwane ezichongiweyo.

Ngale nkqubo, ethi ibandakanya ukuhlanganiswa kwezakhono zobomi nokuthunyelwa kwemiyalezo elungileyo, kunye nendlela ekwabelwana ngayo, ulutsha lobumelwane ngabunye obuchongiweyo luza kuba nendlela yeminyaka eli-15, izibonelelo kunye neenkqubo zenkxaso eziza kubenza bakwazi babe ngabantu abaphuhlise ngokupheleleyo, abemi abathanda ilizwe labo kunye namalungu oluntu avelisayo.

Ngowama-2020 iSebe liphumelele imedali yobhedu ngeprojekti eyaziwa njenge-After School Treasure Box ngentsebenziswano nabanikeli, iiNGO kunye noluntu, inika ubomi kukuzibophelela kukarhulumente kwindlela yoluntu lonke. Kwindlela eyelelene noku, iYearBeyond iphuhlise uyilo lwenguqu yothelwano lwelungelo lwentlalo eyabelana ngeendleko phakathi kwamahlakani norhulumente.

Umba wenguqulelo yomsebenzi weSebe kunye neMibutho eManyeneyo ube kukubandakanywa koluntu lwentlalo kwiintlanganiso zonyaka zokubekwa kweliso novavanyo kunye neMibutho eManyeneyo. Oku kukhuthaza ukuthatyathwa koxanduva, ukuthatyathwa kwenxaxheba kulongamelo nakubandakanyo.

Ngowama-2021/22, iSebe liqalise ngenkqubo yezicelo zenkxaso-mali ekhutshelweyo (kwimibutho emenyeneyo yemidlalo) yaye liya kuqhuba ukuyicokisisa le nkqubo kunyaka-mali wama-2022/23. ISebe limilisele ngokunjalo irejista entsha ye-intanethi elungiselelwe abatyeleli kwiiMyuziyama ezimanyeneyo. Irejista ekwi-intanethi ivumela abatyeleli kwiiMyuziyam okokuba basayine xa bengena besebenzisa ismartphone, itheblethi okanye ikhompyutha yomntu. Zonke iinkcukacha ziyangeniswa ngokukokwazo kwirejista ye-intanethi esembindini yabatyeleli.

### **Indlela yoRhulumente ePheleleyo (WOGA) kunye neNdelela yoLuntu ePheleleyo (WOSA)**

I-DCAS yamkele indlela ehlanganisayo yoLuntu ePheleleyo kumsebenzi wayo yaye yenze uthelwano kumacandelo obugcisa, emidlalo nawolutsha. Ngokuxhathisa kumandla ahlangeneyo amahlakani, I-DCAS ibe nakho ukwandisa uphawu lwalo, ukuhlanganisa imibutho phantsi kombono omnye, nokwabelana ngeendleko kunye necandelo lamaqumrhu angekho phantsi kolawulo lukarhulumente.

INkqubo yoLuntu luPhela (WOSA) yinkqubo enqamlezileyo yocwanciso esekelwe kuluntu ejolise ekuqondeni nasekusombululeni imiceli mngeni yezentlalo nezoqoqosho "ngaphakathi" koluntu, endaweni yemiceli mngeni jikelele "engaphakathi" kuluntu, ngaphandle nje kokuthathela ingqalelo imimngeni yoluntu, ukuvuma okokuba uluntu ngalunye lunemingeni yalo eyodwa. Inkqubo le iza kugxila kwimimandla emine, eyile ilandelayo, kuqala iSaldanha, iDrakenstein, iManenberg neKhayelitsha. ISebe libandakanyeka ngokupheleleyo ngeli phulo.

ISebe kunye neLifa leMveli leNtshona Koloni ngamalungu asesikweni eqela leProblem-Driven Iterative Adaptation (PDIA) and Fixed Capital and Property Development (FCPD). Iqela liqwalasele imingeni ngokuhlangeneyo kuye wonke urhulumente lijolise kwilahleko nakumsebenzi wokuncipha koqoqosho kushishino lokwakha nelophuhliso lwepropati kuMmandla woMasipala oMboxa weSixeko saseKapa.

## **Isiboneleo senkonzo kwidolophu/kumaphandle**

Zonke iinkonzo zeSebe zinikezelwa kwimimandla yomibini eyasedolophini nakumaphandle yePhondo. Ngokusetyenziswa kweenkqubo zobugcisa, zenkcubeko nezelifa lemveli, iSebe liqinisekisa ngokugcinwa kwenkcubeko nelifa lemveli, nokukhuthazwa kobugcisa kwizithili ezisemaphandleni ezinamaziko eemyuziyam nawobugcisa njengendawo zokuhlangana. ISebe linikezela ngeendawo zenkonzo yethala leencwadi kuninzi lweengingqi ezincinane kakhulu zoluntu (ezinabemi babantu abangamakhulu ambalwa okanye ngaphezulu). Uninzi lwamaziko amancinane ethala leencwadi asemaphandleni abonelelwange-intanethi esimahla ngokusetyenziswa kweProjekti yoThungelwano lweThala leeNcwadi laseMaphandleni (RLCP). Kuninzi lwezi ngingqi zoluntu kuphela kofikelelo kwi-intanethi olukhoyo. Ukuqinisekisa ngento yokuba abantu abangaboniyo nabo bangaboni kakuhle kulo lonke iPhondo bayafikelela kwimathiriyeli yokufunda esimahla, iSebe, ngentsebenziswano neSouth African Library for the Blind, liqalise amaThalana eencwadi amancinane angama-32 alungiselelwe iimfama, asasazwe kuyo yonke imimandla yasemaphandleni. ISebe line-ofisi zemidlalo nolonwabo kuzo zozithandathu izithili kuyo yonke iNtshona Koloni. Ii-ofisi ziseKapa, ePaarl, eVredenburg, eCaledon, e-Oudtshoorn naseBeaufort West, kunye nee-ofisi ezimbini ezixhomekeke kwiGeorge naseVredendal. Ngokusetyenziswa kwentsebenziswano yeqhinga, iinkqubo zophuhliso lobugcisa nenkcubeko zimiliselwa kuzo zonke izithili zasemaphandleni.

Iimyuziyam ezimanyeneyo zikuyo yonke iNtshona Koloni, ama-24 ezi myuziyam akwimimandla yasemaphandleni, zinikela kukukhuthazwa kobandakanyo lwentlalo kunye nophuhliso loqoqosho kule mimandla. Ezi myuziyam zibandakanya iMyuziyam yaseBeaufort West, iMyuziyam iCP Nel (e-Oudtshoorn), iMyuziyam yaseGeorge, iMyuziyam Bartolomeu Dias (eMossel Bay), iMyuziyam yaseWorcester, iMyuziyam iWheat Industry (eMoorreesburg njl.njl.).

Ngokusetyenziswa kweNkonzo yooVimba bePhondo neeRekhodi, ISebe liqhubekile ukunceda amaqumrhu karhulumente, kubandakanywa oomasipala, ukulawula iirekhodi ukuphucula ukuthatyathwa koxanduva nolawulo olulungileyo.

Uphawu lwesithuba (iindawo) lweNkqubo yaseMva kokuPhuma kweSikolo lungama-55% edolophini: ngama-45% emaphandleni. Eminye imidlalo eyahlukeneyo nolonwabo, ngokunjalo nemisebenzi yobugcisa neyenkcubeko iqhutywa ngokunjalo kwimimandla yasedolophini neyasemaphandleni kulo lonke iPhondo. Uphuhliso lwasedolophini nolwasemaphandleni luyahlanganiswa ngokunjalo kuyo yonke imisebenzi yoPhuhliso lweMidlalo yeSebe, kwiiprojekti, kunye neenkqubo, umz., iNkqubo yoLonwabo, iNkqubo yeMOD, iNkqubo yeMidlalo yeSikolo. Apha, abathathi-nxaxheba, abasebenzi, kunye nezabelo ezijolise ekuqinisekiseni ngothantamiso oluphathelele kuphuhliso lwasedolophini nolwasemaphandleni.

## **Ukubekwa phambili kwesini, ulutsha, kunye nabantu abakhubazekileyo**

Isebe liqhubekile ngokubeka phambili imiba yamalungelo abantu kwiinkqubo zalo. Limelwe kwiforam yephondo yamalungelo abantu ethi inikezele ngesikhokhelo kuwo onke amasebe ekuphuculeni iinkqubo zalo zokubekwa phambili kwamalungelo abantu. I-DCAS isebenzisa iinkqubo zayo ukukhuthaza iyantlukwano yokuthatyathwa kwenxaxheba, ukumela inguqu yendlela yokuziphatha nokuzisa abantu abasesichengeni libabuyise eziphelweni zentlalo. Ngaphezulu koku, ngesithuba seVeki yaBasetyhini abakuLawulo, imbophelelo engaphezulu yenziwa ukuqinisa uhlahlo lwabiwo-mali lwesebe lwesini ngothelwano kunye neCandelo loLawulo-mali lePhondo

nokuphuhliswa kwesicwangciso sokusebenza ukuqinisekisa ngento yokokuba imiba efanelekileyo yesini iyalungiswa kunyaka wonke.

Amathala eencwadi oluntu ahlukahlukeneyo abonelela ngeenkqubo zokufikelela ezijolise ekuxhobiseni abasetyhini ngokufunda nokubhala, kwaye abonelela ngenkxaso kwabasetyhini namantombazana asesichengeni.

KwiNkqubo yaseMva kokuphuma kweSikolo, ngaphezulu kwesiqingatha sabafundi abasisigxina nabaqinisekileyo ngamantombazana. Indlela yokulingana ngokwesini ngophathelele kwimisebenzi yoPhuhliso lwezeMidlalo, iiprojekthi, neenkqubo, umz., iNkqubo yezoLonwabo, iNkqubo yeMOD, neNkqubo yeMidlalo yeSikolo. Apha, abathathi nxaxheba, abasebenzi, nezabelo zijolise ekuqinisekiseni ngothantamiso olubhekise kwisini. IMibutho eManyeneyo ikwabonelela ngokunjalo ngezemidlalo kwabasetyhini namadoda, namantombazana namakhwenkwana kwikhowudi nganye yezemidlalo.

ISebe lixhasa iinkqubo zabaseTyhini nezamantombazana ezichongwe yimibutho emanyeneyo yezemidlalo. Iiprojekthi ezintandathu ziyachongwa rhoqo ngonyaka kuyo yonke iNtshona Koloni iphela. Ukongeza koku, iinkqubo zabaseTyhini nezamantombazana ezixhaswayo zibandakanya:

- Ukwakhiwa kwekhono (uncedo lokuqala, amanqanaba njl.njl.)
- Izifundo zobunkokheli nezengcebiso
- Izifundo zolamlo lomdlalo nezamagosa obuchule
- Kunye nophuhliso lweeprojekthi

Amaphulo okuya emiboniso ejikelezayo yabaseTyhini kwezeMidlalo aya kubanjwa kwiPhondo liphela rhoqo ngonyaka ukuxoxa ngezithintelo namalinge alungiselelwe abasetyhini kwezemidlalo. Okwangoku injongo ngocweyo kukuqulunqwa kwesiCwangciso sosokuSebenza sePhondo (#PAP) ukukhokela abaxhamli nemibutho emanyeneyo kwiNtshona Koloni ukutshabalalisa izithintelo, ukwandisa uthatho-nxaxheba, ukuphelisa ubeko bala ngokwesini, isondlo, impilo ngokwezemidlalo impilo-ntle ngokwasemzimbeni nasengqondweni, imfundo noqeqesho, ufikelelo, ukucebisa nokuqhelisa, ukubekwa phambili ngokwesini, amaqonga obunkokheli nokunceda kwabasetyhini, amajelo eendaba, usasazo, ukumelwa ngokwezemali uphuhliso lomgaqo-nkqubo nokutshatyalaliswa kobundlobongela obusekelwe kwisini ngokusetyenziswa kwemidlalo.

ISebe likwaxhasa ngokunjalo abantu abakhubazekileyo ngokusebenzisa iinkqubo zalo zesebe nokubonelela ngenkxaso-mali yonyaka kwimisebenzi yoluntu.

ISebe lixhase ngemali abashicileli bePioneer (NPO) evelisa amaphepha omculo ngohlobo lwebreyili kulungiselelwa abo bangaboni kakuhle. Oku kunika abantu ithuba lokufunda umculo wamaphepha kunye nokwandisa ulwazi lwabo lokufunda umculo.

Ngokusetyenziswa kweenkqubo zalo zoPhuhliso loBugcisa, iSebe libonelela abadanisi basekuhlaleni, iimvumi, ababhali kunye namaqela omdlalo weqonga ngamaqonga oqeqesho namathuba okulingisa achaza imiba efanelekileyo yesini nolutsha.

ISebe lisebenzisene nee-arhente zabachaphazelekayo kuluntu oluzizithulu ukukhuthaza ulwazi olwenziwa rhoqo lwabazizithulu. ISebe likwaneenkqubo ngokunjalo ezahluka-hlukeneyo namalinge ajolise kwabasetyhini kunye nolutsha ukulungiselela ukulungiswa kweemingeni yobume bentlalo noqoqosho ejamelene amacandelo entlalo kuluntu.

## IQhinga loBundlobongela obuSekwe kwiSini nokuBulala (GBVF)

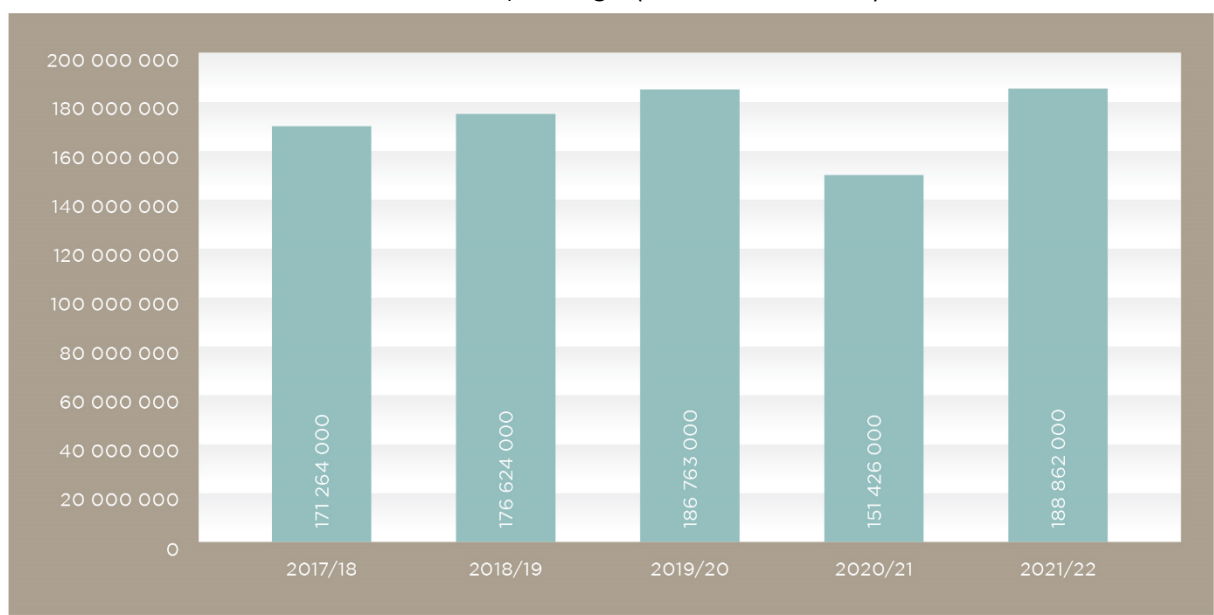
ISebe limelwe kwiForam yephondo yeGBVF, ekhokhelwa ngokwalokunje liSebe loPhuhliso loLuntu. Ngokusetyenziswa kwale forum, isebe liqinisekisa ngento yokokuba lihlala lingungqa phambili ngophuhliso lweli qhinga. Lisebenzise iinkqubo zalo ukuphemebelela inguqu yokuziphatha kunyaka wonke yaye linikezela ngeengxelo zarhoqo ngekota kwiDSD ngesicwangciso soMiliselo lweGBVF. ISebe lisebenza ngokusondeleyo neDSAC ekucokiseni uMgaqo-nkqubo waBasetyhini abakwiMidlalo ukulungiselela ukomeleza abasetyhini abakwimidlalo.

## UMgaqo-nkqubo wokusetyenziselwa ukuthintela uchitho-mali

ISebe liya kuphucula ukulunga nokufikeleleka kweenkqubo zalo, ngaphezulu kokwandisa izinikezelo zenkonzo ezikwimida yofikelele lohlahlo lwabiwo-mali lwalo. Umzekelo, inkonzo yethala leencwadi ayisayi kwandiswa ngendlela yolwakiwo lwamathala eencwadi amatsha, kodwa ngokuhlaziywa kamaziko asele ekho oluya kuqhutywa, yaye iinkqubo zethala leencwadi ziya kumela ukufikelela kubo bonke abemi umzekelo kusetyenziswa unikezelo lweNcwadi ezikwikhompyutha.

Ukulungiselela ukwandiswa kwenkonzo, siya kudinga inkxaso-mali eyangezelelweyo yezibonelelo, abasebenzi kunye nemathiriyeli yethala leencwadi kunye nokwandiswa okuya kusinceda okokuba silolonge inkonzo entsha eyandisiweyo. Ngoko, umdilili wokunyuka kwisithuba seminyaka emihlanu edlulileyo ube kuphela yi-1.2% njengoko kubonisiwe ngasezantsi, yaye kungoko iSebe likhethe ukujolisa kukulunga kwenkonzo nokufikelela kunokuba lizandise.

Uhlahlo lwabiwo-mali loMnikelo oneMiqathango (2017/18 – 2021/22):



Ipesenti yokunyuka/yokuhla:

UNYAKA	%	
2018/19	3%	
2019/20	5%	
2020/21	-23%	Inkxaso-mali yoncedo lweCovid ethatyathiwuyo
2021/22	20%	Umnikelo awukafunyanwa phambi kwe-covid
2022/23	1%	Ukusebenza nokuncipha okukuko

## 2.2. IsiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo

ISebe likwinqubo yokuphuhlisa isiCwangciso esitsha sokuPhuculwa kokuNikezelwa kweNkonzo (SDIP) esijolise ekuqinisekiseni ngokuhanjiswa kweenkonzo okusebenzayo nangokufanelekileyo, yaye siya kusebenza ngokubhekiselele ekuphuculeni iinkonzo ezilandelayo kunyaka-mali wama-2023-24:

linkonzo ezichongelwe uphuculo	liprojekti/izicwangciso zesebe
Inkonzo 1 Imidlalo yemveli	<p>Uthungelwano oluphuculweyo lwemisebenzi yemidlalo yemveli ukuqhelisa abancinane kunye nolutsha lweengingqi zoluntu lwethu. Le midlalo ivala isithuba esiye sisanda phakathi koomakhulu/kootatomkhulu nabazukulwana. Le midlalo ihanganisa kwakhona iintsapho inike uluntu isiseko esomeleleyo ukulungiselela ukuhluma kwabantwana. Unxibelelwano olomeleleyo phakathi kwemvelaphi yabantu nemidlalo iyila ingqiqo yokuzingca, yokuba yinxalenye neyokuba ungubani na kuninzi lwabathathi-nxaxheba.</p> <p>Ukusetyenziswa kwamaZiko oLonwabo ukuthandekisa imisebenzi yemidlalo yemveli kubalulekile kunikezelo lolunye uhlobo lolonwabo kunye nemidlalo ethi ifikeleleke. Iyidingi sithuba singakanani nazixhobo ukuze le midlalo ibe nokudlalwa okanye yenziwe. Ihlanganisa amaqela enkcubeko awahlukeneyo eNtshona Koloni nawoMzantsi Afrika. Amagama aqhelekileyo athi asetyenziswe ukuchonga ikhowudi nganye avela kwiilwimi zemveli ezili-11 zoMzantsi Afrika.</p> <p>Izakhelo zekhowudi yeMidlalo yeMveli zixhasa ulawulo nozinzo lwale midlalo. Injongo yeyokuba ezi khowudi zibe nokuqalisa ukudlala kukhuphiswano lweligi. Ngale nkqubo, kuya kubakho ukuthatyathwa kwenxaxheba okuqhubekayo, yaye oku kuya kuphucula izakhono zabathathi-nxaxheba.</p> <p>Le midlalo iya kunceda ngaphezulu uluntu ngokugcinwa kwenkcubeko nelifa lemveli. Ngale midlalo, imiba yokubaliswa kwamabali neyoqoqosho lwentlalo, kubandakanywa ukuba ngum-Afrika, iyantlukwano yenkcubeko, imfundo, uqeqesho noyilo luya xhaswa. Ngaphandle kolu hlobo lwale nkxaso, imbali etyebileyo yabantu beMveli beNtshona Koloni, abanti bemveli boMzantsi Afrika kunye nabantu be-Afrika, baya kutshabalala.</p>



## 2.3. Amalinge acwangcisiweyo oMgaqo-nkqubo

Amalinge omgaqo-nkqubo achazwe ngasezantsi acwangciselwe owama-2023-24 kunye nesithuba seMTEF:

AMALINGE ACWANGCISIWEYO OMGAQO-NKQUBO	INJONGO	ISITHUBA ESICETYWAYO ESIBEKIWEYO
UMthetho weNtshana Koloni oLungisiweyo weNkonzo yooVimba bePhondo neeRekhodi (uMthetho onguNombolo 3 wama-2005)	Uphuhliso olutsha kubuchule bokuLawula ooVimba neeRekhodi lubangele ukuba kwenziwe izilungiso kuMthetho wePhondo weeNkonzo zooVimba neeRekhodi. Umthetho olungisiweyo uya kubandakanya uphuhliso olunje ngophuhliso lwetheknoloji kulawulo loovimba kunye nolweerekhodi. Lo Mthetho uza kulungelelaniswa noMthetho weSizwe ohlaziye wama-43 we-1996 weNkonzo yooVimba neeRekhodi waseMzantsi Afrika, njengoko ulungisiwe kunye nePhepha leNgcaciso loMgaqo-nkqubo lezobuGcisa, iNkcubeko kunye neLifa leMveli.	2023/24

## 3. Uhlaziyo kwiZigwebo zeNkundla eziFanelekileyo

Ityala leNkundla	Isalathisi	Impembelelo kuDCAS
<i>Umbutho kaSihlalo v noMphathiswa wezobuGcisa neNkcubeko [kowama-2007] SCA 44 (RSA)</i>	INkundla ePhakamileyo yeziBheno inombolo yetyala 25/2006	Esi sigwebo sicacisa ukuba yintoni equlunqa uthethwano olwaneleyo kunye noluntu lwengingqi kunye nabanye abachaphazelekayo malunga notshintsho olucetywayo lwamagama eendawo. I-DCAS kunye neKomiti yamaGama eeNdawo yePhondo eNtshona Koloni esekwe nguMEC ngabathathi nxaxheba ababalulekileyo ekusetyenzisweni komthetho ofanelekileyo, ngakumbi ngokubhekiselele ekuququzelelweni kothethwano nabachaphazelekayo noluntu. Esi sigwebo kufuneka sithathelwe ingqalelo xa kusenziwa iinguqu kumagama eendawo.
<i>Qualidental Laboratories v ILifa leMveli leNtshona Koloni [2007] SCA 170 (RSA)</i>	INkundla ePhakamileyo yeziBheno inombolo yetyala 647/06	Esi sigwebo singqinisisa amagunya anikezelwe kuMEC kunye neLifa leMveli leNtshona Koloni ukunyanzelisa imiqathango kuphuhliso ngokuhambelana necandelo lama-48 loMthetho weZibonelelo zeLifa leMveli leSizwe, we-1999.
<i>Top Performers (Pty) Ltd v UMphathiswa weMicimbi yeNkcubeko noLonwabo</i>	INkundla ePhakamileyo yeNtshona Koloni inombolo yetyala 5591/05	Esi sigwebo saba nefuthe elingummangaliso kwiinkqubo zokubhena zeenkundla zamatyala ezityunjwe nguMEC ngokwecandelo lama-49 loMthetho weSizwe weZibonelelo zeLifa leMveli, we-1999, ofundwa noMmiselo we-12 wePN yama-336 yowama-2003. I-DCAS kunye noMEC bathabathe amanyathelo okulungisa ukuqinisekisa ngeenkqubo zolawulo ezilungileyo kwaye zenza isibonelelo sokwamkelwa kobungqina obutsha kwingxelo yenkqubo yenkundla, ngokunjalo nokuthotyelwa okungcono kwemithetho yobulungisa ngokwemigaqo yokuphulaphulwa kobungqina bamacala omabini owaziwa njengee-audi alteram partem maxim.
<i>Willows Properties (Pty) Ltd v UMphathiswa weMicimbi yeNkcubeko neMidlalo</i>	INkundla ePhakamileyo yeNtshona Koloni inombolo	Ummangali wangenisa isimangalo esingxamisekileyo kwiNkundla ePhakamileyo ukuba inyanzelise uMEC ukuba enze isigqibo okanye, endaweni yoko, akhuphe iRekhodi yesiGqibo malunga nesibheno esifakwe kuMEC ngokuphathelele kwicandelo lama-49 loMthetho weSizwe weLifa leMveli, we-1999, ufundwe nommiselo we-12(7) wePN

Ityala leNkundla	Isalathisi	Impembelelo kuDCAS
	yetyala 13521/08	yama-336 yama-2003. Ifuthe lesigwebo kwiDCAS kukuba kufuneka iqinisekise ukuba iinkundla zikhupha iRekhodi yesiGqibo ngexesha elifanelekileyo. Amanyathelo okulungisa sele ephunyeziwe.
<i>Waenhuiskrans Arniston Ratepayers Association kunye noMnye v Verreweide Eiendomsontwikkeling (Edms) Bpk naBanye 1926/2008 [2009] ZAWCHC 181.</i>	INkundla ePhakamileyo yeNtshona Koloni inombolo yetyala 1926/2008	INkundla yaqwalasela ukuba ingaba i-Arhente yaseMzantsi Afrika yeZibonelelo zeLifa leMveli okanye iLifa leMveli eNtshona Kapa inokulawula na malunga neziza esele zigangathiwe yiSAHRA njengeziza zeBanga loku-1 ngokwecandelo lama-35 nelama-36 loMthetho weLifa leMveli kaZwelonke, we-1999. INkundla yafumanisa ukuba kwiimeko ezinjalo, iSAHRA inegunya. Okuthethwa sesi sigwebo kwiDCAS kukuba iSebe kufuneka linikezele ngoncedo lwezomthetho kwilifa leMveli eNtshona Koloni ukutolika umthetho, kwaye kufuneka liqinisekise ukuba iHWC isebenza ngokwegunya layo elisemthethweni.
<i>UMbutho kaSihlalo wase Louis Trichardt v UMphathiswa woBugcisa neNkcubeko kunye neBhunga laMagama eeNdawo loMzantsi Afrika</i>	ICandelo laseGauteng leNkundla ePhakamileyo yoMzantsi Afrika 2014	Inkundla ikubekela bucala ukutshintshwa kwegama leLouis Trichardt eMakhado kulandela isisombululo ngaphandle kwenkundla phakathi kwamaqela. Oku kunegalelo kwindlela iDCAS kunye neKomiti yamaGama eeNdawo yePhondo eNtshona Koloni eqinisekisa ngayo ukuba iinkqubo ezifanelekileyo zokubonisana ziyahanjiswa kwaye zibhalwe ngokubhekisele kutshintsho olucetyiweyo, ukumiselwa komgangatho okanye ukuphindwaphindwa kwegama lendawo.
<i>Peter Gees v UMphathiswa wePhondo weMicimbi yeNkcubeko neMidlalo, eNtshona Koloni, uSihlalo, iNkundla eZimeleyo yokuBhena, iLifa leMveli leNtshona Koloni, iSixeko saseKapa, City Bowl Ratepayers; &amp; Residents' Association</i>	ICandelo leNtshona Koloni leNkundla ePhakamileyo yoMzantsi Afrika inombolo 6205/2015	Imiqathango inokunyanzeliswa kwimvume yokudilizwa kwesakhiwo esele sikho esingaphezulu kweminyaka engama-60 ngomiqathango yecandelo 34(1) loMthetho weSizwe weZibonelelo zeLifa leMveli (uMthetho wama-25 we-1999).
<i>IKomiti yeNgingqi yasePiketberg yeLifa leMveli kunye naBanye v Liebco Vleishandelaars Edms Bpk and others (UMmangalelwa wesibini iLifa leMveli leNtshona Koloni)</i>	ICandelo leNtshona Koloni leNkundla ePhakamileyo yoMzantsi Afrika inombolo 1103 2016	Isimangalo sokuphononongwa kwesigqibo seKomiti yeHWC yoBume boLwakhwiwo neMbonakalo yoMhlaba (BELCom). Imvume yanikezelwa yiBELCom ukuba idlize isakhiwo kwiSiza 207 Piketberg. IKomiti yeLifa leMveli yasePiketberg ifake isimangalo kwiNkundla ePhakamileyo yokujonga isigqibo njengoko izibonelelo zePAJA zingalandelwanga. INkundla iqwalasele umgaqonkqubo weHWC wokufuna ukubonisana kuphela namaqumrhu abhalisiweyo olondolozo kwaye yabamba ukuba, njengoko izigqibo ezithathiweyo zazinamandla okuchaphazela amalungu oluntu ngokubanzi, ukubonwa koluntu ngokubanzi kuyafuneka.

## ICANDELO B: ESIJOLISE KUKO KWEQHINGA

### 4. Ukuhlaziywa kohlahlelo lweSimo

#### 4.1. UHlahlelo lwaNgaphandle lweSimo

##### UBUME BEZOPOLITIKO

IsiCwangciso soVuselelo seCOVID-19 saphuhliselwa iPhondo kwimimandla yemisebenzi, yempilonhle, kunye nokhuseleko, ukulungiselela ukubuyisela kwakhona isidima kubantu beNtshona Koloni, eliya kuthi iSebe linikele kuko.

ISebe liyaqhubeka ngokugcina uthelwano kunye namacandelo afanelekileyo kamasipala kunye nabaphathi. ISebe limilisela iinkqubo zalo kunye neprojekti kwimida kamasipala.

URhulumente weNtshona Koloni uhlaziye unxulumano kwiiVIP okubandakanya ukuhlanganiswa kwamasebe nokuyilwa kwamatsha. Ezi nguqu zinempembelelo ethe ngqo kulawulo lweerekhodi, kulawulo loovimba kunye noLawulo lokuQulathiweyo kweShishini.

##### UBUME BEZOQOQOSHO

Umlinganiselo wokukhula ophantsi welizwe, kunye nomlinganiselo ongazinzanga wotshintshiselwano lwemali yoMzantsi Afrika, ngokunjalo nempembelelo aya kuthi ubhubhane abe nayo kwini labakhenkethi abatyelela iPhondo, kukhokelele kukuncipha kwenani labatyeleli kwiimyuziyam ezihlangeneyo kunye nokuncipha kokuzinyaswa kweminyhadala. ISebe lijolise ikakhulu kumashishini enkubeko noyilo njengabanikeli abanokubakho kukukhula kwezoqoqosho kunye nokudalwa kwemisebenzi. Ngaphezulu, iSebe lixhibe ukuxhasa kunye nokuqinisa ikhono leziko lemibutho yobugcisa kunye namagcisa.

Ukusabela kwimithombo yemali eshokoxekileyo, iSebe liza kujolisa kulungelelwaniso ngokutsha lweqhinga kulungiselelwa intsebenziswano eqinisiweyo kunye namaziko oluntu afanelekileyo eacandelo likarhulumente kunye namalinge okuxhathisa kwizibonelelo ukusenzelwa impembelelo engaphezulu. Ubume bezoqoqosho budala ukungaqiniseki bokufumana uMnikelo oneMiqathango ukulungiselela iinkonzo zoovimba kunye neerekhodi ezinokuxhasa ngemali izixhobo eziyimfuneko, abasebenzi kunye nezibonelelo. Ukuncitshiswa kohlahlo lwabiwo mali ngakumbi kwiziseko ezibekiweyo kwinkcitho kuhlahlo lwabiwo mali lwamasebe karhulumente kunefuthe elibi kwinkonzo eziqhutywa ngabasebenzi kwaye zijolise kumalahle ekunikezelweni kweenkonzo. Izixhobo ezinemiqathango zemali zikwasemngciphekweni kuphunyezo oluqhubekayo loLawulo oluQulathiweyo loShishino.

Ngaphezulu, njengoko kuchaziwe kwisiCwangciso-nkqubo seQhinga esilungiselelwe isiCwangciso seQhinga sePhondo sowama-2019 ukuya kowama-2024, intswela ngqesho kulutsha yintlekele exhalabisayo yoqoqosho nentlalo eMzantsi Afrika. Ulutsha (oloneminyaka yobudala eli-15 ukuya kwengama-34) lubalelwa kwiipesenti ezingama-42.9 kubasebenzi bephondo, kodwa lwenze inani elingaphezulu kweepesenti ezingama-66.9 lentswela ngqesho yePhondo kwikota yesithathu kowama-2019. Uninzi lolutsha lwePhondo olungaqeshwanga lusuka kumakhaya nakuluntu oluchatshazelwa yintswelo yoqoqosho lwentlalo (okt., imigangatho yokuphila ephantsi, iziphumo zemfundo ephantsi, imilinganiselo ephezulu yentswela ngqesho, kunye neokungabikho empilweni

entle) kwaye lujongene namathuba anqongopheleyo emva kokugqiba izifundo. Inkqubo yeSebe yeNkonzo yoLutsha ijolise ekulungiseni lo mba ngokudala amathuba okufumana amava omsebenzi onentsingiselo nenkxaso yofikelelo yokuguqulelwa kumsebenzi okanye kwizifundo.

Impembelelo yeCOVID-19 kuqoqosho kube nomphumela wokuncitshiswa kohlahlo lwabiwo-mali yaye ichaphazele kakubi ikhono lethu lokunikezela ngokupheleleyo imisebenzi ephambilielithe iSebe lagunyaziselwa ukuba liyenze. Ukuncitshiswa kohlahlo lwabiwo-mali lweMbuyekezo kuBasebenzi kukhokhelele kukungabi nakho ukuxhasa ngemali izithuba ezibalulekileyo kwisimo apho ibango leenkono simiselwe ukuba sinyuke.

ICOVID-19 ibe nempembelelo etshabalalisayo kumacandelo obugcisa, enkcubeko, emidlalo nawolonwabo kunye namanye amahlakani ethu angundoqo asemngciphekweni wokuvalwa. IDCAS iya kugxila kwiindlela ezintsha (umz., uYilo loThungelwano lokuNikezelwa kwenkonzo oluLawulwayo kulungiselelwa ubugcisa kunye nenkcubeko) ukulungiselela okokuba kwenziwe ngaphezulu ngeendleko eziphantsi nokunikela ngokunjalo kuvuselelo lwecandelo.

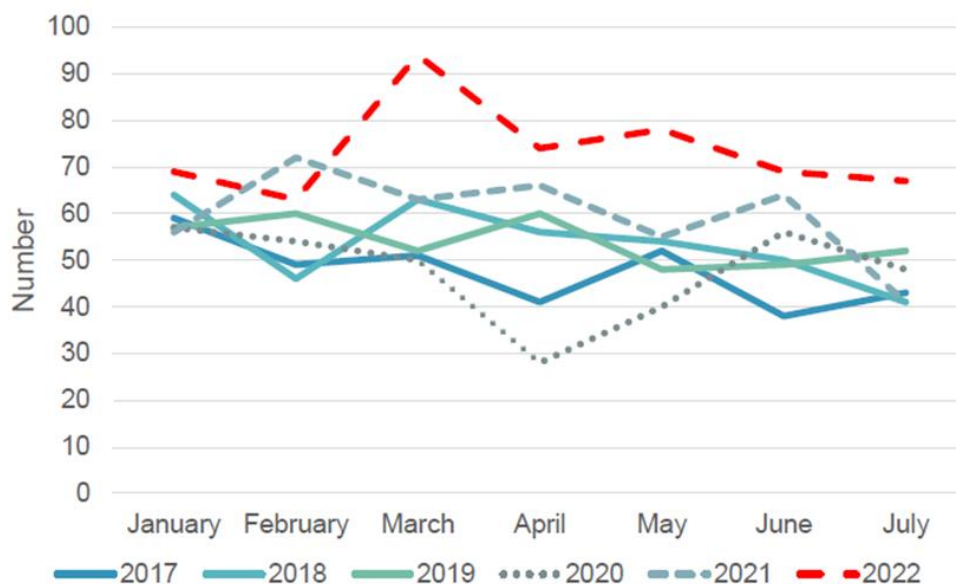
Ukukhula koqoqosho kwihlabathi, kuhlanganiswe nokunyuka kweendleko zokuthengwa kwempahla kunye neenkono kukunciphisa ngakumbi ukukhula kwecandelo ze kube nomphumela wokungabi nakho ukunikezela ngemisebenzi engundoqo elithe isebe langunyaziselwa ngumthetho okokuba liyenze. Ukuncitshiswa kohlahlo lwabiwo-mali kube nempembelelo embi kunikezelo lwenkonzo.

## UBUME BENTLALO

Ubhubhane weCOVID-19 ukhokelele kwizithintelo zeendibano zentlalo kwaye iSebe ke ngoko liye lafikelela ekunikezeleni ngakumbi ngeenkono zalo kwi-intanethi kwaye liza kuqhubeka nokuphuhlisa ukunikezelwa kweenkonzo kwi-intanethi ngo-2022/23.

Ukukhula kwenani labemi bePhondo kulindeleke ukuba kubeke uxinzelelo kwibango leemfuno zeenkono zeSebe. Ukukhuthazwa kobandakanyo loluntu kwiingqiqi zoluntu kuhlala kungumsebenzi obalulekileyo weSebe. Njengoko uluntu oluhlala ezidolophini lukhula, amaziko enkcubeko kunye nelifa lemveli anendima ebalulekileyo ekunikezeleni ngolwazi nokuphuhliswa kwengqiqo yokuba yinxalenye ngokusetyenziswa kweencoko ezibandakanyayo ukubonisa amava obomi.

Ukuguqula izinto nokunceda abantu bethu ekuphuculeni ubume babo bempilo-ntle yengqondo, okunikezelwayo liSebe kube ngumba obalulekileyo, njengoko iSebe lijongene nezigunyaziso ezithi ziphembelele impilo-ntle yovakalelo nomphefumlo yomntu ngamnye, umz., ukufunda, ukuthamba, ukucula, ukudlala njl.njl. Okunikezelwayo liSebe kujongana ngokunjalo nezigunyaziso ezibhekiselele kwingqiqo yomntu ngamnye yokuba yinxalenye kunye nengqiqo yokuba ungubani, umz., imbali yethu nelifa lemveli lethu. Igrafu engasezantsi ibonisa ukunyuka kwenani lezehlo zokuzibulala ngowama-2022 xa kuthelekiswa neminyaka engaphambili:



Umthombo: iSebe leMpilo leWC, 2022

Umdla woluntu kwimbali yelizwe kunye nelifa lemveli ubandakanya umdla omkhulu kulutsha kwimiba yokutolikwa kwembali kunye nokufaneleka kwayo. Oku kubonisa amandla amaninzi kwiimyuziyam ezimanyeneyo ukuze zibonakalise ukubaluleka kwazo ekuhlaleni ngokuthethathethana ngale micimbi, ukubonelelwa kweenkqubo ezifanelekileyo, nangendlela ebandakanyayo yokuhanjiswa kweenkonzo. Ukwanda kolwazi lokuba oovimba beenkcukacha banemithombo yolwazi efanelekileyo yokunceda uluntu ngeendlela ezahlukeneyo zobomi babo. Isebe liza kuyila ngokutsha iinkqubo zalo zokwazisa ngoovimba, imiboniso kunye nokhenketho lokwenyani ngenjongo yokuphucula ukuqondwa kwexabiso leerekhodi, kunye nendima yoovimba. Ukwanda kwesidingo solawulo lweerekhodi zombane kuya kuxhaswa ngokuphucula uLawulo lokuQulathiweyo kwezoShishino. Iprofayili yeNtlalo yengxelo yoLutsha yama-2009 ukuya kowama-2014 yeeNkcukacha manani zoMzantsi Afrika ibonise ukuba ulutsha lujongene nomngcipheko omkhulu wokuba sesichengeni solwaphulomthetho. ISebe ke ngoko likhawulezise ujoliso lwalo kwiinkqubo zophuhliso lolutsha kwezobugcisa, inkcubeko, ulwimi, nezemidlalo, ezolonwabo kunye nakwinqanaba lasemva kokuphuma kwesikolo. Urhulumente woluntu unamaqela anxulumene nemidlalo kuzo zonke izithili zepolitiki yesimo sehlabathi kwiPhondo. Umsebenzi weSebe kukubonelela ngamathuba kubo bonke abantu bethu ukuba babandakanywe kwimicimbi yezentlalo eyakhayo ekudaleni iimeko zentlonipho nokunyamezelana kuluntu lwethu.

Isidingo esandileyo sokufikelela kwiirekhodi zoovimba kunye nolawulo olululo lweerekhodi ingakumbi iirekhodi ze-elektroniki. Kubeko umdla welinga leMbalu yoMlomo yaye ngoko le nkqubo iya kuqhubeka ngowama-2023/24.

#### UBUME BETHEKNOLOJI

Ukukhula kwezetheknoloji kubonelela ngamaqonga amatsha okunxibelelana nabemi, kwaye ivumela ukwenziwa kokuqulathiweyo obekelelweyo, okwenza kube nakho ukuqhubeka nokuhlaziya ukutolikwa kobugcisa kunye neziganeko kwimbali. Kukwayindlela ebiza imali encinci yokwabelana ngembali ngaphandle kwezithintelo zejografi, kwaye ivumela iSebe ukuba likwenze oko ngaphezu kolwimi olunye.

Ubume bedijithali lishishini elikhula ngokukhawuleza kwihlabathi, yaye obu bubungqina kukukhula ngokukhawuleza koluhlu lomculo ngokunjalo nobugcisa bokulinganisa. Amabango kunye neemfuno zonyaka odlulileyo zikhawulezise ukusebenzisa kwethu itheknoloji ukumiliselela ngcono isigunyaziso sethu ukuze sihlale sifanelekile kobu bume buqhubekayo bedijithali. Umjikelo wenkxaso-mali yonyaka waguqulelwa kwinqubo ye-intanethi. Oku kunokunikezelwa kwengxelo okubekwe phambili, ukucholwa-cholwa kweenkcukacha zamanani nokugcinwa kulungiselelwa ukusetyenziswa kwexa elizayo.

Iprojekthi yoovimba yedijithali iza kuqinisekisa ngokwandiswa nokulondolozwa kwezinye ezichongiweyo zoovimba ukuhlangabezana nokwanda kwebango. Ukufakwa kwengcaciso kwidijithali yinqubo yokuguqulwa kwengcaciso ukusuka kubume bokubhala ephepheni ifakwe kwidijithali ukwandisa ufikelelo kwi-intanethi kunye nolondolozo ukwandisa inani leerekhodi zoovimba ngokunjalo nokuncitshiswa komonakalo weerekhodi zokuqaqala ezingakotshwanga ukulungiselela isalathiso sexesha elizayo. Iindlela kulawulo lwengcaciso, ezifana nokufakwa kwidijithali kunye nolawulo lweerekhodi ze-elektroniki, ziguquka ngalo lonke ixesha yaye iSebe lizama ukumelana nezi ndlela. Uthungelwano olomeleleyo lwe-IT luya kunceda kufikelelo okuqhubekayo lwemifanekiso efakwe kwidijithali kunye nokuqulathiweyo kwe-elektroniki. Ukusetyenziswa okuqhubekayo koFikelelo kweNgqiqo (AtoM) yinqubo yekhompuyutha eyinkcazelo yoovimba esekwe kwiwebhu iya kwenza kube lula koVimba ukuchola-chola nokupapasha okugcinwe kuvimba okwi-intanethi ukwandisa ufikelelo. Ukumiliselela kwewebhusayithi yoVimba kuya kunceda kufikelelo kwierekhodi zoovimba kwi-intanethi yaye ziya kunikezela ngethuba lokufikelela kokuqokelelweyo kwamanye amaziko elifa lemveli kunye neeyunivesiti. Imiboniso ekwi-Intanethi, iinqubo zolwazi zoluntu kunye nokhenketho olukwi-intanethi iya kunceda ngokufikelela kubabukeli abaninzi.

Ukubonelelwa kweNkonzo yoLawulo lweRekhodi kusoloko kunikelwa ngeentlanganiso zobuso ngobuso; nangona kunjalo, ubhubhane weCOVID-19 unyanzelise utshintsho kuyilo lonikezelo lweenkonzo. Oku kubandakanya ukubonelelwa ngoqeqesho kwi-Intanethi kunye neentlanganiso. Amaqonga oqeqesho akwi-intanethi aya kumiliselwa.

Isibonelelo seNkonzo yoLawulo lweRekhodi sisoloko sinikezelwa ngeentlanganiso zobuso ngobuso; ngoko, ubhubhane weCOVID-19 unyanzelise iinguqu kuyilo lonikezelo lwenkonzo. Ezi zibandakanya ubonelelo loqeqesho olukwi-intanethi neentlanganiso. Amaqonga oqeqesho akwi-intanethi aya kumiliselwa.

IProjekthi yoThungelwano lwamaThala eeNcwadi aseMaphandleni (i-RLCP), amaThala eencwadi aseMzansi akwi-Intanethi, kwanokuQaliswa kweBroadband kunye namaphulo e-Wi-Fi ayaqhubeka ukunika uluntu ufikelelo kwi-ICT. Ukutyelwa lobuso ngobuso lokubekwa kweliso kunye noqeqesho akubanga nakwenzeka njengoko bekucwangcisiwe ngenxa yobhubhane weCOVID-19 okhokelela kutshintsho kuhlobo lokuhanjiswa kweenkonzo ukubandakanya iintlanganiso kwi-Intanethi noqeqesho lwabasebenzi bamathala eencwadi oluntu. Iincwadi ze-elektroniki nezimanyelwayo ziyafumaneka simahla kumalungu abhalisiweyo ethala leencwadi azimale kulonwabo lwamakhaya alo okanye kubuxhakaxhaka bonxibelelwano lwekhompuyutha oluqhubeka kwiidawo ezininzi.

Uluntu, ingakumbi ulutsha, luya lusanda ngokuthatha inxaxheba kwimisebenzi ye-intanethi, lusebenzisa ulwazi olusekwe kwi-intanethi kunye nemithombo yokuzonwabisa. Kuyimfuneko kwiimyuziyam ukuqinisekisa ngento yokokuba imiboniso kunye neenqubo zikawonke-wonke ziyafikeleleka ngothungelwano lwe-Intanethi ukuze zihlale zifanelekile kulutsha.

Ngaphezulu koko, njengoko kuchaziwe kwisiCwangciso-nkqubo seQhinga sesiCwangciso seQhinga sePhondo sowama-2019 ukuya kowama-2024, kukho ukungalingani kokukhula kwabafundi kunye neziphumo zezifundo. Ngokwembali, abafundi kwiindawo ezihlwempuzekileyo bebengathathi ntweni ukufikelela kwiinkqubo ezisemgangathweni zasemva kokuphuma kwesikolo (ezinjengemisebenzi yemidlalo, neyenkcubeko), bafumana amagumbi okufundela ezele ngenxa yokukhula kwamanani okufuduka kwabafundi, banezithintelo zomiyoko kukuchanatywa kwabo kumathuba okufunda e-e-Learning, banofikelelo oluncinci kwizifundo ezisemgangathweni eziqhutywa ngaphandle kwexesha lesikolo, kwaye lunamathuba ambalwa okuthatha inxaxheba kwiihambo zesikolo. Ezi meko zinxulunyaniswa nokuqhuba kakubi ezifundweni. Ugxininiso olupheleleyo (okt. kwizifundo, ezemidlalo, ubugcisa nenkcubeko) lweenkqubo zasemva kokuphuma kwesikolo zinika abafundi ithuba lokufunda ngolingo, oluchongwe njengolubalulekileyo kuHlaziyo lwezobugcisa besigaba sesi-4 sobuxhakaxhaka (4IR). ISebe liya kuthi ke ngoko liqhubeke nokubonelela ngofikelelo kwimidlalo, ubugcisa nenkcubeko, kunye neminye imisebenzi yasemva kokuphuma kwesikolo, kunye nenkxaso yokufunda namaphulo enkuthazo ekuxhaseni iziphumo zemfundo. Emva kweCovid-19 imisebenzi eqhutywa ngonxibelelwano lobuxhaka-xhaka bekhompyutha neqhutywa kwiindawo ezahlukeneyo ngaxeshanye yobugcisa, yenkcubeko, yemidlalo neyolonwabo kunye neyasemva kokuphuma kwesikolo ibe yinxalenye yokunikezelwa kwenkonzo.

ICandelo leNkqubo yaseMva kokuPhuma kweSikolo isebenzise itheknoloji ngokufanelekileyo ukubonelela ngoqeqesho kwiingcali, ukusingatha intlanganiso yeengxoxo zophando kwi-Intanethi kunye nokubamba iintlanganiso zalo zoluntu rhoqo. Kwinkqubo yesikolo samabanga aphakamileyo, inkqubo yetheknoloji yasetyenziselwa ukubonelela ngabahlohi abakumaqonga onxibelelwano ngobuxhaka-xhaka bekhompyutha kubafundi bezibalo besebenzisa uWhatsApp. Kwinkqubo yesikolo samabanga aphantsi u-WhatsApp yayisetyenziselwa ukubonelela ngezibonelelo zokufunda @zekhaya ukunceda abazali ukuba babe nokuxhase ukufunda. Nangona ukufunda nijongene kuyindlela ekhethwayo, itheknoloji iya kuqhubeka isetyenziswa ukwandisa ukunikezelwa yinkonzo.

Inkqubo yedijithali yolwaluko isendleni yokuphuhliswa ukulungiselela ukunikezla ngofikelelo olukhulu kubazali kunye namagcisa enkcubeko ngengcaciso ukunciphisa imilinganiselo yokubhubha kwizikolo zolwaluko.

## IMIBA YENDALO

Imbalela kunye nokunqongophala kwezibonelelo zamanzi kunakho ukuchaphazela imisebenzi yeSebe. Ukhenketho lwezemidlalo luya kuchaphazeleka apho imibutho emanyeneyo ingenakho ukubamba imisitho ngenxa yemeko yendalo. Imbalela eqhubekayo iza kuchaphazela amaziko ezemidlalo njengoko ulolongo luya kuba ngumceli mngeni. Ngaphezulu koko, amanyathelo okongiswa kwamanzi aqalisiwe kulo lonke iSebe, umz., kumaziko enkcubeko, eemyuziyam nawemidlalo. ISebe liya kuphanda eminye imihlaba engaxhomekekanga kumanzi kunye neminye imithombo.

Umngcipheko weentlekele zendalo okanye izehlo zemozulu embi unokubangela ukonakala kokuqokelwe koovimba, ngoko ke ukulungela intlekele kunye nokulolongwa okwenziwa rhoqo kwesakhiwo soVimba kubalulekile. Ubume obububo obulungele ukugcinwa nokulondolozwa ngokuhambelana noBushushu, ukuNgena nokuPhuma komoya, isiPholisi segumbi kunye n oLawulo (HVAC). Impembelelo yomlilo wamadlelo isoloko isisgrogriso.

Imidlalo liqonga eliphambili elinakho ukufikelela nokuphambela abantu abaninzi ze iphakamise iqondo lolwazi lwenguqu yesimo sezulu, ikhuthaze inkcubeko kunezenzo zesimo sezulu ze itshatshelise

iindlela zokuziphatha ezizinzileyo njengoko kubonisiwe kwi-e-Prix Cape Town, engumdlalo wokuqala ongenayo inethi kwihlabathi. IDCAS iya kusebenza namahlakani kwicandelo lemisitho enguNdoqo ukubheka phambili kubhekiselelwe ekuncitshisweni kophawu lwekhabhoni kwimibutho yemidlalo.

#### UBUME BOMTHETHO NOLAWULO

Ubume boLawulo lweSixokelelwano soNikezelo sele ilawulwe kakhulu ukuqinisekisa ngenkxaso kumaShishini aMancinci, aPhakathi kunye nasaKhulayo. Iziphumo ebezingalindelekanga zobu bume bulawulwa kakhulu zezokuba zibeka uxinzelelo olungumangalisu kwikhono labasebenzi ukuqinisekisa okokuba iSebe liyakwazi ukusabela kubume obuguqakayo. UMthetho woKhuseleko lweNgcaciso yoMntu, wama-2013 oqale ngomhla woku-1 kweyeKhala wama-2020 unokuchaphazela indlela iSebe elinikezela ngayo iinkonzo neliqokelela ngayo nelikhusela ngayo iinkcukacha zomntu. Isigqibo sikwiSebe ukuhlaziya iinkqubo zalo ukuqinisekisa ngento yokuba ingcaciso yomntu ethi idingeke, igcinwe ngokukhuselekileyo.

Umthetho kwicandelo loovimba kufuneka uhambelane nenkqubela phambili yetheknoloji kunye neenguqu.

#### UBUME BOKHUSELO NOKHUSELEKO

Njengoko kuchaziwe kwisiCwangciso-nkqubo seQhinga sesiCwangciso seQhinga sePhondo sowama- 2020- 2025, uluntu lweNtshona Koloni luyaqhubeka ukuchaphazeleka ngqo nangokungathanga ngqo kulwaphulo mthetho olunobundlobongela. Iinkqubo zeSebe ezemidlalo, ezobugcisa nenkcubeko ezixhasa iziphumo zemfundo nezengqesho, kunye neenkqubo ezibonelela ngokuphambuka ekuziphatheni kakubi okungenaziphumo zihle, zonke zixhasa uphuculo lobume obukhuselekileyo.

ISebe liza kuthathela ingqalelo iindlela zokuphucula ukhuselo nokhuseleko lwabo bonke abantu, amaziko, namaziko aphantsi kolawulo lwalo, ngakumbi ukukhuselwa kwezixhobo zelifa lemveli. ISebe linikezele ngenkxasomali eyongezelelekileyo ukuphucula imbonakalo yokhuseleko kwiimyuziyam nakumaziko enkcubeko.

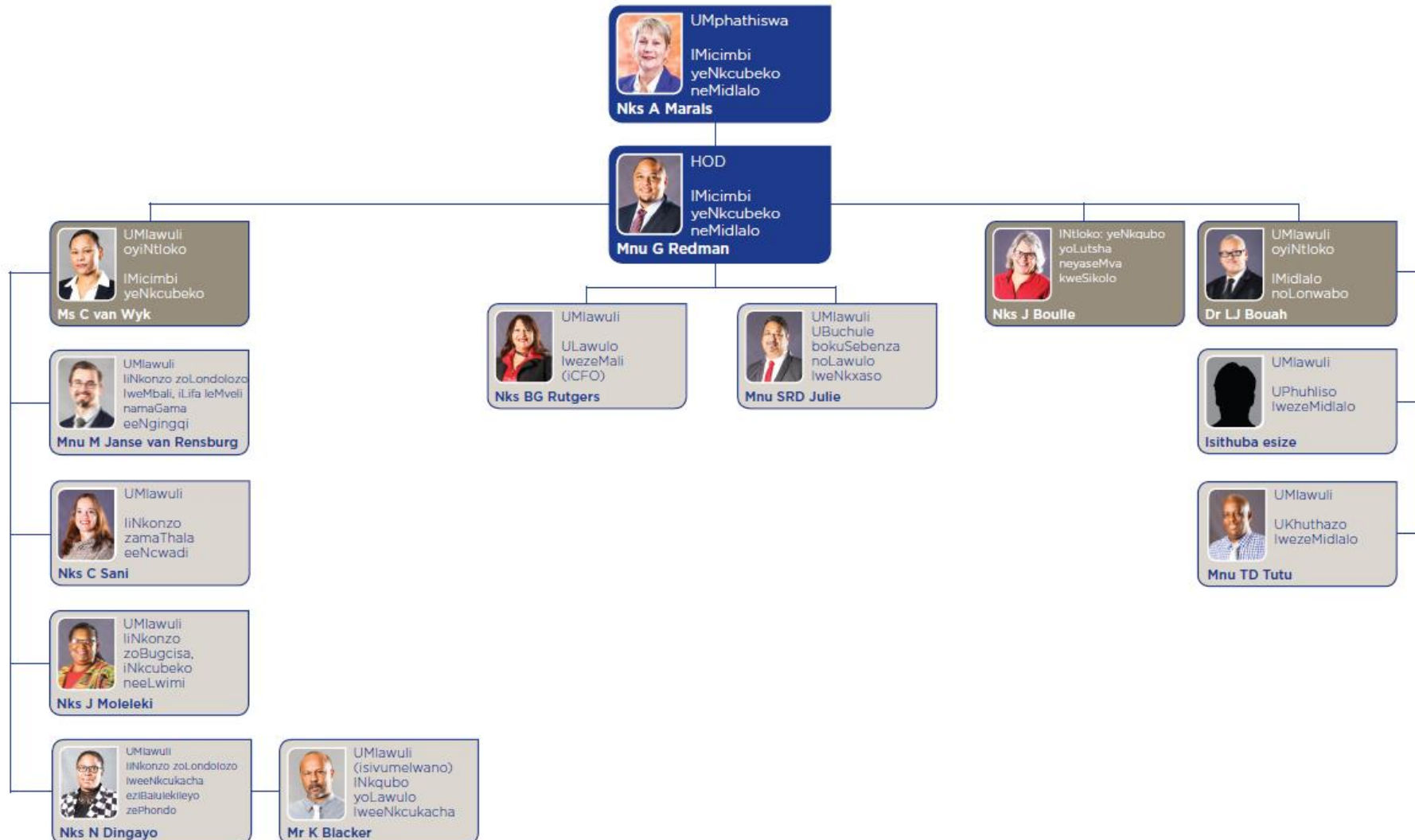
Amaziko eSebe aye onakaliswa ngabom kwixesha elidlulileyo kwaye iindlela ezongezelelekileyo zokukhusela kuye kwafuneka zimiliselwe.

Umngcipheko omkhulu wokhuseleko lokuNgenelwa kwengcaciso ekwikhompyutha inikezela ngesigrogriso sokhuseleko lwamaxwebhu, lweerekhodi nolwengcaciso. Oku kwenziwa mandundu ngokusetyenziswa kweeselula, iikhompyutha zabantu kunye nee-imeyle zangasese kulungiselelwa imiba enxulumene nomsebenzi. Iirekhodi ezigcinwe kuvimba wekompyutha, iSharePoint kunye nemithombo ye-imeyile kufuneka zigcinwe ku-MyContent ukuqinisekisa ngolawulo leerekhodi ezizizo kunye nokhuselo.

## 4.2. UBume baNgaphakathi

Isicwangciso sobume esikhoyo seSebe sinjengolu hlobo lulandelayo:





## Izithuba zengqesho nezithuba ezingazaliswanga

Ingqesho nezithuba ezingazaliswanga zomsebenzi ngokweNkqubo, ngokomhla wama-31 kweyoKwindla 2022			
Inkqubo	Inani lezithuba ezikhoyo	Inani lezithuba ezizalisiweyo	Ipesenti yomlinganiselo wezithuba ezingazaliswanga
Inkqubo 1	92	92	-
Inkqubo 2	176	172	2,3
Inkqubo 3	197	194	1.5
Inkqubo 4	67	65	3.0
<b>Zizonke</b>	<b>532</b>	<b>523</b>	<b>1,7</b>

Ingqesho nezithuba ezingazaliswanga zomsebenzi ngokwenqanaba lomvuzo, ngokomhla wama-31 kweyoKwindla 2022			
Inqanaba loMvuzo	Inani lezithuba ezikhoyo	Inani lezithuba ezizalisiweyo	Ipesenti yomlinganiselo wezithuba ezingazaliswanga
Abanezakhono eziphantsi (Amanqanaba 1-2)	101	100	1.0
Abanezakhono (Amanqanaba 3-5)	149	148	0.7
Abagumgangatho ophezulu wezakhono (Amanqanaba 6-8)	185	185	-
Abakulawulo oluphezulu lwezakhono (Amanqanaba 9-12)	85	79	7.1
Abaphathi abakhulu (Amanqanaba 13-16)	12	11	8,3
<b>Ewonke</b>	<b>532</b>	<b>523</b>	<b>1,7</b>

Ingqesho nezithuba ezingazaliswanga zemisebenzi ngokokubaluleka komsebenzi, ngokomhla wama-31 kweyoKwindla 2022			
Izithuba ezibalulekileyo	Inani lezithuba ezikhoyo	Inani lezithuba ezizalisiweyo	Ipesenti yomlinganiselo wezithuba ezingazaliswanga
Umgcini woovimba	16	16	-
IGosa leNkcubeko	6	6	-
IGosa leLifa leMveli	11	10	9.1
USozilwimi	7	6	14.3
UNoncwadi	22	22	-
IGosa lokuKhuthaza iMidlalo	21	21	-
Umlawuli weZiko/weProjekti	2	2	-
UMphandi	1	1	-
<b>Zizonke</b>	<b>86</b>	<b>84</b>	<b>2.3</b>

ISebe liya kusebenzela ukunciphisa umlinganiselo walo wezithuba ezingazaliswanga kunye nexesha elithatyathwayo ukuzalisa izithuba. Ukulungiselela ukulungisa intsilelo yezakhono ezibalulekileyo, ubuchule obubalulekileyo buya kubekelwa phambili kwisiCwangciso seZakhono zeNdawo yokuSebenza (WSP) ukulungisa ukuphakanyiswa kweqondo lezakhono zabasebenzi kunye nemimandla yokufunda ephambili iya kuhlangukiswa kwiinqobo zokukhetha kulwabiwo lwebhasari. ISebe linenkqubo ebanzi ekhoyo yokuqeqesha abasebenzi besenkonzweni. Le nkqubo iya kuqhubeka ukulungiselela iSebe okokuba libe nesizinda sezakhono apho lingafumana khona izakhono eziphambili nezibalulekileyo.

## IsiCwangciso saBasebenzi

IsiCwangciso saBasebenzi sangaphambili seSebe saphuhliswa ngowama-2018-2023 ukubandakanye isithuba esisusela kumhla woku-1 kuTshazimpuzi 2018 ukuya kumhla wama-31 kweyoKwindla 2023 yaye ekupheleni konyaka somiliselo lwaso. Ngoko, ngenxa yolungelelwaniso lweqhinga kwinqanaba lePhondo ngenxa yophuhliso oluphathelel kubhubhane weCOVID-19, kunyanzelise uphuhliso lwesiCwangciso esitsha saBasebenzi bawo onke amasebe eWCG kulungiselelwa isithuba: esisula kumhla woku-1 kuTshazimpuzi ukuya kumhla wama-31 kweyoKwindla 2026. IsiCwangciso saBasebenzi saphuhliswa ngenjongo yokunceda iSebe ekuhlangabezeni iinjongo zalo zeqhinga. Silungelelaniswe kumbono nomnqophiso weSebe ngokunjalo nokugxila kweqhinga kweqhinga lephondo loLawulo lwaBantu ngexesha.

Okuphambili okulandelayo kwesithuba sowama-2021-2021 kwachongwa ze kwaphunyezwa:

OKUPHAMBILI	ISIPHUMO
Ukuchonga nokuphuhliso ikhono lombutho elifunekayo.	Isebe elixhotyisiweyo elisebenza ngokupheleleyo yaye lilungelelaniswe kwizigunyaziso zawo kunye neemfuno zenkonzo.
Iindlela zokufunwa kwabasebenzi ezisekwe kwiinqobo ezisesikweni nakuBuchule (ezibandakanya okunokubakho kwenkqubo ye-intanethi yeZicelo nokuHlelwa ukwandisa iindlela zokufunwa kwabasebenzi ukutsala umdla wabagqatswa abalungileyo abafanele ixesha elizayo kunye neSimo).	Abasebenzi abaneziqhamo, abanobuchule nabazimiseleyo (umlinganiselo: uLungelelwaniso oluNgcono phakathi kweemfuno zonikezelo lwenkonzo nabasebenzi/abantu abafuniweyo).
Umthombo wetalente eyahlukeneyo.	Umthombo wetalente uphuhlisiwe ze wasetyenziswa. Ukuphuculwa komlinganiselo wexabiso lomqeshwa.
Amangenelo okufunda ukulungisa okulandelayo: a) Uphuhliso lwetalente nezakhono zabasebenzi kwizakhono ezitsha ezivelayo (umz., iMeta Competencies/izakhono ezisebenzayo nezobuchule ze-4IR ngokunjalo nezakhono zendlela yokuziphatha) ezidingeka kakhulu ukuxhasa umbutho olungele ixesha elizayo. b) Ukubekela phambili amangenelo oqeqesho ukulungisa uBuchule beSebe obuBalulekileyo kunye neemfuno zeCPD. (ezithe ngqo zesbe ezilungelelaniswe nePDP, WSP kunye nobuchule obuqhelekileyo/obunqamlezileyo ngokweNqanaba loMvuzo).	Abantu abanobuchule bengamanani alungileyo kwindawo elungileyo ngexesha elilungileyo yaye benobuchule obulungileyo.
Ukuphuhliswa nokumilisela kweQhinga leZakhono eziLungele ixesha elizayo (FFSS).	Ukwenziwa kweNkonzo kaRhulumente ibe noBugcisa yaye ibe yexhotyisweyo.
Iinkqubo zophuhliso lolutsha ukulungiselela ukuncedisa kuyilo lwetalente (uqeqesho usengqeshweni).	Ukuyilwa kwetalente kulungiselelwa ulutsha ngokufunyanwa kokulungela imariki yemisebenzi.
Ukuqulunqwa ngokutsha kweZiko loQeqesho lePhondo libe liziko lephondo lokufunda nenguqulelo.	Unikezelo oluphuculweyo lwenkonzo ngosetyenziswa kwabasebenzi

OKUPHAMBILI	ISIPHUMO
	abanekhono, abanobuchule, nabaneendlela yokuziphatha elungileyo.
Okuphambili kuBulungisa eNgqeshweni njengoko kuchaziwe kwisiCwangciso soBulungisa eNgqeshweni kukukhokhela izigqibo zeSebe zokuFunwa nokuKhethwa kwaBasebenzi beSebe.	Inkqubela phambili ezinzisiweyo ebhekiselele kukuhlangabezana neenjongo ze-EE ngokuphathelele kumaqela ayevinjwe amathuba ngaphambili.
Ukunikezelwa kwamangenelo/kweenkonzo zeMpilo neMpilo-ntle ukuxhasa impilo-ntle yabasebenzi.	Abasebenzi abasempilweni nabazinikeleyo.
Ukuphuhlisa nokumiliseka kweNguqulelo kwiNdlela entsha yokuSebenza / iprojekti yeWCG yobume bokubekwa kwabemi embindini.	Ubume bokusebenza obubeka abemi embindini.

### **iiNkqubo kunye ne-IT**

ISebe liza kuqhubeka ukuxhasa iiprojekthi ze-IT ezilandelayo ngexesha lonyaka-mali wama-2023-24:

- Inxaso yenkqubo yeNAAIRS, i-AtoM, iSLIMS kunye neenkqubo ze-ECM liSebe liSebe leMidlalo, uBugcisa kunye neNkcubeko kunye ne-Arhente kaRhulumente yeTheknoloji yeNgcaciso, ngokwahluka-hlukeneyo.
- Ukumiliselwa kwenkqubo yeNkxaso-mali yoNyaka yeMicimbi yeNkcubeko ukunceda ekulawuleni ngokufanelekileyo inkqubo yenkxaso yonyaka elungiselelwe amaqela enkcubeko adinga inkxaso-mali kwiSebe.
- Ukumiliselwa kweNkqubo yoLawulo lweJim ukulungiselela ukufikelela ngcono kwijim yoRhulumente waseKapa.

### **Indawo yokuhlala**

ISebe ngokwakaloku nje likwii-ofisi eziqeshiweyo ezili-10 kunye nezakhiwo ezingama-44 kwizahlulo zomhlaba ezili-17 zezakhiwo eziphantsi kolawulo lukaRhulumente eNtshona Koloni. Ezi zakhiwo zanceda iSebe okokuba lizalisekise injongo yalo yeqingha.

NgokwesiCwangciso seSebe soLawulo lwee-Asethi eziShukumayo sowama-2023/24, kwisithuba eside, iSebe lijolisise:

- Ekwakheni iziko lonyango lolondolozo nolungiso ukugcina okuqokelelweyo okutsha nokugcina iimathiriyeli ezinexabiso lezinto zakudala ukugcina, ukulondolozwa nokukhusela izinto ezenziwe ngabantu ezinexabiso zemyuziyam kunye nemathiriyeli yezinto zakudala engenazo iingcingo zombane ngethuba lokugrunjwa kwezinto zakudala eNtshona Koloni. Oku kuya kuququzelela uphuhliso, ulondolozo nokukhuthazwa kwelifa lemveli leNtshona Koloni ngolawulo olusebenzayo nolufanelekileyo lwezinto ezenziwe ngabantu nokuseleyo kwakudala ngentsebenziswano neemyuziyam ezimanyeneyo kunye neLifa leMveli leNtshona Koloni.
- Ekuyileni amacandelo asebenza ngodlamko obugcisa nenkcubeko, imisebenzi kunye neemeko; nokuxhasa nokunceda iKhomishini yeNkcubeko yeNtshona Koloni ekumiliselweni isigunyaziso sayo sowiso-mthetho.
- Ekwakheni, ekuqeshiseni okanye ekunikezeleni ngesithuba esifanelekileyo njengenye indawo yesakhiwo esidala saseStandard Bank esilungiselelwe iiNkonzo zeMyuziyam nezeLifa leMveli nokuhlaliswa kweMyuziyam ecetywayo yaeKapa ukulungiselela ukinikezela, ukukhuthaza, nokulondolozwa ilifa lemveli ngokusetyenziswa kweenkonzo zemyuziyam kunye nemibutho; ukunikezela kulondolozo, kwinkuthazo nakuphuhliso lwenkubeko nelifa lemveli; nokunceda ngaphezulu iimyuziyam ezimanyeneyo ngokumiliselwa koMthetho onguNombolo 2 wama-

2021 oLungisiweyo woMmiselo weeMyuziyam zeNtshona Koloni uMmiselo weeMyuziyam onguNombolo 8 we-1975.

- Ekuphuhliseni isibonelelo sokhenketho kwindawo yezinto zakudala yeDiepkloof Rock Shelter ukuqinisekisa ngento yokuba iNdawo engakho yeLifa leMveli leHlabathi iyafumaneka kubatyeleli nokumiliselwa kweenjongo zeCradle of Human Culture.
- Ekufumaneni indawo eyangezelelweyo kwi-Ofisi eyiNtloko kulungiselelwa ukwandiswa kweYunithi yoLawulo lweMali.
- Ekufumaneni indawo eyangezelelweyo kwiCBD, ukulungiselela ukugcinwa nokwamkelwa kwee-asethi nempahla.
- Ekufumaneni indawo kwiNtshona Koloni kulungiselelwa iZindlu ezintandathu zeMidlalo ukunceda imibutho emanyeneyo emininzi okokuba ihlangabezane nezigunyaziso zayo ezahlukeneyo kwidolophu ezilandelayo: iBeaufort West, i-Oudtshoorn, iCaledon, iPaarl, iKapa kunye neVredenburg.
- Ekubekweni phambili kolwandiso lweNkonzo yooVimba neRekhodi yeNtshona Koloni eya kuba luncedo kuyo yonke iNtshona Koloni kunye namaSebe eSizwe kubandakanywa abachaphazelekayo.
- Ekuqulunqweni ngokutsha okanye ekulungelelanisweni kwezithuba ezikhoyo zokusebenza ukuthintela ukusasazeka ngomoya kwezifo ezifana neCOVID-19.
- Ekufumaneni indawo yeThala leeNcwadi leNgingqi yaseBeaufort West.

limfuno zendawo yeSebe zezokuqinisekisa ngoququzelelo olufanelekileyo kubudlelwane obahlukeneyo kunye nolawulo olufanelekileyo lwemidlalo kunye nendawo zokuhlangana zoluntu. Imbonakalo ephezulu yeSebe kwiphondo lonke kufuneka kube nofikelelo olukhulu yaye mibutho emanyeneyo yenkcubeko kufuneka ibe iyasebenza.

## ICANDELO C: UKULINGANISWA KOKWENZA KWETHU UMSEBENZI

UMbono weSebe:

INtshona Koloni ehlanganisayo, eyilayo, esebenzayo nethungeleneyo.

Iinqobo ezisesikweni zeSebe:

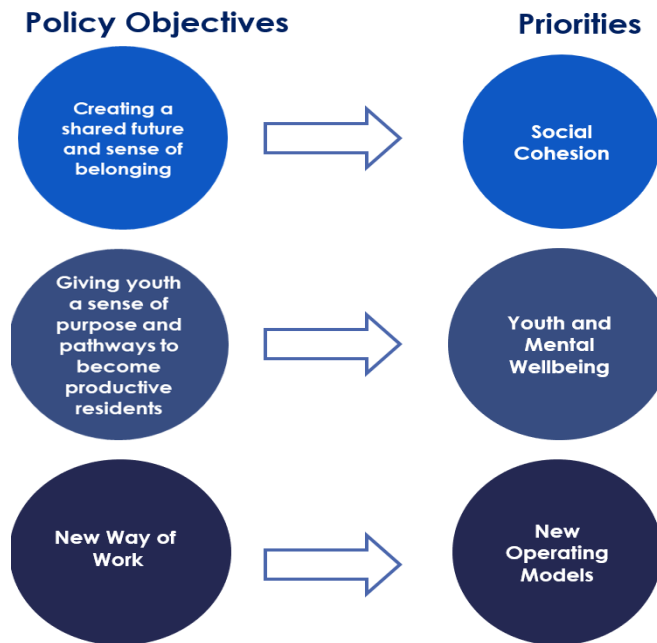
Ukukhathalela, Ubuchule, Ukuthatyathwa koxanduva, Imfezeko, Inguqu kunye nokuSabela.

IMpembelelo yeSebe neZiphumo:

<b>Ingxelo yempembelelo</b>	INtshona Koloni ehlanganisayo, eyilayo, esebenzayo nethungeleneyo.
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Inani	IsiPhumo	UMgqalisela wesiPhumo	Isiseko	Ekujoliswe kuko kweminyaka emihlanu
1	Ukufikelela namathuba alungiselelwe ukuthatyathwa kwenxaxheba kwicandelo loBugcisa, leNkcubeko neLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhselekileyo noluhambelanayo.	Ukunikezelwa okwandisiweyo kweenkonzo kwicandelo loBugcisa, iNkcubeko neLifa leMveli eNtshona Koloni.	400 250	551 075
2	Ufikelelo kwingcaciso nolwazi oluxhasa ubume bokufunda nokufunda kobomi bonke.	Inani elibhalisiweyo labasebenzisi bethala leencwadi	731 456	667 434
		Inani lotyelelo ngabaphandi	8 700	7 800
3	Ukufikelela namathuba okulungiselelwe abathathi-nxaxheba kwimidlalo nolonwabo.	Ukunikezelwa okwandisiweyo kweenkonzo kwicandelo lemidlalo nolonwabo eNtshona Koloni.	444 210	500 000

Ezi ziPhumo zibhekiselele kwiinjongo zomgaqo-nkqubo wesebe ezilandelayo.



Imigqalisela yokusebenza enxulumene neziphumo ibandakanyiwe kumacandelo okusebenza kwenkqubo ngasezantsi. Imigqalisela yecandelo leSizwe iboniswe ngokucacileyo kumacandelo okusebenza kwenkqubo ngasezantsi.

## 5. INkqubo 1 INgcaciso yokuSebenza

### INkqubo 1: ULawulo

**Injongo:** Ukunikezela ngolawulo olupheleleyo lwemali neqhinga kunye nenkxaso yolawulo kulungiselelwa iSebe leMicimbi yeNkcubeko neMidlalo.

#### Uhlahlalelo ngokwenkqutyana:

#### **INkqutyana 1.1: I-Ofisi yeMEC**

Ukubonelela ngolawulo, unxibelelwano nabaxhamli benkonzo kunye neenkonzozo zenkxaso kuMphathiswa weMicimbi yeNkcubeko nezeMidlalo.

#### **INkqutyana 1.2: IiNkonzo zoLawulo lweMali**

Ukubonelela ngenkxaso ephelileyo yolawulo, lwemali kwiDCAS, kubandakanywa iinkonzo zolawulo lwemali, kumaqumrhu amathathu karhulumente anika ingxelo kuMphathiswa weMicimbi yeNkcubeko nezeMidlalo.

#### **INkqutyana 1.3: IiNkonzo zoLawulo**

Ukubonelela ngomsebenzi wenkxaso yolawulo kwiNtloko yeSebe ngokunikezela ngenkonzo esebenzayo yonxibelelwano kunye neqhinga nenkonzo yenkxaso yokusebenza, kubandakanywa nenkonzo yokubekwa kweliso novavanyo, ukumiliselwa kwamalinge ophuculo lonikezelo lwenkonzo,

ubudlelwane obusebenzayo bomxhamli, okanye ulawulo olusebenzayo lobudlelwane boorhulumente, nokwenziwa kwesibonelelo esinyiniweyo seemfundo zolawulo kune nezendawo yokuhlala.



## Iziphumo, IMiphumela yeNkqubo, Izalathisi zokuSebenza, Ekujoliswe kuko ngoNyaka nangeKota

Isiphumo	Umphumela wenkqubo	Inombolo	uMgqalisela yoMphumela weNkqubo	Unxulunyaniso neVIP	Umsebenzi ophicothiweyo/owenziweyo			Umsebenzi oqikelelweyo 2022/23	Ekujoliswe kuko kweSithuba esiPhakathi		
					2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
Sonke	IsiCwangciso soNyaka soPhuculo (MIP)	1.2.1	Inani lezicwangciso ezimiselweyo ukuphuculwa kweziphumo zophicotho-zincwadi nokuncitshiswa kokufunyenwe kuphicotho-ncwadi okuphakanyiswe nguMphicothi-zincwadi Jikelele kunye noMphicothi-zincwadi waNgaphakathi ukufezekisa inkqubo egqwesayo.	5	1	1	1	1	1	1	
Sonke	Izindululo zoPhicotho lwangaPhakathi ziphunyaziwe.	1.2.2	Ipesenti yezindululo zophicotho lwangaPhakathi (IA) eziphunyaziweyo	5	-	97%	100%	100%	100%	100%	
Sonke	IINGxelo yokuNikezelwa kweNkonzo kunye/okanye nePhepha lamaLungelo /ungeniso olwamkelweyo	1.3.1	Inani lamaxwebhu ophuculo lweBatho Pele/Ionikezelo lwenkonzo eliqulunqiweyo	5	2	2	2	2	2	2	
Sonke	IINGxelo zarhoqo ngekota zokuSebenza	1.3.2	Inani leengxelo zokubekwa kweliso kumsebenzi zarhoqo ngekota eziqulunqiweyo	5	4	4	4	4	4	4	
Sonke	IINGxelo zeNgqinsekiso zarhoqo ngekota	1.3.3	Inani leNgxelo zeNgqinsekiso zarhoqo ngekota eziqulunqiweyo	5	-	-	-	-	4	4	4
Sonke	UAMP	1.3.4	Inani lee-UAMP ezingenisweyo	5	1	1	1	1	1	1	
Sonke	IsiCwangciso seSebe sokuQhubeka koShishino	1.3.5	IsiCwangciso seSebe sokuQhubeka koShishino sihlaziywa rhoqo ngonyaka ze silungelelaniswe njengoko kuyimfuneko	5	-	1	1	1	1	1	
Sonke	IINGxelo yePERSAL	1.3.6	Inani labaqeqeshwa besengqeshweni lenkqubo yeNkulumbuo yokuQhutyelwa Phambili koLutsha (PAY)	5	-	32	32	28	28	28	28
Sonke	IsiCwangciso soNxibelelwano	1.3.7	IsiCwangciso soNxibelelwano esiYuniweyo seSebe	5	-	1	1	1	1	1	1

## IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2023/24	Ikota 1	Ikota 2	Ikota 3	Ikota 4
1.2.1	Inani lezicwangciso ezimiselweyo kulungiselelwa ukuphuculwa kweziphumo zophicotho-zincwadi nokuncitshiswa kokufunyenweyo kuphicotho-zincwadi okuphakanyiswe kuMphicothi-zincwadi Jikelele kunye noMphicotho-zincwadi waNgaphakathi ukufezekisa ukugqwesa kwenkonzo.	1	-	-	1	-
1.2.2	Ipesenti yeengcebiso zoPhicotho-zincwadi lwaNgaphathi (IA) ezimiselweyo	100%	100%	100%	100%	100%
1.3.1	Inani lamaxwebhu ophuculo lweBatho Pele/Ionikezelo lwenkonzo aqulunqiweyo	2	-	1	-	1
1.3.2	Inani leengxelo zarhoqo ngekota zokubekwa kweliso kumsebenzi eziqulunqiweyo	4	1	1	1	1
1.3.3	Inani leengxelo zoqinisekiso zarhoqo ngekota eziqulunqiweyo	4	1	1	1	1
1.3.4	Inani lee-UAMP ezingenisiweyo	1	-	-	-	1
1.3.5	IsiCwangciso seSeba sarhoqo ngonyaka sokuQhubekela koShishino esivavanyiweyo saze salungelelaniswa xa kuyimfuneko	1	-	-	-	1
1.3.6	Inani labaqeqeshwa besengqeshweni benkqubo yeNkulumbuso yokuQhutyelwa phambili koLutsha (PAY)	28	28	-	-	
1.3.7	IsiCwangciso soNxibelelwano seSebe esivunyiweyo	1	-	-	-	1

## 5.1. Inkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi

### Umnikelo womphumela wenkqubo obhekiselele kwiziphumo nempembelelo

Ulawulo olulungileyo lusekela wonke umsebenzi weSebe yaye ngoko, iNkqubo inikela kufezekiso lwazo zonke izifezekiso zeSebe.

### Inkcazelo yomsebenzi ocwangcisiweyo

IsiCwangciso soPhuculo loLawulo sisebenza njengesixhobo sokubeka iliso kokufunyenwe kuphicotho-zincwadi lwangaphandle nolwangaphakathi. Isicwangciso siyilelwe ukuphucula ubume bolawulo kwiSebe. Ukumiliselwa kokufunyenwe kuphicotho-zincwadi kubekwa iliso ngamandla rhoqo ngekota.

Uxanduva lweNkqutyana 1.3: iiNkonzo zoLawulo lubandakanya ukumiliselwa kwamalinge eBato Pele kwiSebe, ukuBekwa kweLiso noVavanyo komsebenzi weSebe, kunye nocwangciso olulungiselelwe iimfuno zolawulo lwee-asethi ezishukumayo. Oku kubandakanya uphuhliso nokuvunywa kwamaphepha amalungelo athe ngqo kwindawo kunye neNgxelo yoNyaka eya kuBemi, iiNgxelo zokuBekwa kweLiso kuMsebenzi zarhoqo ngekota, ukuqukunjelwa kovavanyo, iziCwangciso seSebe soNxibelelwano, kunye nesiCwangciso soLawulo soMsebenzisi wee-Asethi.

## 5.2. Ukuqwalaselwa kwezibonelelo zenkqubo

### Uqikelelo lwenkcitho

#### INkqubo 1: ULawulo

Inkqutswana	Isiphumo senkcitho			Ulwabiwo-mali oluhlengahlengisiweyo	Uqikelelo lwenkcitho yesithuba esiphakathi		
	2019/20	2020/21	2021/22		2022/23	2023/24	2024/25
R amawaka							
I-Ofisi kaMEC	9 839	9 239	8 919	8 188	8 204	8 680	8 891
IiNkonzo zoLawulo lweMali	29 780	31 737	33 969	34 427	35 155	38 033	39 096
IiNkonzo zoLawulo	26 272	23 061	22 174	27 446	26 963	27 550	28 624
Zizonke	65 891	64 037	65 062	70 061	70 322	74 263	76 611

#### Uhlelo ngokoqoqosho

Iintlawulo ezikhoyo	64 400	58 476	61 660	65 923	66 855	70 939	73 055
Imbuyekezo yabasebenzu	51 268	48 182	50 784	53 349	53 942	57 878	59 080
Impahla neenkonzo	13 132	10 294	10 876	12 574	12 913	13 061	13 975
Okukhutshelweyo nenkxaso-mali eya:	455	783	66	478			
Ii-arhente zesebe nee-akhawunti	16		22	21			
Kumaziko angenzi nzuzo				1			
Kwezasekhaya	439	783	44	456			
Iintlawulo zee-asethi ezinkulu	997	4 736	3 319	3 660	3 467	3 324	3 556
Oomatshini nezixhobo	997	4 736	3 319	3 660	3 467	3 324	3 556
Iintlawulo zee-asethi zemali	39	42	17				
Lulonke	65 891	64 037	65 062	70 061	70 322	74 263	76 611

### Umnikelo wezibonelelo ezibhekiselele kufezekiso lwemiphumela

Isabelo sohlahllo lwabiwo-mali lunyuke ngepesenti engu-04 okanye ngesigidi esi-R0.261 ngowama-2023/24, sisusela kwigidi ezingama-R70 061 ngowama-2022/23 (ulwabiwo-mali oluhlengahlengisiweyo) ukya kutsho kwizigidi ezingama-R70 322 ngowama-2023/24. Ukunyuka kubangelwe ikakhulu sisibonelelo sesalathisi sexabiso lomthengi (CPI) ngowama-2023/24.

## 5.3. IMingcipheko ePhambili eHlaziyiweyo

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
IIntshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo	Ukungabinakho ukunikezela kwiinkonzo zesebe ezisemthethweni kunye nezinye ezinxulumene nazo ngenxa	IQhinga loNxibelelwano lweBCP kwabachaphazelekayo. Njengenxalenye yovavanyo lonyaka lwemida yokhuseleko lothungelwano olunqamlezileyo. I-WCG ifumene ingqinisekiso yokokuba ulawulo lukho ukulawula ukhuseleko lothungelwano lwanele.

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
	kuphazamiseko olungacwangciswa nga, olukhulu	Uqeqesho oluQhubekayo lwe-IT lunikezele kwiCE-I kunye namaSebe, Uhlolo lweCe-I olweziwa ngamathuba athile nokuhlolwa kwezibekelwe ukuxhasa luyaqhutywa.  linkqubo ezizenzekelayo zokubekwa kweliso nokuhlakaniphisa.
INtshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo	Ikhono elinyiweyo ukufezekisa iziphumo zesebe	linkampani ezimanyeneyo ziyamenywa ukulungiswa kwabasebenzi ekulawulweni kwemali yomntu ngobulumko.  Ukumiselwa kwezithuba eziphambili.  Abaqeqeshwa besengqeshweni abatyunjweyo kunye nabaxhamli be-EPWP ukunceda ngokumiliselwa kweshishini.  Ukukhokhelela kwakhona iingxowa-mali kwiinkonzo eziphambili.  linkonzo zempilo-ntle ziyakhuthazwa ze zichazwe kubo bonke abasebenzi nabaphathi. Iintsuku ezintathu zokuphila kunye namathuba engcaciso rhoqo ngenyanga equlathe izihloko ezahlukeneyo zabanjwa.  Ukumiliselwa kwesicwangciso sokuthengwa kwempahla.  Ukubekwa kweliso kumiliselwa lwesicwangciso sokuthengwa kwempahla.
Ukufikelela namathuba alungiselelwe ukuthatyathwa kwenxaxheba kwicandelo loBugcisa, leNkcubeko neleLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhuselekileyo noluhambelanayo.  Ufikelelo kwingcaciso nolwazi oluxhasa ubume bokufunda nokufunda kobomi bonke.  Ukufikelela namathuba okulungiselelwe abathathi-nxaxheba kwimidlalo nolonwabo.	Ungquzulwano olungakho lomdla	Ikhawudi yokuziphatha ikhutshwa rhoqo ngonyaka kumagosa eSCM.  Izibhengezo zemali ziqakunjelwa ngamagosa eSCM rhoqo ngonyaka.  INKqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye kunxilelwana ngokuqhubekayo kubasebenzi xa idingeka.  Amathuba oqeqesho nolwazi ayenziwa ngaphakathi ngamathuba angalungelelaniswanga kulungiselelwa abasebenzi. I-PT inikela ngoqeqesho nemfundo kubanikezeli benkonzo.  IQhinga leSebe leeNqobo ezisesikweni laphuhliswa, lavunywa laza lachazwa kuwo onke amagosa.  Njengnxalenye yophuhliso lwabanikezeli benkonzo, amathuba olwazi aqhutywa yiPT kulungiselelwa abanikezeli benkonzo ngokuqhubekayo.  Ithemplati eyandisiwe yaze yamiliselwa yokuthengwa kwempahla ukubandakanya igatya lesibhengezo esilungiselelwe abasebenza kwelo candela.  INKqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye iyachazw ngokuqhubekayo kubasebenzi xa kudingeka.  Amagosa achaphazelekayo nabandakanyekayo ziinkqubo zeSCM kunye neminye imisebenzi yemali ubhengezo lwemisebenzi yemali lwenziwa ngokusetyenziswa kwenkqubo yobhengezo lwekhompyutha.  Abagwebi kudingeka okokuba basayine izivumelwano zemfihlo  Bonke abasebenzi kwiNtlawulo yoKhutshelo lokuhanjiswa komsebenzi kufuneka batyikitye isiBhengezo soMdla.  Izibhengezo zemali ziqakunjelwa ngamaqosa ogunyaziso rhoqo ngonyaka.  Ukufakelwa kwegatya 'lokunganyanyezelwa konke-konke koBughophololo, uBusela noRhwapihilizo' kufakiwe kuzo zonke iziVumelwano zeNtlawulo eKhutshelweyo.  Indlela yokuziphatha isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla sisayinelwa intlanganiso nganye.  Ikhawudi yokuziphatha elungiselelwe amalungu ekomiti yokuNgeniswa kwaMaxabiso (BID) isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla esisayinelwa intlanganiso nganye.

## 6. Inkqubo 2 Ingcaciso yomsebenzi

### Inkqubo 2: IMicimbi yeNkcubeko

**Injongo:** Ukunikezela ngeenkonziso ezinxulumene nobugcisa nenkcubeko, imyuziyam, ilifa lemveli nolwimi kubahlali beNtshona Koloni.

Uhlahlalelo ngokwenkqubo nganye:

#### ***INkqutyana 2.1: ULawulo***

Ukubonelela ngenkxaso yeqhinga lwabaphathi kwiMicimbi yeNkcubeko.

#### ***INkqutyana 2.2: UBugcisa neNkcubeko***

Ukuququzelela uphuhliso, ulondolozo kunye nokukhuthazwa kwezobugcisa nenkcubeko eNtshona Koloni ngokusebenzisa ukuyila kobandakanyo, amacandelo asebenza ngodlamko obugcisa kunye nenkcubeko, misebenzi kunye nobume bendalo; kunye nokuxhasa nokunceda iKomishini yeNkcubeko yaseNtshona Koloni ukumiliselwa isigunyaziso yayo yomthetho.

#### ***INkqutyana 2.3: IiNkonzo zeMyuziyam***

Ukukhawulezisa inguqu yelifa lemveli leNtshona Kapa ngokubonelela ngeenkonziso zembali ukulondolozisa, ukuphuhlisa nokukhuthaza ilifa lemveli lePhondo ngokusebenzisa imibutho emanyeneyo yeemyuziyam.

#### ***INkqutyana 2.4: IiNkonzo zoLawulo lweZibonelelo zeLifa leMveli***

Ukuxhasa nokuncedisa ilifa leMveli leNtshona Kapa ukuchonga, ukukhusela, ukulondolozisa, ukulawula nokukhuthaza izixhobo zelifa lemveli lokubaluleka, ngokumalunga noMthetho weSizwe weZibonelelo zeLifa leMveli, we-1999; ukuququzelala imiba enxulumene neeNdawo zeLifa leMveli leHlabathi kwiNtshona Koloni ngokwemiqathango yoMthetho weHlabathi weNgqungquthela yeLifa leMveli, we-1999; ukuququzelela iinkqubo zokubeka emgangathweni okanye utshintsho, apho kuyimfanelo, lwamagama endawo kwiNtshona Koloni ngokumiliselwa amagunya kwiqondo lephondo izigunyaziso zoMthetho weBhunga lamaGama eNdawo eMzantsi Afrika, we-1998.

#### ***INkqutyana 2.5: IiNkonzo zoLwimi***

Ukukhuthaza ukusetyenziswa kweelwimi ezininzi kwiNtshona Koloni ukulungiselela ukuphucula ukuhanjiswa kwenkonzo nofikelelo; ukukhuthaza ngamandla uphuhliso lweelwimi zemveli ebezisoloko zisingelwa phantsi mandulo; ukuququzelela ukumiliselwa nokubekwa kweliso kuMgaqo-nkqubo weelwimi zaseNtshona Koloni; kunye nokubonelela ngolawulo kunye nenkxaso yokuphathwa kwiKomiti yeeLwimi yeNtshona Koloni ukumiliselwa isigunyazo sayo somthetho.

## Iziphumo, IMiphumela yeNkqubo, Izalathisi zokuSebenza, Ekujoliswe kuko ngoNyaka nangeKota

Isiph	Umphumela wenkqubo	Inombolo	UMgqalisela womphula wenkqubo	Unxulunyaniso neVIP	Umsebenzi ophicothiweyo/owenziweyo			Umsebenzi oqikelelweyo 2022/23	Ekujoliswe kuko kweSithuba esiPhakathi		
					2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
1	Amathuba omsebenzi we-EPWP	2.1.1	Inani lamathuba omsebenzi we-EPWP eliyiliweyo	1	402	366	366	425	425	450	450
2	Amathuba omsebenzi adalwe ngokweenkqubo zobugcisa, inkcubeko nelifa lemveli	2.1.2	Inani lamathuba omsebenzi ayilwe ngokusetyenziswa kweenkqubo zobugcisa, ezenkcubeko nezelifa lemveli	3	-	473	552	460	480	480	480
1	IiNkqubo zoLwakhiwo lweKhono	2.2.1	Inani lamagcisa afumeneyo kumathuba olwakhiwo lwekhono	3	355	194	245	260	270	270	270
1	Iincoko/iingxoxo zoluntu ezibanjweyo ukukhuthaza unxibelelwano lwentlalo	2.2.2	Inani lincoko/iingxoxo zoluntu ezibanjweyo ukukhuthaza unxibelelwano lwentlalo ngonyaka ngamnye	3	3	3	3	3	3	3	3
1	Ukukhunjulwa kosuku olubalulekileyo lweSizwe/lwembali	2.2.3	Inani leentsuku zesizwe ezibalulekileyo/zembali elikhunjulweyo	3	3	3	3	3	4	4	4
1	UNcedo lweMali oluya kwiMibutho yoBugcisa neNkcubeko, kubantu nakwiiNkampani	2.2.4	Inani leMibutho yoBugcisa neNkcubeko, abantu neeNkampani elixhasiweyo	3	64	79	103	85	90	90	90
1	Amaqonga okubonisa nawokukhuthaza	2.2.5	Inani leeprojekti lokuphuhlisa nokukhuthaza ubugcisa nenkcubeko	3	23	3	15	20	15	15	15
1	UNcedo lweMali oluya kwiKhomishini yeNkcubeko	2.2.6	Inani leeKhomishini zeNkcubeko elixhasiweyo	3	1	1	1	1	1	1	1
1	Amagcisa abekwe ezikolweni	2.2.7	Inani lamagcisa abekwe ezikolweni ngonyaka	3	-	0	25	25	25	25	25
1	Imisitho ekhuthaza imiqondiso yesizwe	2.3.1	Inani lamangenelo okukhuthaza imiqondiso nemiyalelo yesizwe	3	3	3	4	3	3	3	3
2	Ukuvuselelwa kolwazi kuluntu ngephulo elaziwa ngokuba "I am the flag"	2.3.2	Inani lokuvuselelwa kolwazi kuluntu ngephulo elaziwa ngokuba "I am the flag"	1	-	4	4	4	4	6	6
1	Inkxaso yemali nolawulo kwiimyuziyam ezimanyeneyo	2.3.3	Inani leemyuziyam ezimanyeneyo elixhasiweyo	3	31	31	32	32	32	32	32

Isiph	Umpfumela wenkqubo	Inombolo	UMgqalisela womphula wenkqubo	Unxulunyaniso neVIP	Umsebenzi ophicothiweyo/owenziweyo			Umsebenzi oqikelelweyo 2022/23	Ekujoliswe kuko kweSithuba esiPhakathi		
					2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
1	Inani leMyuziyama ezilolongwe kakuhle INkonzo yeMyuziyam enikezela ngenkxaso eqhubekayo kwiimyuziyam eziManyeneyo	2.3.4	Inani leeNkonzo zeMyuziyam ezilolongiweyo ukulungiselela ukunikezela ngenkxaso kwiimyuziyam eziManyeneyo	3	1	1	1	1	1	1	
1	Amaqonga okwabelana ngolwazi azinyaswe ziiMyuziyam ezimanyeneyo kunye naBameli beQumrhu eIlLawulayo	2.3.5	Inani lamaqonga eMyuziyam okwabelana ngolwazi elisingathiweyo	3	1	1	1	1	1	1	
1	Ukunikezelwa kweenkqubo zemfundo kwiimyuziyam ezimanyeneyo	2.3.6	Inani leenkqubo zemfundo kwiimyuziyam elinikezelweyo	3	4	3	4	3	3	3	
1	Inflawulo ekhutshelweyo yonyaka kugunyaziwe wezibonelelo zelifa lemveli lephondo	2.4.1	Inani loogunyaziwe bolawulo lwezibonelelo zelifa lemveli lephondo elixhasiweyo ngokusetyenziswa kweentlawulo ezikhutshelweyo	3	1	1	3	1	1	1	
2	Ukuhlaziywa nokuqinisekiswa kwamagama endawo kwiphondo	2.4.2	Inani lamagama eendawo aqinisekisiweyo nahlaziyweyo yiKomiti yamaGama eeNdawo yePhondo leNtshona Koloni.	3	405	340	351	340	340	340	
	Amangenelo ePhondo kwiResistance and Liberation Heritage Route (RLHR)	2.4.3	Inani lamangenelo ePhondo kwiResistance and Liberation Heritage Route (RLHR)	1		2	2	2	1	1	
1	Inkxaso yemali eya kwiKomiti yoLwimi yeNtshona Koloni	2.5.1	Inani lamacandelo olungelelwaniso lolwimi elixhasiweyo ngokusetyenziswa kweentlawulo ezikhutshelweyo	3	1	1	1	1	1	1	
1	Iiprojekti ezigqityiweyo ezikhuthaza ukusetyenziswa kweelwimi zonke, iilwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe leSA	2.5.2	Inani leeprojekti eziqwalasela isigunyaziso sowiso-mthetho sokukhuthaza ukusetyenziswa kwazo zonke iilwimi, iilwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe leSA	3	7	5	6	6	6	6	
1	Iinkonzo zenkxaso yolwimi ezinikezelwe ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni kunye noLwimi lweMinwe leSA.	2.5.3	Inani leenkono zenkxaso yolwimi elinikezelwa ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni kunye noLwimi lweMinwe leSA	3	-	492	521	448	448	448	



## IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2023/24	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.1.1	Inani lamathuba omsebenzi e-EPWP ayiliweyo	425	-	-	-	425
2.1.2	Inani lamathuba omsebenzi ayiliweyo ngokusetyenziswa kweenkqubo zobugcisa, ezenkcubeko nezelifa lemveli	480	-	-	-	480
2.2.1	Inani lamagcisa abonelelweyo kumathuba olwakhiwo lwekhono	270	100	80	70	20
2.2.2	<b>Inani leencoko/leengxoxo zoluntu ezimiliselweyo ukukhuthaza unxibelelwano lwentlalo ngonyaka ngamnye</b>	3	1	1	1	-
2.2.3	Inani leentsuku zesizwe nezembali/ezibalulekileyo ezikhunjulweyo	4	1	2	1	-
2.2.4	Inani lemibutho yoBugcisa neNkcubeko, aBantu kunye neenkampani ezixhasiweyo	90	-	30	45	15
2.2.5	Inani leeprojekti zokuphuhlisa nokukhuthazwa kobugcisa nenkcubeko	15	2	4	6	3
2.2.6	Inani leeKhomishini zeNkcubeko ezixhasiweyo	1	-	-	1	-
2.2.7	Inani lamagcisa abekwe ezikolweni ngonyaka ngamnye	25	-	-	-	25
2.3.1	Inani lamangenelo okukhuthazwa kwemiqondiso yesizwe nemigaqo	3	-	1	1	1
2.3.2	<b>Inani lokuqaliswa kolwazi loluntu kwinkqubo "I am the Flag"</b>	4	-	2	1	1
2.3.3	Inani leemyuziyam ezimanyanisiweyo ezixhasiweyo	32	26	-	-	6
2.3.4	Inani leeNkonzo zeMyuziyam ezilolongiweyo ukunikezela ngenkxaso kwiimyuziyam ezimanyanisiweyo	1	-	-	-	1

Inani	IMigaqalisela yemveliso	Ekujoliswe kuko konyaka 2023/24	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.3.5	Inani lamaqonga olwabelwano lolwazi lweMyuziyam asingethweyo	1	-	1	-	-
2.3.6	Inani leenkqubo zemfundo zemyuziyam ezinikezelweyo	3	-	1	1	1
2.4.1	Inani loogunyaziwe bolawulo lwezibonelelo zelifa lemveli lephondo abaxhasiweyo ngokusetyenziswa kweentlawulo ezikhutshelweyo	1	1	-	-	-
2.4.2	Inani lamagama eendawo aqinisekisiweyo ze avavanywa yiKomiti yaMagama eeNdawo yePhondo leNtshona Koloni	340	-	110	110	120
2.4.3	Inani lamangenelo yeResistance and Liberation Heritage Route (RLHR) yePhondo	1	-	-	-	1
2.5.1	Inani lamacandelo olungelelwaniso lolwimi axhasiweyo ngokusetyenziswa kweeNtlawulo eziKhutshelweyo	1	-	1	-	-
2.5.2	Inani leeprojekti ezilungisa isigunyaziso sowiso-mthetho ukukhuthaza ukusetyenziswa kweelwimi ezininzi, iilwimi zemveli ezazijongelwe phantsi ngaphambili kunye noLwimi lweMinwe lweSA	6	1	2	2	1
2.5.3	Inani leenkonzozo zenkxaso yolwimi ezinikezelwa ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni noLwimi lweMinwe lwe-SA	448	112	112	112	112

## 6.1. Inkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi

### Umnikelo wemiphumela yenkqubo ebhekiselele ekufezekisweni kweziphumo nempembelelo

Ufikelelo namathuba okuthatha inxaxheba kwicandelo lezobuGcisa, iNkcubeko neLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye nokhuselo nobumbano loluntu luza kuzalisekiswa ngokuba:

- Ukukhuthaza okuqhubekayo kunye nokubekwa kweliso kumiliselelo loMgaqo-nkqubo woLwimi weNtshona Koloni.
- Inkxaso yeenkonzo zolwimi ebonelelwa ngeelwimi ezintathu ezisesikweni zaseNtshona Koloni noLwimi lweMinwe loMzantsi Afrika.
- Iinkqubo neeprojekti eziququzelelweyo ukukhuthaza ukusetyenziswa kweelwimi ezininzi nokuqhubela phambili iilwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe loMzantsi Afrika ngokusetyenziswa koyilo lothungelwano olulawulwayo lwentsebenziswano kunye neminye imibutho kwicandelo lolwimi.
- Intlawulo ekhutshelweyo kunye nenkxaso yolawulo, yokuqulathiweyo yokwenkqubo neyolawulo lwemali kwiKomiti yoLwimi lwaseNtshona Koloni neKhomishoni yeNkcubeko yaseNtshona Koloni.
- Intlawulo ekhutshelweyo kunye neenkonzo zenkxaso kulawulo, kwimicimbi yabasebenzi nakulawulo lwemali eya kwilifa leMveli leNtshona Koloni ukuqhuba isigunyaziso salo ngokwemiqathango yoMthetho weSizwe weZibonelelo zeLifa leMveli, onguNombolo 25 we-1999.
- Iinkqubo yoPhuhliso loBugcisa, encediswa luyilo lothungelwano olulawulwayo, ixhibe ekuqiniseni uphuhliso lobugcisa kuluntu oluya kuthi lunikezele ekunyangweni koluntu ngokusetyenziswa kobugcisa nenkcubeko. Ngothelwano lweqhinga, inkqubo ixhibe ukuxhasa nokuqinisa ubugcisa boluntu ngemisebenzi yokuxhotyiswa kwesakhono, ngokuxhasa imisebenzi yobugcisa yoluntu, ngokunikezela ngamaqonga emiboniso athi akhuthaze ukuphila komntu, impilo yengqondo, ubandakanyo lwentlalo kunye namathuba oqoqosho.
- Inkqubo yenkxaso-mali yonyaka, iSebe linikelela ukuyila ubume obuncedayo obuthi bunikezele imibutho, abantu kunye neenkampani ngethuba lokwandisa ubomi bamagcisa, abaxhamli, abafundisi bezobugcisa, kunye nababukeli ngenkxaso enikezelwayo.
- Ingqesho noqoqosho olunokwenzeka.
- Ukhuselelo nothintelo lolwaphulo-mthetho/uthintelo lobundlobongela obuphambili.

Imiphumela yenkqubo iya kunikela kuxhotyiso lwabemi, ngofikelelo kwingxoxo ngokusebenzisa ulwimi lwabo lwenkobe. Ulwimi sisixhobo esibalulekileyo kunxibelelwano, esisekele impumelelo kwimifundo, esithi ngokunjalo sibe nempembelelo kubandakanyeko lwentlalo kunye nayo yonke imimandla ephambili yeqhinga likarhulumente. Ngaphezulu koko, ulwimi lwedelesw kuyo, iyantlukwano yeenkcubeko zethu kunye nolwazi lwengigqi zoluntu lwethu ezahlukeneyo yaye ngoko lubalulekile ekuhanjiseni kweenkcubeko neenqobo ezisesikweni ukusuka kwesi sizukulwana ukuya kwesilandelayo.

Imiphumela yenkqubo yenkqubo yophuhliso lobugcisa iya kunikela kuxhotyiso lwemibutho yoluntu yobugcisa ethe yomelezwa ngemisebenzi yolwakhiwo lwekhono ukumiliselela iinkqubo zoluntu zobugcisa eziyila amathuba ophuhliso lwabantu, ingakumbi abantwana, ulutsha kunye nabasetyhini. Ngaphezulu koku, iinkqubo zophuhliso lobugcisa zijolise ekuxhaseni imibutho yobugcisa yoluntu kumiliselelo lweenkqubo zophuhliso zobugcisa ngokusetyenziswa kothelwano lweqhinga. Inkqubo ijolise ngokunjalo kwinkxaso yokomelezwa kothungelwano lwemibutho yobugcisa yoluntu ekwinqanqwa lokunceda iinkqubo zobugcisa kwinqanaba lesithili nelengingqi.

Oku kuya kuba nempembelelo ekuncedeni iinkqubo ze-IDP yengingqi, ukugcina nokukhuthaza ubume bengingqi nokuphembelela amaqhinga oqoqosho lwengingqi anxulunyaniswe nokhenketho.

Imiphumela yenkqubo ngenkxaso yeziko leLifa leMveli leNtshona Koloni, iqinisekisa ngochongo oluqhubekayo, ukhuseleko, ukukhuthaza nokulawulwa kwezibonelelo zelifa lemveli kwiphondo. Inkxaso enjalo iqinisekisa ngokuba iHWC inakho ukuqhubeka ngokusebenza ekuqwalaseleni izicelo kwiqumrhu, uninzi lwazo zinxulumene nophuhliso, ukuqinisekisa okokuba lisebenza nabachaphazelekayo ukulondoloza izibonelelo zelifa lemveli ezibalulekileyo, kodwa apho kufanelekilekileyo livumele ukuba uphuhliso luqhubeke ukuqinisekisa nokuba lixhasa impilo-ntle yabemi yokukhula koqoqosho kwiPhondo.

## **Inkcazelo yomsebenzi ocwangcisiweyo**

KuCanzibe wama-2022 iKhabhinethi inike uMphathiswa wezoBulungisa neeNkonzo zoLungiso imvume yokupapasha uMthetho oYilwayo weShumi elinesiBhozo loMgaqo-siseko wama-2022 ukulungiselela ukufumana izimvo zoluntu. UMthetho oYilwayo ulungisa iCandelo 6(1) loMgaqo-siseko weRiphabliki yoMzantsi Afrika we-1996 yaye uya kinika ingqwalasela ngokusesikweni uLwimi lweMinwe loMzantsi Afrika njengolwimi olusesikweni lwe-12 lelizwe yaye luqinisekise ngamalungelo alinganayo kubo bonke abemi boMzantsi Afrika, kungajongwanga kukhubazeka kwabo. ISebe liya kubeka iliso ngokusondeleyo inkqubela phambili yomthetho ongasentla njengoko ukhuthaza ngamandla ukusetyenziswa nokuphuhliswa koLwimi lweMinwe loMzantsi Afrika (SASL) kwiphondo. INdibano Jikelele yeZizwe eziManyeneyo ibhengeze owama-2022 ukuya kowama-2023 njengeShumi leMinyaka leHlabathi leeLwimi zeMveli. Inika ingqwalasela kwilahleko ebalulekileyo yeelwimi zemveli kunye nebango elibalulekileyo lokulondolozwa, nokuhlaziywa, nokukhuthazwa kweelwimi zemveli. Iinkqubo zeSebe ziya kuqhubeka ngokujolisa kukukhuthazwa kweelwimi ebezisengelwe phantsi ngaphambili kwiPhondo.

Amathuba angaphezulu okwandisa uthelelwano olunexabiso aya kugcinwa, avumele indlela efaneleke kakhulu, ehambelanayo nezinzileyo kwiinzame zethu ezihlangeneyo ukuphucula ubomi obulungileyo babemi ngokusetyenziswa kolwimi.

Ulwimi yindlela yokunxibelelana, ebalulekileyo yokufezekisa yonke imimandla ephambili yeqhinga likarhulumente kunye nempembelelo yesiphumo sokunikezelwa kwenkonzo kubomi babemi. ISebe liya kuqhubeka ngokunikezela ngeenkonzo zenkxaso yolwimi egameni leWCG ukuqinisekisa ngento yokuba abemi banxibelelanangeelwimi zontathu ezisesikweni zePhondo. Liya kuqhumeka ngokunjalo ukuxhasa ukukhuthazwa koMgaqo-nkqubo woLwimi weNtshona Koloni ngenkxaso yemali kwiKomiti yoLwimi yeNtshona Koloni, iQumrhu likaRhulumente elingushedyuli 3C ngokuhambelana noMthetho woLawulo lweMali kaRhulumente, uMthetho 1 we-1999.

ISebe liqhubekile ukuxhasa umsebenzi ogunyaziswe ngokwasemthethweni wogunyaziwe wezibonelelo zelifa lemveli lephondo, iLifa leMveli leNtshona Koloni, ngenkxaso yemali yonyaka kunye nesibonelelo sabasebenzi abaphuma kwiiNkonzo zoLawulo lweZibonelelo zeLifa leMveli ukulungiselela ukuqhuba umsebenzi weQumrhu. ICandelo leeMyuziyam, iNkonzo zeLifa leMveli namaGama eeNdawo liya kunceda ngamangenelo anikela kwisahluko sePhondo leNtshona Koloni seprojekti yeResistance and Liberation Heritage Route.

IYunithi yoPhuhliso loBugcisa, exhaswa sisiCwangciso soVuselelo lwePhondo, ukugqithiselwa kweNkqubo yeSizwe yeZiko loBugcisa yoLuntu, kunye nempembelelo yemiqathango engqongqo kwizibonelelo, liguqule uyilo lwayo yamsebenzi. Ngothelwano lweqhinga nomasipala, iSebe

leSizwe lezeMidlalo, uBugcisa neNkcubeko kunye nemibutho yobugcisa yoluntu iya kujolisa ekuqiniseni uthungelwano lwemibutho yobugcisa yoluntu ngemisebenzi yolwakiwo lwezakhono, ukuthelana kunye nemibutho yobugcisa yoluntu emilisela iinkqubo zophuhliso zobugcisa nokunikezela ngamathuba emiboniso kwimimandla yomdaniso, yedrama, yomculo, kunye nobugcisa bokulinganisa. Olu yilo lutsha lomsebenzi luya kuqinisekisa ngento yokuba uphuhliso lobugcisa loluntu luyaqhubeka ukuthabatha indawo yalo elungileyo njengesithuthi esiya kuphilisa uluntu, lukhumbule inkcubeko; liqinise ubume bentlalo boluntu lwethu.

## 6.2. Ukuqwalaselwa kwezibonelelo zenkqubo

### Uqikelelo lwenkcitho

INkqubo 2: IMicimbi yeNkcubeko Inkqutyana	Isiphumo senkcitho			Ulwabiwo- mali oluhlenga- hlengisiwe yo	Uqikelelo lwenkcitho yesithuba esiphakathi		
	2019/20	2020/21	2021/22		2022/23	2023/24	2024/25
R amawaka							
Ulawulo	3 838	3 753	2 841	4 524	4 293	4 421	4 554
Ubugcisa neNkcubeko	36 011	38 515	38 216	42 343	45 229	44 459	46 787
liNkonzo zeMyuziyam	64 466	61 405	65 765	65 446	67 029	62 177	64 695
liNkonzo zeZiboneleo zeLifa leMveli	8 655	6 839	9 145	14 700	15 230	14 777	15 129
liNkonzo zoLwimi	4 933	4 350	4 478	5 930	5 995	6 099	6 278
Zizonke	117 903	114 862	120 445	132 943	137 776	131 933	137 443

### Uhlelo ngokoqoqosho

lintlawulo ezikhoyo	74 526	64 181	69 095	87 959	85 515	88 879	91 349
Imbuyekezo yabasebenzi	58 711	56 731	59 718	69 287	67 673	71 382	72 523
Impahla neenkonzo	15 815	7 450	9 377	18 672	17 842	17 497	18 827
Okukhutshelweyo nenkxaso- mali eya:	41 418	48 263	49 216	42 000	49 116	40 958	43 841
li-arhente zesebe nee- akhawunti	2 920	3 226	3 564	2 819	2 931	3 007	3 213
Kumaziko angenzi nzuzo	38 295	42 344	44 170	37 587	46 185	37 951	40 628
Kwezasekhaya	203	2 693	1 482	1 594			
lintlawulo zee-asethi ezinkulu	1 923	2 370	2 122	2 980	3 145	2 096	2 253
Oomatshini nezixhobo	1 923	2 370	2 122	2 965	3 145	2 096	2 253
linkqubo zekhomyutha nezinye ii-asethi ezingabambekiyo				15			
lintlawulo zee-asethi zemali	36	48	12	4			
Lulonke	117 903	114 862	120 445	132 943	137 776	131 933	137 443

### Umnikelo wezibonelelo ezibhekiselele kufezekiso lwemiphumela

Isabelo sohlahlo lwabiwo-mali sinyuke ngeepesenti ezi-3.6 okanye izigidi ezi-R4.833 ngowama 2023/24, sisuka kwizigidi ezili-R132.943 ngowama-2022/23 (ulwabiwo-mali oluhlenga-hlengisiweyo ukuya kwizigidi ezili-R137.776 ngowama-2023/24. Ukunyuka kubangelwe zizabelo ezangezelelweyo

eziphambili zephondo zezigidi ezi-R2.000 ukuqalisa koyilo lomfundi ezikolweni; izigidi ezi-R5.886 zokukhulisa i-EPWP; isigidi ezi-R0.350 esilungiselelwe ukufakwa kwidijithali izicelo ezikhoyo nezexesha elizayo zelifa lemveli; kunye nezigidi ezi-R3.000 ukuphucula ulawulo lwemisebenzi yamasiko olwaluko lwesintu eNtshona Koloni.

### 6.3. IMingcipheko ePhambili eHlaziyiweyo

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
<p>INtshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo</p>	<p>Ukungabinakho ukunikuzela kwiinkonzo zesebe ezisemthethweni kunye nezinye ezinxulumene nazo ngenxa kuphazamiseko olungacwangciswa, olukhulu</p>	<p>IQhinga loNxibelelwano lweBCP kwabachaphazelekayo.</p> <p>Njengexalenye yovavanyo lonyaka lwemida yokhuseleko lothungelwano olunqamlezileyo. I-WCG ifumene ingqinisekiso yokokuba ulawulo lukho ukulawula ukhuseleko lothungelwano lwanele.</p> <p>Uqeqesho oluQhubekayo lwe-IT lunikezele kwiCE-I kunye namaSebe, Uhlolo lweCe-I olweziwa ngamathuba athile nokuhlolwa kwezibekelwe ukuxhasa luyaqhutywa.</p> <p>Iinkqubo ezizenzekelayo zokubekwa kweliso nokuhlakaniphisa</p>
<p>INtshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo</p>	<p>Ikhono elinyiweyo ukufezekisa iziphumo zesebe</p>	<p>Iinkampani ezimanyeneyo ziyamenywa ukulungiswa kwabasebenzi ekulawulweni kwemali yomntu ngobulumko.</p> <p>Ukumiselwa kwezithuba eziphambili.</p> <p>Abaqeqeshwa besengqeshweni abatyunjweyo kunye nabaxhamli be-EPWP ukunceda ngokumiliselwa kweshishini.</p> <p>Ukukhokhelela kwakhona iingxowa-mali kwiinkonzo eziphambili.</p> <p>Iinkonzo zempilo-ntle ziyakhuthazwa ze zichazwe kubo bonke abasebenzi nabaphathi. Iintsuku ezintathu zokuphila kunye namathuba engcaciso rhoqo ngenyanga equlathe izihloko ezahlukeneyo zabanjwa.</p> <p>Ukumiliselwa kwesicwangciso sokuthengwa kwempahla.</p> <p>Ukubekwa kweliso kumiliselwa lwesicwangciso sokuthengwa kwempahla.</p>
<p>Ukufikelela namathuba alungiselelwe ukuthatyathwa kwenxaxheba kwicandelo loBugcisa, leNkcubeko neleLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhuselekileyo noluhambelanayo</p>	<p>Ukungabinakho kweemyuziyam ukulondoloza ngakwaneleyo ze zinike ingxelo ngee-sethi zelifa leMveli</p>	<p>I-AGSA iqhube uphicotho-zincwadi olubalaseleyo obelusemva lweemyuziyam ezincedwa liphondo. Amanganelo eqhinga adingeka emva kokufunyenweyo yaye asaphuhliswa. (Inkonzo yenkxaso yemyuziyam isebenza kunye neeBhodi zeMyuziyam).</p> <p>Iinkxaso-mali eyangezelelweyo ifunyenwe ukuseka isakhelo solawulo esiqikelelwa okokuba similisele iimyuziyam zengingqi. Ngokuhambelana nolu yilo isebe liqeshe umphathi wengingqi wemyuziyam kuMasipala oMbaxa waseKapa/waseWest Coast.</p> <p>Ukuhlalanga okuqhubekayo kunye neCandelo loLawulo-mali lePhondo kunye noMphicothi-zincwadi Jikelele okuphathelelene nemingeni kukunikwa kwengxelo kwezemali (ngokuhambelana nePFMA namaqumthu asemthethweni ophicotho-zincwadi afana neemyuziyam ezimanyeneyo nolawulo kwabanjwa).</p> <p>ISimpozium yeMyuziyam yoNyaka kunye nabameli beQumrhu lolawulo kunye neeNtloko zeeMyuziyam apho</p>

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
		<p>imiba yolawulo ifumana ingqwalasela ethe ngqo (umz., imiba yothintelo loBuqhetseba, eyokunikezelwa kwengxelo yemali, neyolawulo).</p> <p>Amanganelo eqhinga abandakanya uluhlu lweempahla oluqokeleweyo lwafakwa kwikhompyutha yeSAHRIS nokuphuculwa kokubekwa kweliso kokuqokelelweyo okusemngciphekweni. Inkxaso-mali eyangezelelweyo iyafumaneka kulungiselelwa le njongo.</p>
<p>Ukufikelela namathuba alungiselelwe ukuthatyathwa kwenxaxheba kwicandelo loBugcisa, leNkcubeko neleLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhuselekileyo noluhambelanayo.</p> <p>Ufikelelo kwingcaciso nolwazi oluxhasa ubume bokufunda nokufunda kobomi bonke.</p> <p>Ukufikelela namathuba okulungiselelwe abathathinxaxheba kwimidlalo nolonwabo</p>	<p>Ungquzulwano olungakho lomdla</p>	<p>Ikhawudi yokuziphatha ikhutshwa rhoqo ngonyaka kumagosa eSCM.</p> <p>Izibhengezo zemali ziqukunjelwa ngamagosa eSCM rhoqo ngonyaka.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye kunxilelwana ngokuqhubekayo kubasebenzi xa idingeka.</p> <p>Amathuba oqeqesho nolwazi ayenziwa ngaphakathi ngamathuba angalungelelaniswanga kulungiselelwa abasebenzi. I-PT inikela ngoqeqesho nemfundo kubanikezeli benkonzo.</p> <p>IQhinga leSebe leeNqobo ezisesikweni laphuhliswa, lavunywa laza lachazwa kuwo onke amagosa.</p> <p>Njengexalenye yophuhliso lwabanikezeli benkonzo, amathuba olwazi aqhutywa yiPT kulungiselelwa abanikezeli benkonzo ngokuqhubekayo.</p> <p>Ithemplati eyandisiwe yaze yamiliselwa yokuthengwa kwempahla ukubandakanya igatya lesibhengezo esilungiselelwe abasebenza kwelo candela.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye iyachazw ngokuqhubekayo kubasebenzi xa kudingeka.</p> <p>Amagosa achaphazelekayo nabandakanyekayo ziinkqubo zeSCM kunye neminye imisebenzi yemali ubhengezo lwemisebenzi yemali lwenziwa ngokusefenziswa kwenkqubo yobhengezo lwekhompyutha.</p> <p>Abagwebi kudingeka okokuba basayine izivumelwano zemfihlo</p> <p>Bonke abasebenzi kwiNtlawulo yoKhutshelo lokuhanjiswa komsebenzi kufuneka batyikitye isibhengezo soMdla.</p> <p>Izibhengezo zemali ziqukunjelwa ngamaqosa ogunyaziso rhoqo ngonyaka.</p> <p>Ukufakelwa kwegatya 'lokunganyanyezelwa konke-konke koBuqhophololo, uBusela noRhwaphilizo' kufakiwe kuzo zonke iziVumelwano zeNtlawulo eKhutshelweyo.</p> <p>Indlela yokuziphatha isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla sisayinelwa intlanganiso nganye.</p> <p>Ikhawudi yokuziphatha elungiselelwe amalungu ekomiti yokungeniswa kwamaxabiso (BID) isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla esisayinelwa intlanganiso nganye.</p>

## 7. Inkqubo 3 Ingcaciso yomsebenzi

### **Inkqubo 3: IiNkonzo zeThala leeNcwadi nooVimba**

**Injongo:** Ukunikezela neenkonzo ezibanzi zethala leencwadi kinye noovimba eNtshona Koloni.

**Uhlahlelo lwenkqutyana:**

#### ***Inkqutyana 3.1: ULawulo***

Ukunikezela ngolawulo lweqhinga nenkxaso yeNkqubo 3.

#### ***Inkqutyana 3.2: INkonzo yeThala leeNcwadi***

Ukunikezelwa kweenkonzo zethala leencwadi ngokuhambelana nemithetho esebenzayo efanelekileyo kunye nezigunyaziso zomgaqo-siseko.

#### ***Inkqutyana 3.3: OoVimba***

Ukunikezelwa kweenkonzo zoovimba nolawulo lweerekhodi ngokwemiqathango yoMthetho wama-2005 woMzantsi Afrika weNkonzo yooVimba bePhondo neRekhodi.

Ukumilisela kunye/okanye ukuxhasa uLawulo lokuQulathiweyo kweShishini (ECM)/MyContent kumaSebe kaRhulumente weNtshona Koloni.



## Iziphumo, IMiphumela yeNkqubo, Izalathisi zokuSebenza, Ekujoliswe kuko ngoNyaka nangeKota

ISiphumo	UMphumela weNkqubo	Inombolo	IMigqalisela yoMphumela weNkqubo	Unxulu nyaniso neVIP	Umsebenzi ophicothiweyo/owenziweyo			Umsebenzi oqikelelweyo 2022/23	Ekujoliswe kuko kweSithuba esiPhakathi		
					2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
2	Amathala eencwadi akhiweyo	3.2.1	Inani lamathala eencwadi asekiweyo ngonyaka ngamnye*	3	4	0	2	2	2	0	0
2	Iziko lethala leencwadi elihlaziyiweyo	3.2.2	Inani lamaziko akhoyo ahlaziyelwe iinjongo yokuba ngamthala eencwadi karhulumente	3	4	0	0	0	0	1	1
2	Imathiriyeli yethala leencwadi ethengjiweyo	3.2.3	Inani leekopi zethala leencwadi ezithengjiweyo**	3	3 941	2 109	3 107	4 000	105 000	100 000	100 000
2	Utyelelo lokubekwa kweliso	3.2.4	Inani lotyelelo lokubekwa kweliso olwenziweyo	5	1 495	477	1 190	1 181	1 455	1 455	1 455
2	IiNkqubo zoLuntu zoLwazi	3.2.5	Inani leenkqubo zolwazi loluntu ezihutyiweyo***	3	11	9	11	10	11	11	11
2	IiNkqubo zoqeqesho	3.2.6	Inani leenkqubo zoqeqesho ezinikezelwe kubasebenzi bethala leencwadi likarhulumente	3	29	15	37	18	19	20	20
2	AmaThala eeNcwadi ane-intanethi efikelekayo	3.2.7	Inani lamathala eencwadi ane-intanethi efikelekayo	3	227	228	229	231	232	232	232
2	IiNdawo zeNkonzo zeThala leeNcwadi	3.2.8	Inani leeNdawo zeNkonzo zeThala leeNcwadi	3	378	374	375	372	374	374	374
2	Iintlawulo ezikhutshelweyo zenkxaso-mali yomelo	3.2.9	Inani loomasipala benqanaba le-B3 elifumana iintlawulo ezikhutshelweyo zenkxaso-mali yomelo kulungiselelwa abasebenzi, ezomsebenzi kunye/okanye inkcitho yesakhiwo kumathala eencwadi	3	15	15	15	15	15	15	15
2	Iintlawulo yomnikelo wethala leencwadi loMasipala oMbaxa	3.2.10	Inani loomasipala abafumana iintlawulo ezikhutshelweyo zoMnikelo weThala leeNcwadi loMasipala oMbaxa ezilungiselelwe uhlaziyo nololongo lwamathala eencwadi	5	1	1	1	1	1	1	1
2	Izithuba zabasebenzi ezixhaswe ngemali	3.2.11	Inani lezithuba zabasebenzi bethala leencwadi ezixhaswe ngemali yenkxaso-mali yomelo	5	240	240	240	240	242	242	242
2	Utyelelo lokubekwa kweliso neentlanganiso	3.2.12	Inani lotyelelo lokubekwa kweliso neentlanganiso ezibanjwa ngobuxhaka-xhaka bekhompyutha kooMasipala abakwinqanaba B3	5	46	15	15	30	45	15	15

ISiphumo	UMphumela weNkqubo	Inombolo	IMigqalisela yoMphumela weNkqubo	Unxulu nyaniso neVIP	Umsebenzi ophicothiweyo/owenziweyo			Umsebenzi oqikelelweyo 2022/23	Ekujoliswe kuko kweSithuba esiPhakathi		
					2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
2	Ubulungu	<b>3.2.13</b>	Inani elibhalisiweyo labasebenzisi bethala leencwadi	3	-	665 684	523 153	661 535	634 722	634 722	634 722
2	Amangeneo okufunda nokubhala	3.2.14	Inani lamangeneo okufunda nokubhala anikezelwe kumathala eencwadi eNtshona Koloni	3	-	2 374	32 589	9 528	9 874	9972	10 071
2	linkqubo zoluntu zolwazi	<b>3.3.1</b>	Inani leenkqubo zolwazi loluntu eziqhutywe koovimba ****	3	28	1	5	4	5	5	6
2	liprojekti zembali yomlomo	<b>3.3.2</b>	Inani leerekhodi zembali yomlomo eziqokelelweyo	3	4	4	4	5	5	5	6
2	Amangenelo oqeqesho	<b>3.3.3</b>	Inani lamangenelo oqeqesho	5	10	7	11	6	7	8	8
2	Imibuzo eqwalaselweyo	<b>3.3.4</b>	Inani lemibuzo eqwalaselweyo	3	6 812	2 932	5 232	3 550	3555	3556	3557
2	Utyelelo olwenziwa ngabaphandi kooVimba	<b>3.3.5</b>	Inani lotyelelo olwenziwa ngabaphandi kooVimba	3	9 316	2 649	4 196	3 955	3 956	3957	3958
2	Amaxwebhu ooVimba abuyiselwe esimeni sayo sangaphambili	<b>3.3.6</b>	Inani Amaxwebhu ooVimba abuyiselwe esimeni sayo sangaphambili	3	570	425	599	570	571	572	573
2	Imilinganiselo yemitha elungiselelweyo	<b>3.3.7</b>	Inani lemlinganiselo yemitha elungiselelweyo	3	242.65	166.8	258.98	241	242	243	244
2	Ukuqaliswa kwe-MyContent ebanzi	<b>3.3.8</b>	Inani lamaSebe ukufumana ukuqaliswa kwe-MyContent	5	2	2	2	3	1	2	2
2	linkqubo ezivavanyiweyo kunye / okanye ezivunyiweyo zokuhlela	<b>3.3.9</b>	Inani leenkqubo ezivavanyiweyo kunye / okanye ezivunyiweyo zokuhlela	5	154	124	185	115	118	120	120
2	Uhlolo oluqhutyiweyo	<b>3.3.10</b>	Inani lohlolo oluqhutyiweyo	5	30	22	31	30	31	32	32
2	Amagunya okulahla	<b>3.3.11</b>	Inani lamagunya okulahla elikhutshiweyo	5	20	19	19	15	8	8	8
2	Uluhlu lempahla oluqulunqiweyo ze lwahlaziywa	<b>3.3.12</b>	Inani loluhlu lempahla oluqulunqiweyo ze lwahlaziywa	3	7	5	8	8	9	9	10

\* Umgqalisela omtsha wesizwe. INani langaphambili lamathala eencwadi asandula ukwakhiwa kunye/okanye amiselwe ukusetyenziswa enjalo axhasiweyo ngemali kuyaka ngamnye.

\*\* Iinguqu kumgqalisela ukususela kwinani lezihloko ngazinye ezithengiweyo ukuya kwinani leekopi ezithengiweyo.

\*\*\* Umgqalisela omtsha wesizwe. Iiprojekti zangaphambili zeNkuthazo yeThala leeNcwadi

\*\*\*\* Lo ibingumgqalisela odityanisiweyo kubandakanywa iimyuziyam namathala eencwadi. Umgqalisela ohlaziyiweyo wesizwe obekwe emgangathweni ngoku ukubandakanya kuphela ooVimba.

## IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2023/24	Ikota 1	Ikota 2	Ikota 3	Ikota 4
3.2.1	Inani lamathala eencwadi asekwengonyaka ngamnye*	2	0	0	0	2
3.2.2	Inani lamaziko akhoyo ahlaziyiweyo alungiselela iinjongo zethala leencwadi likarhulumente	0	0	0	0	0
3.2.3	Inani leekopi zethala leencwadi ezithengiweyo**	105 000	26 250	26 250	26 250	26 250
3.2.4	Inani lotyelelo lokubekwa kweliso elenziweyo	1 455	394	354	392	315
3.2.5	Inani leenkqubo zolwazi zoluntu eziqhutyiweyo ***	11	2	3	3	3
3.2.6	Inani leenkqubo zoqeqesho ezinikezelwe kubasebenzi bethala leencwadi	19	5	6	6	2
3.2.7	Inani lamathala eencwadi ene-Intanethi efikelelwa luluntu	232	-	-	-	232
3.2.8	Inani leeNdawo zeNkonzo yeThala leeNcwadi	374	-	-	-	374
3.2.9	Inani loomasipala abakwinqanaba B3 abafumana inkxaso-mali yomelwano yeentlawulo ezikhutshelweyo ezilungiselelwe abasebenzi, inkcitho yokusebenza kunye/okanye yenkunzi yamathala eencwadi	15	-	15	-	-
3.2.10	Inani loomasipala abafumana iintlawulo ezikhutshelweyo zoMnikelo weThala leeNcwadi loMasipala ombaxa	1	0	1	0	0
3.2.11	Inani lezithuba zabasebenzi bethala leencwadi ezixhaswa ngemali ngenkxaso-mali yomelo	242	-	-	-	242
3.2.12	Inani lotyelelo lokubekwa kweliso kunye neentlanganiso ezibanjwa nge-intanethi kooMasipala abakwinqanaba B3	45	15	-	15	15
3.2.13	Inani labasebenzisi bethala leencwadi ababhalisiweyo	634 722	668 700	645 370	645 293	634 722
3.2.14	Inani lamangenelo okufunda nokubhala anikezelweyo kumathala eencwadi karhulumente kwiNtshona Koloni	9 874	2 468	2 469	2 468	2 469
3.3.1	Inani leenkqubo zolwazi zoluntu eziqhutywe koovimba ****	5	2	1	1	1

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2023/24	Ikota 1	Ikota 2	Ikota 3	Ikota 4
3.3.2	Inani lokurekhodiweyo kwembali yomlomo eliqokelelweyo	5	1	1	2	1
3.3.3	Inani lamangenelo oqeqesho	7	2	2	2	1
3.3.4	Inani lemibuzo eqwalaselweyo	3 555	851	926	926	852
3.3.5	Inani lotyelelo oluqhutywa ngabaphandi kooVimba	3 956	988	1 034	1 034	900
3.3.6	Inani lamaxwebhu ooVimba agciniweyo	571	142	142	144	143
3.3.7	Inani lemilinganiselo yeemitha elungelelanisiweyo	242	60	65	52	65
3.3.8	Inani lamaSebe aza kufumana ukuqaliswa kwe-ECM	1	-	-	-	1
3.3.9	Inani leenkqubo zokuhlelwa kweerekhodi ezivavanyiweyo kunye/okanye ezivunyiweyo	118	31	33	28	26
3.3.10	Inani lohlobo oluqhutyiweyo	31	10	9	6	6
3.3.11	Inani lamagunya okulahlwa kwempahla akhutshiweyo	8	2	2	2	2
3.3.12	Inani loluhlu lwmpahla oluqulunqiweyo ze lwahlaziywa	9	2	3	2	2

\* Umgqalisela omtsha wesizwe. Inani langaphambili lamathala eencwadi asandula ukwakhiwa kunye/okanye lawo anemo sokusetyenziselwa ithala leencwadi axhaswe ngemali ngoyaka ngamnye

\*\* Iinguqu zomgqalisela ezisuka kwinani lezihloko ngazinye ezithengiweyo zaya kwinani leekopi ezithengiweyo.

\*\*\* Umgqalisela wesizwe omtsha. IiProjekti zangaphambili zeNkuthazo zeThala leeNcwadi

\*\*\*\* Lo ngomgqalisela obudityanisiwe ngaphambili kubandakanywa iimyuziyam namathala eencwadi. Umgqalisela ohlaziyiweyo wesizwe wabekwa emgangathweni ngoku ubandakanya kuphela ooVimba.

## 7.1. Inkcazelo yomsebenzi ochwangcisiweyo kwisithuba esiphakathi

### Umnikelo wemiphumela yenkqubo ebhekiselele kufezekiso kweziphumo nempembelelo

ISebe liya kuqhubeka lixhasa oomasipala ekunikezeleni ngeenkonzo zethala leencwadi likarhulumente eNtshona Koloni:

- ezisimahla, ezinobulungisa nezifikelekayo;
- ezinikezela ngeemfuno zengcaciso, zokufunda nezokubhala; kunye
- nezikhuthaza isimo sokuthanda ukufunda, ukusetyenziswa kwethala leencwadi nokufunda kobomi bonke.

Ngaphezulu, iinkqubo eziqhubekayo zolwazi ziya kuqaliswa kuluntu kulungiselelwa ubandakanyo lwentlalo, ulwakhiwo lwembonakalo yesizwe, nokuxhaswa kwedemokhrasi kwiPhondo. Ukufakwa kweerekhodi zoovimba kwidijithali nokuqhubeka kokusetyenziswa koFikelelo kwiNgqiqo (AtoM) yaye ukumiliselwa kwe-webhusayiti yoovimba kuya kwandisa ufikeleleko kwimihlaba yoovimba ukuhlangabezana neemfuno zabasebenzisi kwilizwe ngokubanzi.

Ukuqeqeshwa kwamalungu abasebenzi bamaqumrhu karhulumente kwiindlela zokulawulwa kweerekhodi kuya kuqhubeka, ngokunjalo nokuhlolwa kolawulo lweerekhodi kumaqumrhu karhulumente ukunceda ngoyilo olululo nololongo kuye wonke umjikelo wobomi beerekhodi.

Ukufikelela kwingcaciso nakulwazi oluxhasa isimo sokuthanda ukufunda kufunda kobomi bonke kuquzelelwa:

- Ngokuthengwa nokunikezelwa kwemathiriyeli yethala leencwadi ukukhuthaza isimo sokuthanda ukufunda nokufunda ubomi bonke.
- Ngokusekwa kweProjekti yoThungelwano yamaThala eeNcwadi aseMaphandleni kwiindawo zikarhulumente ezangezelelweyo zamathala eencwadi asemaphandleni.
- Ngenkxaso-mali ephelileyo koomasipala becandelo le-B3.
- Ngokunikezelwa kwenkxaso-mali engaphelelanga kwiSixeko saseKapa kusetyenziswa uMnikelo weThala leNcwadi loMasipala oMbaxa waseKapa.
- Ngenkxaso-mali ekhutshelwe koomasipala kulungiselelwa abasebenzi bethala leencwadi kunye neendleko zokusebenza.
- Ngokuphuhlisa kwezakhono zobuchule nezobugcisa zabasebenzi bethala leencwadi likarhulumente ngokusetyenziswa kweenkqubo ezahlukeneyo zoqeqesho.
- Ngokusekwa kwamathalana eencwadi alungiselelwe abangaboniyo, abangaboni kakuhle kunye nabasebenzisi bokugqibela boshicilelo lwabangaboniyo.
- Ngokuqhubeka ngeenkqubo zenkuthazo nolwazi ukwandisa ukusetyenziswa kwethala leencwadi.
- Ngokusekwa kwepotali yewebhu yoovimba kuya kwandisa wofikelelo kunye nolwazi olungumthombo wengcaciso kubonelelwa ukuntu. Iinkonzo eziqhubeka kwiziko kwigumbi lokufundela kunikela kwisibonelelo sengcaciso nokwandiswa kofikelelo kwiirekhodi zoovimba.
- Ngolawulo olulungileyo lweerekhodi kumaqumrhu karhulumente kususiseko solawulo olulungileyo, okuya kunikezela ngesiseko sokuthatyathwa koxanduva nokukhuselwa kwamalungelo abantu.
- Ngofikelelo olwandileyo noluphuculweyo kwiirekhodi zoovimba, lubandakanya:

- o linkonzo eziphuculweyo zolawulo lweerekhodi kumaqumrhu karhulumente
- o Ilifa lemveli loovimba abalondolozwe kakuhle
- o Ulwazi olwandisiweyo lwengcaciso yemveli
- o Ukwandiswa kolwabelwano ngolwazi kunye nabanye abachaphazelekayo
- o linkqubo zolawulo loovimba neerekhodi ezenziwe zaba zezala maxesha angoku

## Inkcazelo yomsebenzi ocwangcisiweyo

ISebe liya kugcina ze lixhase iindawo zenkonzo zethala leencwadi ezingama-375 kulo lonke iPhondo. Inani lamaThala eeNcwadi aqhagamshelwe kwi-intanethi ngokusetyenziswa kweProjekti yoThungelwano lweThala leeNcwadi laseMaphandleni liya kunyuka liyo kutsho kuma-233. Ukubekwa kweliso novavanyo kweenkonzo kuya kuqhubeka ngotyelelo, kubandakanywa iintlanganiso eziqhutywa nobuxhaka-xhaka be-intanethi, kunye nooMasipala ngokunjalo namaThala eeNcwadi kaRhulumente. linkqubo zoqeqesho ziya kuqhuba zinikezelwa, kubandakanywa amangenelo oqeqesho kwi-intanethi. ISebe liya kuqhubeka ngeentlawulo ezikhutshelweyo ezisuka kwiNgxowa-mali yoMelo kaMasipala, uMnikelo oneMiqathango kunye neNgxowa-mali yeThala leeNcwadi yoMasipala oMbaxa waseKapa kujoliswe ikakhulu ekuqeshweni kwabasebenzi. ISebe linikezela neenkonzo eziqhutywa kwiziko kwigumbi lokufundela kuluntu ngeenjongo zophando. Ukumiliselwa koFikelelo kwiNgqiqo (Atom) kwiinkqubo zoovimba kuvumela inkqubo yolungeleniso nenkcazelo yeerekhodi zoovimba kulungiselelwa ufikelelo kuluntu ngokunjalo nokwandiswa kokufakwa kweerekhodi zoovimba kwidijithali kulungiselelwa ulondolozo lwexesha elide kunye nofikelelo oluphucula unikezelo lwenkonzo nokukhuthazwa kokusetyenziswa kwelifa lemveli loovimba ngamalungu oluntu. Ukufundisa uluntu, ingakumbi ulutsha, ngokusetyenziswa kweenkqubo zofikelelo, iSebe lityelela yaye linikela ngeentetho ezikwi-intanethi ezikolweni nakuluntu yaye liqinisekisa ngento yokuba iinkqubo zolwazi ziyaqhuba ukuqaliswa kuzo zonke iingcingqi zoluntu.

Imbali yomlomo iqulathe ingqokelela yeenkumbulo, amazwi abantu, abantu okanye abathathi-nxaxheba kuluntu kwimisitho edlulileyo ebalulekileyo yembali ngodliwanondlebe olurekhodiweyo. ISebe liya kuqhubeka lirekhoda yaye liqokelela okurekhodiweyo kwembali yomlomo ukwangezelela imbali ebhaliweyo kulungiselelwa ulondolozo olufumaneka koovimba nakumathala eencwadi kusenzelwa ufikelelo luluntu kunye nabaphandi. Amangenelo oqeqesho ayakuqhubeka enikezelwa kubandakanywa amangenelo oqeqesho akwi-intanethi. Ukuhlolwa kweerekhodi ezikumaqumrhu karhulumente aya kuqhutywa kubandakanywa umilisele lweemvavanyo zohlolo olukwi-intanethi. Ukumiliselwa kweendlela zolawulo olusebenzayo nolufanelekileyo lweerekhodi kulo lonke iPhondo kuya kuqhuba, yaye uphicotho lweerekhodi ezingama-31 luya kuqhutywa ukulungiselela ukubeka iliso zonke iintlobo zolawulo lweerekhodi nengcaciso kumaqumrhu karhulumente. Izifundo kulawulo lweerekhodi ze-elektroniki ziya kuqhuba ukufundisa abasebenzi bolawulo lweerekhodi kwinguqu yokusuka kugcino lweerekhodi ngokushicilelwa ephepheni ziye kwi-elektroniki.

## 7.2. Ukuqwalaselwa kwezibonelelo zenkqubo

### Uqikelelo lwenkcitho

Inkqubo 3: IiNkonzo zeThala leeNcwadi nooVimba

Inkqutyana	Isiphumo senkcitho			Ulwabiwo-mali oluhlengahlengisiweyo	Uqikelelo lwenkcitho yesithuba esiphakathi		
	2019/20	2020/21	2021/22		2022/23	2023/24	2024/25
R amawaka							
Ulawulo	6 632	6 164	6 959	9 710	9 366	8 365	8 634
IiNkonzo zeThala leeNcwadi	368 965	325 383	413 332	379 597	389 304	402 022	415 253
OoVimba	19 719	21 376	21 644	51 828	37 047	38 102	39 714
Zizonke	395 316	352 923	441 935	441 135	435 717	448 489	463 601

### Uhlelo ngokoqoqosho

Iintlawulo ezikhoyo	116 552	103 937	115 535	131 142	133 774	141 523	142 484
Imbuyekezo yabasebenzu	67 485	66 442	68 936	75 223	76 538	79 149	80 382
Impahla neenkonzo	49 067	37 495	46 599	55 919	57 236	62 374	62 102
Okukhutshelweyo nenkxaso-mali eya:	266 820	244 307	316 394	284 865	292 085	296 909	310 445
KumaPhondo noomasipala	265 557	242 667	310 412	279 958	286 653	292 515	305 853
Kumaziko angenzi nzuzo	900	1 200	5 337	4 679	5 412	4 394	4 592
Kwezasekhaya	363	440	645	228	20		
Iintlawulo zee-asethi ezinkulu	11 936	4 629	9 975	25 128	9 858	10 057	10 672
Oomatshini nezixhobo	11 936	4 595	9 941	25 128	9 858	10 057	10 672
Iinkqubo zekhompuyutha nezinye ezingabambekiyo ii-asethi		34	34				
Iintlawulo zee-asethi zemali	8	50	31				
Lulonke	395 316	352 923	441 935	441 135	435 717	448 489	463 601

### Umnikelo wezibonelelo ezibhekiselele kufezekiso lwemiphumela

Uhlahlo lwabiwo-mali lunciphe ngeepesenti eyi-1.23 okanye ngezigidi ezingama-R5.418 ngowama 2023/24, ukususela kwizigidi ezingama-R441.135 ngowama-2022/23 (ulwabiwo-mali oluhlengahlengisiweyo) lwaya kutsho kwizigidi ezingama- R435.717 ngowama-2023/24. Ukuhla kubangelwe ikakhulu kukuncitshiswa ngezigidi ezingama- R16.476 isabelo esichongiweyo esenziwa kube kanye ngowama-2022/23 esilungiselelwe iinkonzo zonxibelelwano olwenziwa ngobuxhaka-xhaka bekhompuyutha nezedijithali kooVimba bePhondo leNtshona Koloni. Okubandakanyiweyo ngokunjalo kuhlahlo lwabiwo-mali lowama-2023/24 zizabelo ezichongiweyo zezigidi ezisi-R8.500 ezilungiselelwe iNkxaso-mali eyangezelelweyo yoMelo kaMasipala; Isigidi ezi-R1.500 sokuthengwa kwefanutshala kunye noqokelelo lwencwadi kwiThala leeNcwadi lengingqi laseBeaufort West ezithe zatshatyalaliswa ngumlilo ogqubayo kweyeKhala 2022; kunye nesabelo sokuphambili kwephondo sesigidi esi-R1.114 ukukhulisa iEPWP.

### 7.3. IMingcipheko ePhambili eHlaziyiweyo

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
<p>INtshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo</p>	<p>Ukungabinakho ukunikezela kwiinkonzo zesebe ezisemthethweni kunye nezinye ezinxulumene nazo ngenxa kuphazamiseko olungacwangciswa, olukhulu</p>	<p>IQhinga loNxibelelwano lweBCP kwabachaphazelekayo.</p> <p>Njengenxalenye yovavanyo lonyaka lwemida yokhuseleko lothungelwano olunqamlezileyo. I-WCG ifumene ingqinisekiso yokokuba ulawulo lukho ukulawula ukhuseleko lothungelwano lwanele.</p> <p>Uqeqesho oluQhubekayo lwe-IT lunikezele kwiCE-I kunye namaSebe, Uhlolo lweCe-I olweziwa ngamathuba athile nokuhlolwa kwezibekelwe ukuxhasa luyaqhutywa.</p> <p>Iinkqubo ezizenzekelayo zokubekwa kweliso nokuhlakaniphisa.</p> <p>.</p>
<p>INtshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo</p>	<p>Ikhono elinyiweyo ukufezekisa iziphumo zesebe</p>	<p>Iinkampani ezimanyeneyo ziyamenywa ukulungiswa kwabasebenzi ekulawulweni kwemali yomntu ngobulumko.</p> <p>Ukumiselwa kwezithuba eziphambili.</p> <p>Abaqeqeshwa besengqeshweni abatyunjweyo kunye nabaxhamli be-EPWP ukunceda ngokumiselwa kweshishini.</p> <p>Ukukhokhelela kwakhona iingxowa-mali kwiinkonzo eziphambili.</p> <p>Iinkonzo zempilo-ntle ziyakhuthazwa ze zichazwe kubo bonke abasebenzi nabaphathi. Iintsuku ezintathu zokuphila kunye namathuba engcaciso rhoqo ngenyanga equlathe izihloko ezahlukeneyo zabanjwa.</p> <p>Ukumiselwa kwesicwangciso sokuthengwa kwempahla.</p> <p>Ukubekwa kweliso kumiliso lwesicwangciso sokuthengwa kwempahla.</p> <p>.</p>
<p>Ukufikelela kwingcaciso nolwazi oluxhasa isimo sokuthanda ukufunda nokufunda kobomi bonke</p>	<p>Ukungabinakho ukumilisa isigunyaziso somthetho ngokuphathelele kwisibonelelo seenkonzo zethala leencwadi likarhulumente.</p>	<p>Inkxaso-mali enemiqathango inikezelwe kulungiselelwa izigunyaziso ezingaxhaswanga ngamali zooMasipala bamanqanaba B1 kunye noB2 kulungiselelwa isithuba seMTEF (Ukuxhaswa ngemali okungaphelelanga kwesigunyaziso esingaxhaswanga ngamali).</p> <p>Ukuqhubekela nokunyuswa kwesabelo esivela kwiCandelo loLawulo-mali leSizwe kwisabelo somnikelo onemiqathango kulungiselelwa ukunikezelwa kweenkonzo zethala leencwadi loluntu kumaphondo. Isabelo somnikelo esinyusiweyo kwisithuba seMTEF (IsiCwangciso-nkqubo seNkcitho seSithuba esiPhakathi)</p> <p>Uphembelelo oluqhubekayo lwenkxaso-mali (umz., iintlanganiso zeSizwe, zePhondo kunye nezamaSebe, MTEC, iintlanganiso zesiCwangciso soShishino soMnikelo onemiqathango kunye neDAC nakwiintlanganiso zeTIC kunye neeDG).</p> <p>UMnikelo wePT weThala leNcwadi loMasipala oMbaxa (MLG) ochongelwe izabelo zeSixeko saseKapa (iminyaka emithathu) kulungiselelwa ukuhlaziywa nokulolongwa kwamathala eencwadi.</p> <p>Inkxaso-mali yePT yomelo kamasipala echongelwe izabelo zamathala eencwadi akwicandelo B3 (iminyaka emithathu) – uhlalo lwabiwo-mali lokusebenza kunye nabasebenzi, kubandakanywa uhlaziyo olungephi.</p>



ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
		<p>I-DCAS iya kuba neentlanganiso eziqhubekayo kunye noomasipala ukuqhubeka ngobonelelo lweenkonzo zethala leencwadi likarhulumente. Iintlanganiso eziqhubekayo ngokusetyenziswa kweeforam ezininzi. Oomasipala abafumana inkxaso-mali yomelo banomdla wokuqhubeka ngeenkonzo zabo zethala leencwadi.</p> <p>Isixhobo sokulinganisa esiphuhlisiweyo kunye neSeba looMasipala (DLG) ukumisela ikhono likamasipala lokulawula inkxaso-mali ze labe umsebenzi wethala leencwadi.</p> <p>Ukubeka phambili ishedyuli yohlaziyo ngokuhambelana nokungxamileyo nokubalulekileyo.</p>
<p>Ukufikelela namathuba alungiselelwe ukuthatyathwa kwenxaxheba kwicandelo loBugcisa, leNkcubeko neleLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhuselekileyo noluhambelanayo.</p> <p>Ukufikelela kwingcaciso nolwazi oluxhasa isimo sokuthanda ukufunda nokufunda kobomi bonke.</p> <p>Ukufikelela namathuba okulungiselelwe abathathinxaxheba kwimidlalo nolonwabo.</p>	<p>Ungquzulwano olungakho lomdla</p>	<p>Ikhawudi yokuziphatha ikhutshwa rhoqo ngonyaka kumagosa eSCM.</p> <p>Izibhengezo zemali ziqukunjelwa ngamagosa eSCM rhoqo ngonyaka.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye kunxilelwana ngokuqhubekayo kubasebenzi xa idingeka.</p> <p>Amathuba oqeqesho nolwazi ayenziwa ngaphakathi ngamathuba angalungelelaniswanga kulungiselelwa abasebenzi. I-PT inikela ngoqeqesho nemfundo kubanikezeli benkonzo.</p> <p>IQhinga leSebe leeNqobo ezisesikweni laphuhliswa, lavunywa laza lachazwa kuwo onke amagosa.</p> <p>Njengexalenye yophuhliso lwabanikezeli benkonzo, amathuba olwazi aqhutywa yiPT kulungiselelwa abanikezeli benkonzo ngokuqhubekayo.</p> <p>Ithemplati eyandisiwe yaze yamiliselwa yokuthengwa kwempahla ukubandakanya igatya lesibhengezo esilungiselelwe abasebenza kwelo candelo.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye iyachazwa ngokuqhubekayo kubasebenzi xa kudingeka.</p> <p>Amagosa achaphazelekayo nabandakanyekayo ziinkqubo zeSCM kunye neminye imisebenzi yemali ubhengezo lwemisebenzi yemali lwenziwa ngokusetyenziswa kwenkqubo yobhengezo lwekhompyutha.</p> <p>Abagwebi kudingeka okokuba basayine izivumelwano zemfihlo</p> <p>Bonke abasebenzi kwiNtlawulo yoKhutshelo lokuhanjiswa komsebenzi kufuneka batyikitye isiBhengezo soMdla.</p> <p>Izibhengezo zemali ziqukunjelwa ngamaqosa ogunyaziso rhoqo ngonyaka.</p> <p>Ukufakelwa kwegatya 'lokunganyanyezelwa konke-konke koBuqhophololo, uBusela noRhawaphilizo' kufakiwe kuzo zonke iziVumelwano zeNtlawulo eKhutshelweyo.</p> <p>Indlela yokuziphatha isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla sisayinelwa intlanganiso nganye.</p> <p>Ikhawudi yokuziphatha elungiselelwe amalungu ekomiti yokungeniswa kwamaxabiso (BID) isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla esisayinelwa intlanganiso nganye.</p>
<p>INtshona Koloni ebandakanya</p>	<p>Isithuba sendawo esinganele sokufaka</p>	<p>Amagosa olawulo lweerekhodi enza uhlolo kwiirekhodi ezigcinwe kwizakhiwo zabathengi ngokunjalo nakumaziko</p>

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
ngokwentlalo, eyilayo, esebenzayo nethungeleneyo	kuvimba zonke iirekhodi ezifunyenwe kumaziko karhulumente	<p>okugcina angaphandle ze anike iingcebiso ngokungathotyelwa kwemithetho.</p> <p>Ukuhlangana nePT (iCandelo loLawulo-mali lePhondo kunye neSebe lezoThutho neMisebenzi kaRhulumente kunye neSebe kulungiselelwa inkxaso-mali yokwandiswa kwesithuba sendawo yoovimba (indawo engaphezulu). Olu lungenelo oluqhubekayo.</p> <p>Iintswelo zendawo/ imiba iyaxoxwa kwiintlanganiso zeZakhiwo zarhoqo ngekota kunye neSebe lezoThutho neMisebenzi kaRhulumente.</p> <p>Imiba elungiswayo yeziko looVimba</p> <p>Ukubonisa izidingo kwi-UAMP (IsiCwangciso soLawulo lwee-Asethi zoMsebenzisi). Ulungelelwaniso lwayo yonke imiphumela yenqubo evela kubaphathi kabini ngonyaka. Ukuqalisa ngeentlanganiso kunye neTPW ngokuphathelelene neenkukacha zeemfuno.</p> <p>Phakamisa umngcipheko wendawo enganele kwiRegista yoMngcipheko wePhondo.</p>

## **8. Inkqubo 4 Ingcaciso yomsebenzi**

### **Inkqubo 4: IMidlalo noLonwabo**

**Injongo:** Ukunikezela ngemisebenzi yemidlalo nolonwabo elungiselelwe abahlali beNtshona Koloni.

**Uhlahlelo ngokwenkqutya:**

#### ***Inkqutya 4.1: Ulawulo***

Ukunikezela ngenkxaso yeqhinga kwicandelo lemidlalo nolonwabo.

#### ***Inkqutya 4.2: IMidlalo***

Ukukhutha aimidlalo ukulungiselelaukunikela ngokubhekiselele kuxolelwano nophuhliso loluntu lweNtshona Koloni ngokubonelela ngamaziko alinganayo, afikelelekayo, nezibonelelo zemidlalo ezifikelelekayo, iinkqubo neenkonzelo.

#### ***Inkqutya 4.3: ULonwabo***

Ukukhuthazwa kwemisebenzi yolonwabo ngokusetyenziswa kweenkqubo zozinzo; ukunceda izakhelo zolonwabo ezilungiselelwe iinjongo ezithe ngqo zophuhliso; nokusetyenziswa kolonwabo ukukhuthaza indlela yokuphila esempilweni.

#### ***Inkqutya 4.4: IMidlalo yeSikolo***

Ukukhuthaza imidlalo yesikolo ngokunceda amacandelo, ukhuphiswano, ukuchongwa kwetalenete, ngokunjalo nemisebenzi ethile, nenqanaba elilandelayo nemisebenzi esekwe kulwazi.

#### ***Inkqutya 4.5 INkqubo yeMOD***

Ukunikezela kubafundi abasesesikolweni kunye nenkqubo yolonwabo ecwangcisiweyo, yemihla yonke, yasemve kokuphuma kwesikolo, ethi ibandakanye isibonelelo somdlalo ozele lolonwabo kunye namathuba aguqulweyo kunye nemisebenzi.

#### ***Inkqutya 4.6 liNkqubo zoLutsha***

Ukuxhaswa kolutsha kwiPhondo, ukwakhiwa kwekhono lecandelo nokunikezela ngezixhobo ukuqinisekisa ngeenkqubo ezilungileyo. Oku kubandakanya iinkqubo zotyetyiso ezijolise kubafundi abasesesikolweni kunye neenkqubo zolutsha olungekho sikolweni. Ekujoliswe kuko kuya kuba kwiinkqubo ezinikezela ngamathuba azibonelelo ezintlangothi-mbini kunye neendlela ezikhokhelela kwilizwe lengqesho okanye lokufunda elilungiselwe ulutsha kwiNtshona Koloni.

## Iziphumo, IMiphumela yeNkqubo, Izalathisi zokuSebenza, Ekujoliswe kuko ngoNyaka nangeKota

Isiphumo	IMiphumela yeNkqubo	Inombolo.	IMigqalisela yoMphumela weNkqubo	Unxulunyaniso neVIP				Umsebenzi oqikelelweyo 2022/23	Ekujoliswe kuko kweSithuba esiPhakathi		
					2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
3	Ubonelelo lwempahla yokudlala kunye nezixhobo	4.2.1	Inani lezikolo, izizinda kunye neeklabhu ezinikezelwe izixhobo kunye/okanye impahla yokudlala ngokwezithethe nemigangatho esekiweyo	3	509	509	514	534	534	534	534
3	Inxaso kwimibutho emanyeneyo yemidlalo yesithili	4.2.2	Inani lemibutho emanyeneyo yemidlalo yesithili exhasiweyo		129	138	143	135	135	140	145
3	IMisitho ePhambili	4.2.3	Inani lemisitho ephambili exhasiweyo	2	126	41	104	80	100	90	100
3	linkqubo zempilo-ntle nokomelela	4.2.4	Inani leenkqubo zempilo-ntle nokomelela eziququzelelwe yijimneziyam	3	4	4	4	4	4	6	8
3	IMisitho yamaBhaso	4.2.5	Inani leenkonzozo zamabhaso ezibanjiweyo	2	1	1	1	2	1	2	2
3	lintsuku zemidlalo nolonwabo ezibanjiweyo	4.2.6	Inani leentsuku zemidlalo nolonwabo ezibanjiweyo	2	6	0	6	6	6	6	6
3	Abantu bemidlalo abaqeqeshiweyo	4.2.7	Inani labantu bemidlalo abaqeqeshiweyo	3	254	305	158	150	150	175	200
3	liprojekti zamaziko emidlalo ezixhasiweyo	4.2.8	Inani leeprojekti zamaziko ezixhasiweyo kooMasipala	2	12	7	14	4	3	5	6
3	Inxaso yeembaleki	4.2.9	Inani leembaleki ezixhaswe ngeenkqubo zokusebeza ezikwiqondo eliphezulu	3	216	210	210	210	210	50	50
3	liprojekti zabasetyhini namantombazana kunye okanye iinkqubo ezixhasiweyo	4.2.10	Inani lamangenelo abasetyhini namantombazana axhasiweyo	3	6	6	4	10	10	12	14
3	liprojekti zabakhubazekileyo kunye okanye iinkqubo ezixhasiweyo	4.2.11	Inani lamangenelo alungiselelwe abantu abakhubazekileyo axhasiweyo	3	-	-	-	-	4	6	8
3	Amacandelo ekhowudi yeMidlalo yeMveli axhasiweyo	4.3.1	Inani lamacandelo ekhowudi yeMidlalo yeMveli axhasiweyo	3	7	7	7	7	7	8	8
3	AmaZiko oLonwabo	4.3.2	Inani lamaZiko oLonwabo axhasiweyo	3	20	20	25	25	30	35	35
3	Abasebenzi abaqeshwe kwiNkqubo yoLonwabo	4.3.3	Inani labasebenzi abaqeshwe kwiNkqubo yoLonwabo	3	40	40	50	50	60	70	70
3	Izithili ezixhasiweyo	4.4.1	Inani lezithili ezixhasiweyo ngokusetyenziswa kwemidlalo yesikolo	2, 3	9	9	9	9	9	9	9
3	AmaQela oBumelwane axhasiweyo	4.4.2	Inani lamaQela oBumelwane axhasiweyo	3	9	9	9	9	9	9	9

Isiphumo	IMiphumela yeNkqubo	Inombolo.	IMigqalisela yoMphumela weNkqubo	Unxulunyaniso neVIP				Umsebenzi oqikelelweyo 2022/23	Ekujoliswe kuko kweSithuba esiPhakathi		
					2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
3	Abasebenzi abaqeshwe kwiNkqubo yeSikolo soBumelwane	<b>4.4.3</b>	Inani labasebenzi abaqeshwe kwiNkqubo yeSikolo soBumelwane	3	174	174	174	174	224	224	224
3	AmaZiko eSikolo soBumelwane axhasiweyo	<b>4.4.4</b>	Inani lamaZiko eSikolo soBumelwane axhasiweyo	3	134	134	134	134	184	184	184
3	AmaZiko eMOD	<b>4.5.1</b>	Inani lamaZiko eMOD axhasiweyo	2	181	181	181	181	181	181	181
3	Abasebenzi abaqeshwe kwiNkqubo yeMOD	<b>4.5.2</b>	Inani labasebenzi abaqeshwe kwiNkqubo yeMOD	2	470	470	470	470	470	470	470
3	Izithili zeNkqubo yeMOD ezixhasiweyo	<b>4.5.3</b>	Inani lezithili ezixhasiweyo kusetyenziswa iNkqubo/ngenkqubo yeMOD	3	9	9	9	9	9	9	9
3	Ulwakiwo lwekhono lwamaGcisa aseMva kokuPhuma kweSikolo	<b>4.6.1</b>	Inani lamagcisa eliqeqeshiweyo	3	-	721	710	700	3 000	4000	4000
3	Amathuba eNkonzo yoLutsha	<b>4.6.2</b>	Inani lamathuba lolutsha olukwinkonzo eliyiliweyo	3	-	516	1 385	2 000	8	8	8
3	Iintlanganiso zoLuntu lokuQhelanisa	<b>4.6.3</b>	Inani leentlanganiso zabachaphazelekayo bangaphandle (i-NGO, aBanikeli, liNqununu)	3	-	7	9	8	8 000	8 000	8 000
3	Ulutsha olusemngciphekweni luthabatha inxaxheba rhoqo nangokuzinzileyo kwii-ASP	<b>4.6.4</b>	Inani lolutsha olusemngciphekweni oluthabatha inxaxheba rhoqo nangokuzinzileyo kwii-ASP	3	-	11 125	3 033	6 000	500	500	500
3	Izikolo ezinee-ASP	<b>4.6.5</b>	Inani lezikolo ezinee-ASP	3	-	54	409	500	9	9	9

## IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	UMgqalisela wemveliso	Ekujoliswe kuko konyaka 2023/24	Ikota 1	Ikota 2	Ikota 3	Ikota 4
4.2.1	Inani lezikololezikolo, izizinda kunye neeklabhu ezinikezelwe izixhobo kunye/okanye impahla ngokwezithethe nemigangatho esekiweyo	534	-	30	250	254
4.2.2	Inani lemibutho emanyeneyo yemidlalo yesithili elixhasiweyo	135	10	40	75	10
4.2.3	Inani lemisitho ephambili exhasiweyo	100	5	25	35	35
4.2.4	Inani leenkqubo zomthambo nezempilo-ntle ngokwejimneziyam	4	1	1	1	1
4.2.5	Inani lemisitho yamabhaso elibanjiweyo	1	-	1	-	-
4.2.6	Inani leentsuku zemidlalo nolonwabo elibanjiweyo	6	-	3	3	-
4.2.7	Inani labantu bemidlalo abaqeqeshiweyo	150	-	150	-	-
4.2.8	Inani leeprojekti zamaziko ezixhasiweyo kooMasipala	3	-	3	-	-
4.2.9	Inani leembaleki ezibaleka kwinqanaba eliphezulu elixhasiweyo elithabatha inxaxheba kwinqanaba lehlabathi.	50	-	-	-	50
4.2.10	Inani lamangenelo amanina namantombazana elixhasiweyo	10	2	3	3	2
4.2.11	Inani lamangenelo alungiselelwe abantu abakhubazekileyo elixhasiweyo	4	-	1	2	1
4.2.12	<b>Inani leembaleki elixhaswe ngamaziko emfundo*</b>	210	50	50	60	50
4.3.1	Inani lamacandelo ekhowudi yeMidlalo yeMveli elixhasiweyo	7	-	-	-	7
4.3.2	Inani lamaZiko oLonwabo axhasiweyo	30	-	-	-	30
4.3.3	Inani labasebenzi abaqeshwe kwiNkqubo yoLonwabo	60	-	-	-	60

Inani	UMgqalisela wemveliso	Ekujoliswe kuko konyaka 2023/24	Ikota 1	Ikota 2	Ikota 3	Ikota 4
4.4.1	Inani lezithili ezixhaswe ngemidlalo yesikolo	9	-	-	-	9
4.4.2	Inani leeMbumba zoBudlelwane elixhasiweyo	9	-	-	-	9
4.4.3	Inani labasebenzi eliqeshiweyo kwiNkqubo yeSikolo soBumelwane	224	-	-	-	224
4.4.4	Inani lamaZiko eSikolo soBumelwane elixhasiweyo	184	-	-	-	184
4.4.5	<b>Inani labafundi elithabatha inxaxheba kwiitumente zemidlalo yesikolo sesithili**</b>	18 000	2 400	6 600	6 600	2 400
4.5.1	Inani lamaZiko eMOD elixhasiweyo	181	-	-	-	181
4.5.2	Inani labasebenzi eliqeshwe kwiNkqubo yeMOD	470	-	-	-	470
4.5.3	Inani leNumber of districts supported by/through the MOD Programme	9	-	-	-	9
4.6.1	Inani lamagcisa aqeqeshiweyo	500	125	125	125	125
4.6.2	Inani lamathuba olutsha olukwinkonzo ayiliweyo	3 000	-	3 000	-	-
4.6.3	Inani leentlanganiso zabachaphazelekayo bangaphandle (iNGO, aBanikeli, iiNqununu)	8	2	2	2	2
4.6.4	Inani lolutsha olusemngciphekweni oluthabatha inxaxheba rhoqo nangokuzinzileyo kwii-ASP	8 000	-	-	-	8 000
4.6.5	Inani lezikolo ezinee-ASP	500	-	500	-	-

\*Lo ngumgqalisela obekwe emgangathweni kwicandelo leSizwe kunye nomgqalisela woMnikelo oneMiqathango

\*\*Lo mgqalisela uyafana nomgqalisela 1.3 kuMnikelo oneMiqathango kwiSSMPP.

## 8.1. Inkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi

### Umnikelo wemiphumela yenkqubo ebhekiselele ekufezekisweni kweziphumo kunye nempembelelo

Ufikelelo kwimidlalo nolonwabo lwabahlali beNtshona Koloni luya kuququzelelwa ngokusetyenziswa:

- Kwamaziko eMOD ali-181 anikezela ngemisebenzi esekwe kulonwabo, kwimidlalo, kubugcisa, kwinkcubeko kunye namathuba kubafundi, ngeli thuba kukhuthazwa ukuzimasa rhoqo nokuzinzileyo ngokunjalo.
- Kweziko zoBumelwane ezingama-134 ezihlanganiswe ngamaqela ezithi zichonge yaye kusetyenziswe italente kwiikhoudi ezichongiweyo ezili-16 nolwakhiwe lobungcungela kwimidlalo.
- Kumaziko olwabelwano asixhenxe enkubeko, obugcisa, olonwabo, emfundo nawemidlalo kwimimandla eyahlukeneyo, asebenze njengamaziko olwabelwano alungiselelwe ikakhulu iimbaleki ezisesesikolweni.
- Kwenkxaso yamaziko emfundo kunye nemibutho emanyeneyo yemidlalo ukuyila isibonelelo seziko ukulungiselela ukuhlangana nabahlali kwimisebenzi yemidlalo.
- Kwenkxaso yemisitho ephambili engama-80 eyandelelisa imidlalo kubomi be Phondo.
- Ukunikezelwa kwengqwalasela kumaqhawe emidlalo ngeenkqubo zamabhaso.
- Kokuphuculwa kokulunga nophawu lweenkqubo zasemva kokuphuma kwesiko kusetyenziswa uthethelelo, uphando nolwakhiwo lwekhono.
- Kwenkxaso yamabala ebhola yomnyazi njengenxalenye yelifa leNdebe yeHlabathi yeBhola yoMnyazi yowama-2023.

ICandelo lesiBini (2015-2017) loBume beNkqubo yoPhando lweminyaka emininzi beMidlalo (2012-2017) libonise okokuba impembelelo yamangenelo emidlalo nawophuhliso ayaqhubeka ukunyuka, yaye nento yokuba iindlela ezithile nemikhwa itha yacaca kule minyaka mibini idlulileyo. Ezi ndlala zibandakanya ukusetyenziswa yinkitha okukhulileyo ngokunjalo nobuchule obuphuculweyo kwimimandla eyahlukeneyo yemidlalo nenxulumene nayo.

Ezinye iziphumo ezibonakalayo zophando zibandakanya ukwanda okubonakala kakhulu kweembaleki ezibhalisiweyo kunye nabathabathi nxaxheba bemidlalo abadlalayo kwiMibutho eManyeneyo, ngokunjalo ngokuphathelele kukuthatyathwa kwenxaxheba kwiZiko leMOD, ukusebenza kwemibutho yemidlalo ekuphuhliseni nansekuguquleni ngokunjalo nokusetyenziswa okubalulekileyo kwamalinge awahlukeneyo eqhinga, njengoko kubonisiwe kwipotfoliyo yofundo lwezehlo zokufunda eziphuhliswa kule Ngxelo.

Ngaphezulu, inkqubo yenkonzo yolutsha iyanikela kukuncitshiswa kolutsha olungenangqesho ngeli thuba kwangaxesha linye kuphuculwa unikezelo lwenkonzo.

### Inkcazelo yomsebenzi ocwangcisiweyo

ISebe lixhibe ukufezekisa isigunyaziso salo sowiso-mthetho ngokuhlanganisa abemi kunye nabafundi okokuba bakhuthale ngokusetyenziswa kweenkqubo zalo zemidlalo nolonwabo, ukuxhasa iimbaleki ezikwiqondo eliphezulu ukuqinisekisa ngokuba iPhondo kunye nesizwe siba sisizwe esigqwesayo ngenkxaso elungiselelwe ukuthatyathwa kwenxaxheba kwinqanaba elilandelayo. Ngaphezulu, iSebe liya kusivala isithuba sethuba sabafundi abangabonelelwa ngokwaneleyo ngokukhuthazwa



nokunikezelwa kweenkqubo zasemva kokuphuma kwesikolo kunye neenkampu zolutsha kunye nethuba elilungiselelwe ulutsha ngenkqubo yolutsha olusenkonzweni.

## 8.2. Ingqwalasela yesibonelelo senkqubo

### Uqikelelo lwenkcitho

#### Inkqubo 4: Imidlalo noLonwabo

Inkqutyana	Isiphumo senkcitho			Ulwabiwo-mali oluhlenga-hlengisiweyo	Uqikelelo lwenkcitho yesithuba esiphakathi		
	2019/20	2020/21	2021/22		2022/23	2023/24	2024/25
R amawaka							
Ulawulo	36 709	75 565	84 516	47 210	18 138	13 759	14 279
Imidlalo	56 025	39 486	61 490	67 798	72 882	75 839	79 969
Ulonwabo	17 265	13 473	17 436	19 326	19 295	20 200	21 052
Imidlalo yeSikolo	37 297	27 835	45 702	45 919	46 484	48 153	50 800
INkqubo yeMOD	58 165	47 273	52 591	43 523	42 583	43 566	46 339
liNkqubo zoLutsha				70 552	52 332	52 533	53 934
Zizonke	205 461	203 632	261 735	294 328	251 714	254 050	266 373

#### Uhlalelo ngokoqoqosho

lintlawulo ezikhoyo	96 642	65 304	104 137	116 942	117 790	120 933	126 130
Imbuyekezo yabasebenzu	33 291	31 224	31 303	35 235	37 929	39 785	40 418
Impahla neenkonzono	63 351	34 080	72 834	81 707	79 861	81 148	85 712
Okukhutshelweyo nenkxaso-mali eya:	102 793	131 954	150 513	171 571	128 666	127 753	134 486
KumaPhondo noomasipala	2 384	4 717	6 588	2 049	2 139	2 171	2 269
Kumaziko angenzi nzuzo	100 379	127 191	143 847	168 879	126 527	125 582	132 217
Kwezasekhaya	30	46	78	643			
lintlawulo zee-asethi ezinkulu	5 960	6 309	7 032	5 806	5 258	5 364	5 757
Oomatshini nezixhobo	5 960	6 309	7 032	5 806	5 258	5 364	5 757
lintlawulo zee-asethi zemali	66	65	53	9			
Lulonke	205 461	203 632	261 735	294 328	251 714	254 050	266 373

### Umnikelo wezibonelelo ezibhekiselele kufezekiso lwemiphumela

Uhlahlo lwabiwo-mali lunciphe ngeepesenti ezili-14.48 okanye ngezigididi ezingama-R42.614 ngowama 2023/24, ukususela kwizigididi ezingama-R294.326 ngowama-2022/23 (ulwabiwo-mali oluhlenga-hlengisiweyo) lwaya kutsho kwizigididi ezingama-R251.714 ngowama-2023/24. Ukuhla kubangelwe kukuncitshiswa ngezigididi ezingama-R30.000 ezabelwe iNdebe yeHlabathi yeBhola yoMnyazi kuMnikelo woPhuhliso lokuThatyathwa kweNxaxheba sisiNinzi kunye neMidlalo ngowama-2022/23; isabelo esichongiweyo esenziwa kube kanye sezigididi ezi-R2.000 esilungiselelwe uVavanyo kwakhona lwezakhono, iinkqubo zolutsha nezengqesho; kunye nezigididi ezili-R15.000 zeYearBeyond ngowama-2022/23.

### 8.3. Ukuhlaziya kwemingcipheko ephambili

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
<p>INtshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo</p>	<p>Ukungabinakho ukunikezela kwiinkonzo zesebe ezisemthethweni kunye nezinye ezinxulumene nazo ngenxa kuphazamiseko olungacwangciswanga, olukhulu.</p>	<p>IQhinga loNxibelelwano lweBCP kwabachaphazelekayo.</p> <p>Njengexalenye yovavanyo lonyaka lwemida yokhuseleko lothungelwano olunqamlezileyo. I-WCG ifumene ingqinisekiso yokokuba ulawulo lukho ukulawula ukhuseleko lothungelwano lwanele.</p> <p>Uqeqesho oluQhubekayo lwe-IT lunikezele kwiCE-I kunye namaSebe, Uhlolo lweCe-I olweziwa ngamathuba athile nokuhlolwa kwezibekelwe ukuxhasa luyaqhutywa.</p> <p>linkqubo ezizenzekelayo zokubekwa kweliso nokuhlakaniphisa.</p>
<p>INtshona Koloni ebandakanya ngokwentlalo, eyilayo, esebenzayo nethungeleneyo</p>	<p>Ikhono elinyiweyo ukufezekisa iziphumo zesebe</p>	<p>Iinkampani ezimanyeneyo ziyamenywa ukulungiswa kwabasebenzi ekulawulweni kwemali yomntu ngobulumko.</p> <p>Ukumiselwa kwezithuba eziphambili.</p> <p>Abaqeqeshwa besengaqeshweni abatyunjiweyo kunye nabaxhamli be-EPWP ukunceda ngokumiliselwa kweshishini.</p> <p>Ukukhokhelela kwakhona iingxowa-mali kwiinkonzo eziphambili.</p> <p>Iinkonzo zempilo-ntle ziyakhuthazwa ze zichazwe kubo bonke abasebenzi nabaphathi. Iintsuku ezintathu zokuphila kunye namathuba engcaciso rhoqo ngenyanga equlathe izihloko ezahlukeneyo zabanjwa.</p> <p>Ukumiliselwa kwesicwangciso sokuthengwa kwempahla.</p> <p>Ukubekwa kweliso kumilisele lwesicwangciso sokuthengwa kwempahla.</p>
<p>Ukufikelela namathuba alungiselelwe ukuthatyathwa kwenxaxheba kwicandelo loBugcisa, leNkcubeko neleLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhuselekileyo noluhambelanayo.</p> <p>Ukufikelela kwingcaciso nolwazi oluxhasa isimo sokuthanda ukufunda nokufunda kobomi bonke.</p> <p>Ukufikelela namathuba okulungiselelwe abathathi-nxaxheba kwimidlalo nolonwabo.</p>	<p>Ungqzulwano olungakho lomdla</p>	<p>Ikhawudi yokuziphatha ikhutshwa rhoqo ngonyaka kumagosa eSCM.</p> <p>Izibhengezo zemali ziqakunjelwa ngamagosa eSCM rhoqo ngonyaka.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye kunxilelwana ngokuqhubekayo kubasebenzi xa idingeka.</p> <p>Amathuba oqeqesho nolwazi ayenziwa ngaphakathi ngamathuba angalungelelaniswanga kulungiselelwa abasebenzi. I-PT inikela ngoqeqesho nemfundo kubanikezeli benkonzo.</p> <p>IQhinga leSebe leeNqobo ezisesikweni laphuhliswa, lavunywa laza lachazwa kuwo onke amagosa.</p> <p>Njengexalenye yophuhliso lwabanikezeli benkonzo, amathuba olwazi aqhutywa yiPT kulungiselelwa abanikezeli benkonzo ngokuqhubekayo.</p> <p>Ithemplati eyandisiwe yaze yamiliselwa yokuthengwa kwempahla ukubandakanya igatya lesibhengezo esilungiselelwe abasebenza kwelo candelo.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye iyachazwa ngokuqhubekayo kubasebenzi xa kudingeka.</p> <p>Amagosa achaphazelekayo nabandakanyekayo ziinkqubo zeSCM kunye neminye imisebenzi yemali ubhengezo lwemisebenzi yemali lwenziwa ngokusetyenziswa kwinkqubo yobhengezo lwekhompyutha.</p>

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
		<p>Abagwebi kudingeka okokuba basayine izivumelwano zemfihlo</p> <p>Bonke abasebenzi kwiNtlawulo yoKhutshelo lokuhanjiswa komsebenzi kufuneka batyikitye isiBhengezo soMdla.</p> <p>Izibhengezo zemali ziqukunjelwa ngamaqosa ogunyaziso rhoqo ngonyaka.</p> <p>Ukufakelwa kwegatya 'lokunganyanyezelwa konke-konke koBuqhophololo, uBusela noRhwapphilizo' kufakiwe kuzo zonke iziVumelwano zeNtlawulo eKhutshelweyo.</p> <p>Indlela yokuziphatha isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla sisayinelwa intlanganiso nganye.</p> <p>Ikhawudi yokuziphatha elungiselelwe amalungu ekomiti yokungeniswa kwamaxabiso (BID) isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla esisayinelwa intlanganiso nganye.</p>
Ukungabikho kwesimo esincedayo esilungiselelwe i-ASP	Ukungqongophala kokuty okanye kwamaziko adingekayo ukuqhuba i-ASP	Ukusebenza ngokusondeleyo neWCED kunye nePT ukuqinisekisa ngolungelelwaniso lukarhulumente kwinkxaso yesiphumo.
Inguqulelo yolutsha kwinqesho okanye kukufunda	Inguqu ehla kakhulu kuqoqosho	Ukuyilwa kweyunithi yenkxaso yokubonisa indlela yokufumana amathuba kwimarike ekhula kakhulu kukhuphiswano ngokusetyenziswa kothelwano kunye namahlakani e-NGO.

## 9. AmaQumrhu kaRhulumente

Igama leQumrhu likaRhulumente	IsuGunyaziso	IziPhumo	UHlahlo lwaBiwo-mali oluKhoyo loNyaka (R 000)
IKhomishini yeNkcubeko yeNtshona Koloni	UMthetho weKhomishoni yeNkcubeko yeNtshona Koloni kunye namaBhunga eNkcubeko, 1998 (uMthetho we-14 we-1998)	Ukulondoloza, ukukhuthaza nokuphuhlisa ubugcisa nenkcubeko ngokubhaliswa nokupheliswa kobhaliso kwamabhunga enkcubeko, ukulawulwa kwamaziko enkcubeko, bokucebisa ngeeNdlala zokuqhutywa kweNkcubeko.	655 000
IKomiti yoLwimi yeNtshona Koloni	UMgaqo-siseko weNtshona Koloni, 1997 UMthetho weLwimi zePhond leNtshona Koloni, 1998 (uMthetho we-13 we-1998) UMthetho weBhodi yoLwimi yoMzantsi Afrika, 1995 (uMthetho 118 we-1998)	Ukubeka iliso kumiliseko loMgaqo-nkqubo woLwimi weNtshona Koloni, ukucebisa amasebe kunye namaziko oRhulumente weNtshona Koloni ngemicimbi yolwimi kuMphathiswa weMlcimbi yeNkcubeko neMidlalonokukhuthaza uphuhliso lweelwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe loMzantsi Afrika.	303

Igama leQumrhu likaRhulumente	IsuGunyaziso	IziPhumo	UHlahlo lwaBiwo-mali oluKhoyo loNyaka (R 000)
Ilifa leMveli leNtshona Koloni	UMthetho weSizwe weZibonelelo zeLifa leMveli, 1999 (uMthetho wama-25 we-1999)	Ukuseka nokugcina inkqubo yolawulo oluhlangeneyo lwezibonelelo zelifa lemveli eNtshona Koloni	1 621

IsiCwangciso soNyaka sokuSebenza esahlukeneyo sipapashiwe kulungiselelwa iQumrhu nggalinye likaRhulumente. Umsebenzi wamaQumrhu kaRhulumente amathathu unikele ikakhulu kwisiPhumo 1 sesebe.

## 10. IiProjekti zeZibonelelo

Inani	Igama leprojekti	INkqubo	Inkcazelo yeprojekti	Imiphumela yenkqubo	Umhla wokuqala kweprojekti	Umhla wokugqitywa kweprojekti	Iindleko ezipheleleyo eziqikelelweyo	INkcitho yonyakama omiyo
Azikho.								

## 11. UThelelwano lwamaShishini kaRhulumente nawaNgasese

PPP	INjongo	Imiphumela yenkqubo	IXabiso langoku lesiVumelwano	UMhla wokugqibela wesiVumelwano
Alukho.				

# ICANDELO A: IINKCAZELO ZEMIGQALISELO YOBUCHULE (TID)

## INKQUBO 1: ULAWULO

I-Migqaliso yomsebenzi:

Inkqubo 1.2: Iinkonzo zoLawulo lweMali

<b>Inombolo yomgqaliso</b>	<b>1.2.1</b>
<b>Isihloko somgqaliso</b>	Inani lezicwangciso ezimiselweyo ukuphucula iziphumo zophicotho-zincwadi nokunciphisa okufunyenweyo kophicotho-zincwadi okuphakanyiswe nguMphicothi-zincwadi Jikelele kunye noMphicothi-zincwadi wanaPhakathi ukufezekisa inkonzo egqwesileyo.
<b>Inkcazelo emfutshane</b>	Inkonzo egqwesileyo ngokubekwa kweliso okusondeleyo kwesicwangciso sophuculo lolawulo lwemali (FMIP)
<b>Injongo</b>	Ukuncitshiswa kokufunyenweyo kophicotho-zincwadi
<b>ABaxhamli abaphambili</b>	Isebe
<b>Umthombo weenkukacha zamanani</b>	Okufunyenweyo koPhicotho-zincwadi kuphicotho-zincwadi lwe-AG kunye neendleko zolawulo; okufunyenweyo kuphicotho-zincwadi kwangaphakathi kwiingxelo zoPhicotho-zincwadi lwangaPhakathi
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Ukwazisa bonke abachaphazelekayo abafanelekileyo ngezithuba ezichongwe kwiintlanganiso zophicotho-zincwadi. Ukuphuculwa kolawulo kumbutho.
<b>Iindlela zokuqinisekisa</b>	Ungeniso lweFMIP kwicandelo leM&E ukuqinisekisa ubungqina.
<b>Iindlela yokubala</b>	Ukubalwa kwezicwangciso ezimiselweyo
<b>Uhlobo lokubala</b>	Olukhulayo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kutshi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqaliso</b>	Ingaba nguMgqaliso wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokuseyenziswa komgqaliso wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqaliso oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqaliso oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSithuba yomgqaliso</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: .....
	Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> Hayi <input checked="" type="checkbox"/> Ewe
<b>Uxanduva lomgqaliso</b>	Iifloko yoLawulo lwaNgaphakathi
<b>Inguqulelo yesithuba</b>	Okuphambili kwiinguqulelo yesithuba: NA  Inkcazelo yempembelelo yesithuba: NA
<b>Ulwahlulwa-hlulo lwabaxhamli</b>	Kujoliswe kwabaseshi: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA

<b>AmaQela amaLungelo oLuntu</b>	Kujoliswe kubantu abalupheleyo: NA <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>INkcukacha zamanani omiliselwa</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>1.2.2</b>
<b>Isihloko somgqalisela</b>	Ipesenti yeengcebiso zoPhicotho-mali lwaNgaphakathi (IA) ezimiliselweyo
<b>Inkcazelo emfutshane</b>	Inkonzo egqwesileyo ngokubekwa kweliso okusondeleyo kweengcebiso ze-IA ezimiliselweyo
<b>Injongo</b>	Ulawulo lwesimo esiphuculweyo ngokuncitshiswa kokufunyenweyo kophicotho-zincwadi
<b>ABaxhamli abaphambili</b>	ISebe
<b>Umthombo weenkukacha zamanani</b>	Ukulandelwa kokufunyenweyo kuphicotho-zincwadi lwaNgaphakathi (kwiingxelo zoPhicotho-zincwadi lwaNgaphakathi)
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Ukubekwa kweliso kwinkqubela phambili yokumiliselwa kwizenzo zolandelo (zokuchongwe kwiintlanganiso zophicotho-zincwadi) Ukuphucula ulawulo kunye nombutho.
<b>Iindlela zokuqinisekisa</b>	Ungeniso kwengxelo yarhoqo ngekota kwiqumrhu lolongamelo (iKomiti yoPhicotho-zincwadi) lweenjongo zokubekwa kweliso.
<b>Iindlela yokubala</b>	Ipesenti yezenzo zolandelo kuphicotho-zincwadi lwaNgaphakathi emiliselweyo
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>INdawo yeSithuba yomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziswa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
<b>Uxanduva lomgqalisela Inguqulelo yesithuba</b>	Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  linkcukacha / Idilesi / Ulungelelwaniso: .....  Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> Hayi <input checked="" type="checkbox"/> Ewe

<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	Umlawuli onoxanduva
<b>Imeko yentlekele</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>INdawo yeSithuba yomgqalisela</b>	Kujoliswe kwabasetyhini: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abaluphelelo: NA
<b>Uxanduva lomgqalisela</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Inguqulelo yesithuba</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zaManani – AOP</b>	Ngokwe-AOP

Inkqatyana 1.3: IiNkonzo zoLawulo

<b>Inombolo yomgqalisela</b>	<b>1.3.1</b>
<b>Isihloko somgqalisela</b>	Inani lamaxwebhu eBatho Pele/ophuculo lokunikezelwa kwenkonzo aqulunqiweyo
<b>Inkcazelo emfutshane</b>	Inani lamaxwebhu aqulunqiweyo ukuququzelela uphuculo lweBatho Pele/lokunikezelwa kwenkonzo.
<b>Injongo</b>	Ukuququzelela uphuculo lokunikezelwa kwenkonzo kunye/okanye ukumiliselwa kwmithetho-siseko yeBatho Pele.
<b>ABaxhamli abaphambili</b>	Amalungu oluntu
<b>Umthombo weenkukacha zamanani</b>	Inkcukacha ezifunyenweyo: lingxelo kunye/okanye iPhepa lamaLungelo/ungeniso oluvunyiweyo ltheyibhile zeenkukacha zamanani ezizizo ezisetyenzisiweyo (ukuba yinqubo/yinqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
<b>Iindlela zokuqinisekisa</b>	IiNgxelo zokuNikezelwa kweNkonzo kunye/okanye iPhepha lamaLungelo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI

<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: N/A Kujoliswe kulutsha: N/A Kujoliswe kubantu abakhubazekileyo: N/A Kujoliswe kubantu abaluphelelo: N/A <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> NO  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>1.3.2</b>
<b>Isihloko somgqalisela</b>	Inani leengxelo zarhoqo ngekota zokubekwa kweliso kumsebenzi eliqulunqiweyo
<b>Inkcazelo emfutshane</b>	I Inani leengxelo zarhoqo ngekota zokubekwa kweliso kumsebenzi eliqulunqiweyo ngezifizekiso ngokwesiCwangciso soNyaka sokuSebenza
<b>Injongo</b>	Ukubekwa kweliso nokunikwa kwengxelo rhoqo ngekota kwizifizekiso ezibhekiselele kokujoliswe kuko okwandlalwe kwisiCwangciso soNyaka sokuSebenza
<b>ABaxhamli abaphambili</b>	Isebe
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: iiNgxelo zarhoqo ngeKota zoMsebenzi Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo
<b>Iindlela zokuqinisekisa</b>	IiNgxelo zarhoqo ngeKota zoMsebenzi
<b>Iindlela yokubala</b>	Ukubalwa kwenani leengxelo eziqulunqiweyo
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfizeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI



<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>1.3.3</b>
<b>Isihloko somgqalisela</b>	Inani leengxelo zarhoqo ngekota zokuqinisekisa eziqulunqiweyo
<b>Inkcazelo emfutshane</b>	Inani leengxelo zarhoqo ngekota zokuqinisekisa eziqulunqiweyo ngezifekiso ngokwesiCwangciso soNyaka sokuSebenza
<b>Injongo</b>	Ukuqinisekiswa kobungqina bezifekiso zarhoqo ngekota ezibhekiselele kokujoliswe kuko okwandlalwe kwisiCwangciso soNyaka soMisebenzi
<b>ABaxhamli abaphambili</b>	Isebe namaqumrhu okongamela
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: IPotfoliyo yobuNgqina ltheyibhile yeenkukacha ezizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): <.....> Ukuhlanga okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
<b>Iindlela zokuqinisekisa</b>	IiNgxelo zokuqinisekisa
<b>Iindlela yokubala</b>	Ubalo lweengxelo oluqulunqiweyo
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhulayo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko

	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  linkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo <.....>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>1.3.4</b>
<b>Isihloko somgqalisela</b>	Inani lee-UAMP ezingeniweyo
<b>Inkcazelo emfutshane</b>	Inani leziCwangciso zoLawulo lwee-Asethi zoMsebenzisi ezingeniswa rhoqo ngonyaka kwiCandelo loLawulo-mali elifanelekileyo kunye nakwiDTPW ngokuhambelana nemithetho yeGTAMA.
<b>Injongo</b>	Uhambelwano neGIAMA
<b>ABaxhamli abaphambili</b>	Isebe
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: IsiCwangciso soLawulo lwee-Asethi zoMsebenzisi ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
<b>Iindlela zokuqinisekisa</b>	I-UAMP evunyiweyo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhuliyo
<b>Umjikelelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko

<b>Uhlobo lomgqalisela</b>	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo?  <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI          Ukuba <b>ngu-ewe</b>, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa):  <input type="checkbox"/> limfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko</p> <p>Ingaba lo Mgqalisela uQhutywa liBango?  <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p> <p>Ingaba lo nguMgqalisela oBekwe eMgangathweni?  <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p>
<b>INdawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liNdawo ezininzi          Ubungakanani:  <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>Iinkcukacha / Idilesi / Ulungelelwano: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	<p>Okuphambili kwinguqu yesithuba: N/A          Inkcazelo yempembelelo yesithuba: &lt;.....&gt;</p>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;          Kujoliswe kulutsha: &lt;.....&gt;          Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;          Kujoliswe kubantu abaluphelelo: &lt;.....&gt;  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<p><input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo</p> <p><input checked="" type="checkbox"/> " Akukho nanye kwezi zingasentla"</p>
<b>Imeko yentlekele</b>	<p><input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p> <p>Ukuba <b>ngu-ewe</b>, nceda unike inkcazelo yentlekele echongiweyo:          &lt;.....&gt;</p>
<b>IiNkcukacha zamanani ezimiselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>1.3.5</b>
<b>Isihloko somgqalisela</b>	IsiCwangciso seSebe sokuQhubeka koShishino esihlaziywa rhoqo ngonyaka ze silungelelaniswe njengoko kuyimfuneko
<b>Inkcazelo emfutshane</b>	IsiCwangciso seSebe sokuQhubeka koShishino esihlaziywa rhoqo ngonyaka sichaza amanyathelo iSebe eliya kuthi liwathabathe ukuvuselela iinkqubo kunye neenkqubo zofikelelo ezidingekayo ukuqhubeka ngemisebenzi yoshishino ebalulekileyo ngethuba nasemva kwethuba lophazamiseko oluphambili okanye intlekele.
<b>Injongo</b>	Ukuqinisekisa okokuba iSebe liyaqhubeka ngesigunyaziso salo kunye nezinyanzeliso zonikezelo lweenkonzo nokuncitshiswa kwempembelelo embi yophazamiseko oluphambili okanye intlekele
<b>ABaxhamli abaphambili</b>	Isebe
<b>Umthombo weenkukacha zamanani</b>	<p>Umthombo weenkukacha zamanani: UVavanyo lweMpembelelo yeShishini kunye nesiCwangciso esilandelayo</p> <p>Itheyibhile yeenkcukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): &lt;.....&gt;</p> <p>Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.</p>
<b>Ukunyinwa kweenkcukacha zamanani</b>	Ukungabinakho kweSebe ukuchonga izibonelelo ezidingekayo
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.

<b>Iindlela zokuqinisekisa</b>	IsiCwangciso seSebe sokuQhubeka koShishino
<b>Iindlela yokubala</b>	Ukubala okulula (iBCP enye yonyaka)
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INDawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasesityhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>1.3.6</b>
<b>Isihloko somgqalisela</b>	Inani labaqeqeshwa besengqeshweni benkqubo yeNkulumbuso yokuQhutyelwa Phambili koLutsha (PAY)
<b>Inkcazelo emfutshane</b>	Ingqesho yabaqeqeshwa besengqeshweni kulungiselelwa ukufunda okulingwayo: ukwenzela ukuba iipesenti ezintlanu zoluhlu lwabasebenzi oluqulathe abafundi/abaqeqeshwa besengqeshweni.
<b>Injongo</b>	Ukunikezelwa kwamathuba okufunda okulingwayo alungiselelwe ulutsha olungaqeshwanga.
<b>ABaxhamli abaphambili</b>	Ulutsha olungaqeshwanga

<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: I-ofisi yenkqubo inikezela ngeengxelo ezikhutshwe kwiMicimbi yaBasebenzi (HR), inkqubo (PERSAL) enohlahlelo kunye nempendulo/isiswangciso sokusebenza ukulungisa iyantlukwano evela kokujoliswe kuko. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlalanga okuphathelile kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
<b>Iindlela zokuqinisekisa</b>	INgxelo yePERSAL
<b>Iindlela yokubala</b>	Ukubalwa koqeqeshwa esengaqeshweni ngamnye oqeshiweyo ngethuba lokunikwa kwengxelo
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INDawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liINDawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>1.3.7</b>
<b>Isihloko somgqalisela</b>	IsiCwangciso seSebe soNxibelelwano esivunyiweyo
<b>Inkcazelo emfutshane</b>	Ukuvunywa kwesiCwangciso seSebe soNxibelelwano
<b>Injongo</b>	Ukuqinisekisa ngokuqaliswa okufanelekileyo kwamaphulo onxibelelwano njengoko ebekwe phambili kwisiCwangciso seSebe soNxibelelwano
<b>ABaxhamli abaphambili</b>	Isebe
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: <.....> Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): <.....>  Ukuhlanguka okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo
<b>Iindlela zokuqinisekisa</b>	IsiCwangciso soNxibelelwano
<b>Indlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>

<b>liNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP
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**INKQUBO 2: IMICIMBI YENKUCUBEKO**

ImiGqalisela yokuSebenza:

**Imigqalisela yeSizwe:**

Inkqutyana 2.1: ULawulo

<b>Inombolo yomgqalisela</b>	<b>2.1.1</b>
<b>Isihloko somgqalisela</b>	Inani lamathuba omsebenzi we-EPWP ayiliweyo
<b>Inkcazelo emfutshane</b>	Inani lamathuba omsebenzi eliyiliweyo weNkqubo eYandisiweyo yeMisebenzi kaRhulumente
<b>Injongo</b>	Ukuyilwa kwamathuba omsebenzi kulungiselelwa abaxhamli njengenxalenye yeNkqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP)
<b>ABaxhamli abaphambili</b>	Ulutsha olungaqeshwanga
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Isizinda seenkukazha zamanani zeSizwe seSebe leMisebenzi kaRhulumente Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlngana okuphathelele kumthombo weenkukacha zamanani kuye kuqutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Access to national EPWP database Imbonakalo yePERSAL yabo baxhamli baqeshwe yiDCAS kunye neengxelo zeBAS
<b>Izenziso</b>	Abaxhamli baya kungeniswa kwimarike yomsebenzi
<b>Iindlela zokuqinisekisa</b>	Isizinda seenkukacha zamanani seSizwe se-EPWP, iingxelo zarhoqo ngenyanga narhoqo ngekota kunye neekopi zezivumelwano zengqesho
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"



<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.1.2</b>
<b>Isihloko somgqalisela</b>	Inani lamathuba omsebenzi ayilwe ngokusetyenziswa kweenkqubo zoBugcisa, zeNkcubeko nezeLifa leMveli
<b>Inkcazelo emfutshane</b>	Amathuba omsebenzi ayilwe ngokusetyenziswa kweenkqubo zoBugcisa, zeNkcubeko nezeLifa leMveli kwiiMyuziyam nakwiMibutho yoBugcisa exhaswe yiDCAS
<b>Injongo</b>	Ukwandiswa kwamathuba okuveliswa kwengeniso ngokunjalo nokunikela ngokubhekiselele kuphuhliso lwabasebenzi abanezakhono nokukhuphisana kwingingqi yeNtshona Koloni.
<b>ABaxhamli abaphambili</b>	Uluntu kunye nemibutho
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Ingcaciso yeSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi
<b>Iindlela zokuqinisekisa</b>	Iingxelo ezivela kwimibutho exhaswa ngemali; ubungqina bentlawulo eya kubaxhamli yimibutho
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva

<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqatyana 2.2: UBugcisa neNkcubeko

<b>Inombolo yomgqalisela</b>	<b>2.2.1</b>
<b>Isihloko somgqalisela</b>	Inani lamagcisa elibonelelwayo ngamathuba olwakhiwo lwesakhono
<b>Inkcazelo emfutshane</b>	ISebe liququzelele amathuba olwakhiwo lwezakhono kulungiselelwa amagcisa oBugcisa neNkcubeko okokuba athabathe inxaxheba kumalinge eSebe.
<b>Injongo</b>	Ukunika abaphathi bobugcisa, amagcisa, kunye nokuchanatywa kwamachule obugcisa ukuphuhlisa ikhono labo nokwandisa amathuba anikezelwa bubugcisa.
<b>ABaxhamli abaphambili</b>	Amachule asakhulayo obugcisa nenkcubeko
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Isizinda seenkcukacha zamanani seSebe Itheyibhile yeenkcukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): <.....>  Ukuhlalanga okuphathelile kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	liprojekti azisayi kuchatshazelwa zizibonelelo ezithintelweyo
<b>Iindlela zokuqinisekisa</b>	lirejista zokuzimasa, ubungqina obufotiweyo, ingxelo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba loMgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI

<b>INdawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>linkcukacha / Idilesi / Ulungelelwano: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;</p> <p>Kujoliswe kulutsha: &lt;.....&gt;</p> <p>Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;</p> <p>Kujoliswe kubantu abalupheleyo: &lt;.....&gt;</p> <p><input type="checkbox"/> " Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<p><input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo</p> <p><input type="checkbox"/> " Akukho nanye kwezi zingasentla"</p>
<b>Imeko yentlekele</b>	<p><input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p> <p>Ukuba <b>ngu-ewe</b>, nceda unike inkcazelo yentlekele echongiweyo: &lt;.....&gt;</p>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.2.2</b>
<b>Isihloko somgqalisela</b>	Inani leencoko/leengxoxo zoluntu elibanjiweyo ukukhuthaza unxibelelwano lwentlalo ngonyaka
<b>Inkcazelo emfutshane</b>	Inani lohambelwano lwentlalo kunye neencoko zolwakhiwo lwesizwe eliqhutyiweyo kwinqanaba lengingqi
<b>Injongo</b>	Uknikezela ngeqonga elilungiselelwe iingxoxo zoluntu ukuphakamisa imiba enxulumene nobandakanyo lwentlalo nolwakhiwo lwesizwe, kubandakanywa ubuhlanga, ucalulo, ukuphathwa kakubi kwabantu bamanye amazwe nokunganyamezelani ngokwentlalo kwinqanaba lengingqi.
<b>ABaxhamli abaphambili</b>	Iingingqi zoluntu
<b>Umthombo weenkukacha zamanani</b>	<p>Umthombo weenkukacha zamanani: Isizinda seenkcukacha zamanani seSebe ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): &lt;.....&gt;</p> <p>Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.</p>
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Isebe lesizwe liya kunikezela ngothelwano
<b>Iindlela zokuqinisekisa</b>	Iirejista ubungqina obufotiweyo obunomhla, inkqubo/i-ajenda, ingxelo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<p>Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku</p> <p><input checked="" type="checkbox"/> Olungakhuliyo</p>
<b>Umjikelelo wokunikwa kwengxelo</b>	<p><input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka</p> <p><input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini</p>
<b>Umsebenzi onqwelekayo</b>	<p><input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko</p>

<b>Uhlobo lomgqalisela</b>	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo?  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> NO HAYI          Ukuba <b>ngu-ewe</b>, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa):  <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko</p> <p>Ingaba lo Mgqalisela uQhutywa liBango?  <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p> <p>Ingaba lo nguMgqalisela oBekwe eMgangathweni?  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>INdawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>Iinkcukacha / Idilesi / Ulungelelaniso: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;          Kujoliswe kulutsha: &lt;.....&gt;          Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;          Kujoliswe kubantu abalupheleyo: &lt;.....&gt;  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.2.3</b>
<b>Isihloko somgqalisela</b>	Inani leentsuku zesizwe nezembali ezikhunjulweyo
<b>Inkcazelo emfutshane</b>	Inkqubo nemisebenzi eyandlalwe liSebe kunye namasebe karhulumente ukukhumbula iintsuku zesizwe nezembali, ukukhuthaza ubuzwe, ukuzingca ngobumi kunye nobandakanyo lwentlalo olungaphezulu nolwakhwiwo lwesizwe kuluntu
<b>Injongo</b>	Ukwandlalwa kweenkqubo nemisebenzi ukukhumbula iintsuku zesizwe nezembali.
<b>ABaxhamli abaphambili</b>	Uluntu, imibutho yobugcisa, amachule obugcisa nenkcubeko
<b>Umthombo weenkukacha zamanani</b>	<p>Umthombo weenkukacha zamanani: Ingcaciso yeSebe lthehlayile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): &lt;.....&gt;</p> <p>Ukuhlangana okuphathelile kumthombo weenkukacha zamanani kuye kuqhutywa.</p>
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Iintsuku zokukhunjulwa ziba nomxholo olungelelanisiwe nesebe lesizwe
<b>Iindlela zokuqinisekisa</b>	Iposta. Ubungqina obufotiweyo, inkqubo/i-ajenda, ingxelo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo

<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo?  <input type="checkbox"/> EWE    <input checked="" type="checkbox"/> HAYI</p> <p>Ukuba <b>ngu-ewe</b>, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa):  <input type="checkbox"/> limfuno zabemi    <input type="checkbox"/> Ukuthembeka    <input type="checkbox"/> Ukusabela    <input type="checkbox"/> Imfezeko</p> <p>Ingaba lo Mgqalisela uQhutywa liBango?  <input type="checkbox"/> EWE    <input checked="" type="checkbox"/> HAYI</p> <p>Ingaba lo nguMgqalisela oBekwe eMgangathweni?  <input checked="" type="checkbox"/> EWE    <input type="checkbox"/> HAYI</p>
<b>Indawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo    <input checked="" type="checkbox"/> liIndawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> IPhondo                      <input checked="" type="checkbox"/> ISithili                      <input checked="" type="checkbox"/> UMasipala weNgingqi    <input type="checkbox"/> IWodi                      <input type="checkbox"/> IDilesi</p> <p>Iinkcukacha / Idilesi / Ulungelelwano: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input type="checkbox"/> EWE    <input type="checkbox"/> HAYI</p>
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	<p>Okuphambili kwinguqu yesithuba: N/A  Inkcazelo yempembelelo yesithuba: &lt;.....&gt;</p>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;  Kujoliswe kulutsha: &lt;.....&gt;  Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;  Kujoliswe kubantu abalupheleleyo: &lt;.....&gt;  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI <p>Ukuba <b>ngu-ewe</b>, nceda unike inkcazelo yentlekele echongiweyo:  &lt;.....&gt;</p>
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.2.4</b>
<b>Isihloko somgqalisela</b>	Inani lemibutho yoBugcisa neNkcubeko, abantu ngabanye kunye neenkampani ezixhasiweyo.
<b>Inkcazelo emfutshane</b>	Inkxaso yemali enikezelwe kwimibutho, kubantu kunye neenkampani ukumiliselwa imisebenzi yazo yobugcisa nenkcubeko.
<b>Injongo</b>	Ukubonelela amachule obugcisa, iinkampani kunye nemibutho ebhalisiweyo yobugcisa nenkcubeko ngethuba lokufikelela kwizibonelelo, ukuphuculwa konxibelelwano nothungelwano, nokwandiswa kokubonakala kobugcisa kwiingcingqi zoluntu.
<b>ABaxhamli abaphambili</b>	Imibutho yoBugcisa neNkcubeko, abantu ngabanye, kunye neenkampani
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Isizinda seenkcukacha zamanani zabenze izicelo
<b>Ukunyinwa kweenkcukacha zamanani</b>	Isizinda seenkcukacha zamanani esinyinelwe abo benza izicelo zenkxaso-mali

<b>Izenziso</b>	Imibutho abantu ngabanye kunye neenkampani iya kwenza izicelo zoncendo lwemali
<b>Iindlela zokuqinisekisa</b>	Ungeniso oluvunyiweyo, isiVumelwano seNflawulo eKhutshelweyo (TPA), izijungqe zentlawulo, kunye neshedyuli yentlawulo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba loMgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.2.5</b>
<b>Isihloko somgqalisela</b>	Inani leeprojekti zokuphuhlisa nokukhuthaza ubugcisa nenkcubeko
<b>Inkcazelo emfutshane</b>	Iiprojekti ezinikezelweyo ukuphuhlisa ikhono kulutsha ukukhuthaza, ukulondoloza, nokuphuhlisa ubugcisa nenkcubeko ukwenzela ukuqhubela phambili impilo-ntle kuluntu.
<b>Injongo</b>	Ukwakha ikhono kuluntu naphakathi kwemibutho yobugcisa nenkcubeko kunye nabantu ngabanye ngokunikezela ngofikelelo kubuchule nokuqulunqwa kothelwano ukwandisa ubungakanani bobugcisa nenkcubeko
<b>Abaxhamli abaphambili</b>	Imibutho yobugcisa yoluntu, amachule obugcisa nenkcubeko, amalungu oluntu

<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Ingcaciso yeSebe ltheyibhile yeenkukacha ezizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): <.....>  Ukuhlanguka okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho misitho yenkuthazo nemiboniso
<b>Izenziso</b>	Imisitho yokukhuthaza iya kubonisa italente yobugcisa yolutsha lwesithili
<b>Iindlela zokuqinisekisa</b>	Irejista yokuzimasa, ubungqina obufotiweyo, ingxelo
<b>Indlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba loMgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.2.6</b>
<b>Isihloko somgqalisela</b>	Inani leeKhomishini zeNkcubeko ezixhasiweyo

<b>Inkcazelo emfutshane</b>	I-WCCC liqumrhu lengcebiso kwiMEC yaye liqulunqwe ngabantu abaphuma kuluntu abaqeshwe nguMphathiswa emva kwenkqubo yokutyunjwa. Inlawulo ekhutshelweyo evela kwiSebe isiya kwi-WCCC iyabanceda ekumiliseleni imisebenzi abayabelweyo.
<b>Injongo</b>	Ukukhuthaza, ukulondoloza nokupuhlisa ubugcisa nenkcubeko kwiPhondo
<b>ABaxhamli abaphambili</b>	Ikhomishini yenkcubeko
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Ingcaciso yeSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....> Uvimba weenkukacha zamalungu atyunjiweyo– uexcel
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izixhobo zezimali ezikhoyo zokwenza iWCCC yenze egunyaziswe kona.
<b>Iindlela zokuqinisekisa</b>	UNgeniso oluvunyiweyo, isiVumelwano seNtlawulo eKhutshelweyo (TPA), izijungqe zentlawulo, kunye neshedyuli yentlawulo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP



<b>Inombolo yomgqalisela</b>	<b>2.2.7</b>
<b>Isihloko somgqalisela</b>	Inani lamagcisa abekwe ezikolweni ngonyaka ngamnye
<b>Inkcazelo emfutshane</b>	Ukukhuthazwa kweMfundo yoBugcisa kwiZikolo okwenziwa ngmachule oBugcisa.
<b>Injongo</b>	Ukunceda abafundi ekuphuhliseni izakhoni zokucinga nzulu.
<b>ABaxhamli abaphambili</b>	Amachule, abafundi kunye nootitshala
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Ingcaciso yeSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel):  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi
<b>Iindlela zokuqinisekisa</b>	Iingxelo; irejista yokuzimasa; Uluhlu lwezikolo; izivumelwano zengqesho
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> NO HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba:
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>

<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP
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## IMIGQALISELA YESIZWE NEYEPHONDO

Inkqutya 2.3: IiNkonzo zeMyuziyam

<b>Inombolo yomgqalisela</b>	<b>2.3.1</b>
<b>Isihloko somgqalisela</b>	Inani lamangenelo kukukhuthazwa kwemiqondiso yesizwe nemigaqo
<b>Inkcazelo emfutshane</b>	Ukukhuthazwa kwamangenelo (afana neenkqubo zemfundo zeSebe ukukhuthaza imiqondiso yesizwe nemigaqo yeRiphabliki yoMzantsi Afrika.
<b>Injongo</b>	Ukulandelwa kwenkqubela phambili kwemiqondiso yesizwe nemigaqo
<b>ABaxhamli abaphambili</b>	Abafundi abasesesikolweni
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Inkqubo neerejista zokuzimasa (ezikwi-intanethi okanye ezibhalwe ephepheni) ezivela kwiimyuziyam Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  A Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Uthelelwano luya kwendelelisa impembelelo
<b>Iindlela zokuqinisekisa</b>	Inkqubo neRejista yokuZimasa (ekwi-Intanethi okanye ebhalwe ephepheni)
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> NO
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMphathi onoXanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>

<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.3.2</b>
<b>Isihloko somgqalisela</b>	Inani lovuselelo lolwazi loluntu kwinkqubo "I am the flag"
<b>Inkcazelo emfutshane</b>	Ukuqhutywa kovuselelo lolwazi loluntu ukukhuthazwa kweflegi yesizwe – uvuselelo luya kubandakanya ingcaciso yoamthuba olwabelwano kunye nocweyo.
<b>Injongo</b>	Ukukhuthaza kothando lweflegi yoMzantsi Afrika njengomqondiso wolwakhiwo lobandakanyo lwentlalo.
<b>ABaxhamli abaphambili</b>	Abafundi abasesesikolweni
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Inkqubo neRejista yokuZimasa (ekwi-Intanethi okanye ebhalwe ephapheni) evela kwiimyuziyam Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Uthelelwano luya kwendelelisa impembelelo
<b>Iindlela zokuqinisekisa</b>	Inkqubo neRejista yokuZimasa (ekwi-Intanethi okanye ebhalwe ephapheni)
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

<b>INdawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>linkcukacha / Idilesi / Ulungelelwano: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> NO HAYI</p>
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;</p> <p>Kujoliswe kulutsha: &lt;.....&gt;</p> <p>Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;</p> <p>Kujoliswe kubantu abalupheleyo: &lt;.....&gt;</p> <p><input type="checkbox"/> " Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<p><input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo</p> <p><input type="checkbox"/> " Akukho nanye kwezi zingasentla"</p>
<b>Imeko yentlekele</b>	<p><input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p> <p>Ukuba <b>ngu-ewe</b>, nceda unike inkcazelo yentlekele echongiweyo: &lt;.....&gt;</p>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.3.3</b>
<b>Isihloko somgqalisela</b>	Inani leemyuziyam ezimanyanisiweyo elixhasiweyo
<b>Inkcazelo emfutshane</b>	INkonzo yeMyuziyam ixhasa iimyuziyam ezimanyeneyo ngokukhutshelwa kwentlawulo kunye nenkxaso yolawulo.
<b>Injongo</b>	Ukunikezela iintlawulo ezixhaswe ngemali kwiimyuziyam ezincedwa liphondo, iintlawulo zomnikelo woncedo eziya kwiimyuziyam zengingqi kunye nenkxaso yolawulo kwiimyuziyam zephondo kunye nemiqolomba yeCango (Cango caves)
<b>Abaxhamli abaphambili</b>	iimyuziyam ezimanyanisiweyo
<b>Umthombo weenkukacha zamanani</b>	<p>Umthombo weenkukacha zamanani: Izijungqe zentlawulo yeSebe ezifunyenwe ngaphakathi kunye nengcaciso yolawulo evela kwiimyuziyam.</p> <p>Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): &lt;.....&gt;</p> <p>Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.</p>
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Uthelwano luya kwendelelisa impembelelo liMyuziyama ezincedwa liPhondo nezeNgingqi zinyuse iingxowa-mali ukwangezelela kwinkxaso evela kwisebe
<b>Iindlela zokuqinisekisa</b>	Izijunge zentlawulo zeeMyuziyam ezincedwa liPhondo nezeNgingqi lingxelo zeBAS zeeMyuziyam zePhondo okanye ukungena nokuphuma kwemali ehlanganisiweyo IMizuzu yeentlanganiso yeBhodi yaBameli yeCango Caves
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<p>Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku</p> <p><input checked="" type="checkbox"/> Olungakhuliyo</p>

<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> limfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.3.4</b>
<b>Isihloko somgqalisela</b>	Inani leNkonzo zeMyuziyam elilolongiweyo ukulungiselela ukunika inkxaso kwiimyuziyam ezimanyanisiweyo
<b>Inkcazelo emfutshane</b>	Umqondiso wokubonelela ngophando oluyimfuneko, umboniso, kunye neenkonzo zomculo nezibongo kwiimyuziyam
<b>Injongo</b>	Iimyuziyam zidinga uphando olulodwa, umboniso, kunye neenkonzo zomculo nezibongo ukulondoloza ngokufanelekileyo ilifa lemveli leNtshona Koloni nokunikela kwinguqu
<b>ABaxhamli abaphambili</b>	Iimyuziyam ezimanyanisiweyo
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Iinkcukacha zamanani eSebe ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho

<b>Izenziso</b>	Uthelelwano luya kwendelelisa impembelelo liMyuziyama ezincedwa liPhondo nezeNgingqi zinyuse iingxowa-mali ukwangezelela kwinkxaso evela kwisebe
<b>Iindlela zokuqinisekisa</b>	UHlahlo lwaBiwo-mali loNyaka (Incwadi yamabali) INGxelo yeBAS okanye UkuNgena nokuPhuma kweMali eHlanganisiweyo yoNyaka
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nzi swa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba loMgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	2.3.5
<b>Isihloko somgqalisela</b>	Inani lamaQonga oLwabelwano ngoLwazi lweMyuziyam elisingathiweyo
<b>Inkcazelo emfutshane</b>	Umqondiso wokokuba iSebe linikezela ngeqonga kubaphathi bemyuziyam kunye namaqumrhu alawulayo okokuba anxibelelane yaye aqinisekise ngokuba izigqibo zeqhinga zithotyelwe kumanqanaba angasezantsi awahlukeneyo olawulo lwemyuziyam.
<b>Injongo</b>	Ukuxibelelana nokwabelana ngengcaciso phakathi kweemyuziyam kunye neSebe kuyimfuneko
<b>ABaxhamli abaphambili</b>	Iimyuziyam ezimanyanisiweyo

<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Ungeniso oluvunyiweyo, Inkqubo neerejista zokuzimasa (ezikwi-intanethi okanye ezibhalwe ephepheni) Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlngana okuphathelele kumthombo weenkukacha zamanani kuye kuqutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Uthelelwano luya kwendelelisa impembelelo
<b>Iindlela zokuqinisekisa</b>	Ungeniso oluvunyiweyo Inkqubo IRejista yokuzimasa (ekwi-Intanethi okanye ebhalwe ephepheni)
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba loMgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>Iinkukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.3.6</b>
<b>Isihloko somgqalisela</b>	Inani leenkqubo zemfundo yemyuziyam elinikezelweyo
<b>Inkcazelo emfutshane</b>	linkqubo zemfundo eziphuhlise yiNkonzo yeMyuziyam zaze zaququzelelwa ziimyuziyam ezimanyanisiweyo.
<b>Injongo</b>	Ukunikela kukuxatyiswa kwembali yengingqi.
<b>ABaxhamli abaphambili</b>	Abafundi abasesesikolweni
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Inkqubo yemfundo kunye nenkqubo yeerejista zokuzimasa (ezikwi-intanethi okanye ezibhalwe ephepheni). Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelile kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Uthelelwano luya kwendelelisa impembelelo
<b>Iindlela zokuqinisekisa</b>	Inkqubo yemfundo lirejista zokuzimasa (ezikwi-intanethi okanye ezibhalwe ephepheni)
<b>Indlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  linkkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>



<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP
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Inkqutya 2.4: IiNkonzo zoLawulo lweZibonelelo zeLifa leMveli

<b>Inombolo yomgqalisela</b>	<b>2.4.1</b>
<b>Isihloko somgqalisela</b>	Inani loogunyaziwe lolawulo lwezibonelelo zelifa lemveli lephondo elixhaswe ngeentlawulo ezikhutshelweyo
<b>Inkcazelo emfutshane</b>	Ukunikezelwa kwezibonelelo zemali kulungiselelwa ulondolozo kunye nolawulo lwezibonelelo zelifa lemveli eNtshona Koloni
<b>Injongo</b>	Ukunceda ugunyaziwe wezibonelelo zelifa lemveli lephondo ukumilisela icandelo 23 loMthetho weSizwe weZibonelelo zeLifa leMveli (uMthetho 25 we-1999).
<b>ABaxhamli abaphambili</b>	UGunyaziwe weZibonelelo zeLifa leMveli lePhondo
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: UBalomali lweSebe Uxwebhu
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Uhlahlo lwabiwo-mali olufumanekayo
<b>Iindlela zokuqinisekisa</b>	Ungeniso oluvunyiweyo, imemorandam evunyiweyo yesivumelwano nobungqina bentlawulo yeLifa leMveli leNtshona Koloni.
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikele wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokuseyenziswa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: Inkxaso yentlawulo ekhutshelweyo inceda iPHRA ukumilisela iNHRA enempembelelo kucwangciso lwesithuba nophuhliso lwemimandla yedolophu neyasemaphandleni.

<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> “ Akukho nanye kwezi zingasentla”
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> “ Akukho nanye kwezi zingasentla”
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.4.2</b>
<b>Isihloko somgqalisela</b>	Inani lamagama eendawo aqinisekisiweyo yaye ahlaziywa yiKomiti yaMagama eeNdawo yePhondo leNtshona Koloni
<b>Inkcazelo emfutshane</b>	Inani lamagama eendawo eliqinisekisiweyo ze langeniswa kwiKomiti yaMagama eeNdawo yePhondo leNtshona Koloni (WCPGNC) ukwenzela ukucebisa kwiBhunga laMagama eeNdawo loMzantsi Afrika (SAGNC) kulungiselelwa ukubekwa emgangathweni, kuxhonyekeke kulwamkelo nguMphathiswa weSizwe woBugcisa neNkcubeko
<b>Injongo</b>	Ukuphumeza izibonelelo zomthetho wesizwe ngokunika ingcebiso kwiSAGNC ngokubhekiselele kukubekwa emgangathweni kwamagama eendawo eNtshona Koloni.
<b>ABaxhamli abaphambili</b>	IKomiti yaMagama eeNdawo yePhondo leNtshona Koloni Western kunye noluntu lwengingqi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: IKomiti yaMagama eeNdawo yePhondo leNtshona Koloni ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Ukunqongophala kwezibonelelo ezaneleyo kunakho ukunyina inani lamagama aphantsiweyo
<b>Izenziso</b>	Ukuqinisekiswa kwamagama kuxhasa imfezeko yokufana Kanye kwesizwe.
<b>Iindlela zokuqinisekisa</b>	I-ajenda Irejista yokuzimasa (ekwi-intanethi okanye ebhalwe ephepheni) Imizuzu yeentlanganiso
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nzi swa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> YES EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI

<b>INdawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liNdawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>linkcukacha / Idilesi / Ulungelelwano: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: Inguqu yembonakalo yelifa lemveli ngokusetyenziswa komsebenzi weKomiti yaMagama eeNdawo yePhondo leNtshona Koloni
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amalungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;  Kujoliswe kulutsha: &lt;.....&gt;  Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;  Kujoliswe kubantu abalupheleyo: &lt;.....&gt;  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI <p>Ukuba <b>ngu-ewe</b>, nceda unike inkcazelo yentlekele echongiweyo:  &lt;.....&gt;</p>
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP
<b>Inombolo yomgqalisela</b>	<b>2.4.3</b>
<b>Isihloko somgqalisela</b>	Inani lamangenelo ephondo eResistance and Liberation Heritage Route (RLHR)
<b>Inkcazelo emfutshane</b>	Amangenelo aqhutyiweyo ukunikela kwiResistance and Liberation Heritage Route yesizwe, apho iNtshona Koloni, iyinxalenye yayo.
<b>Injongo</b>	Amangenelo ukunikela kukomelela kweResistance and Liberation Heritage Route ekwiphondo
<b>ABaxhamli abaphambili</b>	AmaSebe karhulumente, uluntu lwengingqi kunye necandelo lezokhenketho
<b>Umthombo weenkukacha zamanani</b>	<p>Umthombo weenkukacha zamanani: Amaxwebhu angaphakathi kunye/okanye iingxelo ltheyibhile yeenkcukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): &lt;.....&gt;</p> <p>Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.</p>
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Imali eyaneleyo nezibonelelo zabasebenzi, ezifaneleke kubume bokunikezelwa kwenkonzo
<b>Iindlela zokuqinisekisa</b>	Iingxelo okanye imizuzu okanye unikezelo kwiintlanganiso
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo?  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p> <p>Ukuba <b>ngu-ewe</b>, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko</p>

	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> YES <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  linkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)</b> <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: Inguqu yembonakalo yelifa lemveli ngokuchongwa, ngophuhliso nokukhuthazwa kweendawo ezinxulunyaniswe nekujoliswe kuko kwe-RLHR.
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqatyana 2.5: IiNkonzo zoLwimi

<b>Inombolo yomgqalisela</b>	<b>2.5.1</b>
<b>Isihloko somgqalisela</b>	Inani lamacandelo olungelelwano lolwimi axhaswe ngeenTlawulo eziKhutshelweyo
<b>Inkcazelo emfutshane</b>	InTlawulo ekhutshelweyo eya kwiKomiti yoLwimi yeNtshona Koloni ukunika isiphumo kwisigunyaziso sayo sokubeka iliso kumiliselwa loMgaqo-nkqubo woLwimi weNtshona Koloni
<b>Injongo</b>	Ukuqinisekisa ngento yokuba inani elifunekayo leentlanganiso zekomiti liyabanjwa nokunceda iKomiti okokuba ifezekise imiphumela yayo yokubekwa kweliso kumiliselwa loMgaqo-nkqubo woLwimi weNtshona Koloni nokukhuthaza iilwimi zemveli. Amalungu aqeshwa isithuba se-ofisi seminyaka emithathu nguMphathiswa wePhondo. Abasebenzi beSebe banikezela ngenkxaso yolawulo, yokuqulathweyo, yolawulo lwenkqubo kunye nemali kwiKomiti.
<b>ABaxhamli abaphambili</b>	IKomiti yoLwimi yeNtshona Koloni
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Iintlawulo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Izibonelelo zemali ziyafumaneka ukunceda iWCLC ukuba iqhube isigunyaziso sayo
<b>Iindlela zokuqinisekisa</b>	Ungeniso, iMOA kunye nesijungqe sentlawulo ekhutshelweyo
<b>Iindlela yokubala</b>	Ukubala

<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.5.2</b>
<b>Isihloko somgqalisela</b>	Inani leeprojekti ezilungisa isigunyaziso esisemthethweni ukukhuthaza ukuthethwa kweelwimi ezininzi, iilwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe
<b>Inkcazelo emfutshane</b>	Ukuququzelela amathuba ophuhliso lwekhono kulungiselelwa abaxhamli benkqubo okuqhutywa lisebe ukukhuthaza, ukuphuhlisa nokuqhubela phambili iilwimi ezisesikweni zephondo kubandakanywa i-SASL kunye neelwimi zemveli ebezingasiwe so ngaphambili.
<b>Injongo</b>	Ukumiliselwa kwesigunyaziso somgaqo-siseko ukukhuthaza ukuthethwa kweelwimi ezininzi kuRhulumente weNtshona Koloni.
<b>ABaxhamli abaphambili</b>	Iingingqi zoluntu
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Inkqubo yemisitho Ithehibhile yeenkcukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): <.....>Ayikho  Ukuhlangana okuphathelile kumthombo weenkukacha zamanani kuye kuqhutywa.

<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Intsebenziswano nabanye abachaphazelekayo kummandla wolwimi iya kuphemelela kakhulu ekufezekisweni kweziphumo
<b>Iindlela zokuqinisekisa</b>	limvavanyo, iingxelo, iirejista zokuzimasa nezibonwayo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> YES <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INDawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> liIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: Uluntu olungevayo Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>2.5.3</b>
<b>Isihloko somgqalisela</b>	Inani leenkonzo zenkxaso yolwimi elinikezelwe ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni kunye nLwimi lweMinwe lweSA
<b>Inkcazelo emfutshane</b>	Ukubonelelwa kweenkonzo zenkxaso yolwimi ezinikezelwa kumasebe oRhulumente weNtshona Koloni, kubandakanywa noLwimi lweMinwe loMzantsi Afrika.

<b>Injongo</b>	Ukubonelelwa kweenkonzo zenkxaso yolwimi ukuqinisekisa ngento yokuba uMgaqo-nkqubo woLwimi wephondo uyamiliselwa.
<b>ABaxhamli abaphambili</b>	AmaSebe ePhondo
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Job Register Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel):  Ukuhlanguka okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Le yinkonzo yokuphendula, ixhomekeke kwizicelo ezifunyenweyo ngamasebe eWCG
<b>Izenziso</b>	Amasebe ephondo anolwazi loMgaqo-nkqubo woLwimi weNtshona Koloni
<b>Iindlela zokuqinisekisa</b>	Isizinda seenkukacha zamanani ezicelo kunye nomsebenzi ogqityiweyo.
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) Yinkonzo yokuphendula. Ingcaciso iya kuqulathwa kwiRejista yeMisebenzi. <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: Uluntu olungevayo Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

**INKQUBO 3: IINKONZO ZETHALA LEENCWADI KUNYE NOOVIMBA**

*Imigqalisela yomsebenzi:*

**Imigqalisela yesizwe:**

Inkqutyana 3.2: Iinkonzo zeThala leeNcwadi

<b>Inombolo yomgqalisela</b>	<b>3.2.1</b>
<b>Isihloko somgqalisela</b>	Inani lamathala eencwadi elisekiweyo ngonyaka nganye
<b>Inkcazelo emfutshane</b>	Amathala eencwadi asekiweyo
<b>Injongo</b>	Ukulinganisa inani lamathala eencwadi amatsha athe asekwana ngenkxaso-mali okanye ngenkxaso-mali engaphelelanga evela kwiNkonzo yamaThala eeNcwadi.
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: UMasipala Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Iifomu zokuzibandakanya zigcinwa kwidrayivu ekwabelwana ngayo  Ukuhlungana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukuninwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Inkxaso-mali iyafumaneka yezidingo zezakhiwo evela kumnikelo weCG
<b>Iindlela zokuqinisekisa</b>	Ukuzaliswa kwesetifikethi okanye kwefomu yomanyano
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> NO HAYI
<b>Indawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"



<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

### IMigqalisela yePhondo

Inkqatyana 3.2: IiNkonzo zeThala leeNcwadi

<b>Inombolo yomgqalisela</b>	<b>3.2.2</b>
<b>Isihloko somgqalisela</b>	Inani lezakhiwo ezihlaziyeziweyo ezilungiselelwe injongo yethala leencwadi loluntu
<b>Inkcazelo emfutshane</b>	Amaziko ahlaziyeziweyo ethala leencwadi aqakunjelweyo
<b>Injongo</b>	Ukulinganisa inani lohlaziyo lwethala leencwadi oluthe lwagqitywa ngenkxaso-mali okanye ngenkxaso-mali engaphelelanga evela kwiNkonzo yeThala leeNcwadi
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: UMasipala ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlanguka okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Inkxaso-mali iyafumaneka ukulungiselela uhlahaziyo
<b>Iindlela zokuqinisekisa</b>	Ingxelo yeprojekti
<b>Iindlela yokubala</b>	Iprojekti ngaye egqityiweyo iyabalwa
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI

<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Iinkcukacha / Idilesi / Ulungelelwano: <.....> <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.3</b>
<b>Isihloko somgqalisela</b>	Inani loomatshini bokukopa bethala leencwadi elithengiweyo
<b>Inkcazelo emfutshane</b>	Inani leekopi zemathiriyeli yethala leencwadi (iicwadi) elithengelwe amathala eencwadi
<b>Injongo</b>	Ukulinganisa inani leencwadi ezintsha zethala leencwadi ezithengelwe amathala eencwadi ukulungiselela ukugcina uqokelelo lufanelekile yaye luhlaziyiwe. Ukulinganisa inani leekopi ezifumanekayo kwinkqubo ye-Overdrive
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: nguSLIMS noBAS Itheyibhile yeenkcukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlalanga okuphathelile kumthombo weenkukacha zamanani kuye kuqutywa.
<b>Ukunyinwa kweenkcukacha zamanani</b>	Kuxhomekeke kukuchaneka komphumela weenkukacha zamanani kunye nekhono lenkqubo lokuchonga iziphene.
<b>Izenziso</b>	Inkxaso-mali iyafumaneka ukulungiselela ukuthengwa kweencwadi
<b>Iindlela zokuqinisekisa</b>	Iingxelo ngeeseti zeenkukacha zamanani
<b>Iindlela yokubala</b>	Inani lezihloko ezintsha zemathiriyeli yethala leencwadi ezithengiweyo libalwa ngenkqubo ye-elektroniki yolawulo lwethala leencwadi. Isixa sezihloko ezifumanekayo kwinkqubo ye-Overdrive sibaliwe.
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko

<b>Uhlobo lomgqalisela</b>	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo?  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI          Ukuba <b>ngu-ewe</b>, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa):  <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko</p> <p>Ingaba lo Mgqalisela uQhutywa liBango?  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p> <p>Ingaba lo nguMgqalisela oBekwe eMgangathweni?  <input type="checkbox"/> YES <input checked="" type="checkbox"/> HAYI</p>
<b>INdawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>Iinkcukacha / Idilesi / Ulungelelwano: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva
<b>Inguqulelo yesithuba</b>	<p>Okuphambili kwinguqu yesithuba: N/A          Inkcazelo yempembelelo yesithuba: &lt;.....&gt;</p>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;          Kujoliswe kulutsha: &lt;.....&gt;          Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;          Kujoliswe kubantu abalupheleyo: &lt;.....&gt;  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<p><input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo</p> <p><input type="checkbox"/> "Akukho nanye kwezi zingasentla"</p>
<b>Imeko yentlekele</b>	<p><input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p> <p>Ukuba <b>ngu-ewe</b>, nceda unike inkcazelo yentlekele echongiweyo:          &lt;.....&gt;</p>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.4</b>
<b>Isihloko somgqalisela</b>	Inani lotyelelo lokubekwa kweliso elenziweyo
<b>Inkcazelo emfutshane</b>	Inani lotyelelo lokubekwa kweliso eliqhutywe ngabasebenzi bethala leencwadi legingqi kumathala eencwadi oluntu
<b>Injongo</b>	Ukubeka iliso kuhambelwano lwezithethe nemigangatho nokunikezela ngengcebiso yobuchule kunye nenkxaso
<b>ABaxhamli abaphambili</b>	Amathala eencwadi oluntu
<b>Umthombo weenkukacha zamanani</b>	<p>Umthombo weenkukacha zamanani: eSebe          Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): &lt;.....&gt;</p> <p>Ukuhlangana okuphathalele kumthombo weenkukacha zamanani kuye kuqhutywa.</p>
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	Iirejista
<b>Iindlela yokubala</b>	Ukubalwa kwenzi lotyelelo kumathala eencwadi oluntu

<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> YES <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.5</b>
<b>Isihloko somgqalisela</b>	Inani leeNkqubo zikaRhulumente zoLwazi eliqhutyiweyo
<b>Inkcazelo emfutshane</b>	Inani leeprojekti/iinkqubo zenkuthazo eziqhutyiweyo ukwandisa ukusetyenziswa kwethala leencwadi.
<b>Injongo</b>	Ukuphakamisa inqanaba lolwazi lweenkonzo zethala leencwadi kwiPhondo lonke.
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: eSebe ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlalanga okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.

<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	Iingxelo nopapasho
<b>Iindlela yokubala</b>	Inani leeprojekti zenkuthazo elibaliweyo.
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> UkuThembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.6</b>
<b>Isihloko somgqalisela</b>	Inani leenkqubo zoqeqesho ezinikezelweyo kubasebenzi bethala leencwadi loluntu
<b>Inkcazelo emfutshane</b>	Imisitho ecwangcisiweyo yoqeqesho eququzelelweyo ngabasebenzi bethala leencwadi lephondo koosozincwadi boluntu. Le inokuhlelwa ukususela kusuku olunye locweyo iye kwiintsuku ezi-3 zezifundo.
<b>Injongo</b>	Lo mgqalisela ubonisa inani lamathuba oqeqesho anikezelwe koosozincwadi boluntu. Enye yeenjongo zenkonzo yethala leencwadi kukwandisa izakhono zosozincwadi ukulungiselela ukufezekisa amanqanaba aphezulu onikezelo lwenkonzo.

<b>ABaxhamli abaphambili</b>	Abasebenzi bethala leencwadi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: eSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	There are no limitations on indicator data. In some instances, training programmes might be temporarily postponed due to unforeseen factors but will still take place.
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	IiRejista zokuZimasa
<b>Indlela yokubala</b>	Ukubalwa kweenkqubo zoqeqesho
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa IiBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.7</b>
<b>Isihloko somgqalisela</b>	Inani lamathala eencwadi ane-intanethi efikelekayo kuluntu
<b>Inkcazelo emfutshane</b>	Amathala eencwadi anikezela nge-intanethi efikelekayo
<b>Injongo</b>	Ukulinganisa inkqubela phambili kubonelelo nokuzinziswa kofikelelo lwe-intanethi kumathala eencwadi oluntu kwimimandla yasemaphandleni
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: lingxelo zeSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel):  Ukuhlngana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	lingxelo
<b>Iindlela yokubala</b>	Inani lamathala eencwadi elinikezelwe nge-intanethi libaliwe ze lwangezelelwa kumaziko esele isebenza kwiminyaka engaphambili. Apho iindawo zonikezelo lwenkonzo zivaliwe okanye i-intanethi iyekisiwe ukusebenza, kufuneka zithatyathwe.
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikele wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Ukunikezela ngofikelelo olulula kwiinkonzo ze-intanethi kuluntu. Inkcazelo yempembelelo yesithuba: Iinkonzo ze-intanethi zibe kumgama omfutshane ukusuka esikolweni nakwiindawo zokuhlala
<b>Ulwahlulwa-hlulo lwabaxhamli Amaqela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>

<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP
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<b>Inombolo yomgqalisela</b>	<b>3.2.8</b>
<b>Isihloko somgqalisela</b>	Inani leendawo zenkonzo yethala leencwadi
<b>Inkcazelo emfutshane</b>	Inani lamathala eencwadi oluntu, amathalana eencwadi kunye needepo ezimanyene neNkonzo yeThala leeNcwadi
<b>Injongo</b>	Ukulinganisa inkqubela phambili yokwandiswa kweenkonzo zethala leencwadi kulo olnke iPhondo leNtshona Koloni
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: Izinda zeenkukacha zamanani zeSebe ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel):  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukuninwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	Iifomu zomanyano
<b>Iindlela yokubala</b>	Inani leendawo ezintsha zenkonzo libaliwe laze langezelelwa kwini leendawo zenkonzo esele zikho. Apho iindawo zenkonzo zivaliweyo, kufuneka zithatyathwe.
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INDawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Providing easily accessible library services to communities. Inkcazelo yempembelelo yesithuba: libraries within walking distance from schools and residential areas.
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"



<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.9</b>
<b>Isihloko somgqalisela</b>	Inani loomasipala becandelo B3 elifumene iintlawulo ezikhutshelweyo zenkxaso-mali yomisele eziungiselelwe abasebenzi, ezenkcitho yokusebenza kunye/okanye yezakhiwo kunathala eencwadi
<b>Inkcazelo emfutshane</b>	Inani loomasipala becandelo B3 (abasesichengeni) abancedwe yiNkonzo yeThala leeNcwadi ngenkxaso-mali kwinkcitho yomisele kumathala eencwadi
<b>Injongo</b>	Umqondiso wokuba bangaphi oomasipala abahlelwe njengabasesichengeni abafumana uncedo lwemali ukulungisa umba wesigunyaziso sethala leencwadi elingaxhaswa ngemali
<b>ABaxhamli abaphambili</b>	Amathala oluntu
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: eSebe Itheyibhile yeenkcukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel):  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkcukacha zamanani</b>	Akukho
<b>Izenziso</b>	lingxowa-mali ziyafumaneka
<b>Iindlela zokuqinisekisa</b>	lingxelo zentlawulo ekhutshelweyo
<b>Iindlela yokubala</b>	Inani loomasipala becandelo B3 abafumana iintlawulo ezikhutshelweyo babaliwe
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva

<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.10</b>
<b>Isihloko somgqalisela</b>	Inani loomasipala elifumana iintlawulo ezikhutshelweyo zoMnikelo weThala leeNcwadi woMasipala oMbaxa
<b>Inkcazelo emfutshane</b>	Inani loomasipala bomasipala ombaxa abancedwe yiNkonzo yeThala leeNcwadi ngenkxaso-mali kuhlaziyo nololongo lwamathala eencwadi
<b>Injongo</b>	Ukulinganiswa kwempembelelo yale nkxaso-mali kwikhono likamasipala lokuhlaziya nokulolonga amathala eencwadi
<b>ABaxhamli abaphambili</b>	Amamthal oluntu
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: eSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	lingxowa-mali ziyafumaneka
<b>Iindlela zokuqinisekisa</b>	lingxelo zentlawulo ekhutshelweyo
<b>Iindlela yokubala</b>	Inani loomasipala lomasipala ombaxa abafumana iintlawulo ezikhutshelweyo babaliwe
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> YES EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI

<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Iinkcukacha / Idilesi / Ulungelelwano: <.....> <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.11</b>
<b>Isihloko somgqalisela</b>	Inani lezithuba zabasebenzi bethala leencwadi elixhaswa ngemali ngokusetyenziswa kwenkxaso-mali yomiselo
<b>Inkcazelo emfutshane</b>	Inani lezithuba zabasebenzi bethala leencwadi loluntu koomasipala becabdelo B3 abankcitho yabo ixhaswa ngemali ngenkxaso-mali yomiselo
<b>Injongo</b>	Ukulinganiswa kwempembelelo yale nkxaso-mali kwikhono loomasipala lokuqesha abasebenzi abaneleyo kumathala eencwadi oluntu
<b>ABaxhamli abaphambili</b>	Abasebenzi bethala leencwadi loluntu
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: ooMasipala Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Ukuhlalanga okuphathelile kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Ukuncipha okuqhelekileyo kwabasebenzi
<b>Izenziso</b>	Iingxowa-mali ziyafumaneka
<b>Iindlela zokuqinisekisa</b>	Izicwangciso zoshishino kunye neengxelo ezivela kooMasipala
<b>Iindlela yokubala</b>	Inani labasebenzi elibalwe kwizicwangciso zoshishino
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko

<b>Uhlobo lomgqalisela</b>	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo?  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI          Ukuba <b>ngu-ewe</b>, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa):  <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko</p> <p>Ingaba lo Mgqalisela uQhutywa liBango?  <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p> <p>Ingaba lo nguMgqalisela oBekwe eMgangathweni?  <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p>
<b>INdawo yeSithuba yomgqalisela</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>Iinkcukacha / Idilesi / Ulungelelwano: &lt;.....&gt;</p> <p><b>Ukulungiselela iindawo ezininzi zonikezelo</b>, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oLuntu</b>	<p>Kujoliswe kwabasetyhini: &lt;.....&gt;          Kujoliswe kulutsha: &lt;.....&gt;          Kujoliswe kubantu abakhubazekileyo: &lt;.....&gt;          Kujoliswe kubantu abalupheleyo: &lt;.....&gt;  <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"</p>
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.12</b>
<b>Isihloko somgqalisela</b>	Inani lotyelo lokubekwa kweliso kunye neentlanganiso ezibanjwa nge-intanethi koomasipala becandelo B3
<b>Inkcazelo emfutshane</b>	Inani lotyelo lokubekwa kweliso eliqhutyweyo koomasipala becandelo B3 ngabasebenzi benkonzo yethala leencwadi (olwenziwa ubuso ngobuso okanye oluqhutywa ngobuxhaka-xhaka bonxibelelwano)
<b>Injongo</b>	Ukubekwa kweliso kwinkqubela phambili yoomasipala ngenkcitho kumnikelo, kuhambelwano nezithethe nemigangatho nokunikezelwa kwengcebiso yobuchule kunye nenkxaso
<b>ABaxhamli abaphambili</b>	Oomasipala
<b>Umthombo weenkukacha zamanani</b>	<p>Umthombo weenkukacha zamanani: eSebe ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): &lt;.....&gt;</p> <p>Ukuhlangana okuphathalele kumthombo weenkukacha zamanani kuye kuqhutywa.</p>
<b>Ukunyinwa kweenkukacha zamanani</b>	Ukuthembeka kwengcaciso enikezelweyo
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	Imizuzu yeentlanganiso kunye neerejista zokuzimasa
<b>Iindlela yokubala</b>	Ukubalwa kwenani lemizuzu yentlanganiso

<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.13</b>
<b>Isihloko somgqalisela</b>	Inani labasebenzisi bethala leencwadi elibhalisiweyo
<b>Inkcazelo emfutshane</b>	Inani labasebenzisi bethala leencwadi elisebenzisa amathala eenwadi oluntu kwiNtshona Koloni
<b>Injongo</b>	Ukubekwa kweliso nokwandiswa kwabasebenzisi bethala leencwadi ababhalisiweyo
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: LIMS Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlalanga okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.

<b>Ukunyinwa kweenkcukacha zamanani</b>	Ukuthembeka kwengcaciso enikezelweyo
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	Ingxelo yeenkcukacha zamanani ezivela kumathala eencwadi oluntu
<b>Iindlela yokubala</b>	Ukubalwa kwenzni labasebenzisi elibhalisiweyo
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>IIndawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiIndawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkcukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.2.14</b>
<b>Isihloko somgqalisela</b>	Inani lamangenelo okufunda nokubhala anikezelweyo kumathala eencwadi oluntu eNtshona Koloni
<b>Inkcazelo emfutshane</b>	Inani leenkqubo zokufunda nokubhala ezinikezelweyo kumathala eencwadi oluntu eNtshona Koloni
<b>Injongo</b>	Ukwandiswa komthamo weenkqubo zokufunda nokubhala ezinikezelweyo kumathala eencwadi oluntu ukuphucula ukufunda ngentsingiselo nokukhuthazwa kokufunda kobomi bonke kubo bonke abahlali beNtshona Koloni

<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: ezamaThala eeNcwadi kaRhulumente Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  Ukuhlangana okuphathelele kumthombo weenkukacha zamanani kuye kuqhutywa.
<b>Ukunyinwa kweenkukacha zamanani</b>	Ukuthembeka kwengcaciso enikezelweyo
<b>Izenziso</b>	Ukufumaneka kwezibonelelo zabasebenzi nezemali
<b>Iindlela zokuqinisekisa</b>	Iingxelo zeenkukacha zamanani okanye iifomu ezivela kumathala eencwadi oluntu
<b>Iindlela yokubala</b>	Ukubalwa kwenani lemisebenzi
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwano: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	Umlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: Akukho Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> " Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimiliselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

**IMigqalisela yeSizwe**

Inkqutya 3.3: OoVimba

<b>Inombolo yomgqalisela</b>	<b>3.3.1</b>
<b>Isihloko somgqalisela</b>	Inani leenkqubo zolwazi zoluntu eziqhutywe koovimba
<b>Inkcazelo emfutshane</b>	Iintetho ezimalunga noovimba ezikolweni, kuluntu kunye nabatyeleli kuVimba.
<b>Injongo</b>	Ukufundisa uluntu, ingakumbi ulutsha, malunga ngoovimba nangokukhuthazwa kwelifa lemvelo loovimba.
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: eSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>  irejista zokuzimasa (Imanyuwali)
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Uluntu luya kufumana kwiinkqubo zofikelelo eziqhutyweyo.
<b>Iindlela zokuqinisekisa</b>	Iirejista zokuzimasa (ezikwi-intanethi nezisephepheni)
<b>Iindlela yokubala</b>	Ukubalwa kweenkqubo zolwazi
<b>Uhlobo lokubala</b>	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi  Iinkukacha / Idilesi / Ulungelelwaniso: <.....>  <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMlawuli onoxanduva
<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amalungelo oLuntu</b>	Kujoliswe kwabasetyhini: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"



<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo: <.....>
<b>IiNkcukacha zamanani ezimliselweyo</b> (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

<b>Inombolo yomgqalisela</b>	<b>3.3.2</b>
<b>Isihloko somgqalisela</b>	Inani leeprojekti zembali yomlomo eliqhutyiweyo
<b>Inkcazelo emfutshane</b>	Ukulondolozwa nokufikelela kokurekhodiweyo kwembali yomlomo.
<b>Injongo</b>	Ukulondolozwa kwembali yomlomo kulungiselelwa ukusetyenziswa ngabaphandi kunye noluntu.
<b>ABaxhamli abaphambili</b>	Uluntu ngokubanzi
<b>Umthombo weenkukacha zamanani</b>	Umthombo weenkukacha zamanani: eSebe ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....> <b>Ukurekhoda kwiiDVD</b> <b>Uluhlu lokutshintshela (imanyuwali)</b>
<b>Ukunyinwa kweenkukacha zamanani</b>	Akukho
<b>Izenziso</b>	Okurekhodiweyo okuqokelelweyo kunempembelelo kufikelelo olwandisiweyo kwembali yomlomo kuluntu.
<b>Iindlela zokuqinisekisa</b>	Okurekhodwe kwii-DVD, kuluhlu olukhutshelweyo
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka <input type="checkbox"/> Ngonyaka-mbini
<b>Umsebenzi onqwelekayo</b>	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lomgqalisela</b>	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ngu-ewe</b> , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo Mgqalisela uqhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSithuba yomgqalisela</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Iinkukacha / Idilesi / Ulungelelwaniso: <.....> <b>Ukulungiselela iindawo ezininzi zonikezelo</b> , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lomgqalisela</b>	UMLawuli onoxanduva

<b>Inguqulelo yesithuba</b>	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
<b>Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu</b>	Kujoliswe kwabasetyhini: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleleyo: NA <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilo-ntle <input type="checkbox"/> Inguqu, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ngu-ewe</b> , nceda unike inkcazelo yentlekele echongiweyo:
<b>IiNkcukacha zamanani ezimiselweyo (Okunikezelweyo okuphambili okulinganisiweyo)</b>	Ngokwe-AOP

**Izalathisi zephondo:**

Inkqutyana 3.3: Oovimba

<b>Inombolo yesalathisi</b>	<b>3.3.3</b>
<b>Isihloko sesalathisi</b>	Inani lamangenelelo oqeqesho
<b>Inkcazelo emfutshane</b>	Uqeqesho lwabalawuli beerekhodi nabasebenzi bobhaliso
<b>Injongo</b>	Kukuxhobisa abasebenzi ngolawulo olululo lweerekhodi
<b>Abaxhamli abaphambili</b>	Abasebenzi bolawulo lweerekhodi lwamaqumrhu aseburhulumenteni
<b>Umthombo wovimba weenkukacha</b>	Umthombo weenkukacha: kwiSebe Itheyibhile yeenkcukacha eyiyo esetyenzisweyo (ukuba yisitimu/okanye u-excel):
<b>Umda weenkukacha</b>	Awukho
<b>Iingqikelelo</b>	ABaphathi beeRekhodi ekuJoliswe kubo kunye nooMabhalane boBhaliso baya kuxhamla kule khosi
<b>Iindlela zokuqinisekisa</b>	Iirejista zokuzimasa, inkqubo yekhosi, ingxelo yoqeqesho, neekopi zeziqinisekiso
<b>Iindlela yokubala</b>	Ubalo ngokulula
<b>Uhlobo lokubala</b>	Olongezelelweyo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungongezelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Minyaka le
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi salathisi sonikezelo lwenkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa indawo (iindawo) eziphambili ukuba isinikelo (izinikelo) eziye zalinganiswa ngesi salathisi ziya kuphucula ziya kuphucula (ukhethe oluninzi lunokwenziwa): <input type="checkbox"/> Izidingo zommi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ingaba esi salathisi esiqhutywa yimfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba esi salathisi esisemgangathweni? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

<b>Indawo yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Indawo Ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala waseMakhaya <input type="checkbox"/> IWadi <input type="checkbox"/> Idilesi Inkcukacha / Idilesi / Ulungelelaniso: <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: N/A Inkcazelo yefuthe lomhlaba: N/A
<b>Ukwahlulwahlulwa kwabaxhamli Amaqela amalungelo oLuntu</b>	Ujolisio kwabasetyhini: NA Ujolisio kulutsha: NA Ujolisio kubantu abaphila nokukhubazeka: NA Ujolisio kubantu abadala: NA <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilonitile <input type="checkbox"/> Ukusungula izinto ezintsha, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Imeko yentleke</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuphuyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>3.3.4</b>
<b>Isihloko sesalathisi</b>	Inani lemibuzo eqwalaselweyo
<b>Inkcazelo emfutshane</b>	Ukuphendula imibuzo efunyenweyo
<b>Injongo</b>	Ukubonelelwa ngokufikelela kulwazi olurekhodiweyo
<b>Abaxhamli abaphambili</b>	Uluntu jikelele
<b>Umthombo wovimba weenkukacha</b>	Umthombo weenkukacha: kwiSebe Itheyibhile yeenkcukacha eyiyo esetyenzisweyo (ukuba yisitimu/okanye u-excel): Uthethathethwano olunxulumene nomthombo weenkukacha luya kwenzeka.
<b>Umda weenkukacha</b>	Awukho
<b>Iingqikelelo</b>	Yonke imibuzo efunyenweyo iyakusonjululwa
<b>Iindlela zokuqinisekisa</b>	Imibuzo ebhaliweyo, ngomnxeba nedesika
<b>Indlela yokubala</b>	Ubalo ngokulula
<b>Uhlobo lokubala</b>	Olongezelelweyo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungongezelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Minyaka le
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi salathisi sonikezelo lwenkonzo? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Ukuba <b>ewe</b> , qinisekisa indawo (iindawo) eziphambili ukuba isinikelo (izinikelo)eziye zalinganiswa ngesi salathisi ziya kuphucula ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Izidingo zommi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyanyiseka <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

	Ingaba esi sisalathisi esiqhutywa yimfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Iindawo Ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala waseMakhaya <input type="checkbox"/> IWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Ulungelelaniso:  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: N/A Inkcazelo yefuthe lomhlaba: N/A
<b>Ukwahlulwahlulwa kwabaxhamli Amaqela amalungelo oLuntu</b>	Ujolisio kwabasetyhini: NA Ujolisio kulutsha: NA Ujolisio kubantu abaphila nokukhubazeka: NA Ujolisio kubantu abadala: NA <input type="checkbox"/> "Akukho nanyee kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ukusungula izinto ezintsha, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanyee kwezi zingentla"
<b>Imeko yentleke</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo:
<b>Inkcukacha yokuphuyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>3.3.5</b>
<b>Isihloko sesalathisi</b>	Inani lotyelelo ngabaphandi kooVimba
<b>Inkcazelo emfutshane</b>	Utyelelo ngabaphandi namaqela
<b>Injongo</b>	Ukubonelelwa ngokufikelela kulwazi
<b>Abaxhamli abaphambili</b>	Uluntu jikelele
<b>Umthombo wovimba weenkukacha</b>	Umthombo weenkukacha: kwiSebe Itheyibhile yeenkcukacha eyiyo esetyenzisweyo (ukuba yisitimu/okanye u-excel): Register of enquiries (manual) Written enquiries (manual)
<b>Umda weenkukacha</b>	Awukho
<b>Iingqikelelo</b>	Abaphandi baya kuqhubeka nokutyelela indawo yokugcina ooVimba
<b>Iindlela zokuqinisekisa</b>	Iirejista zabatyeleli
<b>Iindlela yokubala</b>	Ubalo ngokulula
<b>Uhlobo lokubala</b>	Olongezelelweyo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungongezelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Minyaka le
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko

<b>Uhlobo lwesalathisi</b>	Ingaba esi sisalathisi sonikezelo lwenkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa indawo (iindawo) eziphambili ukuba isinikelo (izinikelo)eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Izidingo zommi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba esi sisalathisi esiqhutywa yimfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba esi sisalathisi esisemgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Iindawo Ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala waseMakhaya <input type="checkbox"/> IWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Ulungelelaniso:  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: N/A Inkcazelo yefuthe lomhlaba: N/A
<b>Ukwahlulwahlulwa kwabaxhamli Amaqela amalungelo oLuntu</b>	Ujolisio kwabasetyhini: NA Ujolisio kulutsha: NA Ujolisio kubantu abaphila nokukhubazeka: NA Ujolisio kubantu abadala: NA
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ukusungula izinto ezintsha, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Imeko yentleke</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuphuyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>3.3.6</b>
<b>Isihloko sesalathisi</b>	Inani leempepha (amaxwebhu) abuyiselweyo
<b>Inkcazelo emfutshane</b>	Ukugcinwa nokulondolozwa koovimba
<b>Injongo</b>	Ukugcina uvimba welifa lemveli
<b>Abaxhamli abaphambili</b>	Uluntu jikelele
<b>Umthombo wovimba weenkukacha</b>	Umthombo wedatha: kwiSebe Eyona datha isetyenzisiweyo (ukuba yinkqubo/excel): lirejista (ngesandlal)  Uthethathethwano olunxulumene nomthombo wedatha luya kwenzeka.
<b>Umda weenkukacha</b>	Awukho
<b>Iingqikelelo</b>	Amaxwebhu abuyiselweyo aya kugcinwa ixesha elide
<b>Iindlela zokuqinisekisa</b>	Irejista yeerekhodi ezibuyiselweyo
<b>Iindlela yokubala</b>	Ubalo ngokulula

<b>Uhlobo lokubala</b>	Olungezelelweyo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungongezelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Minyaka le
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi salathisi sonikezelo lwenkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa indawo (iindawo) eziphambili ukuba isinikelo (izinikelo)eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Izidingo zommi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyanyiseka
	Ingaba esi salathisi esiqhutywa yimfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba esi salathisi esisemgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Iindawo Ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala waseMakhaya <input type="checkbox"/> IWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Ulungelelaniso:  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI:
<b>Isalathisi soxanduva</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: N/A Inkcazelo yefuthe lomhlaba: N/A
<b>Ukwahlulahlulwa kwabaxhamli Amaqela amaLungelo oLuntu</b>	Ujolisio kwabasetyhini: NA Ujolisio kulutsha: NA Ujolisio kubantu abaphila nokukhubazeka: NA Ujolisio kubantu abadala: NA <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ukusungula izinto ezintsha, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Imeko yentleke</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>3.3.7</b>
<b>Isihloko sesalathisi</b>	Inani leemitha zomgca ezicwangcisiweyo
<b>Inkcazelo emfutshane</b>	Ulungiselelo kunye nenkcazo yeerekhodi
<b>Injongo</b>	Ukufikelela lula kwiirekhodi
<b>Abaxhamli abaphambili</b>	Uluntu jikelele
<b>Umthombo wovimba weenkukacha</b>	Umthombo wedatha: kwiSebe Eyona datha isetyenzisiweyo (ukuba yinkqubo/excel):  lirejista (imanyuwali)
<b>Umda weenkukacha</b>	Awukho
<b>Iingqikelelo</b>	Zonke iirekhodi ezilungisiweyo ziyakufikeleleka kumntu wonke.

<b>Iindlela zokuqinisekisa</b>	Irejista yeerekhodi ezichaziweyo nezilungisiweyo, iingxelo zenyanga noluhlu lwempahla
<b>Iindlela yokubala</b>	Ubalo ngokulula
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungongezelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Minyaka le
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi salathisi sonikezelo lwenkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa indawo (iindawo) eziphambili ukuba isinikelo (izinikelo) eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Izidingo zommi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ingaba esi salathisi esiqhutywa yimfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Iindawo Ezininzi  Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala waseMakhaya <input type="checkbox"/> IWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Ulungelelaniso:  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi woXanduva
<b>Ufshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: N/A Inkcazelo yefuthe lomhlaba: N/A
<b>Ukwahlulwahlulwa kwabaxhamli Amaqela amalungelo oLuntu</b>	Ujolisio kwabasetyhini: NA Ujolisio kulutsha: NA Ujolisio kubantu abaphila nokukhubazeka: NA Ujolisio kubantu abadala: NA <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ukusungula izinto ezintsha, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Imeko yentleke</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo:  <.....>
<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>3.3.8</b>
<b>Isihloko sesalathisi</b>	Inani lamaSebe aza kufumana ukuqaliswa kwe-ECM
<b>Inkcazelo emfutshane</b>	Inani lamaSebe aza kufumana ukuqaliswa kwe-ECM
<b>Injongo</b>	Eyona njongo yale nkqubo kukuvumela amasebe ukuba asebenzise uLawulo lweeRekhodi ezifanayo kumxholo ongamiselwanga njengoxwebhu lwamagama, iispreadsheets kunye nomxholo oskeniweyo..
<b>Abaxhamli abaphambili</b>	AmaSebe ePhondo

<b>Umthombo wovimba weenkukacha</b>	Umthombo weenkukacha: kwiSebe Itheyibhile yeenkukacha eyiyo esetyenzisweyo (ukuba yisitimu/okanye u-excel):  Uthethathethwano olunxulumene nomthombo weenkukacha luya kwenzeka.
<b>Umda weenkukacha</b>	Awukho
<b>lingqikelelo</b>	Iimali ziyafumaneka
<b>Iindlela zokuqinisekisa</b>	Isatifikethi sokugqibezela
<b>Iindlela yokubala</b>	Ubalo ngokulula
<b>Uhlobo lokubala</b>	Olongezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Minyaka le
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi salathisi sonikezelo lwenkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa indawo (iindawo) eziphambili ukuba isinikelo (izinikelo)eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Izidingo zommi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyanyiseka Ingaba esi salathisi esiqhutywa yimfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba esi salathisi esisemgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yosalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Iindawo Ezininzi  Ubungakanan: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala waseMakhaya <input type="checkbox"/> IWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi /Ulungelelaniso:  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: N/A Inkcazelo yefuthe lomhlaba: N/A
<b>Ukwahlulwahlulwa kwabaxhamli amaqela amaLungelo oLuntu</b>	Ujoliso kwabasetyhini: NA Ujoliso kulutsha: NA Ujoliso kubantu abaphila nokukhubazeka: NA Ujoliso kubantu abadala: NA <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ukusungula izinto ezintsha, iNkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Imeko yentleke</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo
<b>Inkcukacha yokuphuyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP
<b>Abaxhamli Abaphambili</b>	Amaqumrhu karhulumente weNtshona Koloni
<b>Umthombo wedatha</b>	Umthombo wedatha: kwiSebe Eyona datha isetyenzisiweyo (Ukuba yinkqubo/nguexcel):  Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa.
<b>Ukulinganiselwa kwedatha</b>	Alukho
<b>lingqikelelo</b>	Onke amaqumrhu karhulumente aya kuthumela izilungiso zeenkqubo zawo zokuhlela kunye nohlaziyo
<b>Iindlela zoqinisekiso</b>	Iincwadi ezingenayo kunye neencwadi zeMvume ezivela kumaqumrhu karhulumente



<b>Indlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyanyiseka
	Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Iindawo Ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso:  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho Inkcazelo yefuthe lomhlaba: Alikho
<b>Ukwahlulwahlulwa kwabaxhamli</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Mpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo:
<b>Idatha yokuphunyezwa</b> (linkonzo eziphambili ezilinganisiweyo)	Njengoko kubhalwe kwiAOP

<b>Inombolo yesalathisi</b>	<b>3.3.10</b>
<b>Isihloko sesalathisi</b>	Inani lohlobo olwenziweyo
<b>Inkcazelo emfutshane</b>	Ukuhlolwa kweemeko apho iirekhodi zigcinwayo kwaye zilawulwe kumaqumrhu karhulumente
<b>Injongo</b>	Kukuqinisekisa ukuthotyelwa kwemithetho yolawulo lweerekhodi, imigangatho kunye nemigaqo nkqubo ngamaqumrhu karhulumente.
<b>Abaxhamli abaphambili</b>	Amaqumrhu karhulumente weNtshona Koloni noluntu
<b>Umthombo wedatha</b>	Umthombo wedatha: kwiSebe Eyona datha isetyenzisiweyo (Ukuba yinkqubo/nguexcel):
<b>Ukulinganiselwa kwedatha</b>	Alukho
<b>Iingqikelelo</b>	Amaqumrhu karhulumente aya kuthobela iinkqubo zoLawulo lweeRekhodi

<b>Iindlela zocinisekiso</b>	lingxelo zohlolo
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> Iindawo Ezininzi  Ubungakanani:  <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso:  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho Inkcazelo yefuthe lomhlaba: Alikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo:
<b>Idatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kubhalwe kwiAOP

<b>Inombolo yesalathisi</b>	3.3.11
<b>Isihloko sesalathisi</b>	Inani lohlolo olwenziweyo
<b>Inkcazelo emfutshane</b>	Ukukhutshwa kwemiyalelo yokutshabalalisa kunye nokudlulisa
<b>Injongo</b>	Ukuthintela ukutshatyalaiswa okungagunyaziswanga okanye ukudluliselwa kweerekhodi
<b>Abaxhamli abaphambili</b>	Amaqumrhu karhulumente weNtshona Koloni noluntu
<b>Umthombo wedatha</b>	Umthombo wedatha: kwiSebe Eyona datha isetyenzisiweyo (Ukuba yinkqubo/nguexcel):  Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa.

<b>Ukulinganiselwa kwedatha</b>	Akukho
<b>Iingqikelelo</b>	Akukho qumrhu likarhulumente liya kutshabalalisa iirekhodi ngaphandle kwemvume yoLondolozo lweeNkcukacha eziBalulekileyo.
<b>Iindlela zozinisekiso</b>	Isigunyaziso sokuchitha isicelo sencwadi kunye nencwadi ekhupha igunya lokuhlala.
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Ukuphela-konyaka <input type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Engozelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo ngeminyaka emibini
<b>Ukusebenza okuqingqiweyo</b>	<input type="checkbox"/> Ekungaphezulu kunokujolisiwe kuko <input checked="" type="checkbox"/> Ekujolisiwe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujolisiwe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa indawo (iindawo) eziphambili, ukuba isinikelo (izinikelo) eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyanyiseka
	Ngaba esi siSalathiso siqhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ngaba esi siSalathiso siseMgangthweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi /Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho Inkcazelo yefuthe lomhlaba: Ayikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu</b>	Okujolisiwe kuko kubasetyhini: Akukho Okujolisiwe kuko kulutsha: Akukho Ekujolisiwe kuko kubantu abakhubazekileyo: Akukho Ekujolisiwe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kubhaliwe kwiAOP

<b>Inombolo yesalathisi</b>	<b>3.3.12</b>
<b>Isihloko sesalathisi</b>	Inani lohlulo mpahla oluqokelelweyo laza lahlaziywa.
<b>Inkcazelo emfutshane</b>	Ukurhekodi, ukuchaza oovimba bokuqinisekisa nokufikelela lula. Ukuhlaziyo uluhlu lweempahla.
<b>Injongo</b>	Ibonelela ngokufikelela lula koovimba ngokubonelela ngolwazi oluthe vetshe.
<b>Abaxhamli abaphambili</b>	Uluntu ngokubanzi

<b>Umthombo wedatha</b>	Umthombo wedatha: kwiSebe Eyona datha isetyenzisiweyo (Ukuba yinkqubo/nguexcel):  Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa.
<b>Ukulingelaniselwa kwedatha</b>	Alukho
<b>Iingqikelelo</b>	Abaphandi baya kuba nakho ukufumana izikhombisi ezichanekileyo kwimithombo efumanekayo
<b>Iindlela zoqinisekiso</b>	Uluhlu lwempahla
<b>Indlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwanelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho Inkcazelo yefuthe lomhlaba: Ayikho
<b>Ukwahlwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Iimpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kubhaliwe kwiAOP

#### INKXASOMALI ENEMIQATHANGO: INKXASOMALI YOLUNTU

<b>Inombolo yesalathisi</b>	1.1
<b>Isihloko sesalathisi</b>	Inani lezithuba zamathala eencwadi ezixhaswa ngenkxasomali enemiqathango
<b>Inkcazelo emfutshane</b>	Inani lezithuba zamathala eencwadi kumathala eencwadi oluntu afumana inkxasomali enemiqathango

<b>Injongo</b>	Ukulinganisela ifuthe lenkxasomali enemiqathango ukuze noomasipala bakwazi ukuqesha abasebenzi abafanelekileyo kumathala eencwadi oluntu
<b>Abaxhamli abaphambili</b>	Abasebenzi beThala leeNcwadi likaMasipala weNtshona Koloni
<b>Umthombo wedatha</b>	Umthombo wedatha: Izicwangciso zoshishino ngoomasipala Eyona datha isetyenziswayo (ukuba yinkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luya kwenzeka.
<b>Idatha eqingqiweyo</b>	Ayikho
<b>lingqikelelo</b>	Ingxowamali ikhona
<b>indlela zocinisekiso</b>	Izicwangciso zoshishino kunye neengxelo zenkcitho zenyanga ezivela kooMasipala
<b>Indlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho Inkcazelo yefuthe lomhlaba: Ayikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo:
<b>Idatha yokuphuyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kubhalwe kwiAOP
<b>Inombolo yesalathisi</b>	1.2
<b>Isihloko sesalathisi</b>	Inani leekopi zezixhoba zethala leencwadi ezithengiweyo

<b>Inkcazelo emfutshane</b>	Inani leekopi zezixhobo zamathala eencwadi ezithengelwe amathala eencwadi oluntu
<b>Injongo</b>	Ukulinganiseka inani leekopi ezithengiweyo ngenkxasomali enemiqathango ukuze kugcinwe ingqokelela ngokufanelekileyo.
<b>Abaxhamli abaphambili</b>	Amathala eencwadi kaMasipala
<b>Umthombo wedatha</b>	Umthombo wedatha: li-invoyisi zokuthenga Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): nguSLIMS noBAS Uthethathethwano olunxulumene nomthombo wedatha luya kwezeka.
<b>Idatha eqingqiweyo</b>	Ayikho
<b>Iingqikelelo</b>	Inkxasomali iyafumaneka ukuze kuthengwe iincwadi
<b>Iindlela zokuqinisekisa</b>	Iingxelo kwiasethi zedatha
<b>Iindlela yokubala</b>	Inani leekopi ezithengiweyo libalwa kwii-invoyisi
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi /Ulungelano: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Okujoliswe kuko kulutsha: Okujoliswe kuko kubantu abakhubazekileyo: Okujoliswe kuko kubantu abadala: <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphuyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kubhaliwe kwiAOP

<b>Inombolo yesalathisi</b>	1.3
<b>Isihloko sesalathisi</b>	Inani leeprojekthi zamathala eencwadi amatsha abonelelwe ngenkxasomali
<b>Inkcazelo emfutshane</b>	Inani leeprojekthi ezintsha zokwakha amathala eencwadi ezibonelelwe ngenkxasomali
<b>Injongo</b>	Ukwakha izakhiwo ezitsha zamathala eencwadi ukuze kube neependulo ezifanelekileyo kwiimfuno zabo
<b>Abaxhamli abaphambili</b>	NgooMasipala
<b>Umthombo wedatha</b>	Umthombo wedatha: lingxelo zentlawulo yodluliselo Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luya kwezeka
<b>Idatha eqingqiweyo</b>	Ukuthembeka kolwazi olunikelweyo
<b>lingqikelelo</b>	Inkxasomali iyafumaneka kwiiprojekthi zamathala eencwadi amatsha
<b>lindlela zoqinisekiso</b>	lingxelo zentlawulo yodluliselo
<b>Indlela yokubala</b>	Inkxasomali ekhutshiweyo kunye neeprojekthi ezibonakalisiweyo kwizicwangciso zoshishino zikamasipala
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  linkcukacha / Idilesi /Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho
<b>Ukwahlwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kubhaliwe kwiAOP

<b>Inombolo yesalathisi</b>	1.4
<b>Isihloko sesalathisi</b>	Inani lotyelelo lokubekwa esweni inkxasomali enemiqathango koomasipala
<b>Inkcazelo emfutshane</b>	Inani lotyelelo lokubekwa esweni inkxasomali enemiqathango iqhutywa koomasipala ngabasebenzi beNkonzo yeThala leeNcwadi
<b>Injongo</b>	Ukubeka iliso kwinkcitho yenkxasomali, ukuthotyelwa kwemimiselo nemigangatho kunye nokubonelela ngeencebiso nenkxaso yobungcali
<b>Abaxhamli abaphambili</b>	NgooMasipala
<b>Umthombo wedatha</b>	Umthombo wedatha: IMizuzu yentlanganiso nerejista zokuzimasa Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luya kwezeka.
<b>Idatha eqingqiweyo</b>	Ukuthembeka kolwazi olunikelweyo
<b>Iingqikelelo</b>	Ubukho bezibonelelo zoluntu nezemali
<b>Iindlela zoqinisekiso</b>	IMizuzu yeentlanganiso nerejista zokuzimasa
<b>Iindlela yokubala</b>	Kukubala inani lemizuzu yentlanganiso
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , aqinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindlela ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Okujoliswe kuko kubantu abakhubazekileyo: Akukho Okujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo



<b>Idatha yokuphonyezwa</b> (linkonzo eziphambili ezilinganisiweyo)	Njengoko kubhaliwe kwiAOP
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<b>Inombolo yesalathisi</b>	1.5
<b>Isihloko sesalathisi</b>	Inani loomasipala abafumana iintlawulo ezikhutshiweyo zenkxasomali enemiqathango
<b>Inkcazelo emfutshane</b>	Inani loomasipala abafumana inkxasomali enemiqathango
<b>Injongo</b>	Iintlawulo zodluliselo zenkxasomali enemiqathango zinceda oomasipala ekuqeqesheni abasebenzi abafanelekileyo, ukuphuculwa kweenkonzo zamathala eencwadi nokujongana nombasa wesigunyaziso esingaxhaswa ngemali
<b>Abaxhamli abaphambili</b>	NgooMasipala
<b>Umthombo wedatha</b>	Umthombo wedatha: Iingxelo zentlawulo yodluliselo Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luya kwezeka.
<b>Idatha eqingqiweyo</b>	Ukuthembeka kolwazi olunikeziweyo
<b>Iingqikelelo</b>	Izibonelelo ziyafumaneka
<b>Iindlela zocinisekiso</b>	Iingxelo zentlawulo yodluliselo
<b>Iindlela yokubala</b>	Ukubala inani loomasipala abafuna iintlawulo ezikhutshiweyo
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"

<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphunyezwa</b> (linkonzo eziphambili ezilinganisiweyo)	Njengoko kubhaliwe kwiAOP

<b>Inombolo yesalathisi</b>	1.6
<b>Isihloko sesalathisi</b>	Inani lohlahlaziyo lwamathala eencwadi olubonelelwe ngenkxasomali
<b>Inkcazelo emfutshane</b>	Amathala eencwadi akhoyo abonelelwe ngenkxasomali yohlaziyo
<b>Injongo</b>	Kukuxhasa ngemali uphuculo lamathala eencwadi ukuze aphenidule ngokufanelekileyo kwiimfuno zoluntu
<b>Abaxhamli abaphambili</b>	NgooMasipala
<b>Umthombo wedatha</b>	Umthombo wedatha: lingxelo zentlawulo yodluliselo Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luya kwezeka.
<b>Idatha eqingqiweyo</b>	Ukuthembeka kolwazi olunikeziweyo
<b>lingqikelelo</b>	Inkxasomali iyafumaneka kwiiprojekthi zamathala eencwadi amatsha
<b>indlela zoqinisekiso</b>	lingxelo zentlawulo yodluliselo
<b>Indlela yokubala</b>	Inkxasomali ekhutshiweyo kunye neeprojekthi ezibonakalisiweyo kwizicwangciso zoshishino zikamasipala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umnikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi /Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho
<b>Ukwahlulahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"

<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphuyezwa</b> (linkonzo eziphambili ezilinganisiweyo)	Njengoko kubhaliwe kwiAOP

<b>Inombolo yesalathisi</b>	1.7
<b>Isihloko sesalathisi</b>	Inani lamaThala eencwadi amaNcinci eemfama asekiweyo
<b>Inkcazelo emfutshane</b>	Intsebenziswano neThala leeNcwadi loMzantsi Afrika leemfama ukuseka iinkonzo ezikhethekileyo kuluntu lweemfama kumathala eencwadi akhethiweyo.
<b>Injongo</b>	Ukuphucula iinkonzo zamathala eencwadi ukubonelela ngeemfuno ezizodwa zoluntu
<b>Abaxhamli abaphambili</b>	IThala leeNcwadi loMzantsi Afrika leeMfama (SALB)
<b>Umthombo wedatha</b>	Umthombo wedatha: lingxelo zolawulo lweeprojekthi Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luya kwezeka.
<b>Idatha eqingqiweyo</b>	Ukuthembeka kolwazi olunikeziweyo
<b>lingqikelelo</b>	Inkxasomali iyafumaneka ukuze kusekwe amathala eencwadi amatsha eemfama
<b>Iindlela zoqinisekiso</b>	lingxelo zeprojekthi
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho
<b>Ukwahlwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Okujoliswe kuko kubantu abakhubazekileyo: Akukho Okujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"

<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphunyezwa</b> (linkonzo eziphambili ezilinganisiweyo)	Njengoko kukuko kwiAOP

<b>Inombolo yesalathisi</b>	<b>1.8</b>
<b>Isihloko sesalathisi</b>	Inani leenkqubo zoqeqesho ezibonelelweyo
<b>Inkcazelo emfutshane</b>	Inani leenkqubo zoqeqesho ezinikwe abasebenzi bakamasipala ukusuka kwinkxasomali enemiqathango
<b>Injongo</b>	Kukuphucula izakhono zabasebenzi bakamasipala malunga nolawulo lwamathala eencwadi oluntu
<b>Abaxhamli abaphambili</b>	Ngoomasipala
<b>Umthombo wedatha</b>	Umthombo wedatha: lingxelo kunye neRejista zokuZimasa Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luya kwezeka.
<b>Idatha eqingqiweyo</b>	Azikho
<b>Iingqikelelo</b>	Bubukho bezibonelelo zoluntu zemali
<b>Iindlela zoqiniseko</b>	lingxelo
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi / Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Okuphambili kutshintsho lomhlaba: Akukho

<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphunyezwa</b> (linkonzo eziphambili ezilinganisiweyo)	Njengoko kukuko kwiAOP

#### INKQUBO YESI4: EZEMIDLALO NOLONWABO

Izalathiso zokusebenza:

**Iimpawu zeSizwe nezePhondo:**

Inqutyana 4.2: EzeMidlalo

<b>Inombolo yesalathisi</b>	<b>4.2.1</b>
<b>Isihloko sesalathisi</b>	Inani lezikolo, iihub namaqela abonelelwe ngezixhobo kunye/okanye neempahla ngokwemimiselo nemigangatho
<b>Inkcazelo emfutshane</b>	Izikolo, iihub kunye namaqela abonelelwa ngezixhobo kunye/okanye iimpahla ukuze luqinisekise uphuhliso lwazo
<b>Injongo</b>	Ukuphuhlisa izikolo, iihub namaqela ephondweni.
<b>Abaxhamli abaphambili</b>	Zizikolo, iihub namaqela
<b>Umthombo wedatha</b>	Umthombo wedatha: Zizikolo, iihub namaqela Eyona datha isetyenzisiweyo (Ukuba yinkqubo/nguexcel):  Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa
<b>Idatha eqingqiweyo</b>	Ayikho
<b>Iingqikelelo</b>	Kukuxhobisa ngezakhona ezikolweni, kwiihub nakumaqela kuqinisekisa intathoxaxheba
<b>Iindlela zoqinisekiso</b>	Isaziso sokufunyanwa kwerisithi kunye noLuhlu lwezikolo, iihub namaqela
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umnikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI

<b>Indawo yeSalathisi</b>	<p>Inani leendawo: <input type="checkbox"/> Indawo enye    <input checked="" type="checkbox"/> Iindawo ezininzi</p> <p>Ubungakanani:  <input checked="" type="checkbox"/> KwiPhondo    <input checked="" type="checkbox"/> KwiSithili    <input checked="" type="checkbox"/> KuMasipala weNgingqi    <input type="checkbox"/> KwiWadi    <input type="checkbox"/> KwiDilesi</p> <p>linkcukacha / Idilesi /Ulungelelaniso: &lt;.....&gt;</p> <p><b>Ngeendawo ezininzi zokunikezelwa</b>, oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)</p> <p><input checked="" type="checkbox"/> EWE    <input type="checkbox"/> HAYI</p>
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Imiba ephambili yenguqu yomhlaba: Ayikho Inkcazelo ngempembelelo yomhlaba: <.....>
<b>Ukwahlulahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo
<b>Idatha yokuphuyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kukuko kwiAOP

<b>Inombolo yesalathisi</b>	<b>4.2.2</b>
<b>Isihloko sesalathisi</b>	Inani lemibutho emanyeneyo yemidlalo yesithili exhasiweyo
<b>Inkcazelo emfutshane</b>	Ukuxhasa imibutho emanyeneyo ngokwenza oko ikwazi ukwenza ekuphuhliseni nasekukhuthazeni imisebenzi neeprojekthi zemidlalo nolonwabo. limanyano ezixhasayo ngokugqithiselwa kwenkxasomali
<b>Injongo</b>	Ukuthatha inxaxheba kwezemidlalo nokugqwesa kuya kwandiswa ngeenkqubo ezicwangcisiweyo neeprojekthi
<b>Abaxhamli abaphambili</b>	limanyano zemidlalo yezithili
<b>Umthombo wedatha</b>	Umthombo wedatha: limanyano zeMidlalo yeZithili Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....>  Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa
<b>Idatha eqingqiweyo</b>	Ayikho
<b>Iingqikelelo</b>	Kukuguqula isimo soluntu kunye nokwakha ubumbano noluntu
<b>Iindlela zocinisekiso</b>	Ungeniso oluvunyiweyo/ iiMOA eziTyikityiweyo/ iintlawulo zeBAS
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lwesalathisi</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umjikelelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko

<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INDawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi /Ulungelelaniso: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Imiba ephambili yenguqu yomhlaba: Ayikho Inkcazelo ngempembelelo yomhlaba: <.....>
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo <.....>
<b>Idatha yokuphunyezwa</b> (linkonzo eziphambili ezilinganisiweyo)	Njengoko kukuko kwiAOP

<b>Inombolo yesalathisi</b>	<b>4.2.3</b>
<b>Isihloko sesalathisi</b>	Inani lemisitho engundoqo exhasiweyo
<b>Inkcazelo emfutshane</b>	Imisitho emikhulu yemidlalo exhaswa liphondo
<b>Injongo</b>	Kukuxhasa ukhenketho.
<b>Abaxhamli abaphambili</b>	ImiButho yeZithili/yePhondo
<b>Umthombo wedatha</b>	Umthombo wedatha: Izicelo ezisuka kwimiButho yeMidlalo yeSithili/yePhondo Olona luhlu lwedatha lusetyenzisiweyo (ukuba inkqubo/uexcel): <.....>. Uthethathethwano olunxulumene nomthombo wedatha luya kwenziwa
<b>Idatha eqingqiweyo</b>	None
<b>Umthombo wedatha</b>	Imali eyaneleyo nabasebenzi, unikelo lweenkonzo olufanelekileyo okusingqongileyo.
<b>Idatha eqingqiweyo</b>	Ingxelo yoMsitho, intlawulo yeBAS, Imoa, uNgeniso oluTyikityiweyo.
<b>Indlela yokubala</b>	Bala

<b>Uhlobo lokubala</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi lunokwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi Iinkcukacha / Idilesi / Ulungelelaniso: <.....> <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Ufshintsho loMhlaba</b>	Imiba ephambili yotshintsho: Inkcazelo ngempembelelo yendawo: <.....>
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Iimpilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo <.....>
<b>Idatha yokuphuyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kukuko kwiAOP

<b>Inombolo yesalathisi</b>	<b>4.2.4</b>
<b>Isihloko sesalathisi</b>	Inani leenkqubo zokomelela nempilontle eziququzelelwa ligumbi lokuzilolonga
<b>Inkcazelo emfutshane</b>	La ngamangenelelo enzelwe ukuxhobisa abasebenzi kwimiba yezemidlalo kunye neenkqubo zempilo
<b>Injongo</b>	Kukukhuthaza indlela yokuphila enempilo ephondweni.
<b>Abaxhamli Abaphambili</b>	Abasebenzi bakarhulumente weNtshona Koloni
<b>Umthombo wedatha</b>	Umthombo wedatha: nguVimba weeNkcukacha weSebe Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): N/A



<b>Idatha eqingqiweyo</b>	Ayikho
<b>lingqikelelo</b>	Kukuba abasebenzi bafuna ukuphila ubomi obusempilweni ngokuhlala bezilolonga.
<b>lindlela zokuqinisekisa</b>	Ingxelo yomsitho
<b>Indlela yokubala</b>	Bala
<b>Uhlobo lobalo</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwanelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa):  <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ingaba esi siSalathisi esiqhutywa yiMfuno? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha / Idilesi /Ulungelano: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Imiba ephambili yotshintsho: Inkcazelo ngempembelelo yendawo: <.....>
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: Akukho Okujoliswe kuko kulutsha: Akukho Ekujoliswe kuko kubantu abakhubazekileyo: Akukho Ekujoliswe kuko kubantu abadala: Akukho <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukuseleko <input checked="" type="checkbox"/> iMpilonhle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo <.....>
<b>Idatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	Njengoko kukuko kwiAOP

<b>Inombolo yesalathisi</b>	<b>4.2.5</b>
<b>Isihloko sesalathisi</b>	Inani lemisisitho yokuwonga ebanjiweyo
<b>Inkcazelo emfutshane</b>	Dala iqonga lokuwonga nokuvuza abo bagqwesileyo xa bebethatha inxaxheba kwintlobontlobo zemidlalo. Ukubawonga nokuqwalasela abaphumeleleyo kwiMidlalo abanegalelo ekuphuhliseni, ukutshintsha, kunye nokukhula kwemidlalo eMzantsi Afrika.

<b>Injongo</b>	Ukuwonga nokuvuzwa ukuzimisela nokugqwesa kwimidlalo.
<b>Abaxhamli Abaphambili</b>	Abadlali, amagosa, abaqeqeshi, abalawuli, kunye nagqala emidlalo
<b>Umthombo wedatha</b>	Umthombo wedatha: nguVimba weeNkcukacha weSebe Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): N/A Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa.
<b>Idatha eqingqiweyo</b>	Ayikho
<b>Iingqikelelo</b>	Ukubakho kwemali
<b>Iindlela zokuqinisekisa</b>	INGxelo yomsitho
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lobalo</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Eyongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyanyiseka Ingaba esi siSalathisi esiqhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiseMgangathweni <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha/Idilesi / Izalathisi: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi woXanduva
<b>Utshintsho loMhlaba</b>	Imiba ephambili yotshintsho:N/A Inkcazelo ngempembelelo yendawo: <.....>
<b>Ukwahlwahlulwa kwabaxhamli – Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kubantu abakhubazekileyo: <.....> Okujoliswe kuko kubantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo: <.....>
<b>IDatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.2.6</b>
<b>Isihloko sesalathisi</b>	Iintsuku zemidlalo nolonwabo ezisingethiweyo

<b>Inkcazelo emfutshane</b>	lintsuku zemidlalo nolonwabo ezenzelwe abasebenzi ukuze bazibandakanye neenkuqubo zempilontle
<b>Injongo</b>	Ukuxhobisa nokukhuthaza indlela yokuphila esempilweni nokufaka ubumbano kubasebenzi.
<b>Abaxhamli Abaphambili</b>	Abasebenzi borhulumente weNtshona Koloni
<b>Umthombo wedatha</b>	Umthombo wedatha: weSebe Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): N/A Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa.
<b>Idatha eqingqiweyo</b>	Ayikho
<b>Iingqikelelo</b>	N/A
<b>Iindlela zokuqinisekisa</b>	INgxelo yomsitho
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lobalo</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Engongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukuyaniseka Ingaba esi siSalathisi esiqhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INDawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha/Idilesi /Izalathisi: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi onoXanduva
<b>Utshintsho loMhlaba</b>	Imiba ephambili yotshintsho:N/A Inkcazelo ngempembelelo yendawo: <.....>
<b>Ukwahlwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Ekujoliswe kuko kubantu abakhubazekileyo: <.....> Ekujoliswe kuko kubantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu": <.....>
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo: <.....>
<b>IDatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.2.7</b>
<b>Isihloko sesalathisi</b>	Inani yabantu bemidlalo abaqeqeshiweyo
<b>Inkcazelo emfutshane</b>	Inani lamagosa emidlalo aye kwiikhosi ezinxulumene nemidlalo
<b>Injongo</b>	Abantu bemidlalo kwimanyano
<b>Abaxhamli Abaphambili</b>	Iimanyano zemidlalo zesithili
<b>Umthombo wedatha</b>	Umthombo wedatha: weSebe Eyona datha isetyenziswayo (ukuba inkqubo/nguexcel): <.....> Uthethathethwano olunxulumene nomthombo wedatha luza kwenziwa.
<b>Idatha eqingqiweyo</b>	Ayikho
<b>Iingqikelelo</b>	N/A
<b>Iindlela zokuqinisekisa</b>	INgxelo yomsitho
<b>Iindlela yokubala</b>	Bala
<b>Uhlobo lobalo</b>	Eyongezelekayo <input checked="" type="checkbox"/> Unyaka-Siphelo <input type="checkbox"/> Unyaka-ukuya-kumhla <input type="checkbox"/> Engongezelekiyo
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emini
<b>Ukusebenza okunqwenelwayo</b>	<input type="checkbox"/> Ekungaphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ekungaphantsi kunoko kujoliswe kuko <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa): <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukuyaniseka
	Ingaba esi siSalathisi esiqhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubungakanani: <input checked="" type="checkbox"/> KwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> KuMasipala weNgingqi <input type="checkbox"/> KwiWadi <input type="checkbox"/> KwiDilesi  Iinkcukacha /Idilesi / Izalathisi: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi onoXanduva
<b>Utshintsho loMhlaba</b>	Imiba ephambili yotshintsho:N/A Inkcazelo ngempembelelo yendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kubasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Ekujoliswe kuko kubantu abakhubazekileyo: <.....> Ekujoliswe kuko kubantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Inguqulelo, iNkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi ziphezulu"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazelo yentlekele echongiweyo: <.....>
<b>IDatha yokuphunyezwa (linkonzo eziphambili ezilinganisiweyo)</b>	NgokweAOP

<b>Indawo yesalathiso</b>	Inani leendawo: <input type="checkbox"/> Indawo eNye <input checked="" type="checkbox"/> Indawo eziNinzi Ubungakanani: <input checked="" type="checkbox"/> Iphondo <input checked="" type="checkbox"/> Isithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> lwadi <input type="checkbox"/> Idilesi Inkcukacha / Idilesi / Uququzelelo: <.....> Kwiindawo ezininzi zokuhanjiswa, ingaba oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathiso</b>	UMphathi onoXanduva
<b>Indawo yeNguqu</b>	Iindawo eziphambili zenguqu: N/A Inkcazo yefuthe lendawo: <.....>
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amalungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kwabantu abaphila nokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko kunye noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Imeko yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuPhunyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.2.10</b>
<b>Isihloko sesalathisi</b>	Inani longenelelo elixhasiweyo labasetyhini naMantombazana
<b>Inkcazelo emfutshane</b>	Imisitho yabasetyhini naMantombazana ekhuthaza ezemidlalo nemisebenzi yolonwabo yeli qela lwabaxhamli.
<b>Injongo</b>	Uphuhliso lwezemidlalo nolonwabo lwabasetyhini namantombazana.
<b>Abaxhamli abaPhambili</b>	Abasetyhini namantombazana
<b>Inkcukacha yomthombo</b>	Inkcukacha yomthombo: limanyano zeMidlalo Itheyibhile yenkcukacha eyiyo esetyenzisiweyo (ukuba yisistimu/uexcel): N/A Uthethathethwano olunxulumene nomthombo weenkcukacha luya kwenzeka.
<b>Umda weenkcukacha</b>	Awukho
<b>Iingqikelelo</b>	Ukuxhobisa abasetyhini namantombazana ukuba bathathe inxaxheba kwezemidlalo nezolonwabo
<b>Iindlela zokuqinisekisa</b>	Irejista yokuZimasa/lingxelo zemisitho/Uluhlu lwemisitho
<b>Uhlobo lokubala</b>	Ubalo
<b>Uhlobo lokubala</b>	Olongezelelweyo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngo <input type="checkbox"/> Olungongezelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emibini
<b>Umsebenzi onqwenekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathiso esiqhutywa yimfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili, ukuba (izii)nikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhethe oluninzi lunokwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukuyaniseka Ingaba esi sisalathisi esiqhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI

	Ingaba esi Silathisi esiQhelekileyo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INDawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo eNye <input checked="" type="checkbox"/> Indawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala kuMasipala <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha / Idilesi / Uququzelelo: <.....>  Kwiindawo <b>ezininzi zokuhanjiswa</b> , ingaba oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>Inguqu kwiNdawo</b>	Okuphambili kwinguqu yendawo: N/A Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulwahlulwa kwaBaxhamli Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kwabantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuphuyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.2.11</b>
<b>Isihloko sesalathisi</b>	Inani leeprojekthi zokukhubazeka neenkqubo ezixhasiweyo
<b>Inkcazo emfutshane</b>	Iiprojekthi zokukhubazeka ezikhuthaza ezemidlalo nemisebenzi yokonwaba yeli qela labaxhamli..
<b>Injongo</b>	Ukuphuhlisa kwezemidlalo kwabantu abanokukhubazeka.
<b>Abaxhamli abaPhambili</b>	Abantu bezemidlalo abanokukhubazeka
<b>Umthombo wovimba weenkukacha</b>	Umthombo wovimba weenkukacha: Sport federations Itheyibhile yeenkukacha eyiyo esetyenzisweyo (ukuba yisistimu/uexcel): <.....>  Uthethathethwano olunxulumene nomthombo weenkukacha luya kwenzeka.
<b>Data limitations</b>	Ayikho
<b>Iingqikelelo</b>	Ukuxhobisa abantu abanokukhubazeka ukuze bathathe inxaxheba kwezemidlalo nolonwaboreation
<b>Iindlela zokuqinisekisa</b>	IRejista yabaZimasileyo/lingxelo zemisitho/Uluhlu lwemisitho
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Olongezelelweyo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelwanga
<b>Umjikelelo wokunikwa kwengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emibini
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi salathiso soNikezelo lweenkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo ephambili ukuba izinikelo eziye zalinganiswa ngesi salathisi ziya kuphucula (ukhetho oluninzi nalo lunokwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> RUKusabela <input type="checkbox"/> Ukunyanyiseka Ngaba esi Salathisi eSiqhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> NHAYI

	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo eNye <input checked="" type="checkbox"/> IIndawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> KwiSithili <input checked="" type="checkbox"/> kuMasipala weNgigqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha / Idilesi / Uququzelelo: <.....>  Kwi <b>indawo ezininzi zokuhanjiswa</b> , ngaba oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> WE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>INGuqu yeNdawo</b>	Okuphambili kwinguqu yendawo: N/A Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kolutsha: <.....> Okujoliswe kuko kwabantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukukhuseleka <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ubuchule, Inkcubeko kunye noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Iinkcukacha zokuPhunyezwa</b> (Iinkonzo eziphambili zilinganisiwe)	NgokweAOP

## IZALATHISI ZEPHONDO

Inkqutyana 4.3: Ezolonwabo

<b>Inombolo yesalathisi</b>	4.3.1
<b>Isihloko sesalathisi</b>	Inani leekhowudi zemibutho yezeMidlalo yeMveli exhasiweyo.
<b>Inkcazo emfutshane</b>	Inani lemidlalo yemibutho yesithili neyephondo yemveli encedisiweyo
<b>Injongo</b>	Ukuphucula ulawulo lwentsebenziswano nokubandakanya koluntu olwandisiweyo
<b>ABaxhamli abaPhambili</b>	IMidlalo yeMveli yamalungu eqela, amalungu esigqeba soLawulo namagosa obuchwepheshe.
<b>Umthombo wovimba</b>	Umthombo wovimba: IKomiti yesigqeba soLawulo yombutho ngamnye Itheyihbile yeenkcukacha esetyenzisiweyo (ukuba yisistimu/uexcel): <.....> Uthethathethwano olunxulumene nomthombo wovimba luza kwenzeka..
<b>Umda weenkcukacha</b>	Akukho nanye
<b>Uqikelelo</b>	Imibutho inikwa ingqalelo yikhowudi yombutho wesizwe onxulumeneyo.
<b>Iindlela zokuqinisekisa</b>	Irejista yokuZimasa kunye/okanye imizuzu yentlanganiso
<b>Iindlela yokubala</b>	Ukubalwa kwenani lezisekelo



<b>Uhlobo lobalo</b>	Olungezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo kwiminyaka emibini
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi seNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili ukuba okuhanjisiweyo kwalinganiswa ngesi salathisi ziza kuphucuka (ukhetho oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi Salathisi Siqhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> NHAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo eNye <input checked="" type="checkbox"/> Iindawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Uququzelelo: <.....>  Ngeendawo ezininzi zokunikezelwa, ngaba oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi onoXanduva
<b>Indawo yeNguqu</b>	Okuphambili kwindawo yenguqu: N/A Inkcazelo yefuthe lendawo: <.....>
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kubantu abaphila nokukhubazeka: <.....> Okujoliswe kuko kubantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> SUkhuseleko <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuphuyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.3.2</b>
<b>Isihloko sesalathisi</b>	Inani lamaZiko ezoLonwabo axhasiweyo.
<b>Inkcazo emfutshane</b>	Inani lamaZiko ezoLonwabo afumana iinkonzo ePhondweni.
<b>Injogo</b>	Ukwandisa ukubandakanywa koluntu nokuthatha inxaxheba kwenginginya
<b>ABaxhamli abaPhambili</b>	Uluntu lwengingqi olusondele kwindawo yeziko. Amaqela abemi abadala, i(ama)ziko leECD, amaqela olutsha olusafundayo kunye neMidlalo yeMveli
<b>Umthombo kavimba weenkukacha</b>	Umthombo weenkukacha: kwiSebe leManyano lezeMidlalo lePhondo leNtshona Koloni Itheyibhile yeenkcukacha eyiyo esetyenzisweyo (ukuba yisistimu/uexcel): <.....>  Uthethathethwano olunxulumene nomthombo weenkukacha luya kwenzeka.
<b>Umda weenkukacha</b>	Akukho nanye
<b>Iingqikelelo</b>	Ukusebenza kweziko nentsebenziswano

<b>Iindlela zokuqinisekisa</b>	Uluhlu lwabaqeqesh kuMaziko ezoLonwabo
<b>Uhlobo lokubala</b>	Inani lamaZiko ezoLonwabo asungulweyo naxhasiweyo
<b>Uhlobo lokubala</b>	Olungezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikele wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esiSisalathisi sokuHambisa iNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili ukuba is(z)inikelo esiye salinganiswa ngesi salathisi siya kuphucula (ukhettho oluninzi lunokwenziwa): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi Salathisi siQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Isalathisi seNdawo</b>	Inani leendawo: <input type="checkbox"/> INdawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha / Idilesi / Uququzelelo: <.....>  Ngeendawo ezininzi zokunikezelwa, ngaba oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>INGuqu yeNdawo</b>	Okuphambili kwinguqu yendawo: N/A Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu</b>	Okujoliswe kuko kubantu basetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kubantu abanokukhubazeka: <.....> Okujoliswe kuko kubantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>INkcukacha yokuPhunyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.3.3</b>
<b>Isihloko sesalathisi</b>	Inani labasebenzi abaqeshwe kwiNkqubo yezoLonwabo
<b>Inkcazelo emfutshane</b>	Inani labantu (abaqeqeshi) abaphantsi kwezolonwabo kumaZiko ezoLonwabo.
<b>Injongo</b>	Ukwanda kunye/okanye igalelo kumathuba emisebenzi
<b>ABaxhamli abaPhambili</b>	Abasebenzi abaqeshwe kumaziko, amaqela ekujoliswe kuwo azimasa imisebenzi yamaziko ezolonwabo nafumana iinkonzo kubaqeqeshi.
<b>Umthombo wovimba weenkukacha</b>	Umthombo weenkukacha: kwiSebe leManyano lezeMidlalo lePhondo leNtshona KoloniItheyibhile yeenkcukacha eyiyo esetyenzisweyo (ukuba yistimu/uexcel): <.....>
<b>Umda weenkukacha</b>	Uthethathethwano olunxulumene nomthombo weenkukacha luya kwenzeka.. Awukho

<b>Iingqikelelo</b>	Kuza kubakho abasebenzi bonyaka mali opheleleyo
<b>Iindlela zokuqinisekisa</b>	Iikhontrakthi kunye/okanye iincwadi zolwandiso
<b>Uhlobo lokubala</b>	Ukubalwa kwenani labasebenzi abaqeshiweyo
<b>Uhlobo lokubala</b>	Olongezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuHambisa iNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , aqinisekisa i(i)ndawo eziphambili ukuba is(z)inikelo esiye salinganiswa ngesi salathisi siya kuphucula (ukhettho oluninzi lunokwenziwa) (ukhettho oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Intembeko <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka
	Ngaba esi Salathisi siQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Isalathisi seNdawo</b>	Inani leendawo: <input type="checkbox"/> Indawo eNye <input checked="" type="checkbox"/> Iindawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Uququzelelo: <.....>  Kwiindawo ezininzi zokuhanjiswa, ingaba oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>Inguqu kwiNdawo</b>	Okuphambili kwinguqu yendawo: N/A Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli AmaLungelo amaQela oluntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kubantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi"
<b>IsiCwangciso soPhumezo lweQhinga (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , nika inkcazo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuPhunyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

Inkqatyana 4.4: IMidlalo yeZikolo

<b>Inombolo yesalathisi</b>	<b>4.4.1</b>
<b>Isihloko sesalathisi</b>	Inani lezithili ezixhaswa yi/ngemidlalo yezikolo
<b>Inkcazo yesalathisi</b>	Inani lezithili ezixhaswa ngofikelela kumathuba emidlalo yezikolo
<b>Injongo</b>	Dala ukufikelela kwezithili ukuze zithathe inxaxheba kwimisebenzi yemidlalo yesikolo ukuze zilungele ukhophiswano ephondweni
<b>ABaxhamli abaPhambili</b>	Ulutsha olusafundayo kwizithili ezininzi
<b>Umthombo wovimba weenkukacha</b>	Umthombo weenkukacha: aBaphathi beZithili/Abaququzeleli Itheyibhile yeenkcukacha eyiyo esetyenzisiweyo (ukuba yinkqubo/uexcel): <.....>  Uthethathethwano olunxulumene nomthombo weenkukacha luya kwenzeka.

<b>Umda weenkukacha</b>	Ukusilela kweenkcukacha ezivela kwimibutho yesithili
<b>lingqikelelo</b>	Ukusebenza kwezithili nentsebenziswano
<b>lindlela zokuqinisekisa</b>	lirejista zokuzimasa nemizuzu yeentlanganiso
<b>Indlela yokubala</b>	Uballo lwamanani ezithili
<b>Uhlobo lokubala</b>	Olongezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka uza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenekayo</b>	<input type="checkbox"/> HNgaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathiso sokuHanjiswa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo ukuba i(izi)sinikelo eziye zalinganiswa ngesi salathisi ziya kuphucula ziyakuphucula (ukhetho oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemis <input type="checkbox"/> Intembeko <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>INdawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> INdawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> lwadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Uququzelelo: <.....>  Ngeendawo ezininzi zokunikezelwa, oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi onoXanduva
<b>Inguqu kwiNdawo</b>	Okuphambili kwiinguqu zendawo: Kuzo zonke izithili zoomasipala nezemfundo Inkcazelo yendawo Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlwahlulwa kwabaxhamli Amalungelo amaQela oluntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kubantu abanokukhubazeka: <.....> Okujoliswe kuko kubantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuPhunyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.4.2</b>
<b>Isihloko sesalathisi</b>	Inani leeKlasta zoBumelwane ezixhaswayo
<b>Inkcazo emfutshane</b>	Inani leeKlasta zoBumelwane ezifumana iinkonzo ePhondweni.
<b>Injongo</b>	Ukukhuthaza nokuququzelela iNkcubeko, uBugcisa, ezoLonwabo, ezeMfundo nemisebenzi yezeMidlalo kwiphondo ngokubanzi kwasebumelwaneni..
<b>ABaxhamli abaPhambili</b>	Ulutsha olusafundayo kwiiklasta ezichongiweyo

<b>Umthombo wovimba wenkcukacha</b>	Umthombo weenkcukacha: Abaphathi/abaququzeleli beSithili Itheyibhile yeenkcukacha eyiyo esetyenzisiweyo (ukuba yisistimu/uexcel): <.....>  Uthethathethwano olunxulumene novimba weenkcukacha luya kwenzeka.
<b>Umda weenkcukacha</b>	Awukho
<b>lingqikelelo</b>	Ukusebenza kweklasta nentsebenziswano yezikolo ezinamakhwenkwe namantombazana
<b>Iindlela zokuqinisekisa</b>	Qinisekisa iincwadi
<b>Iindlela yokubala</b>	Ukubalwa kwenani loBumelwana
<b>Uhlobo lokubala</b>	Olungezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ngaba esi siSalathisi sokuHanjiswa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo eziphambili ukuba is(z)inikelo esiyi salinganiswa ngesi salathisi siya kuphucula (ukhetho oluninzi lunokwenziwa) (ukhetho oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Intembeko <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukuyaniseka Ngaba esi siSalathisi siQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Isalathisi seNdawo</b>	Inani leendawo: <input type="checkbox"/> INdawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha / Idilesi / Uququzelelo: <.....>  Ngeendawo ezininzi zokunikezelwa, oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>INGuqu yeNdawo</b>	Okuphambili kwiinguqu zendawo: Kuzo zonke izithili zoomasipala nezemfundo Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlwahlulwa kwabaxhamli - AmaQela amalungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kwabantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> Ukukhuseleka <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuPhunyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.4.3</b>
<b>Isihloko sesalathisi</b>	Inani labasebenzi abaqeshwe kwakwiNkqubo yeZikolo zoBumelwane
<b>Inkcazo emfutshane</b>	Inani Labantu abaqeshwe kwakwiNkqubo yeZikolo zoBumelwane
<b>Injongo</b>	Ukwandisa amathuba emisebenzi nokwandisa umgangatho wempilo wabantu abangasebenziyo eluntwini.

<b>Abaxhamli abaPhambili</b>	Uluntu olungasebenziyo
<b>Umthombo weenkukacha</b>	Umthombo weenkukacha: iManyano yezeMidlalo yePhondo leNtshona Koloni ltheyibhile yeenkukacha eyiyo esetyenzisiweyo (ukuba yisistimu/uexcel): <.....>  Uthethathethwano olunxulumene nomthombo weenkukacha uya kwenzeka.
<b>Umda weenkukacha</b>	Akukho nanye
<b>Iingqikelelo</b>	Kuza kuba kukho abasebenzi kunyaka mali ogcweleyo
<b>Iindlela zokuqinisekisa</b>	likhontrakthi ezityikityiweyo kunye/okanye iincwadi ezandisiweyo
<b>Iindlela yokubala</b>	Ubalo lwenani labasebenzi abaqeshiweyo.
<b>Uhlobo lokubala</b>	Olungezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenekayo</b>	<input type="checkbox"/> Okuphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> kujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuHanjiswa? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo ephambili ukuba is(z)inikelo esiye salinganiswa ngesi salathisi siya kuphucula (ukhettho oluninzi lunokwenziwa) (ukhettho oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Intembeko <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka Ngaba esi siSalathisi esiQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ngaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Isalathisi seNdawo</b>	Inani leendawo: <input type="checkbox"/> INdawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha / Idilesi /Izalathisi: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>INGuqu yeNdawo</b>	Okuphambili kwiinguqu zendawo: Kuzo zonke izithili zoomasipala nezemfundo Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kwabantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla": <.....>
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> Ukukhuseleka <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuPhunyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>4.4.4</b>
<b>Isihloko sesalathisi</b>	Inani lamaZiko eSikolo oBumelwane axhasiweyo
<b>Inkcazo emfutshane</b>	Isixa samaZiko eSikolo oBumelwane anikwe iinkonzo.

<b>Injongo</b>	Ukongezo kobumbano neNxaxheba yeSininzi Phakathi kwabathathi nxaxheba ezikolweni nakuntu olwalufudula luhlelelekile.
<b>ABaxhamli abaPhambili</b>	Izikolo ezikwindawo ezichongiweyo, kwananjalo nolutsha olufundayo oluyayo ezikolweni
<b>Umthombo weenkukacha</b>	Umthombo weenkukacha: AbaPhathi beSithili/Abaququzeleli Itheyibhile yeenkukacha eyiyo esetyenzisiweyo (ukuba yisistimu/uexcel): <.....>  Uthethathethwano olunxulumene nomthombo weenkukacha uya kwenzeka.
<b>Umda weenkukacha</b>	Awukho
<b>Iingqikelelo</b>	Ukusebenza kwezikolo nentsebenziswano
<b>Iindlela zokuqinisekisa</b>	Ukuqinisekiswa kokutyikitywa kweeleta zesikolo zifakwe nestampu.
<b>Iindlela yokubala</b>	Ukubalwa kwenani lamaZiko eSikolo oBumelwane axhasiweyo.
<b>Uhlobo lokubala</b>	Olongezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Okuphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuNikezelwa kweeNonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo ephambili ukuba is(z)inikelo esiye salinganiswa ngesi salathisi siya kuphucula (ukhetho oluninzi lunokwenziwa) (ukhetho oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Intembeko <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyaniseka  Ingaba esi siSalathisi esiQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Isalathisi seNdawo</b>	Inani leendawo: <input type="checkbox"/> INdawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha/Idilesi / Izalathisi: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoxanduva
<b>INGuqu yeNdawo</b>	Okuphambili kwiinguqu zendawo: Kuzo zonke izithili zoomasipala nezemfundo Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu</b>	Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kwabantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> Ukukhuseleka <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuPhunyezwa (linkonzo eziphambili zilinganisiwe)</b>	NgokweAOP

#### IZALATHISI ZEPHONDO

Inkqutyana4.5: Inkqubo yeMOD

<b>Inombolo yesalathisi</b>	<b>4.5.1</b>
<b>Isihloko sesalathisi</b>	Inani lamaZiko eMOD axhasiweyo
<b>Inkcazo emfutshane</b>	Isixa samaZiko eMOD axhasiweyo.
<b>Injongo</b>	Ukongezo kobumbano neNxaxheba yeSininzi Phakathi kwabathathi nxaxheba ezikolweni nakuntu olwalufudula luhlelelekile.
<b>ABaxhamli abaPhambili</b>	Ulutsha oluhamba isikolo
<b>Umthombo weenkukacha</b>	Umthombo weenkukacha: ISikolo Itheyibhile yeenkukacha eyiyo esetyenzisiweyo (ukuba yisistimu/uexcel): <.....>  Uthethathethwano olunxulumene nomthombo weenkukacha uya kwenzeka.
<b>Umda weenkukacha</b>	Awukho
<b>Iingqikelelo</b>	Ukusebenza kwezikolo nentsebenziswano
<b>Iindlela zokuqinisekisa</b>	Ukuqinisekiswa kokutyikitywa kweeleta zesikolo zifakwe nestampu.
<b>Iindlela yokubala</b>	Ukubalwa okubhekiselele kumaZiko eMOD axhasiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olongezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Okuphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo ephambili ukuba is(z)injikelo esiye salinganiswa ngesi salathisi siya kuphucula (ukhethe oluninzi lunokwenziwa) (ukhethe oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Intembeko <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukuyaniseka Ingaba esi siSalathisi esiQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Isalathisi seNdawo</b>	Inani leendawo: <input type="checkbox"/> INdawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha/Idilesi /Izalathisi: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>INGuqu yeNdawo</b>	Okuphambili kwiinguqu zendawo: N/A Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kwabantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> imisebenzi <input type="checkbox"/> Ukukhuseleka <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>



<b>Inkcukacha yokuPhunyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP
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<b>Inombolo yesalathisi</b>	<b>4.5.2</b>
<b>Isihloko sesalathisi</b>	Inani labasebenzi abaqeshwe kule Nkqubo yeMOD
<b>Inkcazo emfutshane</b>	Isixa sisonke sabasenzi abaqeshwe kule Nkqubo yeMOD.
<b>Injongo</b>	Ukwandiswa kwamathuba emisebenzi nokwandiswa komgangatho wobomi wamalungu angaphangeliyo ekuhlaleni.
<b>ABaxhamli abaPhambili</b>	Ulutsha oluhamba isikolo
<b>Umthombo weenkukacha</b>	Umthombo weenkukacha: IManyano yeMidlalo yePhondo leNtshona Koloni ltheyibhile yeenkukacha eyayo esetyenzisiweyo (ukuba yisistimu/uexcel): <.....>  Uthethathethwano olunxulumene nomthombo weenkukacha uya kwenzeka  .
<b>Umda weenkukacha</b>	Awukho
<b>lingqikelelo</b>	Kuzakubakho abasebenzi kunyaka mali wonke.
<b>Iindlela zokuqinisekisa</b>	Isivumelwano esityikityiweyo kunye/okanye neleta yokwandisa
<b>Iindlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Olongezelelweyo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungongezelelwanga
<b>Umjikelo wokunikwa kwengxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Ngonyaka <input type="checkbox"/> Biennially Rhoqo emva kweminyaka emibini
<b>Umsebenzi onqwenelekayo</b>	<input type="checkbox"/> Okuphezulu kunokujoliswe kuko <input checked="" type="checkbox"/> Ekujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi sokuNikezelwa kweeNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>ewe</b> , qinisekisa i(i)ndawo ephambili ukuba is(z)inikelo esiye salinganiswa ngesi salathisi siya kuphucula (ukhetho oluninzi lunokwenziwa) (ukhetho oluninzi lungenziwa nalo): <input checked="" type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Intembeko <input type="checkbox"/> Ukusabela <input type="checkbox"/> Ukunyanyiseka  Ingaba esi siSalathisi esiQhutywa yiMfuno? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ingaba esi siSalathisi esiseMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
<b>Isalathisi seNdawo</b>	Inani leendawo: <input type="checkbox"/> INdawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi  Ubungakanani: <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> kwiDilesi  Inkcukacha/Idilesi /Izalathisi: <.....>  <b>Ngeendawo ezininzi zokunikezelwa</b> , oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isalathisi soxanduva</b>	UMphathi onoXanduva
<b>INGuqu yeNdawo</b>	Okuphambili kwiinguqu zendawo: Inkcazelo yefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu</b>	Okujoliswe kuko kwabasetyhini: <.....> Okujoliswe kuko kulutsha: <.....> Okujoliswe kuko kwabantu abanokukhubazeka: <.....> Okujoliswe kuko kwabantu abadala: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingentla"

<b>IsiCwangciso soPhumezo lweQhinga lePhondo (PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukukhuseleka <input checked="" type="checkbox"/> Intlalontle <input type="checkbox"/> Ubuchule, Inkcubeko noLawulo  <input type="checkbox"/> "Akukho nanye kwezi zingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>ewe</b> , bonelela ngenkcazelo yentlekele echongiweyo: <.....>
<b>Inkcukacha yokuPhunyezwa</b> (linkonzo eziphambili zilinganisiwe)	NgokweAOP
<b>Inombolo yesalathisi</b>	<b>4.5.3</b>
<b>Isihloko sesalathisi</b>	Inani lezithili ezinikwa inkxaso yi-/kwiNkqubo yeMOD
<b>Ingcaciso emfutshane</b>	Inani lezithili, njengoko zahlulahlulwe yiWCED, ezinikezela ngeentshukumo zasemva kwesikolo
<b>Injongo</b>	Kukwandisa ukuthatyathwa kwenxaxheba ngokuthi kugxilwe ekuthatyathweni kwenxaxheba ziinginginya kwanokuphakamisa ukubandakanyeka koluntu lokuhlala.
<b>AbaXhamli abaPhambili</b>	Lulutsha oluhamba isikolo
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: ngabaLawuli/ngabaQulunqi beZilithi Eyona theybhile yeenkcukacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlango oza kube ujongene nemithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Ingcikelelo</b>	Ukusebenza kwanokusebenzisana kwizithili
<b>Uhlobo lokuqinisekisa</b>	Iincwadi zeziqinisekiso neziximfizwe uphawu lwequmrhu.
<b>Indlela yokubala</b>	Kukubala okusekelwe kwinqanaba kwiZithili zeWCED ezithe zanikwa inkxaso
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko: <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uxanduva lwesalathisi</b>	NgumPhathi woXanduva
<b>Indawo yeNguqu</b>	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu</b>	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	<input checked="" type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> Ukukhuseleko <input checked="" type="checkbox"/> Impilontle <input type="checkbox"/> Innovation, Culture and Governance  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>Isimo sentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele echongiweyo leyo: <.....>

<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>
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<b>Inombolo yesalathisi</b>	<b>4.6.1</b>
<b>Isihloko sesalathisi</b>	Inani labasebenzi abathe baqeqeshwa
<b>Ingcaciso emfutshane</b>	Uqeqesho lwabasebenzi abakhoyo beenkqubo zasemva kwesikolo
<b>Injongo</b>	Ukuthatyathwa kwenxaxheba kuthabatha indawo yomgangatho ngoko ke kubalulekile ekuqwalaseleni ukusebenza kwenkqubo
<b>AbaXhamli abaPhambili</b>	Abaqeqeshi baSemva kweSikolo kunye naBasebenzi abasebenzela uRhulumente kwakunye nemibutho negekho phantsi kolawulo lwaseburhulumenteni
<b>Intsusa yeenkcukacha</b>	Source of data: Training registers Actual data table used (if system/excel): <.....>  An engagement relating to the data source will take place.
<b>Ukusilela kweNkcukacha</b>	None
<b>Inggikelelo</b>	Inkxasomali yokuhlawulela uqeqesho isagciniwed
<b>Uhlobo lokuqinisekisa</b>	Ziirejista zokuzimasa
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(zi)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSemgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uxanduva lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(zi)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeNguqu</b>	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu</b>	Ingaba si siSalathisi esiSemgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	<p>Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo ezininzi</p> <p>Ubukhulu:  <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi</p> <p>Inkcukacha / Idilesi / Izalathisi: &lt;.....&gt;</p> <p>Kwimeko <b>yeendawo ezininzi zokudilivarisha</b>, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP)  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Isimo sentlekele</b>	UMphathi weNkqutyana
<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	Oondogo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>

<b>Inombolo yesalathisi</b>	<b>4.6.2</b>
<b>Isihloko sesalathisi</b>	Inani lamathuba asentsebenzweni athe adalwa
<b>Ingcaciso emfutshane</b>	Amava entsebenzo kulutsha oluphakathi kwama18 – 25 abakhokelela kwizifundo okanye engqeshweni.
<b>Injongo</b>	Ukuhanjiswa koondogo beVIPnokuzinikela
<b>AbaXhamli abaPhambili</b>	Lulutsha olungaphangeliyo kunye neNEETS ephakathi kwama18 nama25 obudala
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: nguMvuzwana Eyona theybhile yeenkcukacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuzo kubanjwa umhlangano ochaphazela imithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Ukuzimasa kolutsha kungakhokelela kwini elingentla labantu
<b>Ingqikelelo</b>	Izikolo ziyaqhuba nokunikezela inkxaso ekumiselweni kwale nkqubo
<b>Uhlobo lokuqinisekisa</b>	Ngamarekhodi emivuzwana
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	<p>Ingaba sisalathisi senkqubo yokuNikezelwa kweNkonzo esi?  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI          Ukuba <b>kunjalo</b>, qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangoko):  <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p> <p>Ingaba esi siSalathisi esiQhutywa siSidingo?  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p> <p>Ingaba si siSalathisi esiSemgangathweni?  <input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
<b>Indawo yeSalathisi</b>	<p>Inani leeNdawo: <input type="checkbox"/> Indawo eNye <input checked="" type="checkbox"/> IiNdawo eziNinzi</p> <p>Ubukhulu:  <input checked="" type="checkbox"/> kwiPhondo <input checked="" type="checkbox"/> DkwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WkwiWadi <input type="checkbox"/> kwiDilesi</p> <p>Inkcukacha / Idilesi / Izalathisi: &lt;.....&gt;</p> <p><b>Kwiindawo ezininzi zokusebenza</b>, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP)  <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>

<b>Uxanduva lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeNguqu</b>	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu</b>	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isimo sentlekele</b>	UMphathi weNkqutyana
<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>

<b>Inombolo yesalathisi</b>	<b>4.6.3</b>
<b>Isihloko sesalathisi</b>	Inani leMihlangano yamahlakani angaphandle (imibutho engekho phantsi kolawulo lwaseburhulumenteni, abaXhasi ngemali, iiNqununu)
<b>Ingcaciso emfutshane</b>	Kukusindlekwa koluntu lokuhlala kwinkqubo yokwabelana ngezifundo, izixhobo kunye nezibonelelo
<b>Injongo</b>	Inkqubo yesalathisi soLuntu ngokubanzi
<b>AbaXhamli abaPhambili</b>	Abaxhasi ngemali kunye namalungu emibutho engekho phantsi kwaseburhulumenteni athe atyikitya kumaqonga
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: lirejista zokuzimasa Eyona theybhile yeenkcukacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlangano oza kuchaphazela imithombo yolwazi.
<b>Ukusilela kweeNkcukacha</b>	lirejista ezigcinwe lihlakani
<b>Ingqikelelo</b>	Ukuzimasa kuthabatha indawo yomgangatho
<b>Uhlobo lokuqinisekisa</b>	iiRejista
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

<b>Indawo yeSalathisi</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uxanduva lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)i linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeNguqu</b>	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu</b>	Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isimo sentlekele</b>	UMphathi weNkqutyana
<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>

<b>Inombolo yesalathisi</b>	<b>4.6.4</b>
<b>Isihloko sesalathisi</b>	Inani lolutsha olusemngciphekweni wokuthabatha inxaxhena rhoqo nangokulandelelana kwi-ASP's
<b>Ingcaciso emfutshane</b>	Kujaliswe kubafundi abasesesikolweni abathabatha inxaxhena kwimidlalo, kwezougcosa, okanye kwiinkqubo zemfundo zasemva kwesikolo buncinci kabini ngeveki umyinge wama70% ngonyaka.
<b>Injongo</b>	Kukunciphisa inani lolutsha olusemngciphekweni
<b>AbaXhamli abaPhambili</b>	Lulutsha
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: iirekhodi zokuzimasa  Eyona theybhile esetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuya kubanjwa umhlangano ochaphazela imithombo yolwazi.
<b>Ukusilela kweeNkcukacha</b>	Ngamandla eminxeba yesinqe
<b>Inggikelelo</b>	Ukufikeleleka kwezibonelelo zabantu nezingemali
<b>Uhlobo lokuqinisekisa</b>	Amarekhodi okuzimasa
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yeyongezelekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)i linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeNguqu</b>	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu</b>	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isimo sentlekele</b>	UMphathi weNkqutyana
<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>

<b>Inombolo yesalathisi</b>	<b>4.6.5</b>
<b>Isihloko sesalathisi</b>	Inani lezikolo ezine-ASPs
<b>Ingcaciso emfutshane</b>	Zizikolo ezineenkqubo zasemva kwesikolo ezibhalisiweyo
<b>Injongo</b>	Kukudala amathuba ophuhliso olupheleleyo lwabantwana
<b>AbaXhamli abaPhambili</b>	Lulutsha
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: Amarekhodi entsebenziswano e-Edu Eyona theybhile yeenkcukacha isetyenziswayo (ukuba yinkqubo/ngu-excel): <.....>  Kuya kubanjwa umhlangano oya kuchaphazela imithombo yolwazi.
<b>Ukusilela kweeNkcukacha</b>	Ukungabi nakusebenza kweCel
<b>Inggikelelo</b>	Kukufikeleleka kwezibonelelo zoluntu kunye nezemali
<b>Uhlobo lokuqinisekisa</b>	Amarekhodi e-Edu eenkcukacha zentsebenziswano
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi

<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeNguqu</b>	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu</b>	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isimo sentlekele</b>	UMphathi weNkqutyana
<b>Inkcukacha yokuphuyezwa (linkonzo eziphambili zilinganisiwe)</b>	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>

## INKXASOMALI YOKUTHATYATHWA KWENXAXHEBA YINGINGINYA

### UPHHLISO LWAMAQELA

<b>Inombolo yesalathisi</b>	1.1
<b>Isihloko sesalathisi</b>	Inani labantu abathe baqeqeshelwa uPhuhliso lwamaQela
<b>Ingcaciso emfutshane</b>	Inani labantu abafmana uqeqesho njengabaqeqeshi, abazungezi betalente, amagosa ezobuchwepheshe, abalawuli, abaphathi bamaqela okanye ezinye nje iinkalo ezisondeleyo apho ngokuthi kunikezelwe iinkqubo zoqeqesho eziqinisekisiweyo ezinikezelwa ngenjongo yokuphangalalisa ukthatyathwa kwenxaxheba. Ngabantu abaxhamlayo kwinkxasomali yokuthatyathwa kwenxaxheba ziinginginginya kwakunye nophuhliso lwemidlalo kuphela ababalwayo. Iinkqubo zoqeqesho kwiintlobo ezithile zemidlalo kufuneka ziqinisekisiwe yimanyano yemidlalo yamazwe ngapmazwe, ngaphndle kweekhowudi ze-IG ezingenaso isiqinisekiso. Iinkqubo zoqeqesho ezifanayo kufuneka zibe ziqinisekisiwe yiSETA. Iisemina kunye nemihangano yocweyo nayo iya kwamkelwa njengongenelelo loqeqesho, kuba iziqinisekiso zokuzimasa zikhutshiwe.



<b>Injongo</b>	Kukuxhobisa abantu ngoqeqesho oluqinisekisiweyo ukuze babe nokunikzela ngeenkqubo zophuhliso lwamaqela, babe ngoko bayazinzisa.
<b>AbaXhamli abaPhambili</b>	Ngabaqeqeshi, abazungezi betalente, amagosa ezobuchwepheshe kunye nabalawuli
<b>Intsusa yeenkukacha</b>	<b>Umthombo wolwazi:</b> yirejista yokuzimasa etyikityiweyo Eyona yeybhile yeenkukacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuya kubanjwa ochaphazela imithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Ingqikelelo</b>	Kukuxhobisa ngezakhono kumaqela asezilolophini nawasezilalini
<b>Uhlobo lokuqinisekisa</b>	Inani leekhosi ezithe zanikezelwa, uQeqesho olkwiqonga lwezoBuchwephesha kunye neeWebhina
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeSalathisi</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo yeNguqu</b>	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Ukuhlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu</b>	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>IsiCwangciso soPhumezo lweQhinga loPhondo (PSIP)</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Isimo sentlekele</b>	UMphathi weNkqutyana

<b>Inkcukacha yokuphunyezwa</b> (linkonzo eziphambili zilinganisiwe)	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>
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<b>Inombolo yesalathisi</b>	<b>1.2</b>
<b>Isihloko sesalathisi</b>	Inani leeligi zeengingqi ezifumana inkxaso
<b>Ingcaciso emfutshane</b>	Inani leeligi zeengingqi ezinikwa inkxaso ngokuthi kaqinisekise ukhunjiswa kweenkqubo zemidlalo kwakunye nozinzo kuphuhliso lwamaqela. Inkxaso le iquka izikhokelo zoksebenza, iihambo kunye nokhuphiswano. Inkxaso echaphazela imali nengayichaphazeliyo imali inganikezelwa.
<b>Injongo</b>	liligi zeengingqi zisebenza njengamaqonga okuthatyathwa kwenxaxheba ngendlela enozinzo, ukuchongwa kwakunye nophuhliso lwetalente.
<b>AbaXhamli abaPhambili</b>	Baseza kuqinisekiswa

<b>Umthombo weenkukacha</b>	<b>Umthombo weenkukacha:</b> Isiqinisekiso senkxaso ebonelelweyo (sisenokuquka isiqinisekiso sentlawulo) / Amagama eeligi ezixhasiweyo, ixesha leligi neziphumo ngomdlalo ngamnye
<b>Ukusilela kweenkukacha</b>	Inkxaso ebonelelweyo ayikho semgangathweni
<b>Iingqikelelo</b>	Ukudala amathuba ukuze amaqela adlale kwiiligi okanye kwiitumente
<b>Uhlobo lokuqinisekisa</b>	Inani leeligi ezixhasiweyo.
<b>Indlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongezelekiyo
<b>Iithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Lower than target Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo sokuNikezelwa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangango): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima
	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba si siSalathisi esiSemgangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> uMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwimeko yeendawo ezininzi zokunikezela</b> , ingaba oku kuya kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMphathi weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abaphila nokukhubazeka: <.....> Kujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Ayikho kwezi zingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcamango ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Ayikho kwezi zingentla"

<b>Isimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>linkcukacha ezingoMiselo</b> (linkonzo ezingundoqo ezilinganiselweyo)	NgokweAOP

<b>Inombolo yesalathisi</b>	<b>1.3</b>
<b>Isihloko sesalathisi</b>	Inani lamaqela abonelelwe ngezixhobo kunye/okanye ngesinxibo (Jonga kwisalathisi seSizwe 4.2.3)
<b>Ingcaciso emfutshane</b>	Inani lamaqela abonelelwe ngezixhobo nesinxibo
<b>Injongo</b>	Ukubonisa inani lamaqela ancedisileyo ekunikezweni kweenkqubo zemidlalo nolonwabo ngokubonelelwa kwezixhobo nesinxibo.
<b>AbaXhamli abaPhambili</b>	Basekuqinisekiswa
<b>Umthombo weenkukacha</b>	<b>Umthombo weenkukacha:</b> Iphepha lempahla ethunyelweyo yezixhobo kunye/nesinxibo Kusetyenziswe eyona theybhile yeenkukacha (ukuba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlango ophazela umthombo weenkukacha.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Iingqikelelo</b>	Ukuxhobisa amaqela athathe inxaxheba kwimidlalo eququzelweyo
<b>Uhlobo lokuqinisekisa</b>	Ityikitywe ngamaqela ngesinxibo nezixhobo
<b>Indlela yokubala</b>	Ukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Iithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> Kwithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuNikezelwa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> Inani leendawo <input type="checkbox"/> Iindawo eziininzi  Ubukhulu: <input type="checkbox"/> kwiPhondo <input type="checkbox"/> kwiSithili <input type="checkbox"/> LokuMasipala weNgingqi <input type="checkbox"/> kwiWadi <input type="checkbox"/> iDilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  Kwimeko <b>yeendawo ezininzi zokudilivarisha</b> , ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka (iAOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

<b>Uxanduva lwesalathisi</b>	UMphathi weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abaphila nokukhubazeka: <.....> Kujoliswe kbantu abadala: <.....> <input type="checkbox"/> "Ayikho kwezi zingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcamango ezintsha, iNkcbeke nezingoLawulo  <input type="checkbox"/> "Ayikho kwezi zingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (Iinkonzo ezingundoqo ezilinganiselweyo)</b>	NgokweAOP

<b>Inombolo yesalathisi</b>	1.5
<b>Isihloko sesalathisi</b>	Inani Labantu abaqeqeshelwe ukuhambisa inkqubo yequmrhu lezemidlalo.
<b>Ingcaciso emfutshane</b>	Kuseza kunikezelwa uqeqesho kubasebenzi bezemidlalo (kuquka nabaqeqeshi bamaqumrhu, abagayi betalente, oosonzululwazi bezemidlalo, abaqeqeshi bezakhono zobomi, iinkonzo zeengcebiso kwezoluntu, njalo-njalo) ngenjongo yokubaxhobisa ukuze babe nokunikezela ngeenkqubo zequmrhu lezemidlalo.
<b>Injongo</b>	Uqeqesho (ukuxhotyiswa ngezakhono nangophuhliso lwamandla) lubalulekile ekuphuhliseni amaqumrhu ezemidlalo ingakumbi kumba weenkalo ezithe zachongwa ngenjongo yokuqinisekisa uzinzo.
<b>AbaXhamli abaPhambili</b>	Baseza kuqinisekiswa.
<b>Intsusa yeenkcukacha</b>	<b>Umthombo weenkcukacha:</b> Uludwe lwabazimasi Kusetyenziswe eyona theybhile yeenkcukacha (ukuba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlango ophazela umthombo weenkcukacha.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Ingcikelelo</b>	Ukuxhotyiswa ngezakhono kwabalawuli kunye neembaleki
<b>Uhlobo lokuqinisekisa</b>	Ukubalwa kwezifundo nganye-nganye, iziFundo zezoBuchwepheshe
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima
	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Indawo ezininzi Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi Inkcukacha / Idilesi / Izalathisi: <.....> <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiIndawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.6
<b>Isihloko sesalathisi</b>	Inani leembaleki ezixhaswa ngamaqumrhu ezemidlalo.
<b>Ingcaciso emfutshane</b>	Iimbaleki zixhaswa ngokwamaqumrhu ezemidlalo ephondo. Inkxaso iquka iinkonzo kunye nenkxaso yezenzululwazi; izakhono zobomi, iisemina kunye nemihlangano yocweyo axhobisa iimbaleki; ukunikezelwa kwezixhobo kunye nempahla efanelekileyo; linkampu zoqeqesho kunye nenye inkxaso enikezelelwa ukubancedisa babe nokukhuphisana ngeyona ndlela iyiyiyo.
<b>Injongo</b>	Kukuvavanya inani leembaleki ezixhamla kwinqubo yenkxaso kwiimbaleki.
<b>AbaXhamli abaPhambili</b>	Baseza kqinisekiswa.
<b>Intsusa yeenkcukacha</b>	Ziingxelo zenyanga ezintathu ngekota ezityikitywe ze zaphunyezwa liphondo nezidwelisa inkxaso ethe yanikezelwa ngala maqumrhu. Uluhlu kunye neerejista zeembaleki ezifumene inkxaso ngeenkukacha ezingemiba yoluntu ngokwahlukahlukana kwabo. Iirejista zityikitywa ziimbaleki.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Ingcikelelo</b>	Iimbaleki zikulungele kuthabatha inkxaxheba kwelona nqanaba liphezulu
<b>Uhlobo lokuqinisekisa</b>	Inani leembaleki ezifumene inkxaso, iinkampu zoqeqesho ezikwiqonga lezoBchwepheshe
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Yonyaka ukuza kuthi ga ngokuear-to-date <input type="checkbox"/> Yeyongezelekiyo
<b>Iithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi

<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Is this a Demand Driven Indicator? <input type="checkbox"/> YES <input type="checkbox"/> NO Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi Inkcukacha / Idilesi / Izalathisi: <.....> <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Inguqu kwiNdawo</b>	Umlawuli weNkqutyana
<b>Ukwahlulahlulwa kwabaxhamli amaQela amalungelo oLuntu</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>

<b>Inombolo yesalathisi</b>	1.7
<b>Isihloko sesalathisi</b>	Inani labantu abaqeshwe isigxina ngesabelo esisi7% (esiquka iMidloa yeZikolo, ezingoLonwabo kwakunye nabaSebenzi bezoPhuhliso kumaQela)
<b>Ingcaciso emfutshane</b>	Inani labasebenziabaqeshwe isithuba eside okanye isigxina ngesabelo esisi7% senkxasomali enemiqathango (kuluntu, kumaqela nakubasebenzi bamaqumrhu)
<b>Injongo</b>	Kukuxhasa ukudalwa kwamathuba engqesho kwicandleo lezemidlalo nokuzonwabisa.
<b>AbaXhamli abaPhambili</b>	Baesa kuqinisekiswa
<b>Intsusa yeenckkacha</b>	Umthombo wolwazi: iincwadi eziqinisekisa ingqesho / uluhlu lwabasebenzi abaqeshiweyo Eyona theybhile yeenckkacha ethiwe thaca (ukuba yinkquo/ngu-excel): <.....> Kuya kubanjwa umhlango oya kube uchophele imithombo yolwazi uya.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Kukulawulwa kwenkqubo yeMiqathango
<b>Uhlobo lokuqinisekisa</b>	Izibhambathiso
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Iithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi

<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima
	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idilesi Inkcukacha / Idilesi / Izalathisi: <.....> <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	<b>1.8</b>
<b>Isihloko sesalathisi</b>	Inani lezikolo ezixilayo ezinikwe inkxaso
<b>Ingcaciso emfutshane</b>	Uthungelwano lweenkcukacha eziphunyeziweyo eziya kuba sisixhobo esiphambili ekuvavanyeni inkqubela kwiZikolo zeMidlalo eGxilayo ezithe zamiselwa kweli phondo
<b>Injongo</b>	Kukuqinisekisa inkonzo eyiyo kwizikolo ezixilayo ngokuthi kunikezelwe esinye isikhokelo nenkxaso
<b>AbaXhamli abaPhambili</b>	Baseza kuqinisekiswa
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: Bubungqina benkxaso enikwe izikolo Eyona theybhile yeenkcukacha ethiwe thaca (ukuba yinkqubo/ngu-): <.....> Kuya kubanjwa mhlango oya kube uchophele umthombo wolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Ziimbaleki eziphambili
<b>Uhlobo lokuqinisekisa</b>	Zizivumelwano zeNqanaba leNkonzo neZikolo
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi

<b>Uhlobo lwesalathisi</b>	<p>Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI          Ukuba <b>kunjalo</b>, qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko):  <input type="checkbox"/>Izidingo zabemi <input type="checkbox"/>Ukuthembakala <input type="checkbox"/>Ukusabela <input type="checkbox"/>Isidima</p> <p>Ingaba esi siSalathisi esiqQhutywa siSidingo?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI</p> <p>Ingaba si siSalathisi esiSembangathweni?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI</p>
<b>Indawo esikuyo esi salathisi</b>	<p>Inani leendawo: <input type="checkbox"/>Indawo enye <input checked="" type="checkbox"/>Iindawo ezininzi</p> <p>Ubukhulu: kwiPhondo <input checked="" type="checkbox"/>kwiSithili <input checked="" type="checkbox"/>LkuMasipala weNgingqi <input type="checkbox"/>WiWadi <input type="checkbox"/>Idliesi</p> <p>Inkcukacha / Idilesi / Izalathisi: &lt;.....&gt;</p> <p><b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP)  <input checked="" type="checkbox"/>EWE <input type="checkbox"/>HAYI</p>
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	<p>Okujoliswe kwabasetyhini: &lt;.....&gt;          Okujoliswe kulutsha: &lt;.....&gt;          Okujoliswe kubantu abaphila nokukhubazeka: &lt;.....&gt;          Okujoliswe kubantu abadala: &lt;.....&gt;  <input type="checkbox"/>"Akukho nenye kwezingentla"</p>
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> lingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>linkckacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.9
<b>Isihloko sesalathisi</b>	Inani labaqulunqi bezemidlalo kwiingingqi zokuhlala abathe bahlawulwa
<b>Ingcaciso emfutshane</b>	Inani labaqulunqi bezemidlalo kwiingingqi zokuhlala abaqeshwe ngenxa yeemali ezinikelwe uphuhliso kumaqela kwinkalo yokuThatyathwa kweNkxaxheba ziiNginginya kwakunye neNkxasomali yoPhuhliso lwezeMidlalo. Esi Sabelo ingaphandle kwesabi 7% sesabelo sabasebenzi. Aba baququzeleli bezemidlalo kwiingingqi zoluntu basebenza kwinqanaba lesithili okanye lengingqi.
<b>Injongo</b>	Kukubonisa elona nani labaququzeleli bezemidlalo beengingqi zokuhlala abaqeshwe ngokwesi sabelo
<b>AbaXhamli abaPhambili</b>	Baseza kuqinisekiswa
<b>Intsusa yeenkckacha</b>	<p>Linani lemithombo yolwazi: Uluhlu lwabaququzeleli abangeniswe ngamaphondo.          Eyona thwybhile yeenkckacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): &lt;.....&gt;</p> <p>Kuya kubanjwa umhlangno oya kuchophela imithombo yolwazi.</p>
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Kukulawula inkqubo yeMiqathango
<b>Uhlobo lokuqinisekisa</b>	ziZibhambathiso
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	<input checked="" type="checkbox"/> Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yeyongezelekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini



<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	<p>Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi?</p> <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(zi)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima <p>Ingaba esi siSalathisi esiqhutywa siSidingo?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI</p> <p>Ingaba si siSalathisi esiSengangathweni?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI</p>
<b>Indawo esikuyo esi salathisi</b>	<p>Inani leendawo: <input type="checkbox"/>Indawo enye <input checked="" type="checkbox"/>Iindawo ezininzi</p> <p>Ubukhulu: kwiPhondo <input checked="" type="checkbox"/>kwiSithili <input checked="" type="checkbox"/>LkuMasipala weNgingqi <input type="checkbox"/>WiWadi <input type="checkbox"/>Idliesi</p> <p>Inkcukacha / Idilesi / Izalathisi: &lt;.....&gt;</p> <p><b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP)  <input checked="" type="checkbox"/>EWE <input type="checkbox"/>HAYI</p>
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	<p>Okujoliswe kwabasetyhini: &lt;.....&gt;</p> <p>Okujoliswe kulutsha: &lt;.....&gt;</p> <p>Okujoliswe kubantu abaphila nokukhubazeka: &lt;.....&gt;</p> <p>Okujoliswe kubantu abadala: &lt;.....&gt;</p> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

INKQUBO ISIYADLALA EKUTYATHWA KUYO INXAXHEBA LULUNTU NGOKUBANZI

<b>Inombolo yesalathisi</b>	1.1
<b>Isihloko sesalathisi</b>	Inani lolutsha oluthabatha inxaxheba kwinkamp yoLutsha kaZwelonke
<b>Ingcaciso emfutshane</b>	Inani lolutsha oluthabatha inxaxheba kwinkampu yonyaka yolutsha
<b>Injongo</b>	Kukulinganiseka ukuzinyaswa kweenkampu lulutsha lweli phondo
<b>AbaXhamli abaPhambili</b>	luLutsha
<b>Intsusa yeenkcukacha</b>	<p>Umthombo wolwazi: yingxelo evingciweyo, ziirejista zokuzimasa eziphunyeziweyo Eyona theybhile yeenkcukacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): &lt;.....&gt;</p> <p>Kuya kubanjwa umhlangano oya kube uchophele umba wemithombo yolwazi.</p>
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Kukufikeleleka kwabathabathinxaxheba ngezi ntsoke zimiseliweyo.
<b>Uhlobo lokuqinisekisa</b>	Ziirejista zokuzimasa
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	<input type="checkbox"/> Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yeyongezelekayo

<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> [REDACTED] <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)ilinganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiqQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> [REDACTED] <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi Inkcukacha / Idilesi / Izalathisi: <.....> <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (IPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.2
<b>Isihloko sesalathisi</b>	Inani lamaphulo ezemidlalo nawokuzonwabisa athe amiselwa ziiManyano zeMidlalo.
<b>Ingcaciso emfutshane</b>	Inani lamaphulo ezemidlalo nawokuzonwabisa athe amiselwa ngamaBhunga ezeMidlalo.
<b>Injongo</b>	AmaBhunga ezeMidlalo ngamahlakani aphambili kweli phondo kuphuhliso, unikezelo knyehloho lwezemidlalo nezokuzonwabisa.
<b>AbaXhamli abaPhambili</b>	NgaBantu bezeMidlalo
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: ziingxelo zamaPhulo Eyona theybhile yeenkcukacha isetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....> Kuya kbanjwa umhlangano oya kuchaphazela imithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Ziintshukumo zoqulunqo zeeManyano zeMimandla nezePhondo
<b>Uhlobo lokuqinisekisa</b>	Zizivumelwano zokuQonda, amaPhulo (oweBuchwepheshe/Namanye)
<b>Indlela yokubala</b>	Kukubala

<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima
	Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.3
<b>Isihloko sesalathisi</b>	Inani labantu abathabatha inxaxheba ngokukuko kwimidlalo ecwangcisiweyo kwanakwimicimbi yokuzonwabisa
<b>Ingcaciso emfutshane</b>	Inani labantu abaqhuba nokuthabatha inxaxheba kwimicimbi ecwangcisiweyo yokuzonwabisa emiselwe ukphakamisa iindlela zokuphila ezisempilweni (naphandle kwababukeli).
<b>Injongo</b>	Kukuqinisekisa amanqanaba okuthatyathwa kwenxaxheba emandla kwimicimbi eneentshukumo zokuzonwabisa.
<b>AbaXhamli abaPhambili</b>	Ngabemi
<b>Intsusa yeenkcukacha</b>	Umthombo wolwazi: Ziirejista zokuzimasa ezityikitywe ngumququzeleli womcimbi Eyona theybhile yeenkcukacha isetyenzisiweyo (ukuba yinqqubo /ngu-excel): <.....>  Kuya kubanjwa umhlangano oza kchophela imithombo yolwazi.
<b>Ukusilela kweeNkcukacha</b>	Akukho
<b>Inggqikelelo</b>	Inani ekujoliswe kulo labathabathinxaxheba abaya kuzimasa
<b>Uhlobo lokuqinisekisa</b>	YiRejista yokuZimasa, yiMicimbi ekwiqonga lezoBuchwepheshe

<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangango): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima
	Ingaba esi siSalathisi esiqQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.4
<b>Isihloko sesalathisi</b>	Inani leMidlalo yaboMthonyama ethe yaxhaswa ngokohlobo ngalunye
<b>Ingcaciso emfutshane</b>	Inani lamaqela kuhlobo ngalunye athabatha inxaxheba: kwiitumente zeMidlalo yaboMthonyama eziqquzelwe ngamaqela eMidlalo yaboMthonyama okanye yimibutho ekwinqanaba loomasipala bamakhaya. Ukuthatyathwa kwenxaxheba ngamaqela kwiitumente zeMidlalo yaboMthonyama kuhambelana neyona njongo yale Nkxasomali – ukwanda kwezinga lokuthatyathwakwenxaxheba kwanokongeza ixabiso kwinkcubeko yethu.
<b>Injongo</b>	Kukuqinisekisa ukuthatyathwa kwenxaxheba ngendlela eyiyo ngamaqela kuhlobo ngalunye kwiitumente zeMidlalo yaboMthonyama.
<b>AbaXhamli abaPhambili</b>	Ngamalungu amaqela emidlalo yabomthonyama

<b>Intsusa yeenkcukacha</b>	<b>Umthombo wolwazi:</b> Luluhlu oluqinisekisiweyo (olusuka kbaqquzeleli beetumente zeMidlalo yaboMthonyama) Kukubhalwa kwamagama amaqela eMidlalo yaboMthonyama Abathabathe inxaxhena kwitumente Eyona theybhile yeenkcukacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlangano oza kube ujongene nemiithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Ingqikelelo</b>	Ngamaqela aziwayo liqumrhu lolo hlobo lomdlalo.
<b>Uhlobo lokuqinisekisa</b>	Nguvimba wokubhalisa
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka? (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.5
<b>Isihloko sesalathisi</b>	Inani labaQulunqi beMicimbi yokuZonwabisa abathe bahlawulwa
<b>Ingcaciso emfutshane</b>	Inana labaQulunqi bezokuZonwabisa abaqashiweyo ze bahlawulwa.

<b>Injongo</b>	Kukwandisa amathuba engqesho kwanokufezekisa uphuhliso lokuBandakanywa koLuntu kwanophuhliso lwezakhono.
<b>AbaXhamli abaxhambili</b>	Ngabasebenzi abakwizibhambathiso
<b>Intsusa yeenkcukacha</b>	<b>Umthombo wolwazi:</b> Luluhlu lwabaqulunqi abaqinisekiswa ngamaphondo nguMlawuli oyiNtloko okanye yiNtloko yeSebe kwiphondo, incwadi yengqesho etyikityiweyo, ingxelo yeNyanga yePersal Eyona theybhile yeenkcukacha isetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuya kubanjwa umhlangano uya kube ujongene nemithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Ingqikelelo</b>	Kuza kubakho abasebenzi kunyakamali ngokubanzi
<b>Uhlobo lokuqinisekisa</b>	Zizibhambathiso ezityikityiweyo
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka? (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

INKQUBO YOKUTHATHA INXAXHEBA NGOBUNINZI YEMIDLALO YESIKOLO

<b>Inombolo yesalathisi</b>	1.1
<b>Isihloko sesalathisi</b>	Inani labafundi abathe baxhaswa ukuze bathabathe inxaxheba kwiitumente zemidlalo yeentshatsheli zikazwelonke zezikolo
<b>Ingcaciso emfutshane</b>	Inani labafundi abathabatha inxaxheba kwiitumene zemidlalo yezikolo kwinqanaba likazwelonke njengesiseko zokuthabatha inxaxheba kwinqanaba elilandelayo kwimidlalo. Inxaso iquka uthutho, ikiti kunye nezidlo, njalo-njalo.
<b>Injongo</b>	Kukubonisa elona nani labafundi abathabatha inxaxheba kwinkqubo yemidlalo yezikolo kwinqanaba likazwelonke.
<b>AbaXhamli abaPhambili</b>	Ziimbaleki ezinetalente nezisesezikolweni kweli phondo.
<b>Intsusa yeenkcakacha</b>	<b>Umthombo wolwazi:</b> Luluhlo olubhalisileyo/luluhlu lwamaqela, ingxelo yasemva kokuvulwa kwemicimbi. Eyona theybhile yeenkcakacha isetyenzisiweyo (ukuba yinkqubo /ngu-excel): <.....>  Kuya kubanjwa umhlangano oya kube ujongene nemithombo yolwazi.
<b>Ukusilela kweNkcakacha</b>	Akukho
<b>Ingqikelelo</b>	Kukufikeleleka kwabathabathinxaxheba ngethuba leentsuku ezimiselweyo.
<b>Uhlobo lokuqinisekisa</b>	Luluhlu lwamaQela akwiiManyano
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> kuMasipala weNgingqi <input type="checkbox"/> IWadi <input type="checkbox"/> Idliesi  Inkcakacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> lingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>

<b>linkckacha ezingoMiselo</b> (linkonzo ezingundoqo ezilinganiselweyo)	Njengoko idiza iAOP
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<b>Inombolo yesalathisi</b>	<b>1.2</b>
<b>Isihloko sesalathisi</b>	Inani labafundi abathabatha inxaxheba kwiitumente zemidlalo yezikolo kwinqanaba lephondo
<b>Ingcaciso emfutshane</b>	Inani labafundi abathabatha inxaxheba kwiitumente zemidlalo yezikolo kwinqanaba lephondo njengesiseko sokuthabatha kwinqanaba elilandelayo lemidlalo.
<b>Injongo</b>	Kukubonisa elona nani labafundi abathabatha inxaxheba kwiinkqubo zezikolo kwinqanaba lesithili
<b>AbaXhamli abaPhambili</b>	Ziimbaleki ezinetalente ezisesezikolweni kwizithili ezahlukeneyo.
<b>Intsusa yeenckacha</b>	<b>Umthombo wolwazi:</b> Izintlu zamaqela okanye irejista yokuzimasa kwabafundi kwiitumente zephondo ezingeniswe kumagosa esebe ngosku lwetumente neziqinisekise yinqununu yesikolo okanye ngumthunywa obemele umbutho wemidlalo yezikolo.  Eyona theybhile yeenkcukacha esetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlangano oza kube ujongene nemithombo yolwazi.
<b>Ukusilela kweeNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Kukufikeleleka kwabathabathinxaxheba ngeentsuku ezimiselweyo.
<b>Uhlobo lokuqinisekisa</b>	Zizintlu zamaQela Team Lists from Federation
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(zi)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi salathisi esiqhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si salathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMLawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (IPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"



<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>linkcukacha ezingoMiselo</b> (linkonzo ezingundoqo ezilinganiselweyo)	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	<b>1.3</b>
<b>Isihloko sesalathisi</b>	Inani labafundi abathabatha inxaxheba kwiitumente zemidlalo yezikolo kwinqanaba lesithili
<b>Ingcaciso emfutshane</b>	Inani labafundi abathabatha inxaxheba kwiitumente zemidlalo zezikolo kwinqanaba lesithili njengesiseko sokuthatyathwa kwenxaxheba kwinqanaba elilandelayo lemidlalo.
<b>Injongo</b>	Kukubonisa elona nani labafundi abathabatha inxaxheba kwinkqubo yemidlalo yezikolo kwinqanaba lesithili.
<b>AbaXhamli abaPhambili</b>	Ziimbaleki ezinetalente ezisesezikolweni kwiisekethe/kwiimvaba ezahlukeneyo kwisithili ngasinye.
<b>Intsusa yeenkckacha</b>	<b>Umthombo wolwazi:</b> Zizintlu zamaqela okanye iirejista zokuzimasa kwabafundi kwiitumente zezithili ezingeniswe kumagosa esebe ngosuku lwetumente. Izintlu zamaqela ezithili kuphunyezwa ze zifakwe utyikityo lomhla ngumphathi weqela. Eyona theybhile yeenkckacha isetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlangano oza kube ujongene nemithombo yolwazi.
<b>Ukusilela kweeNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Kukufikeleleka kwabathabathinxaxheba ngeentsuku ezimiseliweyo.
<b>Uhlobo lokuqinisekisa</b>	yiRejista yokuZimasa
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yeyongezelekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweeNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"

<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>linkckacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	<b>1.4</b>
<b>Isihloko sesalathisi</b>	Inani llabaqulunqi bezemidlalo ezikolweni abathe bahlawulwa.
<b>Ingcaciso emfutshane</b>	Inani labaqulunqi bezemidlalo abathe baqwashwa ze bahlawulwa.
<b>Injongo</b>	Kukwandiswa kwamathuba engaqesho kwanokufezekisa ukuBandakwa koLuntu kwakunye nophuhliso lwezakhono.
<b>AbaXhamli abaPhambili</b>	Ngabasebenzi abakwizibhambathiso
<b>Intsusa yeenkckacha</b>	<b>Umthombo wolwazi:</b> Luluhlu lwabaqulunqi olutyikitywe ngamaphondo ze lwaphunyezwa nguMlawuli oyiNtoko kunye neNtloko yeSeve, incwadi eqinisekisa ingqesho eTyikityiweyo,ingxelo yeNynga yePersal Eyona theybhile yeenkcukacha esetyenzisiweyo (ukuba yinkqubo /ngu-excel): <.....> Kuza kubanjwa umhlangano oza kube ujongene nemithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Baza kubakho abasebenzi unyakamali wonke
<b>Uhlobo lokuqinisekisa</b>	Zizibhambathiso ezityikityiweyo kunye/okanye iincwadi zokwandisa ixesha
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yeyongezelekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> [REDACTED] <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(zi)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiqhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> [REDACTED] <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi Inkcukacha / Idilesi / Izalathisi: <.....> <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	UMLawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>

<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (Iinkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.5
<b>Isihloko sesalathisi</b>	Inani lemibutho yemidlalo yezikolo ethe yaxhaswa
<b>Ingcaciso emfutshane</b>	Inani lemibutho yeentlobo ezithile zemidlalo yezikolo kwinqanaba lesithili/lephondo ethe yaxhaswa ekuqinisekiseni ukuvulwa kweenkqubo zemidlalo yezikolo ezikolweni. Inkxaso iquka ukusekwa kwemibutho, izikhokelo zokusebeza, imihlangano kunye nolonyulo kwakunye neehambo zeeligi kunye nezokhuphiswano. Inkxaso yemali nengeyoyemali nayo inganikezelwa.
<b>Injongo</b>	Kukubonisa elona nani lemibutho yemidlalo yezikolo ethe yaxhaswa
<b>AbaXhamli abaPhambili</b>	Imibutho yephondo ejongana neentlobo zemidlalo ezipambili.
<b>Intsusa yeenkcukacha</b>	<b>Umthombo wolwazi:</b> Ubungqina benkxaso ethe yanikezelwa efana nemizuzu yemihlangano – (bungaquka ubungqina beentlawulo) Eyona theybhile yeenkcukacha ezisetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....>  Kuya kubanjwa umhlangano ojongene nemithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggqikelelo</b>	Imibutho yeMidlalo yeZikolo iyanakanwa yimanyano ephantsi kwayo.
<b>Uhlobo lokuqinisekisa</b>	IRejista yokuZimasa
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiQhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba si siSalathisi esiSengangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idilesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI

<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>linkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	<b>1.6</b>
<b>Isihloko sesalathisi</b>	Inani labantu abaqeqeshelwe ukunikezela imidlalo yezikolo
<b>Ingcaciso emfutshane</b>	Inani labantu (abahloli namavolontiya) abafumana uqeqesho njengabaqeqeshi, abantu abazungula iitalente, amagosa ezobuchwepheshe, abalawuli, abaphathi bamaqela okanye amanye amacandelo asondeleyo ngokweenkqubo zoqeqesho ezinqinisekisiweyo ezinikezelwa ngenjongo yokwandisa ukuthatyathwa kwenxaxheba ngabafundi kwimidlalo yezikolo. Ngabantu abaxhamla kwiNkxasomali yokuthatyathwa kwenxaxheba yiNginginy kunye noPhuhliso lwezeMidlalo kuphela ababalwayo. linkqubo zoqeqesho kwiintlobo ezithile zemidlalo kufuneka ziawufumane amawonga azo kwiimanyano zamazwe ngamazwe zemidlalo, ngaphandle kweentlobo ze-IG ezingenakufumana mawonga okuqinisekiswa. linkqubo zoqeqesho ezingamiselwanga ngeenkqubo ezithilw kufuneka zibe ziqinisekise yiSETA. Iisemina, imihlangano yocweyo kunye/okanye nezooqeqesho kumaqonga obuchwepheshe okanye iwebhina nazo ziya wamkelwa njengengenelo loqeqesho, ukuba iziqinisekiso zokuzimasa ziyakhutshwa.
<b>Injongo</b>	Kukuxhobisa abantu ngoqeqesho oluqinisekisiweyo ngenjongo yokunikezela ngeenkqubob zemidlalo yezikolo.
<b>AbaXhamli abaPhambili</b>	Abahloli kunye namavolontiya axhasa iNkqubo yeMidlalo yeZikolo.
<b>Intsusa yeenkcukacha</b>	<b>Umthombo wolwazi:</b> Uluhlu oluqinisekisiweyo lwabo bathe baqeqeshwa yiloo nkampani yoqeqesho (kuquka iiManyano zikaZwelonke) kwakugqitywa inkqubo leyo yoqeqesho. Irejista yokuzimasa etyikityiweyo ngazo zonke iintsuku. Ubungqina nokuqinisekiswa kwenkampani leyo njengomnikezeli woqeqesho. Ukuthiwa thaca kwenkqubo yoqeqesho. Eyona theybhile yeenkcukacha isetyenzisiweyo (ukuba yinkqubo/ngu-excel): <.....> Kuza kubanjwa umhlangano oza kube ujonge imithombo yolwazi.
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Ingqikelelo</b>	Ukufikeleleka kwabantu ekujoliswe kubo ngeentsuku ezimiselweyo.
<b>Uhlobo lokuqinisekisa</b>	IiRejista zokuZimasa
<b>Indlela yokubala</b>	Kukubala
<b>Uhlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko): <input type="checkbox"/> Izidingo zabemi <input type="checkbox"/> Ukuthembakala <input type="checkbox"/> Ukusabela <input type="checkbox"/> Isidima Ingaba esi siSalathisi esiqhutywa siSidingo? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI

	Ingaba si siSalathisi esiSembangathweni? <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Indawo esikuyo esi salathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Indawo ezininzi  Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idliesi  Inkcukacha / Idilesi / Izalathisi: <.....>  <b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>ISicwangciso soMiselo lweSicwangcisoqhi nga sePhondo (IPSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo  <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI  Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>linkckacha ezingoMiselo</b> (linkonzo ezingundoqo ezilinganiselweyo)	Njengoko idiza iAOP

<b>Inombolo yesalathisi</b>	1.7
<b>Isihloko sesalathisi</b>	Inani lezikolo ezinikwe izixhobo kunye/okanye nezinxibo ezifanelekileyo
<b>Ingcaciso emfutshane</b>	Inani lezikolo ezinikwe iiseti zezixhobo ezithile kunye/okanye nezinxibo ezifanelekileyo ngenjongo yokuqinisekisa ukunikeziswa kweenkqubo zemidlalo yezikolo. Kufuneka kugxininisekise kwezo zikolo zazisa kusengelwa phantsi ngaphambili.
<b>Injongo</b>	Kukubonisa inani lezikolo ezincediswe ekunikezeleni ngeenkqubo zemidlalo yezikolo ngokuthi zinikwe izixhobo kunye/okanye nezinxibo ezifanelekileyo.
<b>AbaXhamli abaPhambili</b>	Zizikolo ezithe zachongwa ezikwiinqila ezimiselweyo
<b>Intsusa yeenkcukacha</b>	<b>Umthombo wolwazi:</b> lifomu zokunikezelwa kwempahla kunye/okanye neemveliso ezichaphazela izixhobo ngokwemigaqo yoko kuthe kwunikezelwa ze kwafunyanwa, kwatyikitywa ze kwaqinisekiswa ngummeli wesikolo esamkelayo. Ibakala lesikolo kufuneka lidizwe. Izixhobo kufuneka zimelane nemigaqo nemigangatho engundoqo emiselwe ukunikezelwa kwekwezixhobo. Eyona theybhile yeenkcukacha esetyenzisiweyo (ukba yinkqubo/ngu-excel): <.....>  Kuza kubanjwa umhlangano oza kube ujonge imithombo yolwazi
<b>Ukusilela kweNkcukacha</b>	Akukho
<b>Inggikelelo</b>	Kukusetenziswa ngendlela kwezixhobo
<b>Uhlobo lokuqinisekisa</b>	Kukuhanjiswa kwenqaku
<b>Indlela yokubala</b>	Kukubala
<b>Hlobo lokubala</b>	Yeyongezelekayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Yengongelezekiyo
<b>Ithuba lengxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka <input type="checkbox"/> Rhoqo emva kweminyaka emibini
<b>Intsebenzo enqwenekayo</b>	<input type="checkbox"/> Ngaphezu kwethagethi <input checked="" type="checkbox"/> <input type="checkbox"/> Ngaphantsi kwethagethi

<b>Uhlobo lwesalathisi</b>	<p>Ingaba sisalathisi senkqubo yokuHanjiswa kweNkonzo esi?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI          Ukuba <b>kunjalo</b>, qinisekisa ukuba i(i)nkalo engundoqo e(z)linganiselwe ngeso salathisi ziya kuphucuka (ungakhetha nakangangoko):  <input type="checkbox"/>Izidingo zabemi <input type="checkbox"/>Ukuthembakala <input type="checkbox"/>Ukusabela <input type="checkbox"/>Isidima</p> <p>Ingaba esi siSalathisi esiqQhutywa siSidingo?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI</p> <p>Ingaba si siSalathisi esiSembangathweni?  <input type="checkbox"/>EWE <input type="checkbox"/>HAYI</p>
<b>Indawo esikuyo esi salathisi</b>	<p>Inani leendawo: <input type="checkbox"/> <input checked="" type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi</p> <p>Ubukhulu: kwiPhondo <input checked="" type="checkbox"/> kwiSithili <input checked="" type="checkbox"/> LkuMasipala weNgingqi <input type="checkbox"/> WiWadi <input type="checkbox"/> Idilesi</p> <p>Inkcukacha / Idilesi / Izalathisi: &lt;.....&gt;</p> <p><b>Kwiindawo ezininzi zokunikezelwa</b> kweenkonzo, ingaba oku kuya kwabelwana ngako kwiSicwangciso sokuSebenza soNyaka?(AOP)  <input checked="" type="checkbox"/>EWE <input type="checkbox"/>HAYI</p>
<b>Uxanduva lwesalathisi</b>	Umlawuli weNkqutyana
<b>Inguqu kwiNdawo</b>	Oondoqo beenguqu kwiindawo: Ingcaciso ngefuthe lendawo: <.....>
<b>Ukwahlulahlulwa kwabaxhamli amaQela amaLungelo oLuntu</b>	Okujoliswe kwabasetyhini: <.....> Okujoliswe kulutsha: <.....> Okujoliswe kubantu abaphila nokukhubazeka: <.....> Okujoliswe kubantu abadala: <.....> <input type="checkbox"/> "Akukho nenye kwezingentla"
<b>IsiCwangciso soMiselo lwesiCwangcisoqhi nga sePhondo (iPSIP)</b>	<input type="checkbox"/> imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilontle <input type="checkbox"/> Iingcinga ezintsha, iNkcubeko nezingoLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
<b>ISimo seNtlekele</b>	<input type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba <b>kunjalo</b> , nikezela ingcaciso ngentlekele ethe yachongwa: <.....>
<b>Iinkcukacha ezingoMiselo (linkonzo ezingundoqo ezilinganiselweyo)</b>	Njengoko idiza iAOP

## ISIHLOMELO B: IZILUNGISO KWISICWANGCISOQHINGA

Iziphumo ekujoliswe kuzo liSebe kwisiCwangcisoqhinga seminyaka emihlanu zihlaziywa ngolu hlobo lulandelayo:

Inombolo.	Isiphumo	Isalathisi sesiphumo	Isiseko	Iminyaka emihlanu ekujoliswe kuyo kwisiCwangcisoQhinga	Uhlaziyo lweminyaka eemilano ekujoliswe kuyo
1	Ufikeleleko kunye namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko kunye neLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhuselekileyo nolumanyeneyo..	Ulwandiso lokuthathwa kweenkonzo kwicandelo lobuGcisa, iNkcubeko kunye neLifa leMveli eNtshona Koloni.	400 250	425 300	551 075
2	Ufikeleleko kulwazi nolwazi oluxhasa inkcubeko yokufunda nofundo lobomi obude.	Inani labasebenzisi bethala leencwadi ababhalisiweyo	731 456	735 000	735 000
		Inani lotyelelo ngabaphandi	8 700	8 800	8 700
3	Ufikeleleko namathuba okuthatha inxaxheba kwezemidlalo nolonwabo.	Ulwandiso lokuthathwa kweenkonzo kwicandelo lezemidlalo nolonwabo eNtshona Koloni.	444 210	475 000	500 000

Uhlaziyo lwesiCwangcisoQhinga oluqala nge2022-23:

Inombolo.	Isiphumo	Isalathisi sesiphumo	Isiseko	Iminyaka emihlanu ekujoliswe kuyo kwisiCwangcisoqhinga	Uhlaziyo lweminyaka eemilano ekujoliswe kuyo
2	Ufikeleleko kulwazi nolwazi oluxhasa inkcubeko yokufunda nofundo lobomi obude.	Inani lotyelelo ngabaphandi	8 700	8 700	7 800
		Inani labasebenzisi bethala leencwadi ababhalisiweyo	731 456	735 000	667 434

Okujoliswe kuko kwesi siphumo sesalathisi kuye kwancitshiswa njengoko iSebe likwinkqubo lokwenza dijithali ufikeleleko kubaphandi njengelinga lokuphucula ulawulo lolwazi kunye nofikelelo kwiirekhodi zovimba, impembelelo yolu tshintsho ayina kuqinisekiswa okwangoku . Okujoliswe kuko kwesi siphumo sesalathisi kuye kwancitshiswa njengoko ukuvulwa kwethutyana kwecandelo lethala leencwadi ngenxa yobhubhane lweCOVID kukhokelele ekubeni uluntu lungabuhlaziyi ubulungu balo kumathala eencwadi .

## ISIHLOMELO C: IZIBONELELO EZINEMIQATHANGO

Igama leSibonelelo: ISibonelelo soLuntu samaThala eeNcwadi			
Injongo	Iimveliso	Uhlahlolwabiwo mali lwangoku loNyaka '000	Ixesha leSibonelelo
Ukuguqula iziseko ezingundoqo zamathala oluntu lwasezidolophini nasemaphandleni, amaziko kunye neenkonz (ijolise kakhulu kuluntu olwaluhlelekile ngaphambili) ngenkqubo ehlaziyweyo kwinqanaba lephondo ukuxhasa urhulumente wengingqi kunye namalinge esizwe Ukuphuhlisa umgangatho wamathala eencwadi eNtshona Koloni	Njengoko kuchaziwe kwitheyibhile engezantsi.	193 331	2023/24

Igama leSibonelelo : ISibonelelo seNkqubo yokuThatha Inxaxheba seSininzi			
Injongo	Iimveliso	Uhlahlolwabiwo mali lwangoku loNyaka '000	Ixesha leSibonelelo
Uququzelelo lokuthathwa kwenxaxheba kwezemidlalo nolonwabo kunye nokuxhotyiswa ngentsebenziswano nabachaphazelekayo abafanelekileyo.	Njengoko kuchaziwe kwitheyibhile engezantsi.	62 516	2023/24

ISebe likwafumana inkxasomali yeEPWP ngeCandelo yeNtlalo yeEPWP yeSibonelelo seNkuthazo neCandelo lokusiNgongileyo neNkcubeko, ukuze iqeshwe kwiCandelo lezoLawulo: iNkqubo zoPhuhliso lwezeMidlalo kunye neenkonz zamaZiko olondolozo lweLifa leMveli, ngokulandelelanayo. Iinkonz zamaZiko olondolozo lweLifa leMveli zisebenzisa isibonelelo ukwenza ingqokelela yamaziko olondolozo lweLifa leMveli enziwe kwikhompyutha ukuze kuthotyelwe umgangatho weGRAP 103. ISibonelelo seNkuthazo seEPWP lumiselwa, ngokusekelwe kumanqaku okusebenza kweSebe kunyakamali odlulileyo. Inkuthazo yolwabiwomali olongezelelweyo ngaphezulu kwesiseko ebekelwe iSebe.



## ISibonelelomali esineMiqathango samaThala eeNcwadi oLuntu

Isalathisi seZibonelelomali esineMiqathango		Unxibele lwano lweVIP	Uphicothozincwadi/Okwenziw eyo			Ukusebenza okuqikelelwe yo 2022/23	Ekujoliswe kuko ngexesha eliphakathi							
			2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliswe lweKota				2024/25	2025/26
									Oku1	Okwe2	Okwe3	Okwe4		
1.1	Inani lezithuba zamathala eencwadi ezixhswa ngemali yezibonelelo enemiqathango	3	652	656	608	656	628	Ngonyaka	-	-	-	628	628	628
1.2	Inani leekopi zemathiriyeli yethala leencwadi ezithengiweyo	3	21 035	12 095	32 294	5 000	5 000	Ngonyaka	-	-	2 500	2 500	5 000	5 000
1.3	Inani leeprojekthi zamathala eencwadi amatsha abonelelwe ngenkxasomali	3	4	2	1	2	2	Ngonyaka	-	-	-	2	1	1
1.4	Inani lotyelelo lokubekwa esweni isibonelelo esinemiqathango koomasipala	3	74	43	44	21	21	Ngekota	19	2	-	-	21	21
1.5	Inani loomasipala abafumana iintlawulo zogqithiselo lwesibonelelo esinemiqathango	3	21	21	19	19	19	Ngekota	-	19	-	-	19	19
1.6	Inani lohlaziyo lwamathala eencwadi olubonelelwe ngenkxasomali	3	4	0	0	0	2	Ngonyaka	-	-	-	2	0	0
1.7	Inani lamaThala eencwadi amaNcinci lweeMfama asekiweyo	3	5	1	5	2	2	Ngonyaka	-	-	-	2	2	2

Isalathisi seZibonelelomali esineMiqathango	Unxibelelwano lweVIP	Uphicothozincwadi/Okwenziweyo			Ukusebenza okuqikelelweyo 2022/23	Ekujoliswe kuko ngexesha eliphakathi								
		2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliso lweKota				2024/25	2025/26	
								Oku1	Okwe2	Okwe3	Okwe4			
1.8	Inani leenkqubo zoqeqesho ezibonelelweyo	3	1	0	0	1	1	Ngonyaka	-	-	-	1	1	1

Isibonelelomali seNkqubo yokuThatha Inxaxheba seSininzi Uphuhliso lwamaQela

Isalathisi seZibonelelomali esineMiqathango	Unxibelelwano lweVIP	Uphicothozincwadi/Okwenziweyo			Ukusebenza okuqikelelweyo 2022/23	Ekujoliswe kuko ngexesha eliphakathi								
		2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliso lwekota				2024/25	2025/26	
								Oku1	Okwe2	Okwe3	Okwe4			
1.1	Inani Labantu abaqeqeshelwe ukunikezela ngoPhuhliso kumaQela	3	268	151	319	300	300	Ngekota	60	120	60	60	320	340
1.2	Inani leeligi zengingqi ezixhasiweyo	3	24	12	24	25	25	Ngekota	16	4	-	5	30	35
1.3	Inani lamaqela ezibonelelwe ngezixhobo kunye/okanye neempahla*	3	180	180	180	180	200	Ngonyaka	-	-	200	-	215	230
1.4	Inani lamaziko ezemidlalo axhasiweyo	3	7	7	7	7	7	Ngonyaka	-	-	-	7	7	7
1.5	Inani Labantu abaqeqeshelwe ukunikezela ngenkubo yeziko lezemidlalo	3	-	0	200	200	200	Ngonyaka	50	50	50	50	210	220
1.6	Inani leembaleki ezixhaswa ngamaziko emidlalo**	3	216	210	210	210	210	Ngonyaka	50	50	60	50	250	270
1.7	Inani labasebenzi abaqeshwe ngokusingxina likwi7% (oku kubandakanya iCDP, uLonwabo nezeMidlalo leSikolo)	3	13	12	12	12	12	Ngonyaka	-	-	-	12	12	12

Isalathisi seZibonelelomali esineMiqathango	Unxibelelwano lweVIP	Uphicothozincwadi/Okwenziweyo			Ukusebenza okuqikelelwe yo2022/23	Ekujoliswe kuko ngexesha eliphakathi								
		2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliswe lwekota				2024/25	2025/26	
								Oku1	Okwe2	Okwe3	Okwe4			
1.8	Inani lezikolo ekugxilwe kuzo zemidlalo ezinikwe inkxaso	3	-	-	1	9	9	Ngonyaka	-	-	-	9	9	9
1.9	Inani labaququzeleli bemidlalo yoluntu abahlawulwayo	3	6	4	2	4	4	Ngonyaka	-	-	-	4	4	4

\*Inxulumene nesalathisi sesizwe 4.2.1..

\*\*Esi salathisi esisemgangathweni secandelo lesizwe..

\*\*\*Esi salathisi sisebenza kwiNkqubo yoThatho Nxaxheba yeSininzi yoLuntu iSiyadlala (SCMPP), iNkqubo yoThatho Nxaxheba yeSininzi yoLuntu kwiMidlalo yeZikolo (SSMPP) kunye noPhuhliso lwamaQela isalathisi (1.4.1). Ulwabiwo lunyuke ukusuka kwi6% ukuya kwi7% ngo2019-20

#### INkqubo yokuThatha iNxaxheba yeSininzi yoLuntu iSiyadlala

Isalathisi seZibonelelomali esineMiqathango	Unxibelelwano lweVIP	Uphicothozincwadi/Okwenziweyo			Ukusebenza okuqikelelwe 2022/23	Ekujoliswe kuko ngexesha eliphakathi								
		2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliswe lwekota				2024/25	2025/26	
								Oku1	Okwe2	Okwe3	Okwe4			
1.1	Inani labafundi/ulutsha oluzimase iNkampu yoLutsha	3	200	0	100	200	120	Ngonyaka	-	-	120	-	120	120
1.2	Inani leprojekthi zophuhliso lwemidlalo eziphunyezweyimanyano yemidlalo yephondo	3	6	6	7	7	7	Ngonyaka	-	3	4	-	7	7
1.3	Inani Labantu abathatha inkxaxheba kwimidlalo eququzelelweyo nakwimisitho yolonwabo	3	52 356	3 661	35 712	30 000	34 590	Ngekota	8 300	9 450	13 870	2 850	38 049	41 8539
1.4	Inani lamaQela ezeMidlalo yeMveli ezixhaswa ngekhawudi nganye	3	-	30	108	108	108	Ngonyaka	108	-	-	-	108	108

Isalathisi seZibonelelomali esineMiqathango		Unxibelelwano lweVIP	Uphicothozincwadi/Okwenziweyo			Ukusebenza okuqikelelwe 2022/23	Ekujoliswe kuko ngexesha eliphakathi							
			2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliso lwekota				2024/25	2025/26
									Oku1	Okwe2	Okwe3	Okwe4		
1.5	Inani labaququzeleli amaqela abahlawulelwayo	3	-	1	2	6	6	Ngonyaka	-	-	-	6	6	6
1.6	Inani labantu abaqeqeshelwe ukuphumeza nokulungelelanisa iinkqubo zolonwabo ezisebenzayo	3	-	-	-	-	682	Ngonyaka	158	322	142	60	700	720

*INkqubo yokuThatha iNxaxheba kwiMidlalo yesiKolo*

Isalathisi seZibonelelomali esineMiqathango		Unxibelelwano lweVIP	Uphicothozincwadi/Okwenziweyo			Ukusebenza okuqikelelwe 2022/23	Ekujoliswe kuko ngexesha eliphakathi							
			2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliso lwekota				2024/25	2025/26
									Oku1	Okwe2	Okwe3	Okwe4		
1.1	Inani labafundi abanikwe inkxaso ukuba bathathe inxaxheba kukhuphiswano lwesizwe lwemidlalo yezikolo	2, 3	666	0	579	650	650	Ngekota	-	350	300	-	650	650
1.2	Inani labafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo kwinqanaba lephondo	2, 3	2 525	305	3981	1 680	1 680	Ngekota	420	420	420	420	1 680	1 680
1.3	Inani labafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo kwinqanaba yesithili *	2, 3	39 042	3 171	26 867	6 400	18 000	Ngekota	2 400	6 600	6 600	2 400	18 000	18 000

Isalathisi seZibonelelomali esineMiqathango		Unxibele lwano lweVIP	Uphicothozincwadi/Okwenziw eyo			Ukusebenza okuqikelelwe 2022/23	Ekujoliswe kuko ngexesha eliphakathi							
			2019/20	2020/21	2021/22		2023/24	Umjikelo wokunika ingxelo	Ujoliswe lwekota				2024/25	2025/26
									Oku1	Okwe2	Okwe3	Okwe4		
1.4	Inani labaququzeleli bemidlalo yezikolo abahlawulwayo	2, 3	5	5	5	5	5	Ngekota	-	-	-	5	5	5
1.5	Inani lamaqumrhu emidlalo yezikolo anikwe inkxaso	2, 3	16	16	16	16	16	Ngekota	-	8	8	-	16	16
1.6	Inani Labantu abaqeqeshelwa ukunikezela ngezemidlalo ezikolweni	2, 3	388	786	694	380	380	Ngekota	95	95	95	95	380	380
1.7	Inani lezikolo ezibonelelwe ngezixhobo kunye/okanye nempahla	2,3	309	309	311	309	309	Ngekota	-	30	50	229	309	309

\*Esi salathisi siyafana nesalathisi 4.4.5 kwiCandelo C.

## ISIHLOMELO D: IZALATHISI EZIMANYENEYO

Iziko	Isalathisi semveliso	Ujoliso loNyaka	Umthombo wedatha
IQumrhu leLifa leMveli eNtshona Koloni	Inani lemigaqonkqubo, imimiselo, izikhokelo okanye imigaqo evunyiweyo liBhunga	1	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani lohlobo lwesiza olwenziweyo kwiisiza zelifa lemveli zephondo	7	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani leentlanganiso zeBhunga neekomiti eziye zabanjwa ukuze kuthathwe izigqibo ngokweNHRA	93	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani lemisitho yesiza selifa lemveli sePhondo yokukhuthaza ubutyebi belifa lemveli	4	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani leenkqubo ezenzelwe ukukhuthaza ulawulo lwezibonelelo zelifa lemveli	4	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
IKomishini yezeNkcubeko eNtshona Koloni	Inani lamabhunga enkcubeko abhalisiweyo axhaswa ngeentlawulo ezikhutshelweyo	9	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani lezibonelelo eziphuculweyo okanye ezigciniweyo zokuqinisekisa ukufaneleka nokhuseleko lwabasebenzisi	7	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani labasebenzisi abafikelela kumaziko enkcubeko	6 595	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
IKomiti yeeLwimi eNtshona Koloni	Inani lemisebenzi ekhuthaza ukuphuyezwa koMgaqonkqubo weeLwimi eNtshona Koloni	1	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani leeprojekthi ezikhuthaza iilwimi zesintu	1	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.
	Inani leendibano ezisesikweni zokuphumeza uMgaqonkqubo weeLwimi weNtshona Koloni	6	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente lika2023/24.

## ISIHLOMELO E: UMZEKELO WOPHULISO LWESITHILI

Iindawo zongenelelo	Ixesha eliPhakathi (iminyaka emi3 - MTEF)					
	Inkcazelo ngeprojekthi	Ulwabiwo lohlahlolwabiwo mali	Umasipala weSithili	Indawo: GPS ulungelelaniso	Umphathi weprojekthi	Amaqabane ezentalontle
Ithala leencwadi loLuntu	Ithala leencwadi iMew modular eTouwsranten	R820 000	I-Eden	33.956821, 22.617862	INkonzo yeThala leeNcwadi iDCAS	Umasipala wasGeorge
Ithala leencwadi loLuntu	Ithala leencwadi iMew modular l eOverhex	R850 000	I-Cape Winelands	-33.6675806438 19.5428624278	INkonzo yeThala leeNcwadi iDCAS	Umasipala waseBreed Valley
Ithala leencwadi loLuntu	Ithala leencwadi iMew modular eWagenmakers-valley	R850 000	I-Cape Winelands	-33.631134 19.04711	INkonzo yeThala leeNcwadi iDCAS	Umasipala waseDrakenstein
Iziko loLondolozo lweMwali iBartolomeu Dias	Iziko loLondolozo lweMwali lePhondo	R1 635 340	UMasipala iGarden Route	- 34.1803152,22.1403124	NguLorelle Hutton	Abahlobo beZiko loLondolozo lweMwali
Iziko loLondolozo iBeaufort West	Iziko loLondolozo lweMwali yoNcedo yePhondo	R603,458	I-Central Karoo	- 32.3541785,22.5745325	NguVuyiseka Myakala	Abahlobo beZiko loLondolozo lweMwali
Iziko loLondolozo lweMwali yeNzululwazi yeZinto zakudala	Iziko loLondolozo lweMwali yeNgingqi	R50,000	I-Garden Route	-34.372197, 21.408853	NguMariagrazia Galimberti	Hessequa Society for Archaeology; Blombos and Fynbos Trust
Iziko loLondolozo lweMwali iKapaC	Iziko loLondolozo lweMwali yeNgingqi	R 808,408	Isixeko saseKapa	- 33.9226912,18.4179071	NguLorelle Hutton	Abahlobo beZiko loLondolozo lweMwali
Iziko loLondolozo lwezoNyango laseKapa	Iziko loLondolozo lweMwali yeNgingqi	R135,948	Isixeko saseKapa	-3.9071365,18.4125743	NguLorelle Hutton	Abahlobo beziko loLondolozo lweMwali
Iziko loLondolozo lweMwali iCP Nel	Iziko loLondolozo lweMwali oluXhaswa liPhondo	R318,086	UMasipala iGarden Route	- 33.5920751,22.1996673	NguMoses Mthetwa	Abahlobo beZiko loLondolozo lweMwali
Iziko loLondolozo lweMwali iCaledon	Iziko loLondolozo lweMwali oluXhaswa liPhondo	R203,884	I-Overberg	-34.229974,19.4275582	NguOdette Weir	Abahlobo beZiko loLondolozo lweMwali
Iziko loLondolozo lweMwali iDrostdy	Iziko loLondolozo lweMwali oluXhaswa liPhondo	R849,226	I-Overberg	- 34.0194739,20.4506192	NguAnja Smith	Abahlobo beZiko loLondolozo lweMwali
Iziko loLondolozo lweMwali iElands Bay	Iziko loLondolozo lweMwali yeNgingqi	R50,000	UMasipala iWest Coast	- 32.3134399,18.3375689	NguTania Le Roux	Abahlobo beZiko loLondolozo lweMwali
Iziko loLondolozo lweMwali iFransie Pienaar	Iziko loLondolozo lweMwali yeNgingqi	R71,437	I-Central Karoo	- 33.2246837,22.0280972	NguLydia Barella	Abahlobo beZiko loLondolozo lweMwali

Iindawo zongenelelo	Ixesha eliphakathi (iminyaka emi3 - MTEF)					
	Inkcazelo ngeprojekthi	Ulwabiwo lohlahlolwabiwo mali	UMasipala weSithili	Indawo: GPS ulungelelaniso	Umpathi weprojekthi	Amaqabane ezentlalontle
Iziko loLondolozo lweMbali iGeorge	Iziko loLondolozo lweMbali yeNgingqi	R775 900	UMasipala iGarden Route	-33.955175,22.4573778	NguLorinda Hakimi	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iGenadendal	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R451,568	UMasipala weSithili iOverberg	-34.0343283,19.5556227	NguJudith Balie	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iGreat Brak River	Iziko loLondolozo lweMbali yeNgingqi	R56,125	UMasipala iGarden Route	-34.0411149,22.2168395	NguRene De Kock	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iHout Bay	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R506,262	Isixeko saseKapa	-34.0403032,18.3581238	NguJonathan Dreyer	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iHuguenot Memorial	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R484,440	I-Cape Winelands	-33.9152732,19.1212883	NguAnita van der Merwe	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iJan Danckaert	Iziko loLondolozo lweMbali yeNgingqi	R28,063	UMasipala iWest Coast	-33.0124332,18.9949322	NguKaylene Primus	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali yaBasebenzi baseLwandle	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R379,698	Isixeko saseKapa	-34.1189696,18.8629347	NguMasa Soko	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iMontagu	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R267,175	I-Cape Winelands	-33.7889559,20.1185633	NguEmile Badenhorst	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iOld Harbour	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R303,211	UMasipala weSithili iOverberg	-34.4201686,19.2416128	NguAttwelthea Filander	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iOude Kerk Volks	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R368,976	I-Cape Winelands	-33.2886757,19.1335779	NguShurine van Niekerk	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iPaarl	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R 200 106	I-Cape Winelands	-33.7328883,18.9619732	NguElvira Johannes	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iRobertson	Iziko loLondolozo lweMbali yeNgingqi	R56,125	UMasipala iCape Winelands	-33.8002027,19.883482	NguDianne Coetzee	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iSA Fisheries	Iziko loLondolozo lweMbali yeNgingqi	R43,375	UMasipala iWest Coast	-32.77096,18.1483551	NguFelicity Strohfeltdt	Abahlobo beZiko loLondolozo lweMbali
Iziko loLondolozo lweMbali iSA Sendinggestig	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R139,792	Isixeko saseKapa	-33.9210924,18.4180343	NguNoluvo Toto	Abahlobo beZiko loLondolozo lweMbali



Iindawo zongenelelo	Ixesha eliPhakathi (iminyaka emi3 - MTEF)					
	Inkcazelo ngeprojekthi	Ulwabiwo lohlahlolwabiwo mali	UMasipala weSithili	Indawo: GPS ulungelelaniso	Umpathi weprojekthi	Amaqabane ezentlalontle
Iziko loLondolozo lweMbali iSimon's Town	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R331,036	Isixeko saseKapa	- 34.1923622,18.4270326	NguCatherynne-May Salter-Jansen	Abahlobo beziko loLondolozo lweMbali
Iziko loLondolozo lweMbali iShipwreck	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R242,393	UMasipala iCape Agulhas	-34.5326438,20.036201	NguOdette Weir	Abahlobo beziko loLondolozo lweMbali
Iziko loLondolozo lweMbali iStellenbosch	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R631,871	UMasipala iCape Winelands	- 33.9372072,18.8561258	NguDeborah Gabriels	Abahlobo beziko loLondolozo lweMbali
Iziko loLondolozo lweMbali iTogryers	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R160,223	UMasipala iCape Winelands	- 33.3683554,19.3082413	NguBertdene Laubscher	Abahlobo beziko loLondolozo lweMbali
Iziko loLondolozo lweMbali iWellington	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R297,838	UMasipala iCape Winelands	- 33.6377348,19.0097599	NguOlivia Le Cordeur	Abahlobo beziko loLondolozo lweMbali
Iziko loLondolozo lweMbali yoShishino lweNgqolowa	Iziko loLondolozo lweMbali oluXhaswa liPhondo	R197,849	UMasipala iWest Coast	- 33.1491848,18.6641218	NguTania Le Roux	Abahlobo beziko loLondolozo lweMbali
Iziko loLondolozo lweMbali iWorcester	Iziko loLondolozo lweMbali leProvincial	R2 728 200	UMasipala weCape Winelands	-33.6424763,19.464385	NguEmile Badenhorst	Abahlobo beziko loLondolozo lweMbali

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**URhulumente  
weNtshona Koloni**

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