



URhulumente  
weNtshona Kolor  
**NGOWAKHO**



ISebe looRhulumente baseMakhaya

**Isicwangciso Sokusebenza Sonyaka**  
2023/24



URhulumente weNtshona Koloni

**ISebe looRhulumente  
baseMakhaya**

Isicwangciso  
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UMnu. AW Bredell

Njengoko ndisithi thaca esi siCwangciso sokuSebenza soNyaka, iliZwe lijongene nenye ingxaki kwakhona. Kwezi nyanga zibalwa zidluleyo, iliZwe liye lathwaxwa kukuphazamiseka kobonelelo lombane oluqhubekayo noluneziphumo eziqhwalisayo. Ngenxa yokuphazamiseka kobonelelo lombane oluthatha iiyure eziliqela ngemini, uqoqosho luza kuchaphazeleka kakubi, ngelixa, kwangexesha elinye, ubomi babemi buphazamiseka. Noomasipala ababhungcanga; kungenzeka le meko ibe nefuthe kwingenisano nokungena nokuphuma kwemali, kaloku inxalenye yengeniso yabo ivela ekuthengisweni kombane. Into exhalabisa ngokunzulu lifuthe ukuphazamiseka okuthe gqolo kobonelelo ngombane okunalo kwiinkonzo ezingundoqo zikamasipala ezifana nococeko namanzi njengoko izixhobo zeziseko ezisetyenziswayo zisebenza ngombane. Phezu kwalo nje eli futhe lityhafisayo lokuphazamiseka kobonelelo ngombane, iSebe liwajonge ngamehlo okhozi amazinga amadama neminye imithombo yamanzi njengoko imiqondiso yokuhla kwawo ibonakala.

Kuphantsi kwale meko ke esi sicwangciso sandlala izinto eziphambili zeSebe lam kwi-MTEF ka-2023, njengoko sishenxa ekumiseleni izakhelo zolawulo kulandela unyulo loorhulumente bamakhaya luka-2021, ukuze sijolise iinjongo zethu eziphambili ekuyileni ithemba ngokuba noorhulumente bamakhaya abazinzileyo nohanjiso

lweenkonzo olukhawuleziswayo. Imvo yongxamiseko isekucutheni ifuthe langoku lokuphazamiseka kobonelelo lombane nokuphepha imingeni ephathelele amanzi nokuphathwa kwenkukuma. Xa sikubeka ngentetho elula, zonke iinkqubo zethu ziza kujoliswa ekunabiseni uhanjiso lweenkonzo ukuze kuphuculwe iimeko abaphila phantsi kwazo abemi beli Phondo. Siceba ukuba siza kuyenza njani le nto?

**Ukwandisa iindlela zokuba abemi bafikelele iinkonzo nolwazi:** ukufikelela iinkonzo zakwarhulumente nolwazi kubalulekile ekuphuculeni iimeko abaphila phantsi kwazo abantu beli Phondo. Sinoxanduva lokuqonda abemi bethu kunye neemfuno zabo ukuze sikwazi ukuphendula kuzo ngendlela ekhuthazayo nangongxamiseko. Undoqo kule nto kukuvumela abemi ukuba bathathe inxaxheba ngozimiselo kwizigqibo okanye izenzo ezibachaphazelayo. Ukuze abemi bakwazi ukuthatha inxaxheba ngentsingiselo, kubalulekile ukuba baxhotyiswe ngolwazi lokuba bangathatha inxaxheba njani ze bongeze ukuxabiseka kwimicimba karhulumente wamakhaya. Sisebenzisa iNkqubo yokuFundiswa kwabeMi, siza kuqhubeka nokuphucula uhanjiso lweenkonzo njengoko sihamba kunye nabemi bethu.

**Ukuphuhlisa kwamaseko ezinto ezisetyenziswayo koomasipala ukuze kuqiniseke uhanjiso lweenkonzo olusisiseko:** ukuhluma nophuhliso kwandisa imfuneko yohanjiso lweenkonzo olusisiseko, ngaloo ndlela kubekwa uxinzelelo kumaseko akhoyo ezinto ezisetyenziswayo nemithombo yoncedo elinganiselweyo. Ukutyala imali nokugcina amaseko ezinto ezisetyenziswayo koomasipala esebenza kakuhle ngokungathandabuzekiyo sisixhobo esingundoqo kuhanjiso lweenkonzo nokuhluma kwakunye nophuhliso. Kukhuthazwa indlela epheleleyo yenkxaso yamaseko ezinto ezisetyenziswayo koomasipala esekelwe kucwangciso oluhlanganisiweyo, uphuhliso nolungiso ukuze kuqwalaselwe imingeni eliqela enxulumene namaseko ezinto ezisetyenziswayo. Kuhloliswa indlela entsha yophuhliso ekuxhaseni ngemali amaseko ezinto ezisetyenziswayo.

**Oomasipala abalawulwa kakuhle ngokongamela, ukuphuhlisa nokuqinisa amandla okwenza izinto nobuchule bokulawula:** into eye yacaca njengoko kuhamba iminyaka kukuba, ngaphandle kolawulo oluzinzileyo nokongamela okufanelekileyo nokuphatha kokubini kwinqanaba lezopolitiko nolawulo, okuhambelana nezixokelelwano nezakhelo eziqinileyo nezixhasayo, oomasipala abazukwazi ukuwenza ngokufanelekileyo umsebenzi wabonokufezekisaumyalelo abawuthuniweyo. ISebe lam kwakunye nabanye abangundoqo kummandla woomasipala, liza kuthi gqolo ukunika umkhomba-ndlela, ukuxhobisa nokuxhasa oomasipala ukuze kuqinisekise



ulawulo olusulungekileyo ukuze kuphuculwe uhanjiso lweenkonzo.

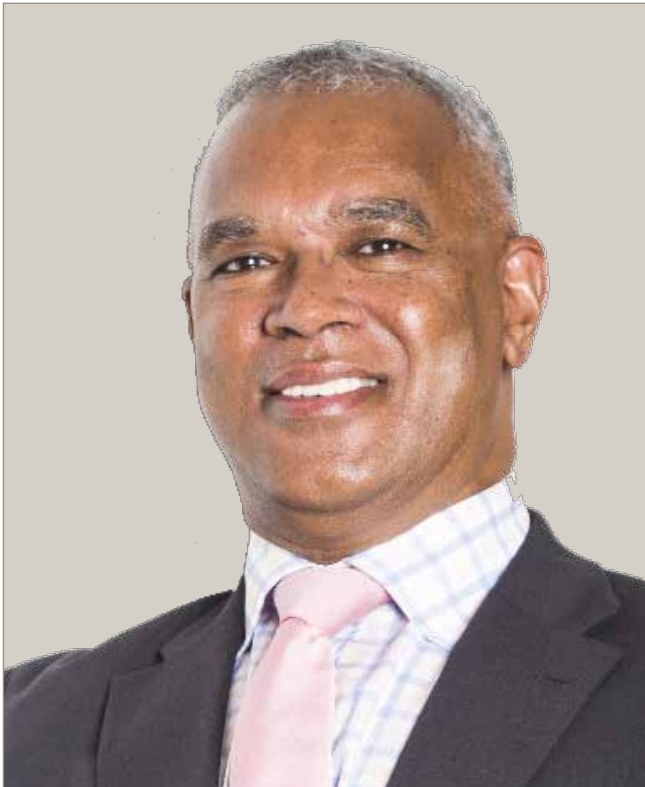
**Imimandla ekwaziyo ukumelana neentlekele ngokufundiswa, ukunciphisa, ukuphendula nokuhlaziya:**  
Kule minyaka imbalwa idluleyo, iPhondo liye lajamelana ubuncinane nesiganeko esinye esikhulu esithe sabeka engozini ubomi babantu. Ezi ziganeko zisenokwahluka ukusuka kwimililo, iimbalela, izikhukula nezifo ezasulelayo phakathi kwezinye izinto. Into ephambili kwiSebe kukukhusela bemi kwezi ngozi zeentlekele. limeko ezitshintsha umhla nezolo zifuna ukuba iPhondo liqhubekeke nokuphula isixokelelwano sokulawulwa kweentlekele nokuqinisa ubuchule. KwisiKhokelo seNkcitho-mali yesiQingatha soNyaka sika-2023, kujoliswe kucwangciso nokuqulunqwa kwezicwangciso-qhinga ezisebenzayo neziqinileyo ekuphenduleni kwiingozi nemingcipheko eyahlukeneyo yokutshintsha kwemozulu nenefuthe kwimpilo-ntle yabahlali, uqoqosho kwakunye nezixokelelwano zamaseko ezinto ezisetyenziswayo.

Urhulumente wamakhaya ngundoqo kuhanjiso lweenkonzo, yaye ke ngoko unendiba ebalulekileyo ekumiliselweni kwemigaqo-nkqubo neendlela zoqoqosho olukhulu lwesizwe. Into yokuba abemi bayamthemba urhulumente inxulumene ngokungqalileyo nendlela aphenhula ngayo urhulumente kwiimfuno zabo nokuqukwa kwabo kwiinkqubo eziyilelwe ukubeka phambili iimfuno zabo.



**UMnu. AW Bredell**  
**UMPHATHISWA WOORHULUMENTE BASEKHAYA,**  
**IMICIMBI YOKUSINGQONGILEYO NESICWANGCISO**  
**SOPHURLISO**

31 Matshi 2023



UMnu. G Paulse

Njengoko siziqhelanisa neziphumo ze-COVID-19, ngoku sijongene nengxaki yobonelelo ngombane, yaye andiyithandabuzi into yokuba siza kuyila ze similisele izicwangciso-qhinga zokukhawulelana nefuthe lale ngxiki eluntwini. Ngokuhlalutya nokwenza izigqibo ezisekelwe kubume bendawo, iPhondo lisebenze ngokubambisana ekukhuseleni abemi ngamaxasha kaxakeka. Xa ngaba siqhutywa ngamandla nomfutho ofanayo, ngokuqinisekileyo siza kuphinda ngokubambiseneyo sikhusele abemi bethu kwiziphumo zokuphazamiseka kobonelelo lombane, ngokukodwa ekuqinisekiseni uhanjiso lweenkonzo ezingundoqo oluqhubekekayo. Ingxaki yombane, phakathi koqoqosho olubuthathaka, inika urhulumente imingeni yokuqulunqa iindlela ezintsha zokungenelela, ezizinzileyo neziphendulayo. Ngokukhuthaza ulwahlulelwano namasebe akwarhulumente kuwo onke amanqanaba, icandelo lamashishini abucala, imimandla yoluntu kwakunye nee-NGO, akuzukhuselwa nje kuphela uhanjiso lweenkonzo kodwa lunokukhawuleziswa. INdlela yokuSebenza ngokuBambisana kwiZithili noMasipala oMbaxa iza kuqhubeka isisiseko esiluhlalima ekumele kumiliselwe kuso uhlahlo lwabiwo-mali, ucwangciso nokumiliselwa kweenkqubo ezingundoqo koomasipala.

Urhulumente wamakhaya ngundoqo kuyo nayiphi imizamo karhulumente yokugxagxamisa uhanjiso lweenkonzo yaye oku kuhlab' ikhwelo kubo bonke abanebango abangundoqo ukuba batyale izimali koorhulumente basemakhaya ukuze kuqinisekise ukuzinza koorhulumente bamakhaya. Ukuze kufezekise oku kufuneka ulawulo olufanelekileyo olusekelwe koorhulumente bamakhaya abasebenza ngempumelelo, ngokufanelekileyo, ngobungcali, ngokuphendula, nokuza neendlela ezintsha zokwenza izinto. Ooceba boomasipala banendima ebalulekileyo ekuqinisekiseni ulawulo olufanelekileyo koomasipala. Eli Sebe liza kuthi gqolo ukuqinisa inkxaso yalo eqhubekayo nokuxhobisa ooceba ngolwazi oluyimfuneko nezakhono ukuze babe nakho ukuphumeza iimbopheleleko zabo zokongamela. Ingxelo efunyenweyo ivela kwiinkqubo eziqhutywayo sithetha nje iza kufaka umfutho ongakumbi kwiqela lam ukuze kutyalwe imali engakumbi kule nkalo.

Ifuthe elikhulu lokuphazamiseka kobonelelo lombane ekuboneleleni ngeenkonzo ezingundoqo lifuna ingqalelo ekhawulezileyo nengxamisekileyo. Ngenxa yokuba iSebe linikwe isigunyaziso sokuxhasa nokuqinisa amandla oomasipala okukwazi ukufezekisa esabo isigunyaziso abasinikiweyo, kuza kuqaliswa amaphulo aliqela ngenjongo yokuncedisa oomasipala balawule yaye bacuthe ifuthe ukuphazamiseka kobonelelo ngombane okungapheliyo okunalo kunikezelo lweenkonzo ezingundoqo. Oku kuquka, phakathi kwezinye izinto, iinkonzo zeengcebiso zobuchwepheshe, ukuqulunqwa kwezicwangciso-qhinga zokuphendula, ukuhlolwa kweenxalenye kumaseko angundoqo ezinto ezisetyenziswayo, nokwenza kube lula ukubakho kobambiswano ekufuneni izisombululo ezizinzileyo.

Indlela esetyenziswa nguRhulumente weNtshona Koloni yokuhlangabezana nemingcipheko yeentlekele ekuhambeni kweminyaka iye yatshintsha yaba yeyokulindela into engekehli, kujoliswe ekuchongeni imingcipheko enokubangela iintlekele nokumiliselwa kwemilinganiselo yokuthintela iintlekele ukuba zingenzeke kunye nokunciphisa ukuba nobuzaza kwazo. Nakuba sisebenzisa le ndlela, ngenxa yohlobo lwazo, iintlekele zingenzeke yaye ngenxa yesi sizathu, kuyimfuneko ukuba kugcinwe yaye kuqiniseke amandla afanelekileyo okuphendula kwiintlekele. Oku kuza kwenziwa ngokusekelwe kwizinto eziboniweyo, amava nezifundiweyo kwiimeko eziliqela zeentlekele ezilawulwa liZiko loLawulo lweenNtlekele.

Ngenxa yemeko ekuyiyo ngoku kwezoqoqosho, iSebe ngokuhambelana nezinto eziphambili zikaRhulumente weNtshona Koloni, linembopheleleko yokuphucula

iindlela abaphila ngazo abemi. IiNkqubo zeThusong nabaSebenzi bokuPhuhliswa koLuntu zingqineke zisebenza ngempumelelo ekuphuculeni ukufikeleleka kweenkonzo zikarhulumente nolwazi kunye nokusondeza urhulumente ebantwini. Ukongeza, iSebe liza kuqhubeka nokuqinisa iinkonzo ezingundoqo ngokuxhasa nokubek' esweni ukumiliselwa kweenkqubo zamaseko ezinto ezisetyenziswayo anjongo yawo ikukuphucula ukubonelela ngeenkonzo ezingundoqo.

Uhanjiso lweenkonzo ukuze kuxhamle abantu beli Phondo ayingomsebenzi woomasipala bodwa, ikwaluxanduva lukaRhulumente weSizwe, uRhulumente wePhondo, amashishini abucala kwakunye nemibutho yoluntu. Ngamaqonga ahlukeneyo entsebenziswano phakathi kwezigaba zonke zikarhulumente, iSebe liza kuqhubeka likhokela amaphulo kwinqanaba lezicwangciso-qhinga nokusebenza ukuze kukhuthazwe imeko eyenza kube lula ukusebenzisana ukuze kubekwe phambili uhanjiso lweenkonzo olukhawulezayo.



**UMnu. G Paulse**  
**INTLOKO YESEBE, ISEBE LOORHULUMENTE**  
**BASEKHAYA**

31 Matshi 2023

## Unikezelo Olusesikweni

### Oku kukuqinisekisa ukuba esi siCwangciso seNtsebenzo soNyaka:

- siphuhliswe lulawulo lweSebe looRhulumente bamaKhaya phantsi kokhokelo lukaMnu. AW Bredell.
- sinika ingqalelo kuyo yonke imigaqo-nkqubo efanelekileyo, imithetho nezinye izigunyaziso zeSebe looRhulumente bamaKhaya.
- sibonisa ngokuchanekileyo iziPhumo neeMveliso iSebe looRhulumente bamaKhaya eliza kuzabalazela ukuzifezekisa kwisithuba sika-2023/24.

Mnu. A Dlwengu

Umlawuli: Umgaqo-nkqubo kunye neNkxaso yesiCwangciso



Nkszn. B Sewlall-Singh

Igosa lezeMali eliyiNtloko



Nksk. N Zamxaka

Ulawuli Oyintloko: Uhanjiso lweeNkonzo oluDibeneyo



Nksk. E Barnard

Ulawuli Oyintloko: Ukuqwalaselwa kokuSebenza kukaMasipala neNkxaso



Mnu. C Deiner

Ulawuli Oyintloko: Ulawulo lweeNtlekele kunye neeNkonzo zokuCima uMlilo



Mnu. G Paulse

Igosa loBalo-mali (iNtloko yeSebe)



### Sigunyaziswe ngu-:

Mnu. AW Bredell

UMPHATHISWA WOORHULUMENTE BASEKHAYA,  
IMICIMBI YOKUSINGQONGILEYO  
NESICWANGCISO SOPHUHLISO





## Uluhlu Lwezifinyezo

<b>I-AO:</b>	Igosa loBalo-mali
<b>I-BAS:</b>	Inkqubo eSiseko yoBalo-mali
<b>I-CDW:</b>	Umsebenzi woPhuhliso loluNtu
<b>I-CSC:</b>	Iziko leeNkonzo zamaShishini
<b>I-CoCT:</b>	IsiXeko saseKapa
<b>I-CoE</b>	Imbuyekezo yabaSebenzi
<b>I-CWP:</b>	Inkqubo yemiSebenzi yolunTu
<b>I-DCF:</b>	Iqonga leeNgxoxo zokuNxibelelanisa iiNgingqi
<b>I-DCOG:</b>	Isebe loLawulo lweNtsebenziswano
<b>I-D: ERM:</b>	Icandelo loLawulo: ukuPhathwa koMngcipheko weShishini
<b>I-DEADP:</b>	ISebe leMicimbi yokusiNgqongileyo noCwangciso loPhuhliso
<b>I-DLG:</b>	ISebe looRhulumente baseMakhaya
<b>I-DM:</b>	Umasipala weNgingqi
<b>I-DORA:</b>	Umthetho wokwaHlulwa kweNgeniso
<b>I-DPME:</b>	ISebe lokuBeka iliSo noVavanyo
<b>I-DRAP:</b>	Isicwangciso sokuSebenza sokuVuselela emva kweMbalela
<b>I-GCIS:</b>	INkqubo yakwaRhulumente yoNxibelelwano nobuChwepheshe
<b>I-ICT:</b>	UbuGcisa beNkcazelo noNxibelelwano
<b>I-IDP:</b>	Isicwangciso soPhuhliso esiHlangeneyo
<b>I-IGR:</b>	Ubudlelwano ebuRhulumenteni
<b>I-JDMA:</b>	Indlela yokubambisa kwisiThili noMasipala oMbaxa
<b>I-LED:</b>	Uphuhliso lwezoQoqosho Ekuhlaleni
<b>I-LGTAS:</b>	Isicwangciso sokuGuququla iMeko sooRhulumente baseKhaya
<b>I-M&amp;E:</b>	UkuQwalaselwa nokuHlolwa
<b>I-MFMA:</b>	Umthetho woLawulo lweMali kooMasipala
<b>I-MGRO:</b>	Uhlaziyo loLawulo kuMasipala neMbonakalo
<b>I-MIG:</b>	Isibonelelo seziSeko zikaMasipala
<b>I-MIGMIS:</b>	Isixokelelwano sezobuChwepheshe soLawulo lweziBonelelo zamaSeko kuMasipala
<b>I-MINMAY:</b>	Iqonga leeNgxoxo loMphathiswa wePhondo looRhulumente baseKhaya nooSodolophu besiGqeba
<b>I-MINMAYTECH:</b>	Iqonga leeNgxoxo leNtloko yeSebe: OoRhulumente baseKhaya nabaPhathi booMasipala
<b>I-MISA:</b>	I-Arhente yokuxhasa amaSeko kooMasipala
<b>I-MPRA:</b>	Umthetho weeReyithi zoMhlaba kaMasipala, 2004 (uMthetho 6 ka-2004)
<b>I-MTEF:</b>	Isiseko seNkcitho-mali saPhakathi noNyaka
<b>I-MTSF:</b>	Isikhokelo sobuChule seXesha eliPhakathi
<b>I-MSA:</b>	Umthetho weNkqubo kaMasipala, 2000 (uMthetho 32 ka-2000)
<b>I-NDP:</b>	Isicwangciso soPhuhliso seSizwe
<b>I-NDMC:</b>	Iziko loLawulo lweeNtlekele lukaZwelonke
<b>I-NEMA:</b>	Umthetho kaZwelonke woLawulo lokusiNgqongileyo, 1998 (uMthetho 107 ka-1998)
<b>I-NSDP:</b>	Umbono woPhuhliso lweeNdawo kuZwelonke

## List of abbreviations

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<b>I-OPMS:</b>	Inkqubo yoLawulo lweNtsebenzo yoMbutho
<b>I-PFCTech:</b>	Iqonga leeNgxoxo zeNtsebenziswano leNkulumbuso
<b>I-PFMA:</b>	Umthetho woLawulo lweziMali kaWonkewonke, 2003
<b>I-PGMTEC:</b>	IKomiti yeNkcitho yeXesha eliPhakathi kuRhulumente wePhondo
<b>I-PMS:</b>	Inkqubo yoLawulo lweNtsebenzo
<b>I-PSDF:</b>	Isikhokelo soPhuhliso lweNdawo sePhondo
<b>I-PT:</b>	Umgcini-mafa kwiPhondo
<b>I-RMT:</b>	Iqela loLawulo kwiNgingqi
<b>I-SALGA:</b>	UMbutho wooRhulumente baseKhaya waseMzantsi Afrika
<b>I-SDBIP:</b>	Uhanjiso lweNkonzo nesiCwangciso sokuMiliselwa koHlahlo Lwabiwo-mali
<b>I-SDF:</b>	Isikhokelo soPhuhliso lweNdawo
<b>I-SDI:</b>	Ukuhlanganiswa koHanjiso lweNkonzo
<b>I-SIME:</b>	Icebo lokuSebenzisana ngokuHlanganisa ooMasipala
<b>I-TIME</b>	Uthethathethwano looMasipala oluHlangeneyo lobuGcisa
<b>I-TSC:</b>	Iziko leeNkonzo iThusong
<b>I-VIP</b>	Into Ephambili Ngokusekelwe Kumbono
<b>I-WCG:</b>	URhulumente weNtshona Koloni.
<b>I-WCIDWRP:</b>	Isicwangciso Esihlanganisiweyo Sokuphendula seMbalela naManzi eNtshona Koloni
<b>I-WOSA:</b>	Indlela Yokusebenza Noluntu Ngokupheleleyo

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INXA-  
LENYE  
A:

## Isigunyaziso Sethu



# Isigunyaziso Sethu

## 1. Izigunyaziso Zomgaqo-siseko

UMgaqo-siseko weRiphabliki yoMzantsi Afrika (1996) ubonelela ngesikhokelo-nkqubo esiphahle uzwelonke somsebenzi wawo onke amasebe karhulumente eMzantsi Afrika. Isahluko 7 sithi theca iinjongo nezigunyaziso ngokuphathelele oorhulumente bamakhaya. Izigunyaziso ezilandelayo zeSebe looRhulumente bamaKhaya zinokucatshulwa koku:

- Ukumisela oomasipala bahambelane nomthetho kazwelonke.
- Ukuxhasa nokomeleza amandla oomasipala.
- Ukulawula intsebenzo yoomasipala ngokwemisebenzi yabo edweliswe kwiShedyuli 4 no-5 zoMgaqo-siseko.
- Ukungenelela apho umthetho, izinyanzeliso zolawulo okanye zemali zingafezekiswanga; kunye
- Nokukhuthaza ukuphuhliswa koorhulumente bamakhaya

## 2. Uhlaziyo kwizigunyaziso zomthetho ezifanelekileyo nemigaqo-nkqubo

2.1 Iphepha leNgcaciso ngoMthetho oYilwayo malunga nooRhulumente bamaKhaya (1998) kunye noluhlu lwemithetho enxulumeneyo eyathi yalandela emva koko (echazwe ngezantsi) libonelela ngemeko yesizwe yoorhulumente bamakhaya elizweni ngokubanzi.

	Umthetho	Ugunyaziso
A	<b>Oorhulumente baseKhaya: Umthetho Wokucandwa kweMida yooMasipala, 1998 (uMthetho 27 ka-1998)</b>	Lo Mthetho ubonelela: <ul style="list-style-type: none"> <li>• ngeemfaneleko neenkqubo zokumiselwa kwemida yoomasipala ligunya elizimeleyo.</li> </ul>
B	<b>OoMasipala: Umthetho Weziseko zooMasipala, 1998 (uMthetho 117 ka-1998)</b>	Lo Mthetho ubonelela: <ul style="list-style-type: none"> <li>• ukuseka oomasipala ngokweemfuno ezinxulumene neendidi nohlobo loomasipala;</li> <li>• ukuseka iimfaneleko zokumisela udidi lukamasipala oza kusekwa kuloo ngingqi;</li> <li>• ukuchaza uhlobo lukamasipala olunokusekwa kudidi ngalunye;</li> <li>• ukwahlula ngokufanelekileyo kwemisebenzi namagunya phakathi kweendidi zikamasipala; kunye</li> <li>• Ukulawula iinkqubo zangaphakathi, iziseko kunye nabasezikhundleni koomasipala.</li> </ul>

## Isigunyaziso Sethu

	Umthetho	Ugunyaziso
C	<b>OoMasipala: Umthetho weeNkqubo zikaMasipala, 2000 (uMthetho 32 ka-2000)</b>	<p>Lo Mthetho ubonelela:</p> <ul style="list-style-type: none"> <li>• ngezinto eziyintloko ezingundoqo, iindlela kunye neenkqubo eziyimfuneko ukwenzela oomasipala bakwazi ukuba nenkqubela ekuphakamiseni uluntu noqoqosho lweengingqi zasekuhlaleni;</li> <li>• ukuqinisekisa ufikelelo jikelele kwiinkonzo ezibalulekileyo ezinokufikeleleka kumntu wonke;</li> <li>• ukuchaza imeko esemthethweni kamasipala, kuquka uluntu lwasekuhlaleni olukummandla kamasipala;</li> <li>• amagunya nemisebenzi kamasipala;</li> <li>• ukuthatha inxaxheba kwabahlali;</li> <li>• ukuseka isiseko esizivumayo iinkqubo ezingundoqo zokuceba, zokulawula ukusebenza, ukuhanjiswa kwezinto notshintsho kumbutho;</li> <li>• isiseko solawulo loluntu lwasekuhlaleni kunye nokuphuhlisa abasebenzi;</li> <li>• ukuxhobisa abahluphekayo, ukuqiniseka ukuba oomasipala bamisela iirhafu zeenkonzo kunye nemigaqo-nkqubo yokulawula amatyala ethatha ingqalelo kwiimfuno zabo; kunye</li> <li>• ukuphanda malunga nezityholo zobuqhetseba, ulawulo olugwenxa, urhwaphilizo kunye/okanye ukusilela kokuthotyelwa kweembopheleleko ezisemthethweni kwizinga likamasipala.</li> </ul>
D	<b>OoRhulumente baseKhaya: Umthetho wokuLawula iiMali zooMasipala, 2003 (uMthetho 56 ka-2003) (i-MFMA)</b>	<p>Lo Mthetho ubonelela:</p> <ul style="list-style-type: none"> <li>• ngolawulo lokhuselo olululo noluzinzileyo kwimicimbi yezemali yoomasipala namanye amaziko kurhulumente wendawo yasekuhlaleni; kunye</li> <li>• nokuseka izithethe nemigangatho yoonongxowa yeendawo zasekuhlaleni zikarhulumente.</li> </ul>
E	<b>OoRhulumente baseKhaya: Umthetho weeReyithi zoMhlaba kaMasipala, 2004 (uMthetho 6 ka-2004) ngokokutshintshwa nguRhulumente waseKhaya: Umthetho oTshintshiweyo weeReyithi zePropati kaMasipala, 2014 (uMthetho 29 ka-2014)</b>	<p>Lo Mthetho ubonelela:</p> <ul style="list-style-type: none"> <li>• ngolawulo lokhuselo olululo noluzinzileyo kwimicimbi yezemali yoomasipala;</li> <li>• ukuseka izithethe nemigangatho nxamnye nokuba imicimbi yezemali ikwazi ukuqwalaselwa nokuba ilinganiswe;</li> <li>• ukulawula igunya likamasipala lokunyanzelisa iireyithi kwipropati;</li> <li>• ukungabandakanyi iipropati ezithile kureyitho, ukuze kulungiselelwe oomasipala baphumeze inkqubo evulekileyo nenobulungisa yokubekelwa bucala;</li> <li>• ukwazisa isaphulelo ngemigaqo-nkqubo yokureyitha;</li> <li>• ukwenza ilungiselelo leendlela ezinobulungisa nezivulekileyo zokuqikelela amaxabiso eepropati; kunye</li> <li>• ukwenza ilungiselelo lenkqubo 'yokuphikisa neyokubhena'.</li> </ul> <p>OoRhulumente baseKhaya: Umthetho oTshintshiweyo weeReyithi zePropati kaMasipala, 2014 waqala ukusebenza ngomhla woku-1 kuJulayi 2015.</p> <p>Lo Mthetho ujolise ekuboneleleni ngotshintsho olwahlukahlukeneyo, ukufakela nokucinywa ukuze kuphuculwe ukubikwa okufanelekileyo, ukuthotyelwa nokuphunyezwa kweenkqubo zalo Mthetho.</p>

## Isigunyaziso Sethu

	Umthetho	Ugunyaziso
F	<b>Umthetho woLawulo lweeNtlekele, 2002 (uMthetho 57 ka-2002)</b>	<p>Lo Mthetho ubonelela:</p> <ul style="list-style-type: none"> <li>• ukuhlunganisa nokulungelelanisa umgaqo-nkqubo wolawulo lweentlekele, ojolise ekuthinteleni okanye ekunciphiseni umngcipheko weentlekele ukunqanda ubuzaza beentlekele;</li> <li>• ukulungela ungxamiseko, ukusabela ngokukhawuleza nangokuyimpulelo kwiintlekele kunye nokulungisa umonakalo wasemva kwentlekele;</li> <li>• ukuseka amaziko olawulo lweentlekele kazwelonke, amaphondo nakamasipala;</li> <li>• amavolontiya olawulo lweentlekele; kunye</li> <li>• nemicimbi enxulumene noko.</li> </ul>
G	<b>Umthetho oTshintshiweyo woLawulo lweeNtlekele, 2015 (uMthetho 16 ka-2015)</b>	<p>Lo Mthetho ubonelela:</p> <ul style="list-style-type: none"> <li>• ukucacisa kokujoliswa komgaqo-nkqubo ekubuyiseleni kwimeko yesiqhelo kunye nokusebenza kwamaziko olawulo lweentlekele;</li> <li>• ukulungelelaniswa kwemisebenzi yeForam yeNgcebiso ngoLawulo lweeNtlekele lukaZwelonke ukuze kulungiselelwe iQonga leSizwe loMzantsi Afrika lokuNcitiswa kweMingcipheko yeeNtlekele;</li> <li>• uMkhosi woKhuseleko weSizwe waseMzantsi Afrika, iNkonzo yamaPolisa yaseMzantsi Afrika kunye nalo naliphi na elinye icandelo likarhulumente lokunceda iziseko zolawulo lweentlekele; kunye</li> <li>• ukomeleza iinkqubo zokubikwa komngcipheko wentlekele ukuze kuphuculwe ukukwazi kweSizwe okulawula iintlekele ezinokubakho.</li> </ul>
H	<b>Umthetho weSiseko sobuDlelwane eburhulumenteni, 2005 (uMthetho 13 ka-2005)</b>	<p>Injongo yalo Mthetho:</p> <ul style="list-style-type: none"> <li>• kukuseka isiseko sikarhulumente kazwelonke, oorhulumente bamaphondo noomasipala ukukhuthaza nokuququzelela ubudlelwane eburhulumenteni; kunye</li> <li>• nokubonelela ngeendlela kunye neenkqubo zokuququzelela ukusonjululwa kwamabango eburhulumenteni.</li> </ul>
I	<b>Umthetho wesiCwangciso soMhlaba noLawulo lokuSetyenziswa koMhlaba, 2013 (uMthetho 16 ka-2013)</b>	<p>Lo Mthetho:</p> <ul style="list-style-type: none"> <li>• ubonelela ngesiseko sesicwangciso somhlaba kunye nolawulo lokusetyenziswa komhlaba kwiriphabliki</li> <li>• ucacisa unxibelelwano phakathi kwesicwangciso somhlaba nenkqubo yolawulo lokusetyenziswa komhlaba kunye nezinye iintlobo zesicwangciso</li> <li>• ukubandakanya, ukuphuhlisa isicwangciso somhlaba esinobulungisa nesisebenzayo kumacandelo ahlukahlukeneyo karhulumente</li> <li>• ubonelela ngesiseko sokuqwalasela, ukulungelelanisa kunye nokuhlola isicwangciso somhlaba kunye nenkqubo yolawulo lokusetyenziswa komhlaba</li> <li>• ubonelela ngesiseko semigaqo-nkqubo, imigaqo, izithethe kunye nemilinganiselo yesicwangciso sophuhliso lomhlaba kunye nolawulo lokusetyenziswa komhlaba</li> <li>• ukulungisa ukungalingani kwemihlaba kwangaphambili nokuyilawula</li> <li>• ukhuthaza ukugqinelana okukhulu nokufana kwiinkqubo zesicelo nasekwenzeni izigqibo ngamagunya anoxanduva lokwenza izigqibo zokusetyenziswa komhlaba kunye nezicelo zokuphuhlisa</li> <li>• ukubonelela ngokusekwa, ngemisebenzi nokusebenza kweNkundla zeziCwangciso zikaMasipala</li> <li>• ukwalathisa ekuququzeleleni nasekunyanzelisweni kwemilinganiselo yokusetyenziswa komhlaba nophuhliso.</li> </ul>

## Isigunyaziso Sethu

### 3. Ukuhlaziywa Kwemigaqo-nkqubo Nezicwangciso-qhinga Zesebe

Kanjalo umsebenzi woorhulumente bamakhaya uchatshazelwa zizigunyaziso zemigaqo-nkqubo ezilandelayo:

- Ukumiliselwa Kwendlela Yokubambisana Kwesithili Nomasipala Ombaxa;
- Isicwangciso soPhuhliso kuZwelonke (i-Vision 2030);
- Isicwangciso soPhuhliso lweZakhono kuZwelonke, 2030;
- INtshona Koloni: Izinto Eziphambili Ngokusekelwe Kumbono;
- Isikhokelo-nkqubo soLawulo lweeNtlekele eNtshona Koloni, 2010;
- Iinqobo zeBatho Pele;
- Isikhokelo-nkqubo soMgaqo-nkqubo wesiXokelelwano sokuBek' eSweni noVavanyo sikaRhulumente Ngokubanzi, 2007;
- Isikhokelo-nkqubo Sokuqinisekiswa Kokuba Semgangathweni Ngokweenkcukacha-manani soMzantsi Afrika, 2007;
- Umbono woPhuhliso lweeNdawo kuZwelonke, 2002;
- Isikhokelo-nkqubo soPhuhliso lweeNdawo sePhondo, 2014;
- Isikhokelo-nkqubo soLawulo lweeNtlekele kuZwelonke, 2005;
- Isicwangciso sokuPhumelela Kwkhona seNtshona Koloni, 2021; kunye
- NokuHluma eNtshona Koloni kwesiCwangciso-qhinga semiSebenzi 2023

### 4. Uhlaziyo Kwizigwebo Zenkundla Ezisebenzayo

#### 4.1 Asikho

## Isigunyaziso Sethu

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A



**INXA-  
LENYE  
B**

**EsiJolise kuko  
kweQhinga  
lethu**

## EsiJolise kuko kweQhinga lethu

### 5. Umbono

Iqela elisebenza ngokufanelekileyo nango-kupheleleyo elenza kube lula ukuba oomasipala abalawulwa kakuhle bahambise iinkonzo eluntwini ngendlela ephendula iimfuno zalo, ezinzileyo nehlanganisiweyo.

### 6. Umnqophiso

Ukubek' esweni, ukuququzelela nokuxhasa oomasipala ukuze baphumelele ekufezekiseni izigunyaziso zabo zophuhliso nokubhexesha uhanjiso lweenkonzo nokuxhathisa iintlekele ngokuthethana nokubonisana nezigaba zakwarhulumente nabahlakani kwezentlalo.

### 7. Iimpawu Zentsulungeko

Iimpawu zentsulungeko zeSebe ziyafana neempawu zentsulungeko zephondo, oko kukuthi,

- Ukukhathalela;
- Ukwenza ngokugqibeleleyo;
- Ukuzimisela ukundula;
- Ukuthembeka;
- Ukuphendula; kunye
- Nokusungula iindlela ezintsha.

### 8. Uhlalutyo Lweemeko Oluhlengahlengisiweyo

#### 8.1 Inkangeleko Yobume Boorhulumente Basemakhaya: Izizathu Ezingaphandle

Ukuqonda ubukhulu nokwakheka kwenani labemi kuneentsingiselo ezinkulu kucwangciso luka-rhulumente lokuhambisa iinkonzo.<sup>1</sup> Iingqikelelo zamanani abemi zaphakathi enyakeni zika-2022 zibonisa ukuba inani labemi beli Phondo liqikelelwa ukuba zizigidi eziyi-7 212 412, oku kukunyuka nge-1.4% xa kuthalekiswa no-2021. Inani leminyaka umntu anokulindela ukuphila ngalo kuzwelonke ekuzalweni ngo-2021 beliqikelelwa kwiminyaka eyi-60.0 kumadoda neminyaka eyi-65.6 kubantu ababhinqileyo, ngelixa eli nani lehlele ukusuka kwinani leminyaka anokulindela ukuphila ngalo ekuzalweni ngo-2020 elaliqikelelwa ukuba yiminyaka eyi-62.4 kumadoda neminyaka eyi-68.4 kubantu ababhinqileyo, linyuke nje kancinci xa kuthalekiswa neengqikelelo zika-2021. Oku kunxibelelene nokwehla

okumalunga ne-5% kwinani labantu abaswelekayo. Amanani ephondo ohluka nje kancinci kumanani kazwelonke, apho amadoda kuqikelelwa ukuba kulindeleke aphile iminyaka eyi-66.3 ze bona abantu ababhinqileyo baphile iminyaka eyi-71.7.

Iphondo leNtshona Koloni neGauteng kwisithuba esiphakathi kuka-2021 no-2026 kuqikelelwa ukuba aza kubona ukugxalathelana kakhulu kwabantu abeza kula maphondo abamalunga ne-460 489 kunye ne-1 443 978 ngokwahlukana kwawo.



#### Izizathu Zopolitiko

Unyulo looRhulumente basemakhaya luka-2021 lwaphumela ekubeni konyulwe oocaba abatsha. Oku kwakhokelela ekunyukeni kwenani loomasipala abalawulwa ngomdibaniselwano. Ngelixa iinguqu kubunkokheli bezopolitiko zisenokutshintsha izicwangciso-qhinga, oku kumele kungachaphazeli ukusebenza ngokuphumelelayo komasipala. Oku kwalatha kwimbaluleka yokunika oocaba ithuba lokufumana uqeqesho oluqhubekayo nenkxaso ukuze kuqinisekiswa ukuba bayakwazi ukwenza imisebenzi yabo ngokuphumelelayo. ISebel linoxanduva lokuxhasa ukudluliselwa ngokusulungekileyo kolawulo koorhulumente basemakhaya. Umqulu wenkxaso ukuze kuzinziswe ulawulo olufanelekileyo koomasipala uza kuquka:

- Ukuxhotyiswa ngezakhono nokuqeqeshwa kooocaba abatsha,
- Ukufunyanwa kwezinqinisekiso zezemfundo ngoocaba,
- Ukuhlola umgangatho wendlela ekuqeshwa ngayo abaphathi abaphezulu koomasipala,
- Ukucebisa nokuxhasa ngokuqhubekayo utoliko lwezomthetho nokunye ngeli thuba lokudluliselwa kolawulo.
- Ukuqwalasela ukungahoywa okuthe gabalala kwemiyalelo engokomthetho okusenokuba kudibene neenguqu kwimeko yezopolitiko.



#### Izizathu Zezoqoqosho

Over the last two to three years there have been Kule minyaka mibini ukuya kwemithathu edluleyo kuye kwakho iziganeko eziliqela emhlabeni wonke nalapha elizweni ezinefuthe elibi kwezoqoqosho. Ngo-2020 nango-2021, iingxaki zezoqoqosho ezaziswa ngubhubhane zathetha ukuba oomasipala bajongene neningeni emikhulu ekuqokeleleni imali yeereyithi kubantu abahlawula iireyithi abebetsala nzima ngokwasemalini, okubangele ukuba oomasipala abaliqela balahlekelwe yingeniso, ngelixa oomasipala

<sup>1</sup> I-Statistics South Africa, Statistical release P032, Mid-year population estimates 2022, July 2022.

## EsiJolise kuko kweQhinga lethu

kufuneka bethwele uxanduva olungakumbi. Ukunyuka kwamaxabiso ezinto namaqondo enzala ekupheleni kuka-2021 ekuqaleni kuka-2022 nako kubeka uxinzelelo kumandla abahlali okukwazi ukubhatalela iinkonzo zikamasipala. Okunxibelelene noku kukunyuka kwamaxabiso empahla okunxibelelene nemfazwe ese-Ukraine. Owona mqobo mkhulu kuhlumo olungakumbi lwezoqoqosho kukungabikho kobonelelo lombane oluthembekileyo okuye kwaqatsela kwezi nyanga zimbalela zidluleyo yaye kulindeleke ukuba oku kuqhubeka.

Asiyonto nje yokuba iinkonzo zikamasipala zezona zisemngciphekweni kwifuthe lokuphazamiseka kobonelelo lombane njengoko amaseko ezinto ezisetyenziswayo exhomekeke embaneni kodwa yinyani yokuba abahlali bayaphuma kwigradi. Ifuthe lalo nongangela kukuncipha kwentlawulo yee-akhawunti zombane okuthi kube nefuthe kwingeniso kamasipala.

Ukuhamba kwexesha elide umbane ungekho kuvulela amasela ithuba kunye nomonakalo ongakumbi kumaseko ombane avele ephantsi koxinzelelo olumandla, kubangela okunye ukulibaziseka kobonelelo lombane. Kanjalo abahlalutyi banenkolo yokuba ilahleko eqikelelwayo yezoqoqosho ngenxa yokuphazamiseka kobonelelo lombane ingakhokelela ekucuthekeni kwamathuba emisebenzi avulekayo okanye nkqubo nokuphelelwa yimisebenzi.

Indlela yokuxhasa ngemali esetyenziswayo ngoku ithetha ukuba oomasipala kufuneka baxhomekeke ekuqokeleleni iirhafu yaye iireyithi azizinzanga, xa abahlali bengakwazi ukubhatala, yaye umasipala akakwazi ukulawula iindleko zakhe, isiphumo iba kukungazinzi okuthe gqolo ngokwezemali.

Ngenxa yeengxaki zezimali abazifumana bekuzo oomasipala, ezenziwa zibe nzima nangakumbi yinkcitho eyongezelelekileyo yokuthenga izinto zokusetyenziswa xa umbane umkile, ingenzeka into yokuba abanye oomasipala bazibone bekwimeko yokungakwazi ukugcina ii-akhawunti zabo zamatyala.

Ayithandabuzeki into yokuba, ukutyala imali ekulungiseni nasekutshintsheni amaseko ezinto ezisetyenziswayo ngundoqo ekuvuselelekeni kwezoqoqosho yaye kumele kubekwe kwindawo yokuqala kwizicwangciso zophuhliso nezezimali zexesha elide koomasipala. Utyalo-mali olunjalo luza kunceda ukukhawulelana nenqwaba yemingeni efana nale, ukophuka kwezixhobo ezisetyenziswayo okunxibelelene nezixhobo ezindala nokuphepha izisombululo zexeshana xa kunyuswa umgangatho wezixhobo ezisetyenziswayo, ngelixa kubonelelwa ngeenkonzo kumashishini nasemakhayeni yaye kuxhaswa nophuhliso lwezoqoqosho.

Ngokuvumelana nento ephambili kwiphondo yoHlumo lwemiSebenzi, iSebe liza kusebenza nabo banebango abangundoqo kuquka amashishini abucala ze lixhase oomasipala kuphuhliso nokugcinwa kwezixhobo zezinto ezisetyenziswayo okuzinzileyo ukwenzela uhanjiso lweenkonzo oluphuculiweyo nokuhluma kwezoqoqosho. Ezinye zeeprojekthi ziza kuquka:

- Ukuqhubeka nokuthi thaca isiCwangciso esinoNyamezelo saManzi;
- Ukuphuhlisa i-WCIDWRP yeminyaka eyi-15 ukuqinisekisa unyamezelo lwamanzi kwiPhondo.
- Ukuququzelela nokubhexesha ukuthiwa thaca kweziCwangciso-qhinga ezinoNyamezelo zaMandla kooMasipala.
- Ukuhlolisisa iindlela ezintsha zokuhlawulela amaseko ezixhobo ezisetyenziswayo kubanjiswene namaziko abalizi abaxhasa ngemali.
- Ukubek' esweni ukumiliselwa kwezicwangciso ezixhaswa ngemali yezibonelelo zamaseko ezixhobo ezisetyenziswayo nokunika inkcazelo kuhlaziyo lwemigaqo-nkqubo.
- Ukubonelela ngeenkonzo zeengcebiso zobuchwepheshe noncedo koomasipala.
- Ukwandisa ucwangciso lwamaseko ezixhobo zosetyenziso oluhlanganisiweyo nolunxibeleleneyo koomasipala
- Incoko malunga nokuqwalasela ngokutsha indlela entsha yenkxaso-mali yokuphila kakuhle koomasipala iseyinto ephambili.

## EsiJolise kuko kweQhinga lethu



### Izizathu Zezentlalo

Umthombo: I-Stats SA Quarterly Labour Force Survey.

#### Izinga Elikhutshwe Ngokusemthethweni Lentswela-ngqesho ngokwePhondo

	Jun - Sep 2021	Epr - Jun 2022	Jul - Sep 2022	Utshintsho ukusuka kwikota ukuya kwenye	Utshintsho ukusuka kunyaka ukuya komnye
	Ipesenti			Amanqaku eepesenti	
eMzantsi Afrika	34,9	33,9	32,9	-1,0	-2,0
eNtshona Koloni	26,3	27,5	24,5	-3,0	-1,8
eMpuma Koloni	47,4	42,8	42,4	-0,4	-5,0
eMntla Koloni	24,9	23,7	26,4	2,7	1,5
eFreyistata	38,1	32,4	33,8	1,4	-4,3
eKwaZulu-Natal	28,7	32,7	30,6	-2,1	1,9
eMntla Ntshona	35,7	32,2	39,0	6,8	3,3
eRhawutini	37,0	34,4	33,7	-0,7	-3,3
eMpumalanga	37,5	36,1	35,1	-1,0	-2,4
eLimpopo	32,5	36,3	31,0	-5,3	-1,5

Ubhubhane we-COVID-19 ueb nefuthe elinobuzaza kwimizamo yokudala imiseebnzi kwiLizwe naseNtshona Koloni okubangele ukuba izinga lentswela-ngqesho libe phezulu ukuya kutsho ku-34.9% no-26.3 ngokwahlukeneyo. Nakuba ithubile engasentla ibonisa umqondiso omncinci wokuhla kwintswela-ngqesho, la manani asengaphantsi lee kumazinga ebekho kwiPhondo ngaphambi kokufika kukabhubhane.<sup>2</sup> Kwikota 3 ka-2022, izinga elikhutshwe ngokusemthethweni lentswela-ngqesho lihle ngenqaku lepesenti elingu-2 ukuya ku-32.9 lisuka ku-34.9 kwikota efanayo ngo-2021. Utshintso oluncumisayo ukusuka kunyaka ukuya komnye libonakele naseMpuma Koloni, eFreyistata, eGauteng, eMpumalanga, eNtshona Koloni naseLimpopo. INtshona Koloni ibe kwindawo yesibini ekuphuculeni izinga lentswela-ngqesho nge-3%.<sup>3</sup> UHlalutyo lwezoQoqosho kwiPhondo kunye neMbonakalo luka-2022/23 lubonisa ukuba “kwikota yokuqala ka-2022, amanqanaba engqesho eNtshona Koloni ebesemi kwi-8.1 pesenti ngaphantsi kwamanqanaba awayekho ngaphambi kukabhubhane”.

Intlupheko nentswela-ngqesho zisathe gqolo ukuba nefuthe elibi kwiimeko abaphila kuzo abemi. Oomasipala ngenxa yeendawo abakuzo bazifumana bekwimeko apho bejongene nokunyuka kwezinga lokufunwa kohanjiso lweenkonzo. Oku kungenxa yokuba abemi bamjonga urhulumente njengento enye yaye balindele ukuba ocebaba basekuhlaleni baphendule ngemibandela ngokomthetho engenanto yakwenza nabo. Ngelixa oomasipala betsala nzima ukufumana imithombo yoncedo ukuqinisa uhanjiso lweenkonzo, imeko yamaseko ezixhobo zosetyenziso iyaqhubeka isiba maxongo ngenxa yokuba madala kunye nokonakaliswa kwempahla. Ukukhawulelana neningeni yamaseko ezixhobo zosetyenziso kufuna umgudu omkhulu kubo bonke abanebango kuquka imimandla yoluntu njengoko ukubuyisela la maseko ezixhobo zosetyenziso kuziindleko eziphezulu.

Ngenxa yeengxaki zemali abajongene nazo oomasipala, ukunyuka kwenani labantu abangaqeshwanga kuba kuba neziphumo ezibi koomasipala. Oku kusengaphumela ekunyukeni

<sup>2</sup> I-Statistics South Africa, Statistical release P0211, Quarterly Labour Force Survey, Ikota 3: 2022, 29 Novemba 2022.

<sup>3</sup> I-Statistics South Africa, Statistical release P0211, Quarterly Labour Force Survey, Ikota 3: 2022, 29 Novemba 2022..

## EsiJolise kuko kweQhinga lethu

kwenani lamakhaya ahlwempuzekileyo asenokungakwazi ukubhatalela iireyithi neenkonzozikamasipala nekuthi kufuneke oomasipala bazixhase ngokwabo. Ukuzinza koomasipala kuxhomekeke kakhulu ekukwazini kwabahlali ukubhatalela iinkonzozikamasipala.

Ukongeza koku, kukho imfuneko yokuba urhulumente athethathethane nabemi malunga nohanjiso lweenkonzo kunye nemibandela ehlobene nohlahlo lwabiwo-mali nokujolisa ngokukhethekileyo kumaphulo okulwa nobundlobongela obusekelwe kwisini nobulungisa ngokobuni. ISebe, ngokuhambelana nezinto eziphambili kuRhulumente weNtshona Koloni linoxanduva lokuphucula iimeko abaphila kuzo abemi. Iinkqubo eziza kumiliselwa ziza kujolisa kwizinto ezilandelayo:

- Ukuphucula ufikelelo kwiinkonzozikarhulumente nolwazi;
- Ukuphucula ufikelelo kwiinkonzozikarhulumente nolwazi;
- Ukuqinisa uthatho-nxaxheba loluntu ngokuxhobisa abemi ngeenkqubo zokufundisa zoluntu,
- Ukuqinisa iinkonzozizisisiseko ngenkxaso nokubek' esweni ukumiliselwa kweenkqubo zamaseko ezixhobo zosetyenziso ezinjongo yawo ikukuphucula iinkonzozizisisiseko ezihlobene noomasipala,
- Ukuqinisa uqhagamshelwano koomasipala, kunye
- Nokumiliselwa kweeprojekthi zezentlalo nezozoqoqosho ukuze kuphuculwe iimeko abaphila kuzo abemi.



### Izizathu Zezobuchwepheshe

I-Fourth Industrial Revolution (i-4IR) ixesha elitsha lokuqungaqungwa kwezoqoqosho nelineziphumo eziqaphelekayo kwezentlalo nezozoqoqosho eMzantsi Afrika. Ukusetyenziswa okukhulayo kobuchwepheshe obutsha obufana ne-artificial intelligence, i-cloud computing, iirobotikhi, ubuchwepheshe obuhambele phambili obungasebenzisi minxeba kwezonzibelelwano kuvula amathuba angasikelwanga mda otshintsho olungathi lube namandla okukhawulelana nemingeni yezentlalo nezozoqoqosho. Ngokomzekelo, ukunaba

kobuchwepheshe bedijithali bunamandla okuxhobisa abahluphekileyo ngendlela yokufikelela kulwazi, amathuba emisebenzi neenkonzozinokuphucula imigangatho yempilo yabo.<sup>4</sup> Ukusungula iindlela ezintsha zokwenza izinto ngundoqo we-Fourth Industrial Revolution, ukubanga iinzuzo kukho imfuneko yokuyila iimeko ezenza kube lula nokunabisa amandla okubhexesha nokuxhasa oku kusungula iindlela ezintsha zokwenza izinto kufunekayo.

Ezobuchwepheshe zakha ngokutsha amashishini, urhulumente, ezemfundo, ezempilo kwanayo nje yonke inkangeleko yobomi bethu yaye i-COVID-19 iye yasinyusa isantya semfuneko yokuba urhulumente akhangele amathuba edijithali. Oku kubangele ukuba kwezoshishino nakurhulumente ngokufanayo, kusetyenziswe ezobuchwepheshe yaye kufunyanwe iindlela ezintsha zokuhambisa iinkonzozosetyenziswa obu buchwepheshe. Luya lukhula uxinzelelo abaphantsi kwalo oorhulumente basemakhaya lokuba batshintshe ngokukhawulezileyo izixokelelwano kunye nobuchwepheshe yaye bafumane izisombululo zobuchwepheshe bedijithali ukuze baqhubeka neembopheleleko zohanjiso lweenkonzo nangaphaya kwamaxesha e-COVID-19.

Oomasipala bayashiyana ngamanqaba okukhula yaye ukuba baza kukwazi ukuxhakamfula amathuba ahamba nenkqubela-phambili kwezobuchwepheshe, kuza kufuneka bancediswe kokubini kulawulo nakwimingeni abajongene nayo yokuba nobuchule bokusebenza.

ISebe liza kuqhubeka nokuxhasa oomasipala ukufumana iindlela zobulumko obutsha bokusebenzisa inkqubela-phambili yezobuchwepheshe ekuphuculweni kohanjiso lweenkonzo. Kule MTEF ilandelayo iSebe liza kuxhasa oomasipala ngeenkqubo ezifana nezi:

- Ulawulo lweDatha kooMasipala;
- IsiXokelelwano soLawulo loLwazi siquka i-M&E, idashibhodi yentsebenzo yooMasipala;
- Ukumiselwa kwesithethe sokusebenzisa uLawulo lwe-GIS ne-ICT.



### Izizathu Ezingokwendalo Engqongileyo

Eli Phondo liva iziphumo zotshintsho lwemozulu apho izifumo zalo ngokwezimali nazo zinokudala umonakalo omkhulu ngokufanayo nalowo udalwa kukuphazamiseka okungalindelekanga okubangelwa zizaqhwithi, izikhukula, imililo nembalela ezinokukhokelela kukuphazamiseka okukhulu.

<sup>4</sup> I-Njuguna Ndung'u and Landry Signe, 2020, *I-Fourth Industrial Revolution nosetyenziso lwedijithali luza kuyitshintsha i-Afrika ibe yindawo enamandla emhlabeni wonke.*



## EsiJolise kuko kweQhinga lethu

Izikhukula kutshanje ezenzeke eGeorge zingqina inyani yokuba eli Phondo laziwa ngokuba liyathandwa yimingcipheko efananokhukuliseko ekungenzeka kubangelwa kukunyuka komgangatho wolwandle nezaqhwithi ezinzima. Ukongeza, kwiminyaka-mali edluleyo, eli Phondo laliye ubuncinane libe nawo umlilo omnye okanye emibini emikhulu ngonyaka. Ezi ziganeko zenza kwafuneka ukuba iSebe lisebenzise ubutyebi balo ekuthinteleni ifuthe elibi kwezoqoqosho nakubomi babemi beli Phondo.

Izakhiwo ezahlukeneyo zolawulo lweentlekele kwinqanaba lephondo, loomasipala nee-arhente ezingezozaburhulumente zijamelana nemingeni ebalulekileyo ngokuphathelele utshintsho kungcipheko weentlekele kula mashumi mabini eminyaka edluleyo.

Okokuqala, imo yomngcipheko iye yatshintsha yaba yintlanganisela yotshintsho lwemozulu emhlabeni wonke kunye nolawulo oluhlwempuzekileyo (okanye olungekhoyo) lwezinto zoncedo namaseko ezixhobo zosetyenziso. Elona futhe likhulu loku ibe kukuba ilahleko ephakamileyo yobomi, ipropati nomonakalo kumaseko ezixhobo zosetyenziso ibonakala kwiindawo neemeko apho ngaphambili bezikade zikhawuleza zibuyele kwimeko entle ngokukhawulezileyo ngokwentlekiso kwisiganeko esifanayo. Ixesha nezinto ezininzi ngokugqithisileyo ngoku kufuneka zibekwe ngokutsha ngenjongo yokukhawulelana nokubuyela kwimeko entle nokulungisa indawo echaphazelekileyo.

Okwesibini, ngenxa yezizathu ezohlukeneyo izinto zoncedo ebezithathwa ngokuba zibalulekile kulawulo lwentlekele ngoku zikwimeko embi kakhulu (ngenxa yokungakhathalelwa okanye ukulinganiselwa kwenkxaso-mali) okanye azisafumaneki. Yinyaniso eyamkelekileyo into yokuba uMkhosi wezoKhuselo weSizwe ungabonelela kuphela ngenani elilinganiselwe gqitha lezinto zoncedo ekuncediseni abasemagunyeni kulawulo lweentlekele zoluntu (ngokukodwa ngezinto zoncedo lwasemoyeni).

Okokugqibela, imingeni kwimeko yezolawulo nayo ibone iziganeko eziliqela ezikhulu kwezoshishino nezothutho ezindleleni/koololiwe zisenzeka nezikhokelele kwilahleko enkulu yobomi, ipropati namaseko ezixhobo zosetyenziso. Ukugcinwa nokuthuthwa okungenamimiselo kweekhemikhali eziyingozi kunamandla okuvelisa inqwaba yeentlekele ngeqbuliso njengoko sibonile kwiziganeko zakutshanje eBeirut (ugqabhuko-dubulo lwe-Ammonium Nitrate), eMilnerton (ugqabhuko-dubulo lwe-Astron Energy) naseBoksburg (ugqabhuko-

dubulo lwe-Liquid Petroleum Gas). Ukongeza, ukusuka ngo-2020, eli Phondo lityhubele iziganeko ezinkulu zokungena kwabantu ngendlov' iyangena emihlabeni abangenalungelo lokwakha kuyo yaye oku kufak' isandla kumngcipheko wentlekele elichanabeke kuwo iPhondo ngenxa yendawo ezigxunyekwa kuyo ezi ndawo zokuhlala zingekho mthethweni kwimimandla enomngcipheko omkhulu.

Ngoko e kuya kusiba yimfuneko enkulu ukuba iPhondo lenze izicwangciso ze limisele izisombululo ekuphenduleni kwiingozi nemingcipheko eyahlukene yemozulu enefuthe kwintlalo-ntle yabahlali, kwezoqoqosho, kwakunye nezixokelelwano zamaseko ezixhobo zosetyenziso.



### Izizathu Ezingokomthetho

Ukuqeshwa kwabaPhathi abaPhezulu koomasipala kulawulwa yi-Municipal Systems Act, 2000, iSebe liza kuqhubeka nokubonelela ngenkxaso malunga nokubek' esweni ukuvalwa kwezithuba zemisebenzi nokubonelela ngomkhombandlela ngokuphathelele imiyalelo yomthetho kwinkqubo yokugaya nokuqesha nokwenza kube lula ukuthunyelwa kwamagosa asuswa kwezinye iindawo athunyelwe kwiindawo ezinendingeko. Kwindawo ekuchongwe kuzo ukungathotyelwa komthetho, iSebe liza kulandela inkqubo emiselweyo yokunyanzelisa ukuthotyelwa.

Imimiselo neziKhokelo zabaSebenzi bakaMasipala kooRhulumente basemaKhaya phantsi kweCandelo 72, lifundwa kunye neCandelo 120 le-Local Government Municipal Systems Act, 2000 (uMthetho 32 ka-2000), njengoko wapasiswa nguMphathiswa woLawulo lweNtsebenziswano neMicimbi yeMveli nge-20 kaSeptemba 2021 kunye neSetyula 12 ka-2022 yeSebe loLawulo lweNtsebenziswano; inabisa ukumiliselwa kweSahluko 2 no-4 ukuya kumhla woku-1 kaJulayi 2023. ISebe, libambisene neSebe loLawulo lweNtsebenziswano kunye neManyano yooRhulumente basemaKhaya boMzantsi Afrika eNtshona Koloni, liza kuqhubeka nokuxhasa oomasipala ukuqinisekisa ukuba bakulungele ukumiliselwa.

Amandla nemisebenzi ngokuphathelele iMicimbi yeMveli namaKhoi-San kwiPhondo idluliselwe kuMphathiswa wePhondo ohoye ooRhulumente basemaKhaya. ISebe kufuneka libonelele ngamandla eziko ukuze likwazi, phakathi kwezinye izinto, ukwenza lo mthetho usebenze, libek' esweni umsebenzi weKhomishini yeMibandela yamaKhoi-San, kwakunye nokucebisa iNkulumbuso ngale nkqubo.

## EsiJolise kuko kweQhinga lethu

ICandelo 106 le-Municipal Systems Act, 2000 (“uMthetho weeSistimi”) lithi kufuneka uMphathiswa wePhondo ophethe ooRhulumente basemaKhaya aqalise uphando lwephondo ngokuphathelele umasipala eNtshona Koloni ukuba ngaba (i) unesizathu sokukholelwa ukuba umasipala akakwazi okanye akayifezekisi imfanelo esemthethweni ebophelelayo kuloo masipala, okanye ukuba ulawulo olugwenxa, ubuqhophololo, urhwaphilizo okanye nasiphi esinye isenzo esitenxileyo senzekile okanye siyenzeka kuloo masipala; yaye (ii) ucinga ukuba uphando olunjalo luyimfuneko.

Enye yeentsilelo ezibalulekileyo kwinkqubo-sikhokelo yomthetho kukuba akwenziwanga sibonelelo soneleyo semilinganiselo yenkuthalo yokubhaqa kwangoko kunye nokungenelela kwiimeko zorhwaphilizo nobuqhophololo koomasipala, nakwimeko apho umasipala engena kwimeko yokuxakaniseka.

### 8.2 Uhlatutyo Lweemeko Zangaphakathi

Eli Sebe linezithuba zabasebenzi xa bebonke abayi-376 ezimele zibe nabasebenzi, yaye i-97.3 % kwezi zithuba ibinabasebenzi ukuya kutsho nge-31 kaMatshi 2022, okubangele ukuba izinga lezithuba ezingenabasebenzi libe yi-2.7%.

INkqubo	Inani lezithuba ezimele zibe nabasebenzi	Inani lezithuba ezinabasebenzi	Izinga lezithuba ezingenabasebenzi ngokwe-%
INkqubo 1	70	68	2,9
INkqubo 2	244	238	2,5
INkqubo 3	62	60	3,2
<b>Ziconke</b>	<b>376</b>	<b>366</b>	<b>2,7</b>

Kulandela ukuqalisa kokusebenza kwe-Traditional and Khoi-San Leadership Act, 2019 (uMthetho 3 ka-2019) ngomhla woku-1 ka-Epreli 2021, iNkulumbuso inike uMphathiswa wePhondo ophethe ooRhulumente basemaKhaya amagunya nemisebenzi enxulumene nemicimbi yezeMveli namaKhoi-San. Lo Mthetho ubonelela, phakathi kwezinye izinto, ngokuqondwa kwemimandla yoluntu lwamaKhoi-San, amasebe amaKhoi-San, iinkokheli eziphezulu zamaKhoi-San neentloko zamasebe amaKhoi-San. Lo Mthetho, ngezibonelelo ezahlukeneyo, ufuna ukuba iSebe liqulunqe imithetho nemigaqo-nkqubo yephondo yokumiliselela izibonelelo ezithile zalo Mthetho. Eli Sebe kufuneka liqulunqe amandla okwenza ibe sisithethe apha ukumiliselela izibonelelo zalo Mthetho.

Eli Sebe libeke kwindawo ephambili ukwenziwa kophando, ukuqulunqa imigaqo-nkqubo nemithetho kunye neenkonzo zenkxaso kumabhunga emveli ukuze kube lula ukumiliselwa kwe-Traditional and Khoi-San Leadership Act (uMthetho 3 ka-2019). Izithuba zemisebenzi ziza kuvalwa ngokwezivumelwano kunikwa ithuba inkqubo yokumisela ukwakheka okufanelekileyo kombutho. Lo msebenzi uza kwabelwa iNkqubo 4: Ulawulo lwamaZiko esiNtu ethe yamiliselwa ukuba isebenze.

## EsiJolise kuko kweQhinga lethu

### 8.3 Ukulungelelaniswa Kokubalulekileyo Kwesizwe, Kwephondo Nokoohulumente Basemakhaya

Okubalulekileyo kweli Sebe kwiminyaka emihlanu elandelayo kuye kwaphenjelwa kokubalulekileyo kwesizwe, kwephondo nokoohulumente basemakhaya..

#### 8.3.1 Ukulungelelaniswa Nenkqubo-sikhokelo YesiCwangciso Sobuchule Sexesha Eliphakathi

Ukulungelelaniswa neNkqubo-sikhokelo yesiCwangciso sobuChule seXesha eliPhakathi (i-MTSF) kumele kuqondwe kwimeko yokuba iSebe lilungelelaniswe nesiCwangciso sobuChule sePhondo soRhulumente waseNtshona Koloni njengoko sichazwe ngokweenkukacha kwitheyibhile engezantsi.

No	Okubalulekileyo kwe-MTSF	Okubalulekileyo ngokwesicwangciso sePhondo	Ungenelelo lwemiGaqo-nkqubo ye-DLG
1	Ukwakha umbuso onamandla okwenza izinto, osesikweni nophuhlisekayo	<ul style="list-style-type: none"> <li>Ukuguqulwa kuhambo nangokweendawo</li> <li>Ukuyila izinto ezintsha nezithethe</li> </ul>	<ul style="list-style-type: none"> <li>Indlela Yokusebenza Ngobambiswano kweziThili (i-JDA)</li> <li>Intsebenziswano nabemi – Ukunatyiswa kokufundiswa koluntu</li> <li>Ukuqinisa ulawulo nokuphendulisa</li> </ul>
2	Ukuguqulwa kwezoqoqosho nokudalwa kwemisebenzi	<ul style="list-style-type: none"> <li>Uhlumo nemisebenzi</li> <li>Ukuguqulwa kuhambo nangokweendawo</li> <li>Ukuyila izinto ezintsha nezithethe</li> </ul>	<ul style="list-style-type: none"> <li>Ukuphathwa nokusebenza kakuhle koomasipala</li> <li>Inkqubo-sikhokelo yePhondo yoLawulo lweeNtlekele – Ukuqinisa aMandla oLawulo lweeNtlekele kooMasipala</li> <li>Ukwakha nokulondoloza amaseko ezixhobo zosetyenziso</li> <li>Ukuyila imeko evumela ukuhluma kwezoqoqosho ngonyamezelo lwemithombo yamanzi – Isicwangciso seNtshukumo yokuPhendula kwiMbalela (i-DRAP) nesiCwangciso semiNyaka eyi-15 seNtshona Koloni soNyamezelo lwaManzi (i-WCWRP). Inkqubo zobuHlakani no-DEDAT ukwandlala iNkqubo yoNyamezelo lwaMandla kooMasipala (i-MER) Ubuhlakani ne-Arhente yezoPhuhliso yaseFransi (i-AFD) ukuhlola iindlela ezintsha kwiNkxaso-mali yamaseko ezixhobo nokumiliselwa kwezicwangciso zobuchule neemodeli</li> </ul>
3	Ezempilo, izakhono nezempilo	<ul style="list-style-type: none"> <li>Ukuxhobisa abantu</li> </ul>	<ul style="list-style-type: none"> <li>Ukuqinisa iNtsebenziswano nabemi – inkqubo yokugadwa kwabantwana ukuphuma kwesikolo kusetyenziswa amaZiko eThusong</li> <li>Ii-Municipal Graduate Internship</li> </ul>
4	Ukuqinisa umvuzo wezentlalo ngokunikela iinkonzo ezisisiseko ezithembekileyo nezisemgangathweni	<ul style="list-style-type: none"> <li>Ukuxhobisa abantu</li> <li>Imimandla yoluntu ekhuselekileyo nenemvisiswano</li> </ul>	<ul style="list-style-type: none"> <li>Ukwandisa ukhuseleko kwiindawo zikawonke wonke</li> <li>Intsebenziswano Nabemi</li> </ul>
5	Uhlanganiso olungokweendawo, ukuzinziswa kwabantu noorhulumente basemakhaya	<ul style="list-style-type: none"> <li>Uhlumo nemisebenzi</li> <li>Imimandla yoluntu ekhuselekileyo nenemvisiswano</li> <li>Ukuguqulwa kuhambo nangokweendawo</li> <li>Ukuyila izinto ezintsha nezithethe</li> </ul>	<ul style="list-style-type: none"> <li>Ukusebenza Ngokubambisana Kwizithili Noomasipala Abambaxa (i-JMDA)</li> <li>Intsebenziswano Nabemi – Ukunatyiswa kwenkqubo yokufundiswa koluntu</li> <li>Ukuqinisa ulawulo nokuphendulisa</li> <li>Ubuhlakani neBhanki yezoPhuhliso ye-Afrika esemaZantsi (i-DBSA) ekuxhaseni ngemali iziCwangciso ezinguNdoqo zamaSeko eziXhobo neeNkqubo-sikhokelo zeNkcitho enguNdoqo</li> </ul>

## EsiJolise kuko kweQhinga lethu

No	Okubalulekileyo kwe-MTSF	Okubalulekileo ngokwesiCwangciso sePhondo	Ungenelelo lwemiGaqo-nkqubo ye-DLG
6	Imvisiswano kwezentlalo nemimandla yoluntu ekhuselekileyo	<ul style="list-style-type: none"> <li>Ukuxhobisa abantu</li> <li>Imimandla yoluntu ekhuselekileyo nenemvisiswano</li> </ul>	<ul style="list-style-type: none"> <li>Ukuqinisa intsebenziswano noluntu</li> <li>Ukusebenza Ngokubambisana Kwezithili (i-JDMA)</li> <li>Ukuqinisa ulawulo nokuphendulisa</li> <li>Izicwangciso Ezingundoqo Zamaseko Ezixhobo</li> <li>Isicwangciso sobuchule esihlanganisiweyo semililo noKhuseleko loBomi</li> </ul>
7	I-Afrika nehlabathi elingcono kakhulu	<ul style="list-style-type: none"> <li>Uhlumo nemisebenzi</li> </ul>	<ul style="list-style-type: none"> <li>Inkqubo-sikhokelo yePhondo yoLawulo lweeNtlekele – Ukuqinisa aMandla oLawulo lweeNtlekele kooMasipala</li> <li>Ukwakha nokulondoloza amaseko ezixhobo</li> <li>Ukuyila imeko evumela ukuhluma kwezoqoqosho ngonyamezelo lwemithombo yamanzi – Isicwangciso seNtshukumo yokuPhendula kwiMbalela (i-DRAP) nesiCwangciso semiNyaka eyi-15 seNtshona Koloni seeNkqubo zoNyamezelo IwaManzi (i-WCWRP)</li> </ul>

### 8.4 Ukulungelelaniswa Nokubalulekileyo Okungundoqo Kwimigaqo-nkqubo Yephondo

**8.4.1 Ukulungelelaniswa Nesicwangciso Sokuvuseleleka seNtshona Koloni** The priorities of the Department are aligned to the priorities of the Western Cape Government, the table below indicates initiatives that the Department will implement.

Okubalulekileyo	Ungenelelo
<b>Ukhuseleko</b>	<ul style="list-style-type: none"> <li>Ukufundisa uluntu ngemingcipheko yentlekele nemilinganiselo yokufuduka kusetyenziswa amaPhulo Okufundisa Ngeengozi.</li> <li>Ukuqhuba Inkqubo Yokuhlola Imingcipheko Nokuba Sengozini ukuze kuqondwe imimandla esemngciphekweni ze kuqulunqwe izicwangciso zobuchule zokunciphisa imingcipheko.</li> <li>Ukuxhasa ukwakhiwa kwentsika ephakamileyo yesibane kwakunye neendawo zokuhlambela kwiindawo ezithile zamatyotyombe.</li> </ul>
<b>Uhlumo Ukuze Kubekho Imisebenzi</b>	<ul style="list-style-type: none"> <li>Ukubhexesha utyalo-zimali kumaseko ezixhobo oluxhasa ukuyilwa kwemisebenzi ngesiBonelelo samaSeko eziXhobo ooMasipala.</li> <li>Ukuyilwa kwamathuba kusetyenziswa iNkqubo yemiSebenzi yoluNtu.</li> <li>Uphuhliso Oluzinzileyo Lwamaseko Ezixhobo neNkqubo Yeendawo Zenkxaso-mali.</li> <li>Ukhuseleko nokuba nonyamezelo lwamanzi njengexalenye yesiCwangciso esiNonyamezelo saManzi sePhondo.</li> </ul>
<b>Impilo-ntle</b>	<ul style="list-style-type: none"> <li>Kumiliselwe iindawo zokwenza umsebenzi wesikolo owenzelwa ekhayeni ngeNkqubo iThusong.</li> <li>Ukuphucula ufikeleleko lweenkonzo zakwarhulumente ngokusebenzisa amaZiko eeNkonzo eThusong.</li> </ul>

ISebe lidlale indima ebalulekileyo yokusebenzisana noluntu koomasipala ukuze kusetyenziswe ngokubhekele phaya isicwangciso sokuvuseleleka kwinqanaba lezithili yaye oku kuzele amaduna namathokazi kwiiprojekthi ezimiliselwe ngeNkqubo Yokusebenzisana Nezithili Noomasipala Abambaxa. Ukuqinisa intsebenziswano phakathi korhulumente wephondo noomasipala ukwenza lula indlela yokunika ingxelo kwiKhabhinethi yePhondo kusengumbandela obalulekileyo ngokukodwa kwimeko yokusebenza ngokobume beendawo eye yamkelwa yi-WCG. ISebe liza kuqhubeka nokudlala indima eyintloko ukumiliselweni kweNkqubo Yokusebenzisana Nezithili Noomasipala Abambaxa kweli Phondo okuye kwayitshintsha kakhulu indlela iPhondo elisebenza ngayo.

## EsiJolise kuko kweQhinga lethu

### 8.4.2 Ukulungelelaniswa Nesicwangciso Sobuchule Sephondo sika-2020-2025

Itheyibhile engezantsi ibonisa amaphulo aza kumiliselwa liSebe naligalelo lalo kwisiCwangciso sobuChule sePhondo (i-PSP) ngokwendawo ekujoliswe kuyo..

Indawo Yojoliso ngokwe-VIP	Amaphulo
<b>VIP 1: Imimandla Yoluntu Ekhuselekileyo Nenemvisiswano</b>	
<b>Indawo Yojoliso 3:</b> Imvisiswano eyandisiweyo kwezentlalo nokhuseleka kweendawo zikawonke wonke	<ul style="list-style-type: none"> <li>• Ukuxhaswa koomasipala ngokufakelelwa kwezibane ezitratweni nezibane ezixhonywe kwiintsika ezinde eziphakamileyo neekhamera zokucupha ulwaphulo-mthetho.</li> <li>• INkqubo yabaSebenzi boPhuhliso loluNtu iza kubonelela ngeeseshini neengxoxo zokudlulisela ulwazi. Iinkqubo zokufikelela eluntwini, uthethelelo, nokuqondiswa ngezomthetho kuza kusetyenziswa ngokupheleleyo ekwaziseni uluntu ngamalungelo olu ngokubhekisele ubuNdlombongela Obusekelwe Ngokwesini. Kwiphulo lokuThintela nokuFundisa ngokuSetyenziswa Kakubi koTywala neziYobisi kuza kuthethwa nangesihloko sobundlobongela basemakhaya.</li> <li>• Ukuqhutywa kweNkqubo zokuHlola imiNgcipheko Nokuba Sengozini ukuze kuqondwe iindawo zoluntu ezisemngciphekweni yaye kuqulunqwe izicwangciso zobuchule zokunciphisa imingcipheko.</li> </ul>
<b>VIP 2: Ukuhluma Nemisebenzi</b>	
<b>Indawo yojoliso 2:</b> Ukwakha nokulondoloza amaseko ezixhobo	<ul style="list-style-type: none"> <li>• Ukuxhasa oomasipala ekucutheni usetyenziso olusezantsi lwemali yamaseko ezixhobo nokuphumeza ucwangciso lwamaseko ezixhobo lwexesha eliphakathi ukuya kwixesha elide ukuze kuqinisekise ukuba kukho ipotifoliyo yeeprojekthi ezilungele ukumiliselwa.</li> <li>• Ukuxhasa oomasipala ngokuchonga nokulungiselela iiprojekthi zamaseko ezixhobo aluncedo kwezoqoqosho anxibelelene nokuhluma koomasipala abohlukeneyo nezicwangciso zobuchule zophuhliso.</li> </ul>
<b>Indawo yojoliso 5:</b> Ukuyila imeko evumela ukuhluma kwezoqoqosho ngonyamezelo lwemithombo	<ul style="list-style-type: none"> <li>• Ukuba nonyamezelo kutshintsho lwemozulu: Isicwangciso sobuChule soTshintsho lweMozulu seNtshona Koloni kwakunye nesicwangciso se-SmartAGRI ziza kumiliselwa yaye kusetyenziswe iindlela zolawulo lweentlekele nemingcipheko.</li> <li>• Ukuthoba umngcipheko wemililo ngokubonisa imephu yeendawo ezinomngcipheko ophakamileyo wokuba nemililo nokumiliselwa izicwangciso zobuchule zokuthintela imililo nokwandisa amandla eenkonzo zokucima imililo.</li> <li>• Ukhuseleko Lwamanzi-ukuqulunqwa kwesiCwangciso esiHlanganisiweyo semiNyaka eyi-15 seNtshona Koloni sokuPhendula kwiiMbalela naManzi ukuze kufikelelwe kwiphondo elinonyamezelo kakhulu ngokuphathelele amanzi.</li> <li>• Izicwangciso Zobuchule Zokwandiswa Kwamanzi (i-DRAP).</li> </ul>
<b>VIP 3: Ukuxhobisa Abantu</b>	
<b>Indawo yojoliso 3:</b> Ulutsha nezakhono (ukunabisa nokuzinzisa iinkqubo zasemva kwesikolo)	<ul style="list-style-type: none"> <li>• Ukusetyenziswa kwamaZiko eThusong njengeqonga lokunabisa ukubonelela ngeendawo ezikhuselekileyo zeenkqubo zokugcinwa kwabantwana ukuphuma kwesikolo.</li> </ul>
<b>VIP 4: Ukuguqulwa Kokuhamba-hamba Neendawo</b>	
<b>Indawo yojoliso 4:</b> Ukuphucula iindawo abahlala kuzo abantu	<ul style="list-style-type: none"> <li>• Ukuqulunqa iziCwangciso ezinguNdoqo zamaSeko eziXhobo.</li> <li>• Ukuncedisa ngokulungelelanisa ucwangciso nokumiliselwa kwamaseko ezixhobo.</li> <li>• Iiprojekthi yee-alamu zomsa kwiindawo zamatyotyombe.</li> </ul>

## EsiJolise kuko kweQhinga lethu

Indawo Yojoliso ngokwe-VIP	Amaphulo
<b>VIP 5: Ukuyila lindlela Ezintsha Nesithethe</b>	
<b>Indawo yojoliso 3:</b> Uhanjiso Lweenkonzo Oluhlanganisiweyo	<ul style="list-style-type: none"> <li>• Ukubhexesha ukuqulunqwa nokumiliselwa kwesiCwangciso esiHlanganisiweyo somSebenzi kunye nesiCwangciso esiHlanganisiweyo sokuMilisela sonyaka kusetyenziswa i-JDA.</li> <li>• Kuza kuqulunqwa isiCwangciso esiHlanganisiweyo sokuMilisela sonyaka ukuze kube nokwenzeka uhanjiso oluhlanganisiweyo lweenkonzo kusetyenziswa i-JDA.</li> <li>• Ukusebenzisa ngokupheleleyo amaqonga eengxoxo e-IGR eNtshona Koloni nakwisithili ngasinye ukuze kwandiswe intsebenziswano yocwangciso, yohlahlo lwabiwo-mali neyokumilisela kunye ngokubambiseneyo.</li> </ul> <p><b>Ukuxhotyiswa Kwabemi</b></p> <ul style="list-style-type: none"> <li>• Ukuphuhlisa nokunatyiswa kwenkqubo yokufundiswa koluntu.</li> <li>• Ukuphuhlisa kwemiQulu yeeNkoko zabaXhasi/zabaThengi koomasipala.</li> </ul>
<b>Indawo yojoliso 4:</b> Ukuguqulwa kwezolawulo	<p>Ukuqinisa Nokulondoloza Ulawulo Nokuphendulisa</p> <ul style="list-style-type: none"> <li>• Ukuhlolwa nokucaciswa kwemithetho nemigaqo-nkqubo neenkqubo zeziko ekuyileni imeko elungele uhanjiso lweenkonzo.</li> <li>• Ukuqeqeshwa kwamagosa aqeshiweyo koomasipala.</li> <li>• Ukwakha amandla eziko ukuze kuqiniseke yaye kulondolozwe ulawulo nokuphendulisa kwinqanaba loomasipala.</li> <li>• Ukwakha amandla nokuqeqeshwa kooceba ukuqinisa indima yabo yokongamela.</li> <li>• Iimpendulo eziqinisekileyo kwizityholo zorhwaphilizo, zobuqhopholololo nolawulo olugwenxa.</li> <li>• Ulawulo lwedatha nolwazi okunefuthe ekwenziweni kwezigqibo kwiphondo nakoomasipala.</li> </ul>

### 8.4.3 Ukulungelelaniswa neendawo ezinezihloko ezithile kuhlalo lwabiwo-mali lwephondo kwi-2023 MTEF

Itheyibhile elandelayo ibonisa amaphulo eSebe ngokunxulumene nezihloko ezikuhlalo lwabiwo-mali.

Isihloko Sohlahlo-mali	Ungenelelo lwe-DLG
Uhlalo-mali Lokuphendula Kwezesini	<ul style="list-style-type: none"> <li>• Iinkqubo zoFikelelo kuluNtu zeThusong ziza kujolisa kwisini kunye namahlakani angundoqo.</li> <li>• Ukuqhubeka kuxhaswa ukumiliselwa kwe-“Team Juliet”-ukwaziswa nokungeniswa ekhaya kwabacimi-mlilo abangamabhinqa.</li> <li>• Ukubandakanya kwemigaqo yojoliso olusekelwe kwezesini xa kuhlolwa iiprojekthi ezinokuxhaswa ngemali liSebe.</li> <li>• Ukubalulekisa ooceba abangamabhinqa namagosa kamasipala angamabhinqa kuqeqesho olucwangcisiweyo nolungacwangciswanga oluqhutywa liSebe.</li> <li>• Ukuzama ukuphembelela iSebe loLawulo lweNtsebenziswano ukuba kukhethwe abathathi-nxaxheba abangamabhinqa xa kungqinisekiswa yaye kukhutshwa iziqinisekiso kwiNkqubo yabaSebenzi boluNtu.</li> </ul>
Ukubandakanya Kwabemi	<ul style="list-style-type: none"> <li>• Ukukhulisa ukuxhotyiswa ngokusindleka iinkqubo zokuya eluntwini ukuze lufundiswe ngemicimbi yoluntu kubanjiswene noomasipala kunye namasebe orhulumente wephondo angundoqo kuhanjiso lweenkonzo. Ukuqhubeka nokutyala izimali nokuphucula iindlela eziqhelekileyo zonxibelelwano ngelixa kukwaxhaswa namaqonga onxibelelwano ngedijithali njengoko iimfuno zoluntu zohlukahlukene.</li> <li>• Ukujolisa kwiprojekthi zamaseko ezixhobo okuhanjiswa kweenkonzo okuthi kufak' isandla ekufikeleleni kweenkonzo zakwarhulumente nokwandisa uhanjiso lweenkonzo kubemi.</li> </ul>

## EsiJolise kuko kweQhinga lethu

Isihloko Sohlahlo-mali	Ungenelelo lwe-DLG
Utshintsho Lwemozulu: Isihlomelo Kuhlahlo-mali	<ul style="list-style-type: none"> <li>• Ukufaka imigaqo ejoliswe kutshintsho lwemozulu xa kuhlolwa iiprojekthi iSebe elicinga ukuzixhasa ngemali.</li> <li>• Ukusebenzisa iNdlela yeNtsebenziswano Phakathi kweziThili nooMasipala abamba (i-JDMA) ekubhexesheni ucwangciso kunye, uhlahlo lwabiwo-mali kunye nokumiliselwa kunye okunolwavela kutshintsho lwemozulu kwinqanaba lezithili.</li> <li>• Ukuxhasa ngoCwangciso loBonelelo-mbane kooMasipala ekuncediseni oomasipala babe nonyamezelo kwezombane ngokuqinisekisa ukuba uthungelwano lwezombane lunakho ukwamkela umbane ovela kubaVelisi beZinga eliNcinci nabaVelisi boMbane abazimeleyo.</li> <li>• Ukumiliselwa kwesiCwangciso seMinyaka eyi-15 esiNonyamezelo lwaManzi seNtshona Koloni kuza kufak' isandla ekubeni nonyamezelo kwamanzi kwiPhondo.</li> <li>• Ukuphuhlisa kweLungiselelo lamaSeko eziXhobo eliZinzileyo neNkxaso-mali (i-SIDAFF) kuyilwa indlela anokuthi amaziko axhasa ngemali abe nokutyala izimali kumaseko ezixhobo oomasipala okuvumelana neeNjongo zoPhuhliso oluZinzileyo kwakunye neeNqobo zezeNtlalo, zezoQoqosho nezolawulo.</li> <li>• Ukuxhasa amasebe ephondo, oomasipala namaShishini kaRhulumente ukuwanceda alungele yaye aphenyule kwiintlekele.</li> </ul>
Ukuguqulwa Ngokwedijithali	<ul style="list-style-type: none"> <li>• Ukuxhasa iSebe leNkulumbuso ngokumiliselwa iSigaba 2 sesiCwangciso sobuChule sokuGuqulwa ngokweDijithali ngokuqeqeshwa kooManejala bamaZiko eThusong kunye nee-CDW ukuze babe zii-Digital Ambassador kwakunye nokubonelela ngoQeqesho kwiiRobhothikhi nokuBhala uLwimi lweKhompuyutha okunxibelelene namaZiko eeNkonzo eThusong.</li> <li>• Ngenkxaso enikwa oomasipala kwi-ICT, iSebe liyila imeko eyenza kube lula ngokuqinisekisa ukuba oomasipala bamiliselwa ngokufanelekileyo ulawulo lwe-ICT. Oku kuqinisekisa ukuba oomasipala bayakwazi ukuhambisa iinkonzo ezisisiseko ngokuba neenkqubo ze-ICT ezisebenzayo nezifanelekileyo ezikwaziyo ukuxhasa iinkqubo zokusebenza koomasipala.</li> <li>• Ukuxhasa oomasipala nge-GIS njengesixhobo senkxaso ekwenziweni kwezigqibo kulawulo lweentlekele.</li> </ul>

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komsebenzi  
wethu**



## Ukulinganiswa komsebenzi wethu

### Ukwakheka Kwenkqubo

#### Ukwakheka Kwenkqubo Yoorhulumente Basemakhaya

<b>ULawulo</b>	1.1	I-Ofisi yoMphathiswa
	1.2	Iinkonzo zoLawulo
<b>ULawulo lweeNdawo</b>	2.1.	ULawulo looMasipala
	2.2.	Uthatho-nxaxheba loluNtu
	2.3.	UkuXhutyiswa Kwabasebenzi
	2.4.	Ukubek' Esweni Ukusebenza Koomasipala, Ukunika Ingxelo Novavanyo
	2.5.	Ukuhlanganiswa Kohanjiso Lweenkonzo
	2.6.	Inkqubo Yabasebenzi Bophuhliso Loluntu
<b>UkuPhuhlisa nokuCwangcisa</b>	3.1.	Amaseko Ezixhobo Zoomasipala
	3.2.	Ulawulo Lweentlekele
	3.3.	Ucwangciso Lophuhliso Oluhlanganisiweyo
<b>Ulawulo Lwamaziko Esintu<sup>5</sup></b>	4.1	Ulawulo Lwamaziko Esintu

### Iinkcazo zefuthe leSebe neziphumo

#### Iinkcazo zefuthe leSebe

Eli Sebe lichonge iinkcazo ezine zefuthe leSebe

<b>Inkcazo yoku-1 yefuthe:</b>	Isebe elisebenza ngokuzimisela.
<b>Inkcazo yesi-2 yefuthe:</b>	Urhulumente wamakhaya osebenza ngokufanelekileyo, ophendulayo nowenza kube lula ukuze kunatyiwe ukuhluma kwezoqoqosho nohanjiso lweenkonzo.
<b>Inkcazo yesi-3 yefuthe:</b>	Abemi abazimiseleyo, ukuncitshiswa kwentlupheko nokuphuculwa kwempilo-ntle kwezentlalo.
<b>Inkcazo yesi-4 yefuthe:</b>	IPhondo elinonyamezelo kwiiNtlekele.

<sup>5</sup> ISebe liye lavuselela iNkqubo 4, ebizwa ngokuthi Ulawulo Lwamaziko Esintu. Amagunya nemisebenzi enxulumene neMicimbi yezeMveli, namaKhoi-San kweli Phondo yabelwe uMphathiswa wePhondo ophethe oorhulumente baseMakhaya. Ngenxa yoku, iSebe kuza kufuneka liyile amandla eziko okukwazi ukumilisela le mfanelo.

- Ubume beNkqubo yoHlahlo Lwabiwo-mali yeSebe bunamathela kuBume beSizwe boLawulo lweNtsebenziswano neMicimbi yeMveli ngaphandle kwezi ndawo zilandelayo: Inkqubo engaphantsi yeziMali zooMasipala (Phantsi kwenkqubo 2: ULawulo lweeNdawo) ifakwe kwiSebe loLondolozo-zimali lePhondo yaye iNkqubo yoHlanganiso loHanjiso lweenkonzo nabaSebenzi boPhuhliso loluNtu yongezelelwe kubume besizwe: Inkqubo engaphantsi Ukuphuhliswa Ngokwezoqoqosho Ekuhlaleni (phantsi kweNkqubo 3: UkuPhuhlisa nokuCwangcisa) ihoywa liSebe loPhuhliso lwezoQoqosho noKhenketho yaye iNkqubo engaphantsi yoCwangciso lweeNdawo (phantsi kweNkqubo: UkuPhuhlisa nokuCwangcisa) ihoywa liSebe leMicimbi yeziQoqosho noCwangciso loPhuhliso.

## Ukulinganiswa komsebenzi wethu

### Iziphumo zeSebe

Ezi zilandelayo zisiphumo ezisibhozo zesebe:

<b>Isiphumo 1:</b>	Isebe elilawulwa kakuhle elenza kube lula ngeenkqubo ukufezekisa izinto ngokwezigunyaziso zazo.
<b>Isiphumo 2:</b>	Oomasipala abalawulwa kakuhle ngokongamela okusulungekileyo nokufanelekileyo, ukuxhobisa ngamandla okusebenza nezakhiwo zolawulo.
<b>Isiphumo 3:</b>	Iziko loLawulo lweDatha noLwazi elinefuthe ekwenziweni kwezigqibo, ucwangciso nolwabiwo lohlahlo-mali koorhulumente basemakhaya.
<b>Isiphumo 4:</b>	Ukubonelela nokulungiswa kwamaseko ezixhobo ukuze kubekho uhluo lwezoqoqosho olukhokelwa bubukho bamaseko ezixhobo zosetyenziso.
<b>Isiphumo 5:</b>	Intsebenziswano ephuculiweyo phakathi koorhulumente nabemi.
<b>Isiphumo 6:</b>	Ukuncitshiswa kwentlupheko.
<b>Isiphumo 7:</b>	Ukuphuculwa kocwangciso oluhlanganisiweyo, uhlahlo lwabiwo-mali nomiliselo.
<b>Isiphumo 8:</b>	Imimandla Yoluntu Ekhuseleke Ngakumbi, Enonyamezelo noPhuhliso Oluzinzileyo.

# Ukulinganiswa komsebenzi wethu

## 9. Ulwazi Ngokusebenza Kweziko

### 9.1 INkqubo 1: ULawulo

**Injongo:** Ukubonelela ngolawulo olupheleleyo kwiSebe ngokuvumelana nayo yonke imithetho nemigaqo-nkqubo esebenzayo

#### 9.1.1 Inkqubo engaphantsi: linkonzo Zolawulo

Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
Isebe elilawulwa kakuhle elenza kube lula ngeenkqubo ukufezekisa izinto ngokwezi-gunyaziso zazo	1. Ukuthobela ngenkqubo-sikhokelo engokomthetho yocwangciso olufanelekileyo/ ukwenza uhlahlo lwabiwo-mali nokunika ingxelo	1.1 Inqanaba lokuthobela ngenkqubo-sikhokelo engokomthetho yocwangciso nokunika ingxelo	-	100%	100%	100%	100%	100%	100%
		1.2 Inqanaba lokuthobela ngenkqubo-sikhokelo engokomthetho yezimali	-	100%	100%	100%	100%	100%	100%

Izalathisi, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
1.1	Inqanaba lokuthobela ngenkqubo-sikhokelo engokomthetho yocwangciso nokunika ingxelo	100%	100%	100%	100%	100%
1.2	Inqanaba lokuthobela ngenkqubo-sikhokelo engokomthetho yezimali	100%	100%	100%	100%	100%

# Ukulinganiswa komsebenzi wethu

## INkqubo 1

### Ukuchazwa kokusebenza okucwangcisiweyo kwithuba lexesha eliphakathi

**Isiphumo 1: Isebe elilawulwa kakuhle elenza kube lula ngeenkqubo ukufezekisa izinto ngokwezigunyaziso zazo,** kusekelwe kuMthetho woLawulo Lwemali Yoluntu yimfuneko yokuba iSebe liqinisekise ukuba imali yabahlawuli behawu isetyenziselwa ukufezekisa iinjongo zikarhulumente. Ukuqinisekisa ukuba oku kwenziwa ngokufanelekileyo nangokusulungekileyo, icandelo loLondolozo-mali leSizwe kunye neSebe loCwangciso, ukuBek' esweni noVavanyo aqulunqe iinkqubo-sikhokelo zocwangciso, zohlahlo lwabiwo-mali, nokunika iingxelo. Ezi nkqubo-sikhokelo zifuna ukunika amasebe imikhombandlela yokuqinisekisa ulawulo olufanelekileyo. Undoqo ekuphenduleni kwiimfuno zabemi beli Phondo lisebe elikwaziyo ukunika ingxelo nolinobuchule. Into ekungondo ekuchongeni ukuba iziko liyakwazi ukunika ingxelo yaye linobuchule lulawulo olufanelekileyo, nto leyo eMzantsi Afrika elinganiswa ngokujonga ukuthotyelwa kwemiyalelo eliqela elawula ucwangciso, ukunika ingxelo ngemibandela efana nohlahlo lwabiwo-mali nezabasebenzi. Ngaphaya koko ilinganiswa ngokufumana iingxelo zophicotho-zincwadi ezingenamibandela.

#### Ukuza kuthi ga ngoku, izinto ezifezekisiweyo eziqukiweyo;

- ISebe lifumene ingxelo yalo yethoba yophicotho-zincwadi engenamindela kwezilandeledanayo ekhutshwe nguMphicothi-zincwadi Jikelele woMzantsi Afrika.
- ISebe liye, ngokomyinge ubuncinane, lafezekisa i-97% yeethagethi zalo ezicwangcisiweyo yaye lisebenzise ngaphezu kwe-98% yesabelo salo kuhlahlo lwabiwo-mali.

Ngokuhamba kwe-MTEF, iSebe, liza kuqhubeka nokuhlola yaye liphucule izixokelelwano zabo, ukuze kuqinisekise ukuba oomasipala banikwa eyona nkxaso ingcono kakhulu ekuphakamiseni oorhulumente basemakhaya abasaphuhlayo abajolise kwiimfuno ezisisiseko zoluntu.

### Uqwalaselo Lwemithombo Yoncedo:

#### Uhlalutyo lwembonakalo yenkcitho

Isabelo semali esinikwe iNkqubo kunyaka-mali ka-2023/24 sihle ngepesenti eyi-1.87 ukusuka kwiingqikelelo ezihlaziyiweyo zonyaka-mali ka-2022/23. Oku kuhla kunyaka-mali ka-2023/24 ngokuyintloko kungenxa yeemali ezongezelelekileyo ezabelweyo kunyaka-mali ka-2022/23 ukuze kuhlaziwe inkqubo ye-IT yeNkqubo yabaSebenzi boPhuhliso loluNtu. Ngaphaya koku, uhlahlo lwabiwo-mali lunesibonelelo seemfuneko zokusebenza, ukuvalwa kwezithuba ezingenabantu kwakunye ne-CoE yemivuzo yezigaba 1-16.

Iimpahla neenkonzozo zincitshishwe ngepesenti eyi-7.20 yaye oku kuthiwa kungenxa yokungqinelaniswa kwesabelo seNdllela yokuSebenza ngokuBambisana kweziThili noMasipala oMbaxa esisuswe kwiNkqubo 1 sasiwa kwiNkqubo 2 ngenjongo efanayo kwakunye nokucutha iindleko zeenkonzozo zezithuthi.

Ukuhla ngepesenti eyi-25.83 kwiNtlawulo zezinto zexabiso zesebe kunxulumene neemali ezongezelelekileyo ezabelweyo kunyaka-mali ka-2022/23 ukuze kuhlawulelwe izixhobo ze-IT ekwakuvunyelwene ngazo kunyaka-mali ka-2021/22 kodwa azakwazi ukubhataleka ngaphambi kokuphela konyaka.

# Ukulinganiswa komsebenzi wethu

## INKqubo 1: ULawulo

Inkqubo engaphantsi R'000	Isiphumo			Isabelo esiyintloko	Uhlengahlengiso lwe-sabelo	Uqikelelo oluhlaziyiweyo	Ingqikelelo yexesha eliphakathi			
	Ephicothiweyo	Ephicothiweyo	Ephicothiweyo				2023/24	I-% yotshintsho kuqikelelo oluhlaziyiweyo	2024/25	2025/26
2. Iinkonzo Zolawulo	47 027	51 754	50 589	54 008	54 826	54 481	53 463	(1.87)	55 649	57 026
<b>lintlawulo neengqikelelo zizonke</b>	<b>47 027</b>	<b>51 754</b>	<b>50 589</b>	<b>54 008</b>	<b>54 826</b>	<b>54 481</b>	<b>53 463</b>	<b>(1.87)</b>	<b>55 649</b>	<b>57 026</b>

## Isishwankathelo seentlawulo neengqikelelo ngokohlelo lwezoqoqosho - INKqubo 1: ULawulo

Ingcaciso ngokwezoqoqosho R'000	Isiphumo			Isabelo esiyintloko	Uhlengahlengiso lwe-sabelo	Uqikelelo oluhlaziyiweyo	Ingqikelelo yexesha eliphakathi			
	Ephicothiweyo	Ephicothiweyo	Ephicothiweyo				2023/24	I-% yotshintsho kuqikelelo oluhlaziyiweyo	2024/25	2025/26
<b>lintlawulo zangoku</b>	43 156	47 075	44 935	48 648	48 782	48 437	49 000	1.16	50 758	51 897
Iimbuyekezo yabasebenzi	30 784	33 352	34 760	37 447	36 297	36 100	37 551	4.02	38 868	39 501
Iimpahla neenkonziso	12 372	13 723	10 175	11 201	12 485	12 337	11 449	(7.20)	11 890	12 396
<b>lintlawulo neenkxaso-mali</b>	59	37	57	6	52	52	6	(88.46)	6	6
Ii-arhente nee-akhawunti zesebe	3	3	6	6	6	6	6		6	6
Amakhaya	56	34	51		46	46		(100.00)		
<b>lintlawulo zempahla yexabiso esisiseko</b>	3 782	4 640	5 594	5 305	5 943	5 943	4 408	(25.83)	4 786	5 020
Oomatshini nezixhobo zokusebenza	3 782	4 640	5 594	5 305	5 943	5 943	4 408	(25.83)	4 786	5 020
<b>lintlawulo zempahla yexabiso lemali</b>		2	3	49	49	49	49		99	103
<b>lintlawulo neengqikelelo zizonke</b>	<b>47 027</b>	<b>51 754</b>	<b>50 589</b>	<b>54 008</b>	<b>54 826</b>	<b>54 481</b>	<b>53 463</b>	<b>(1.87)</b>	<b>55 649</b>	<b>57 026</b>

# Ukulinganiswa komsebenzi wethu

## 9.2 INkqubo 2: Ulawulo lwaseKhaya

**Injongo:** Ukukhuthaza ulawulo loorhulumente basemakhaya olufanelekileyo noluzinzileyo noluphuhlisekayo, ukukhuthaza ucwangciso oluhlanganisiweyo noluzinzileyo, kunye nothatho-nxaxheba loluntu kwiinkqubo zophuhliso.

### 9.2.1(a) Inkqubo engaphantsi: Ulawulo Loomasipala: Ukuphathwa Koomasipala

**Injongo:** Ukubonelela ngolawulo neenkonziso zenkxaso koorhulumente basemakhaya ngokwenkqubo-sikhokelo yolawulo.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
				2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
Oomasipala abaphethwe kakuhle ngokongamela okusulungekileyo nokuphumelayo, ukuxhotyiswa ngezakhono nezakhiwo zolawulo	2.1 Oomasipala bathobela imithetho esebenzayo nemiyalelo yokuphatha	2.1.1(a) Inani lamaphulo ophuhliso lomthetho amiliselweyo <sup>6</sup>	6	4	4	4	4	4	4
		2.1.2(a) Inani leenkqubo zokuhlola ezenziweyo ekuQeshweni kwabaPhathi abaPhezulu ngokuvumelana nemiyalelo engokomthetho	19	14	21	30	15	15	15
		2.1.3(a) Inani leeNkqubo zokuHlola kwiiKomiti zee-Akhawunti zoluNtu kooMasipala (ii-MPAC) okuqhutyiweyo	11	10	10	10	10	10	10
		2.1.4(a) Amatyala okuziPhatha ahloliweyo ukuqinisekisa ukuthotyelwa komthetho	6	0	1	6	10	6	6
		2.1.5(a) Inanai lamaphulo eNkxaso yezoMthetho ekubonelelwe ngawo kooMasipala ukuqinisa ukuPhathwa kooMasipala	5	9	5	8	8	8	8

<sup>6</sup> Inqaku lisebenza kwiZalathisi 2.1.1, 2.1.2, no-2.1.4: (Okuvelisiweyo ekugqibeleni kusenokwahluka kwithagethi ecwangcisiweyo njengoko ezi zalathisi zixhomekeka ekubeni yintoni ekufuneka yenziwe)

## Ukulinganiswa komsebenzi wethu

### Izalathisi, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.1.1(a)	Inani lamaphulo ophuhliso lomthetho amiliselweyo	4	-	-	-	4
2.1.2(a)	Inani leenkqubo zokuhlola ezenziweyo ekuQeshweni kwabaPhathi abaPhezulu ngokuvumelana nemiyalelo engokomthetho	15	-	-	-	15
2.1.3(a)	Inani leeNkqubo zokuHlola kwiiKomiti zee-Akhawunti zoluNtu kooMasipala (ii-MPAC) okuqhutyiweyo	10	-	-	-	10
2.1.4(a)	Amatyala okuziPhatha ahloliweyo ukuqinisekisa ukuthotyelwa komthetho	10	-	-	-	10
2.1.5(a)	Inanani lamaphulo eNkxaso yezoMthetho ekubonelelwe ngawo kooMasipala ukuqinisa ukuPhathwa kooMasipala	8	-	-	-	8

### Izalathisi Zemiyalelo Yecandelo lithagethi Zonyaka zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka						
		Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
<b>SPI:1</b>	Inani loomasipala abaxhasiweyo ukuze bakwazi ukuthobela iMimiselo ye-MSA malunga nokuqeshwa kwabaphathi abaphezulu (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo Ephambili 1)	30	29	30	30	30	30	30
<b>SPI:2</b>	Inani loomasipala ababekw' esweni lokuba imilinganiselo yokulwa norhwaphilizo imiliselwe ngezinga elingakanani (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo Ephambili 1)	30	30	30	30	30	30	30

### Izalathisi Zecandelo, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>SPI:1</b>	Inani loomasipala abaxhasiweyo ukuze bakwazi ukuthobela iMimiselo ye-MSA malunga nokuqeshwa kwabaphathi abaphezulu (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo Ephambili 1)	30	-	-	-	30
<b>SPI:2</b>	Inani loomasipala ababekw' esweni lokuba imilinganiselo yokulwa norhwaphilizo imiliselwe ngezinga elingakanani (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo Ephambili 1)	30	-	-	-	30

## Ukulinganiswa komsebenzi wethu

### 9.2.1(b) Inkqubo engaphantsi: Ulawulo Loomasipala: Inkxaso Eyodwa

**Injongo:** Ukubonelela ngolawulo neenkondo zenkxaso koorhulumente basemakhayo ngokwenkqubo-sikhokelo yolawulo.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23		Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
Oomasipala abaphe-thwe kakuhle ngokongamela okusulungekileyo nokuphumelelayo, ukuxhotyiswa ngezakhono nezakhiwo zolawulo	2.1.1(b) ) Ukuhlola nophando malunga nezityholo zolawulo olugwenxa, ubuqhophololo, urhwaphilizo okanye naziphi ezinye iindlela ezitenxileyo ezi-nobuzaza yaye iindlela zongenelelo olusesikweni lwephondo ziyathetheleleka okanye ziyafuneka ngokutsho kweCandelo 139 loMgaqo-siseko	2.1.1(b) Iingxelo ezikhutshwa ngekota zokuhlola nophando malunga nezityholo zolawulo olugwenxa, ubuqhophololo, urhwaphilizo olanye naziphi ezinye iindlela ezitenxileyo ezinobuzaza	4	4	4	4	4	4	4
		2.1.2(b) Ingxelo yonyaka yongenelelo olusesikweni lwephondo oluthethelekayo okanye olufunekayo ngokutsho kweCandelo 139 loMgaqo-siseko	1	1	1	1	1	1	1

#### Izalathisi, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.1.1(b)	Iingxelo ezikhutshwa ngekota zokuhlola nophando malunga nezityholo zolawulo olugwenxa, ubuqhophololo, urhwaphilizo olanye naziphi ezinye iindlela ezitenxileyo ezinobuzaza	4	1	1	1	1
2.1.2(b)	Iingxelo yonyaka yongenelelo olusesikweni lwephondo oluthethelekayo okanye olufunekayo ngokutsho kweCandelo 139 loMgaqo-siseko	1	-	-	-	1



## Ukulinganiswa komsebenzi wethu

### 9.2.2 Inkqubo engaphantsi: Uthatho-nxaxheba Loluntu

**Injongo:** Ukuqinisa intsebenziswano phakathi korhulumente nabemi ngothatho-nxaxheba loluntu ukuze kunjiswe iinkonzo ngokupheleleyo.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23		Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
Ukuphuculwa kwentsebenziswano phakathi korhulumente nabemi	2.2(a) Iintshukumo Ezi-miliselweyo, ezibekw' esweni nezixhasiweyo ukuze kuphu-culwe intsebenziswano nabemi	2.2.1(a) Inani leentshukumo zenkxaso ukuphucula intsebenziswano nabemi	5	5	5	6	6	5	5
		2.2.2(a) Inani loomasipala abaxhasiweyo ngeenkqubo zokuqhagamshelana	28	30	18	30	24	24	24
Oomasipala abaphe-thwe kakuhle ngokongamela okusulungekileyo nokuphumelelayo, ukuxhotyiswa ngezakhono nezakhiwo zolawulo	2.2(b) Iintshukumo ezi-miliselweyo nezixhasiweyo ukuphucula iNtsingiselo yobuNi namaLungelo oluNtu koomasipala	2.2.1(b) Inani leentshukumo zenkxaso ukuphucula iNtsingiselo yobuNi namaLungelo oluNtu koomasipala	3	3	3	3	4	4	4

#### Izalathisi, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.2.1(a)	Inani leentshukumo zenkxaso ukuphucula intsebenziswano nabemi	6	1	2	-	3
2.2.2(a)	Inani loomasipala abaxhasiweyo ngeenkqubo zokuqhagamshelana	24	-	5	10	9
2.2.1(b)	Inani leentshukumo zenkxaso ukuphucula iNtsingiselo yobuNi namaLungelo oluNtu koomasipala	4	-	2	-	2

## Ukulinganiswa komsebenzi wethu

### Izalathisi Zemiyalelo Yecandelo lithagethi Zonyaka zika-2023/24

Izalathisi Zokuvelisiweyo		lithagethi Zonyaka						
		Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
		2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
<b>SPI:3</b>	Inani loomasipala abaxhasiweyo ukulondoloza iikomiti zeewadi ezisebenzayo (Sinxulumene ne-MTSF 2019 - 2024, iNtsia 1) <sup>7</sup>	24	24	24	24	24	24	24
<b>SPI:4</b>	Inani loomasipala abaxhasiweyo ukukhuthaza ukuthatha inxaxheba eluntwini ngokusekelwe kwiinkqubo zoorhulumente basemakhaya (iNdawo Ephambili 1: Umbuso Onobuchule, Osesikweni noPhuhlisekayo) (iNdawo Ephambili 6 kwisalathisi se-MTEF: Imvisiswano Kwezentlalo Nemimandla Yoluntu Ekhuseleke Kakhulu)	-	-	2	2	3	3	3
<b>SPI:5</b>	Inani loomasipala abaxhasiweyo ukusombulula izinto ezixhalabisa uluntu	1	5	1	1	1	1	1
<b>SPI:6</b>	Inani lamathuba emisebenzi exeliweyo ngeNkqubo yemiSebenzi yoLuntu (i-CWP) (i-MTSF 2019-2024, iNdawo Ephambili 2)	-	-	16 144	17 700	17 700	17 700	17 700

### Izalathisi Zecandelo, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		lithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>SPI:3</b>	Inani loomasipala abaxhasiweyo ukulondoloza iikomiti zeewadi ezisebenzayo (Sinxulumene ne-MTSF 2019 - 2024, iNtsia 1)	24	5	10	5	4
<b>SPI:4</b>	Inani loomasipala abaxhasiweyo ukukhuthaza ukuthatha inxaxheba eluntwini ngokusekelwe kwiinkqubo zoorhulumente basemakhaya (iNdawo Ephambili 1: Umbuso Onobuchule, Osesikweni noPhuhlisekayo) (iNdawo Ephambili 6 kwisalathisi se-MTEF: Imvisiswano Kwezentlalo Nemimandla Yoluntu Ekhuseleke Kakhulu)	3	-	-	-	3
<b>SPI:5</b>	Inani loomasipala abaxhasiweyo ukusombulula izinto ezixhalabisa uluntu	1	-	-	-	1
<b>SPI:6</b>	Inani lamathuba emisebenzi exeliweyo ngeNkqubo yemiSebenzi yoLuntu (i-CWP) (i-MTSF 2019-2024, iNdawo Ephambili 2)	17 700	17 700	17 700	17 700	17 700

<sup>7</sup> *Esi salathisi siza kungqinelwa ngeeprojekthi eziphantsi kwisalathisi sephondo (Inani leentshukumo zenkxaso ukuphucula intsebenziswano nabemi)*

## Ukulinganiswa komsebenzi wethu

### 9.2.3 Inkqubo engaphantsi: UkuXhotyiswa Kwabasebenzi

**Injongo:** Ukuxhobisa oomasipala bakwazi ukuhambisa iinkonzo ngokufanelekileyo.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23		Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
Oomasipala abaphethwe kakuhle ngokongamela okusulungekileyo nokuphumelelayo, ukuxhotyiswa ngezakhono nezakhiwo zolawulo	2.3 Kumiliselwe izicwangciso zobuchule zokuxhobisa ngezakhono oomasipala ukuze kuphuculwe uhanjiso lweenkonzo	2.3.1 Inani leenkqubo ezimiliselweyo zokwandisa amandla okusebenza koomasipala	1	3	3	3	3	3	3
		2.3.2 Ukubek esweni ukuthotyelwa koMthetho woPhuhliso lweZakhono	-	1	1	1	1	1	1
		2.3.3 Inani leenkqubo zoqeqesho nezophuhliso ezimiliselweyo koomasipala	3	3	3	3	2	2	2

#### Izalathisi, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.3.1	Inani leenkqubo ezimiliselweyo zokwandisa amandla okusebenza koomasipala	3	-	-	-	3
2.3.2	Ukubek esweni ukuthotyelwa koMthetho woPhuhliso lweZakhono	1	-	-	-	1
2.3.3	Inani leenkqubo zoqeqesho nezophuhliso ezimiliselweyo koomasipala	2	-	-	-	2

## Ukulinganiswa komsebenzi wethu

### Izalathisi Zemiyaletlo Yecandelo lithagethi Zonyaka zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka						
		Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
		2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
<b>SPI:7</b>	Inani leendlela zongenelelo zokuxhobisa ngezakhono eziqhutywe koomasipala (Sinxibelelene ne-MTSF 2019 – 2024, iNdawo ePhambili 1) (i-B2B Pillar 5) <sup>8</sup>	1	3	3	3	3	3	3
<b>SPI:8</b>	Inani loomasipala abanikwe imikhombandlela yokuthobela i-MPRA (Sinxibelelene ne-MTSF 2019 – 2024, iNdawo ePhambili 1) (i-B2B Pillar 4)	25	25	25	25	25	25	25
<b>SPI:9</b>	Inani loomasipala abanikwe imikhombandlela yokuthobela i-MPRA (Sinxibelelene ne-MTSF 2019 – 2024, iNdawo ePhambili 1) (i-B2B Pillar 4)	4	4	4	4	4	4	4
<b>SPI:10</b>	Inani loomasipala ababekw' esweni malunga nokumiliselwa kwemigaqo-nkqubo yabahluphekileyo (isiphumo esingaphantsi 1) (i-B2B Pillar 2)	6	6	4	4	4	4	4

### Izalathisi Zecandelo, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>SPI:7</b>	Inani leendlela zongenelelo zokuxhobisa ngezakhono eziqhutywe koomasipala (Sinxibelelene ne-MTSF 2019 – 2024, iNdawo ePhambili 1) (i-B2B Pillar 5)	3	-	-	-	3
<b>SPI:8</b>	Inani loomasipala abanikwe imikhombandlela yokuthobela i-MPRA (Sinxibelelene ne-MTSF 2019 – 2024, iNdawo ePhambili 1) (i-B2B Pillar 4)	25	25	25	25	25
<b>SPI:9</b>	Number of municipalities supported to institutionalize the performance management system (PMS) (Linked to MTSF 2019 – 2024, Priority 1)	4	-	-	2	2
<b>SPI:10</b>	Inani loomasipala ababekw' esweni malunga nokumiliselwa kwemigaqo-nkqubo yabahluphekileyo (isiphumo esingaphantsi 1) (i-B2B Pillar 2)	4	-	-	2	2

<sup>8</sup> Esi salathisi sinxibelelene ngokungqalileyo neSalathisi sePhondo (Inani leenkqubo ezimiliselweyo zokwandisa amandla okukwazi ukusebenz oomasipala)

## Ukulinganiswa komsebenzi wethu

### 9.2.5 Inkqubo engaphantsi: Ukubekw' Esweni Kokusebenza Koomasipala, Ukunika Ingxelo Novavanyo

**Injongo:** Ukubekw' esweni nokuvavanya ixabiso lokusebenza koomasipala.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikele-lwayo	Ixesha le-MTEF		
				2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
Iziko loku-Phathwa kweDatha noLwazi olunefuthe kwizigqibo ezenziwayo, ucwangciso nezabelo zohlahlo-mali koorhulumente base-makhaya	2.4 Indawo yokuGcina iDatha kwiSebenakooMasipala	2.4.1 Ukusekwa kwendawo enye yokuphathwa nokusasazwa kolwazi oluhlobene noomasipala	-	2	Ukuphuhliswa kwendawo enye yokugcina idatha	Ukuphuhliswa kwendawo enye yokugcina idatha	Ukumiliselwa kweNdawo enye yokuGcina iDatha		
		2.4.2 Inani leengxelo eziv-elisiweyo ezibonelela ngengqiqo yobume nokusebenza koomasipala	-	2	lingxelo zoBume ziyi-4	lingxelo zoBume ziyi-4	4	4	4
		2.4.3 Inani leenkqubo ezimiliselweyo zokwenza isithethe sokusebenzisa i-GIS koomasipala	-	2	Ziyi-2 iinkqubo ze-GIS ezimiliselweyo	1. Milisela iProjekthi ye-GIS kooMasipala 2. Xhasa oomasipala babe nesithethe sokusebenzisa i-GIS	2	2	2
		2.4.4 Inani leenkqubo zokumiliselwa isithethe sokutyenziswa kwe-ICT koomasipala	3	2	Ziyi-2 iinkqubo ze-ICT ezimiliselweyo	1. Milisela iphulo lokuxhaswa kwe-ICT kooMasipala 2. IQonga leeNgxoxo le-ICT kooMasipala	2	2	2

## Ukulinganiswa komsebenzi wethu

### Izalathisi, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.4.1	Ukusekwa kwendawo enye yokuphathwa nokusasazwa kolwazi oluhlobene noomasipala	Ukumiliselwa kweNdawo enye yokuGcina iDatha	-	-	-	Ukumiliselwa kweNdawo enye yokuGcina iDatha
2.4.2	Inani leengxelo ezivelisiweyo ezibonelela ngengqiqo yobume nokusebenza koomasipala	4	1	1	1	1
2.4.3	Inani leenkqubo ezimiliselweyo zokwenza isithethe sokusebenzisa i-GIS koomasipala	2	-	-	1	1
2.4.4	Inani leenkqubo zokumiliselwa isithethe sokutyenziswa kwe-ICT koomasipala	2	-	1	-	1

### Izalathisi Zemiyalelo Yecandelo lithagethi Zonyaka zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka						
		Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
<b>SPI:11</b>	Inani leeNgxelo zeCandelo 47 eziye zaqulunqwa ngokomyalelo we-MSA (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo ePhambili 1) (i-B2B Pillar 5)	1	1	1	1	1	1	1

### Izalathisi Zecandelo, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>SPI:11</b>	Inani leeNgxelo zeCandelo 47 eziye zaqulunqwa ngokomyalelo we-MSA (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo ePhambili 1) (i-B2B Pillar 5)	1	-	-	1	-

## Ukulinganiswa komsebenzi wethu

### 9.2.6 Inkqubo engaphantsi: Ukuhlanganiswa Kohanjiso Lweenkonzo

**Injongo:** Ukulawula inkqubo yeThusong nokuxhasa ulawulo lwentsebenziswano phakathi kwezigaba ezithathu zoburhulumente.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
Ukuncitshiswa kwentlupheko	2.5(a) Amathuba ayiliweyo ngeNkqubo yeThusong	2.5.1(a) Iiprojekthi ezibhexeshiweyo zezentlalo noqoqosho	-	2	4	4	4	4	4
	2.5(b) INkqubo yeThusong Esebenza Ngokufanellekileyo	2.5.1(b) Inani leenkonzo ekufikelelwe kuzo ngeNkqubo yeThusong	1303 141	337 682	1 386 856	1 300 000	1 300 000	1 300 000	1 300 000
		2.5.2(b) Iintshukumo zenkxaso zokuqinisekisa ukusebenza ngokufanelekileyo kweNkqubo yeThusong	4	2	4	4	4	4	4
Improved integrated planning, budgeting and implementation	2.5(c) Functional Inter Governmental Relations (IGR) platforms	2.5.1(c) Iintshukumo zenkxaso zokuphuculwa kwamaqonga eengxoxo zobuDLelwane Phakathi kooRhulumente beziThili (i-IGR)	2	3	4	3	3	3	3

## Ukulinganiswa komsebenzi wethu

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
		2.5.2(c) lintshukumo zenkxaso ukuze kuphuculwe amaqonga eengxoxo kubuDlelwane noRhulumente wePhondo (i-IGR)	-	4	4	4	4	4	4

### Izalathisi, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.5.1(a)	liprojekthi ezibhexeshiweyo zezentlalo noqoqosho	4	-	-	-	4
2.5.1(b)	Inani leenkonzelo ekufikelelwe kuzo ngeNkqubo yeThusong	1 300 000	-	-	650 000	650 000
2.5.2(b)	lintshukumo zenkxaso zokuqinisekisa ukusebenza ngokufanelekileyo kweNkqubo yeThusong	4	-	-	-	4
2.5.1(c)	lintshukumo zenkxaso zokuphuculwa kwamaqonga eengxoxo zobuDlelwane Phakathi kooRhulumente beziThili (i-IGR)	3	-	1	1	1
2.5.2(c)	lintshukumo zenkxaso ukuze kuphuculwe amaqonga eengxoxo kubuDlelwane noRhulumente wePhondo (i-IGR)	4	1	1	1	1



## Ukulinganiswa komsebenzi wethu

### 9.2.7 Inkqubo engaphantsi: INkqubo Yabasebenzi Bophuhliso Loluntu

**Injongo:** Ukubonelela imimandla yoluntu ngolwazi lokufikelela iinkonzo zikarhulumente nokwenza kube lula ngoluntu ukufikelela kumathuba ezentlalo nezozoqosho.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23		Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
Ukuncitshiswa kwentlupheko	2.6 Amathuba ayiliweyo ngeNkqubo yabaSebenzi boPhuhliso loluNtu	2.6.1 Amaphulo karhulumente okunabisa impilo-ntle kwezentlalo	15	5	5	5	5	5	5
		2.6.2 Amaphulo okuxhasa uqoqosho olungacwangciswa ngokusesikweni	5	4	4	4	4	4	4

#### Izalathisi, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.6.1	Amaphulo karhulumente okunabisa impilo-ntle kwezentlalo	5	-	-	-	5
2.6.2	Amaphulo okuxhasa uqoqosho olungacwangciswa ngokusesikweni	4	-	-	-	4

### Ukuchazwa kokusebenza okucwangcisiweyo kwisithuba sexesha eliphakathi

#### Isiphumo 2: Oomasipala abaphethwe kakuhle ngokongamela okusulungekileyo nokuphumelelayo, ukuxhotyiswa ngezakhono nezakhiwo zolawulo

Isigunyaziso soorhulumente basemakhaya njengoko sichaziwe kuMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996, kukukhuthaza oorhulumente basemakhaya abaphuhlisekayo abamele bajolise kwiimfuno ezisisiseko zemimandla yoluntu abasebenzela yona.<sup>9</sup> Ekubeni oorhulumente basemakhaya isesona sigaba sisondeleyo eluntwini yaye ke ngoko kujongwa kubo xa kuthethwa ngohanjiso lweenkonzo, bazabalazela ukusifizekisa esi sigunyaziso, ngokuququzelela, ngokwenza izigqibo nangokwenza imisebenzi yabo ngokuvumelana neenkqubo-sikhokelo zemithetho echaziweyo.

Imbali isibonisile ukuba isininzi semingeni emikhulu yolawulo nohanjiso lweenkonzo abajongene nayo oomasipala ayibangelwa kangako yintsilelo kwezobuchwepheshe, kodwa kwiintsilelo ekunokuthiwa zinento yokwenza nolawulo. Ukongeza, ungquzulwano oluninzi nokungaqondani kakuhle kubangelwa yindlela ekutolikwa ngayo inkqubo-sikhokelo yemithetho nemimiselo yoomasipala.

Esi siphumo sisekelezwe kwinkolo ethi, iinxalenye ezibalulekileyo zolawulo olusisenzo sokwalathisa, sokukhokela nokulawula ukusebenza kweziko, kukuhlonipha imithetho nemimiselo eyenziwa ibe semthethweni ngenxa yomthetho ongowona uphezulu welizwe. Ukongeza, ukufikelela inkqubo yoorhulumente

<sup>9</sup> UMgaqo-siseko weRiphabliki yoMzantsi Afrika (1996): isAhluko 7.

## Ukulinganiswa komsebenzi wethu

basemakhaya eguquliweyo nesebenza ngokufanelekileyo, kufuna ubunkokheli obuqinileyo obunesicwangciso sobuchule esicacileyo sexesha elide nokukwazi ukunika ingxelo eluntwini. Undoqo wolawulo ngamandla eziko okukwazi ukusebenza namele amane eqiniswa ngokuqhubekayo, kubekho izixokelelwano nezakhiwo, ngamathuba athile zihlolwe ngenjongo yokuzivumelanisa neemeko ezitshintshayo. Ukuze lenze oku, iSebe liye lasebenza namahlakani awohlukeneyo ekuboneleleni ngeenkonzo zoqeqesho neengcebiso koomasipala. Indawo ephambili kweli Sebe kule MTEF, kukuqhubekela nokuzabalazela ukwenza uphuculo kule nkalo.

ISebe liza kuzingisa ekusebenziseni indlela yokubambisana, lisebenza ngokusondeleyo noomasipala ekufumaneni izisombululo ezinokusetyenziswa kwimingeni yolawulo. Injongo kukuqinisa nokulondoloza ulawulo nokuphendulisa, ngombono othi ukuba noomasipala abaphethwe kakuhle kuza kuphumela ekubeni noorhulumente basemakhaya abasulungekileyo, abanokuphendulisa nabakwaziyo ukusebenza okuza kuthi kunabise uhlumo lwezoqoqosho nohanjiso lweenkonzo.

### Ukuza kuthi ga ngoku, iiNdelela zoNgenelelo ziye zaquka;

- Ukunika umkhomba-ndlela nenkxaso ngaphambi nasemva konyulo loorhulumente basemakhaya luka-2021 eyayiquka ukuthumela abaphathi abaphezulu kwiintlanganiso zokubekwa, iingcebiso zomthetho nenkxaso ngeendawo zokunika uncedo,
- Inkxaso yokuqinisekisa udluliselo olusulungekileyo yayiquka ukubek' esweni ukuvalwa kwezithuba zemisebenzi nokhokelo oluhlobene nemiyalelo yomthetho emalunga nenkqubo yokugaya nokuqesha nokubhexesha inkqubo yokuthumela amagosa athile,
- Ukuqulunqwa nokuhlolwa kwemithetho efanelekileyo,
- Ukukhulisa amandla okusebenza kokubini koceba nakumagosa, ngoqeqesho, ngokucebisa kunye
- Namathuba okufundisa ukwenza izinto ngendlela ethile;

Onke la matilele injongo yawo ibikukulondoloza ukuphathwa kakuhle emva konyulo loorhulumente basemakhaya.

### Isiphumo 3: Iziko loLawulo lweDatha noLwazi elinefuthe ekwenziweni kwezigqibo, ucwangciso nolwabiwo lohlahlo-mali koorhulumente basemakhaya

linkqubo zocwangciso nokunika iingxelo koorhulumente basemakhaya zilawulwa luluhlu oluntsonkothileyo lweenkqubo-sikhokelo zemithetho nemimiselo. Oku kuphumela ekubeni kufuneke ukuba ngokomthetho

kuveliswe izintlu ezohlukileyo zamaxwebhu okufaka iingxelo kumaqumrhu ohlukeneyo ombuso. Oku kuba ngumthwalo oluxanduva nonzima koomasipala nakwabo baxhasa oomasipala. Kwinxalenye yomsebenzi walo wokubek' esweni oomasipala ngokuhamba kweminyaka, eli Sebe lathi laqonda ukuba ukusekwa kweZiko loLawulo lweDatha noLwazi leSebe kubalulekile ukuze linabise amandla alo okwenza izigqibo.

Injongo yeli phulo kukuqinisekisa ukusetyenziswa ngokupheleleyo kwedatha ethembekileyo ngaphakathi kwiSebe nokwenza ibe sisithethe into yokwenza izigqibo ngokusekelwe kwidatha. Le projekthi iza kujoliswa ekuphathweni kwedatha, kwakunye nokuqokelelwa, ukudityaniswa nokungqinelaniswa kwedatha efunyenwe kwimithombo eyohlukeneyo ngenjongo yokuphucula ucwangciso, uhlahlo lwabiwo-mali nenkxaso enikwa oomasipala.

Ukongeza, oku kuza kuqinisekisa ukuba uLwazi lweZiko nenkumbulo yeSebe iyalondolozwa ukuze ulwazi olulodwa lungalahleki xa umntu emka emsebenzini. Ngenxa yokuba kukho amahlakani awohlukeneyo asebenza kwicandelo loomasipala kwakunye nakwimida yeNdelela yokuSebenza ngokuBambiseneyo kweziThili, ukulawulwa kolwazi kuza kwenza kube lula ukuphucula intsebenziswano njengoko bonke abanabango beza kube besebenza ngokusuka kwiqonga elinye.

Inggqiqo-siseko ekusekelwe kuyo esi siphumo kukukhuthaza intsulungeko, ukuba nempumelelo nokusungula iindlela ezintsha zokwenza izinto kwabo basebenza kwicandelo loorhulumente basemakhaya. Ukusetyenziswa ngokupheleleyo kwedatha kuza kubeka iSebe kwimeko yokuba likhuthale ukuchonga imingeni koomasipala yaye kuxhotyiswe iSebe ukuba linikele inkxaso efanelekileyo.

### Ukuza kuthi ga ngoku, iindlela zongenelelo ziquke:

- Ukuseka nokumilisela indawo enye ekugcinwa kuyo izinto ukwenzela ukulawulwa nokusasazwa kolwazi oluhlobene noomasipala;
- Ukubek' esweni nokunika ingxelo ngobume nokusebenza koomasipala;
- Ukumisela isithethe sokusebenzisa iziXokelelwano zoLwazi loBume beeNdawo (i-GIS) koomasipala; kunye
- Nokuxhasa oomasipala ukuze babe nesithethe sokusebenzisa ubuChwepheshe boQhagamshelwano noLwazi (i-ICT) kulawulo.

## Ukulinganiswa komsebenzi wethu

### Isiphumo 5: Intsebenziswano ephuculiweyo phakathi korhulumente nabemi

Yinto eyamkeleke ngokubanzi emhlabeni wonke ukuba intsebenziswano phakathi korhulumente nabemi inamandla okuqinisa ukuphendula kukarhulumente kwiimfuno zabemi yaye inabisa ukuthatha inxaxheba kwabemi. EMzantsi Afrika le yinkangeleko engundoqo kwidemokhrasi nolawulo.

Ukuze kukhuthazwe uthatho-nxaxheba lwabemi kwiinkqubo zokwenziwa kwezigqibo koomasipala, iSebe liye kule minyaka idluleyo laxhasa oomasipala ngokusekwa kweekomiti zeewadi. Oku kuquka ukuguqulwa kwencwadana yokusebenza kweekomiti zeewadi isiwe kulwimi lwe-Braille ngazo zonke iilwimi ezintathu ezisemthethweni zaseNtshona Koloni, ngenjongo yokunika abantu abangaboni kakuhle ithuba lokuthatha inxaxheba kwiikomiti zeewadi.

Emva konyulo loorhulumente basemakhaya luka-2021, iSebe lijolise inkxaso yalo kwiinkqubo eziza kuqinisekisa izinga eliphakame kakhulu lonxibelelwano phakathi korhulumente noluntu. Ezi nkqubo zohlukile ukusuka kuthatho-nxaxheba loluntu kunye/okanye imigaqo-nkqubo yeekomiti zeewadi kunye nezicwangciso zokusebenza kweewadi, ukufundisa uluntu ngendlela yokuthatha inxaxheba koluntu. Ezi zijoliswe ekuxhobiseni abemi ukuba baqonde ukubaluleka kokuthatha inxaxheba xa kusenziwa izigqibo koomasipala babo ngokwahlukana kwabo.

#### Ukuza kuthi ga ngoku, iiNdlela zoNgenelelo ziquke;

- Ukuxhasa oomasipala ngokusekwa nokusebenza kweekomiti zeewadi;
- Ukumiliseka iinkqubo zokuxhobisa abemi ngokufundiswa koluntu;
- Ukuxhasa oomasipala ekuqulunqweni/ukuHlolwa kwemiQulu yeNkonzo;
- Ukuxhasa oomasipala ngeenkqubo ezahlukeneyo zoqhagamshelwano;
- Ukuxhasa nokukhokela ooMasipala kwiinkqubo ezinentsingiselo zobuNi; kunye
- Nokuxhasa oomasipala ngokumiliselwa kweNkqubo yabaSebenzi boluNtu (i-CWP).

### Isiphumo 6: Ukuncitshiswa kwentlupheko

Kule minyaka idluleyo, iSebe liye ngeendlela ezohlukeneyo laxhasa oomasipala ngabo banebango kwimimandla yoluntu ukufumana iindlela ezizinzileyo zokuphucula iimeko abaphila kuzo nomgangatho wobomi ababuphilayo. Oku ibikukubonisa ukuyiqonda into yokuba intlupheko ithe gqolo ukuphazamisana nokuhluma kwengeniso koomasipala yaye kananjalo isingela phantsi olu phuhliso lufanayo umasipala afuna ukulufezekisa eluntwini. Ngokumiliselwa kweNkqubo iThusong neyabaSebenzi boPhuhliso loluNtu, kuthe kwacaca ukuba imithombo emibini engundoqo abantu abanokuyisebenzisa ukuze bohluwane nentlupheko lulazi nokufikelela iinkonzo zikarhulumente. Ngenxa yoku, igalelo leSebe ekunciphiseni intlupheko belisekeleze ekuphuculeni ukukwazi kwabemi ukufikelela kwiinkonzo zikarhulumente - zisondezwe apho bahlala khona nokubanika ulwazi ngamathuba abantu abanokuwasebenzisa ukuphucula iimeko abaphila kuzo.

Ukuza kuthi ga ngoku, iiNdlela zoNgenelelo ziquke; Ujoliso lweNkqubo iThusong luye lwanatyiswa ukuze isetyenziswe njengamaziko okunciphisa intlupheko, ukudalwa kwemisebenzi nophuhliso olubanzi lwemimandla yoluntu. Oku kubandakanya ukusebenzisa amaZiko eeNkonzo eThusong njengeendawo zokumiliseka ukuphuculwa kwamandla okwenza izinto neeprojekthi zophuhliso lwezoqoqosho ngezina elincinci. Ngapha koku, iNkqubo yabaSebenzi boPhuhliso loluNtu incedise incedise uluntu ukuba lukwazi ukuzixhasa ngokuyila amathuba ezoqoqosho ngezina elincinci.

Ngokusebenzisa iNkqubo iThusong, iSebe lithe gqolo ukusungula iindlela ezintsha ngenjongo yokuphucula ukufikelelwa kweenkonzo ngabemi. Le nkqubo ibihamba phambili ekubetheni ngesantya esifanayo nese-4th Industrial Revolution ngokwenza ubuhlakani nemibutho engundoqo ebhexesha ukwenziwa kweerobhothiki neenkqubo zokubhala ulwimi lwekhompyutha, ukwakha ubuchule nezakhono zabantu abasebatsha.

Ngethuba leVeki yoNyaka yeThusong, isebe lachaza ubuchwepheshe be-drone njengesixhobo sokunxibelelana nabemi kwi-Op Die Berg kuMasipala waseWitzenberg. Ngaphandle kokubonisa ngeenkono ezahlukeneyo zikarhulumente, iNkqubo zeThusong zokuFikelela uluNtu zazisetyenziswa njengamathuba okugonyelwa i-COVID-19.

Emva koNyulo loorhulumente basemakhaya, isebe lathi thaca isifundo se-Accredited Ward Committee Induction Train-the-Trainer Course (i-NQF Level 5) esijoliswe ngokungqalileyo kumagosa abandakanyekileyo kwinkqubo yothatho nxaxheba loluntu koomasipala.

## Ukulinganiswa komsebenzi wethu

Injongo yolu qeqesho ibikukunika izakhono nokuxhobisa amagosa akwamasipala ngoqeqesho nezakhono zokubhexesha iinkqubo eziza kuwanceda akwazi ukuququzelela nokubhexesha ukuxhobisa ngezakhono nokuqeqesha iikomiti zeewadi koomasipala bawo.

Oomasipala baye baxhaswa ngokusekwa kweekomiti zeewadi, abaqaphelekayo apha nguMasipala wase-Overstrand nowase-Prince Albert abathi baba ngabokuqala apha ukuseka iikomiti zabo zeewadi emva koNyulo looRhulumente basemaKhaya luka-2021.

IProjekthi yokuFundiswa koluNtu yenye yeenkqubo ezingundoqo zenkxaso iSebe eliye lazidlulisela koomasipala. Injongo eyintloko yale projekthi kukuxhobisa imimandla yoluntu ngokulufundisa ngamalungelo neemfanelo zalo ngokuphathelele iinkqubo zokwenziwa kwezigqibo ngoomasipala nendima olumele luyidlale ukuze lube nefuthe kwizigqibo ezenziwa ngumasipala.

## Uqwalaselo Lwezinto Zoncedo Ngokweenkqubo

### Isishwankathelo seentlawulo neengqikelelo – INkqubo 2: ULawulo lweeNdawo

Inkqubo engaphantsi R'000	Isiphumo			Isabelo esiyi-ntloko	Uhlenga-hlengiso lwe-sabelo	Uqikelelo oluhlazi-yiweyo	Ingqikelelo yexesha eliphakathi				
	Ephi-cothi-weyo	Ephi-cothi-weyo	Ephi-cothi-weyo				I-% yotshi-ntsho ku-qikelelo oluhlazi-yiweyo	2023/24	2022/23	2024/25	2025/26
	2019/20	2020/21	2021/22				2022/23				
1. Ulawulo Loomasipala	10 850	10 888	16 366	17 021	16 729	16 324	<b>17 323</b>	6.12	18 522	18 756	
2. Uthatho-nxaxheba Loluntu	10 301	9 184	9 907	11 697	11 585	11 585	<b>11 785</b>	1.73	12 139	12 392	
3. UkuXhotyiswa Kwabasebenzi	11 520	10 266	10 659	13 372	13 507	13 198	<b>12 361</b>	(6.34)	12 739	12 938	
4. Ukusebenza Koomasipala, Ukubek' Esweni, Ukunika Ingxelo Nokuvavanya Ixabiso	27 116	32 675	29 964	38 532	36 174	33 884	<b>34 190</b>	0.90	31 369	32 807	
5. Ukuhlanganiswa Kohanjiso Lweenkonzo	11 658	9 432	60 924	11 490	11 970	11 970	<b>11 938</b>	(0.27)	12 140	12 406	
6. Inkqubo Yabasebenzi Bokuphuhliswa Koluntu	75 766	71 838	72 300	77 016	78 510	78 225	<b>74 041</b>	(5.35)	72 124	73 145	
<b>Iintlawulo neengqikelelo zizonke</b>	<b>147 211</b>	<b>144 283</b>	<b>200 120</b>	<b>169 128</b>	<b>168 475</b>	<b>165 186</b>	<b>161 638</b>	<b>(2.15)</b>	<b>159 033</b>	<b>162 444</b>	

# Ukulinganiswa komsebenzi wethu

## Isishwankathelo seentlawulo neengqikelelo ngokohlelo lwezoqoqosho - INkqubo 2: ULawulo lweeNdawo

Ingcaciso ngokwezo-qoqosho R'000	Isiphumo				Uhlengahlengiso lwe-sabelo	Uqikelelo oluhlazi-yiweyo	Ingqikelelo yexesha eliphakathi			
	Ephicothi-weyo	Ephicothi-weyo	Ephicothi-weyo	Isabelo esiyintloko			I-% yotshintsho ku-qikelelo oluhlazi-yiweyo	2022/23	2024/25	2025/26
<b>lintlawulo zangoku</b>	127 892	123 161	128 769	154 545	146 675	143 343	147 347	2.79	141 449	143 749
Imbuyekezo yabasebenzi	109 711	111 187	115 482	126 622	125 364	124 223	124 377	0.12	124 433	125 957
Iimpahla neenkonzo	18 181	11 974	13 287	27 923	21 311	19 120	22 970	20.14	17 016	17 792
<b>lintlawulo neenkxaso-mali</b>	18 495	20 529	71 205	13 942	20 782	20 797	13 356	(35.78)	16 675	17 746
Amaphondo noomasipala	18 430	20 160	70 972	13 942	20 632	20 632	13 356	(35.27)	16 675	17 746
Amakhaya	65	369	233		150	165		(100.00)		
<b>lintlawulo zempahla yexabiso esisiseko</b>	824	586	113	641	1 018	1 037	935	(9.84)	909	949
Oomatshini nezixhobo zokusebenza	824	586	113	641	1 018	1 037	935	(9.84)	909	949
<b>lintlawulo zempahla yexabiso lemali</b>		7	33			9		(100.00)		
<b>lintlawulo neengqikelelo zizonke</b>	<b>147 211</b>	<b>144 283</b>	<b>200 120</b>	<b>169 128</b>	<b>168 475</b>	<b>165 186</b>	<b>161 638</b>	<b>(2.15)</b>	<b>159 033</b>	<b>162 444</b>

### Ulwabelo olunenjongo ethile:

Kuqukwe oku kulandelayo:

**INkqubo 2:** Inxaso-mali yolawulo lweprojekthi enikelweyo ukuqinisekisa ukunatyiswa ngempumelelo kweNkqubo yeLungiselelo loPhuhliso lwamaSeko eziXhobo oluZinzileyo neMali (i-SIDAFF) yimali ezizigidi eziyi-6 zeerandi (2023/24), izigidi eziyi-3 zeerandi (2024/25 nango-2025/26 ngokwahlukeneyo).

### Uhlalutyo lokwenzekileyo kwinkcitho

Uhlahlo lwabiwo-mali luka-2023/24 lweNkqubo lufikelele kwizigidi eziyi-R161.638 zeerandi xa kuthelekiswa noqikelelo oluhlazi-yiweyo lonyaka-mali ka-2022/23. Imbuyekezo yabaSebenzi inyukile ngokuyintloko ngenxa yokuba kwazithuba zemisebenzi ezibalulekileyo okuquka ukubalulekiswa kwenkxaso-mali eya ekukhuliseni amandla okukwazi ukusebenza nokuxhasa oomasipala ekuphumezeni iindima nemisebenzi yabo ngethuba lodluliselo olulandele uNyulo looRhulumente basemaKhaya luka-2021.

Iimpahla neenkonzo inyukile ngepesenti eyi-20.14 kunyaka-mali ka-2023/24 yaye oku ngokuyintloko kungenxa yeemali ezongezelekileyo ezabelwe iiprojekthi zenkxaso zoomasipala nokulawulwa kwenkxaso ukuqinisekisa ukunatyiswa ngempumelelo kweNkqubo yeLungiselelo loPhuhliso lwamaSeko eziXhobo oluZinzileyo neMali (i-SIDAFF). Ngapha koko, ukunyuka kunxulumene neemali ezongezelekileyo ezabelwe ukuncedisa ngenxa yokungazinzi abalawuli boomasipala abadlula kuko ngenxa yenani eliphezulu loorhulumente bomdibaniselwano abaphetheyo koomasipala.

Iintlawulo neenkxaso-mali eziya koomasipala zehle ngepesenti eyi-35.27 yaye oku kungenxa yeentlawulo ezazinikwe oomasipala kunyaka-mali ka-2022/23 ukwenzela iNdlela yeNtsebenziswano Phakathi kweziThili nooMasipala abambaMabaxa neeprojekthi ezixhaswe ngemali ethathwe kuNgenelelo looMasipala (lunenjongo ethile) kunyaka-mali ka-2022/23.

# Ukulinganiswa komsebenzi wethu

## 9.3 INkqubo 3: UkuPhuhlisa nokuCwangcisa

**Injongo:** Ukukhuthaza nokubhexesha iindlela zolawulo lweentlekele olufanelekileyo, ukuqinisekisa ukugcinwa kwamaseko ezixhobo zosetyenziso oomasipala esebenza kakuhle, nokukhuthaza ucwangciso oluhlanganisiweyo.

### 9.3.1 Inkqubo engaphantsi: Amaseko Ezixhobo Zosetyenziso Oomasipala

**Injongo:** Ukubhexesha nokubek' esweni uphuhliso lwamaseko ezixhobo zosetyenziso koomasipala ukuqinisekisa uzinzo kumaseko ezixhobo zosetyenziso kamasipala.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
Ukubonelela nokulungiswa kwamaseko ezixhobo zosetyenziso kuhlumo lwezoqoqosho olukhokelwa ngamaseko ezixhobo zosetyenziso.	3.1 Ukuqinisa uhanjiso lweenkonzo ezisisiseko	3.1.1 Inani leenkqubo zokuqinisa uhanjiso lweenkonzo ezisisiseko	2	2	1	1	2	2	2
		3.1.2 Inani leenkqubo zokunabisa ucwangciso loomasipala lwamaseko ezixhobo zosetyenziso	1	1	1	1	2	2	2
		3.1.3 Inani leenkqubo zonyamezelo lwamanzi	1	1	1	1	2	2	2
		3.1.4 Inani leenkqubo zeNkxaso-mali yama Seko eziXhobo zoSetyenziso	-	-	-	-	1	1	1

#### Izalathisi, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
3.1.1	Inani leenkqubo zokuqinisa uhanjiso lweenkonzo ezisisiseko	2	-	-	-	2
3.1.2	Inani leenkqubo zokunabisa ucwangciso loomasipala lwamaseko ezixhobo zosetyenziso	2	-	-	-	2
3.1.3	Inani leenkqubo zonyamezelo lwamanzi	2	-	-	-	2
3.1.4	Inani leenkqubo zeNkxaso-mali yama Seko eziXhobo zoSetyenziso	1	-	-	-	1

## Ukulinganiswa komsebenzi wethu

### Izalathisi Zemiyaalelo Yecandelo lithagethi Zonyaka zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka						
		Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
<b>SPI:12</b>	Inani loomasipala ababekw' esweni kumilisele lweenkqubo zohanjiso lwamaseko ezixhobo zosetyenziso (Isiphumo 9, Isiphumo esingaphantsi 1) (i-B2B Pillar 5) <sup>10</sup>	24	22	22	22	22	22	22

### Izalathisi Zecandelo, Iithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>SPI:12</b>	Inani loomasipala ababekw' esweni kumilisele lweenkqubo zohanjiso lwamaseko ezixhobo zosetyenziso (Isiphumo 9, Isiphumo esingaphantsi 1) (i-B2B Pillar 5)	22	-	-	-	22

<sup>10</sup> Umasipala waseStellenbosch nowaseDrakenstein ngoku bafumana isiBonelelo seNkqubo-sikhokelo yoPhuhliso oluHlanganisiweyo lweeDolophu (i-IUDG) yaye ngenxa yoko abasayifumani i-MIG.

## Ukulinganiswa komsebenzi wethu

### 9.3.2 Inkqubo engaphantsi: Ulawulo Lweentlekele: Icandelo Eliyintloko Lolawulo: Ulawulo Lweentlekele Neenkonzko Zokucima Imililo

**Injongo:** Ukulawula ulawulo lweentlekele kwinqanaba lephondo nakweloorhulumente basemakhaya ukuqinisekisa ukumiselwa kweendlela ezifanelekileyo nezisulungekileyo zolawulo lweentlekele.

#### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
<b>Ukusebenza Ngeentlekele: Ubuchule Besebe, Ukulungela, Ukuphendula Nokuchacha</b>									
Imimandla yoluntu ekhuseleke kakhulu, enonyamezelo noPhuhliso oluZinzileyo	3.2(a) Kusekwe yaye kugcinwe zisebenza izixokelelwano nezakhiwo zolawulo lweentlekele	3.2.1(a) Ukubhexesha ukuququzelelwa kobuhlakani kulawulo lweentlekele	-	13	12	10	10	10	10
		3.2.2(a) Ukubek'esweni nokuvavanya ixabiso lokumiliselwa kolawulo lweentlekele	4	5	5	1	1	1	1
		3.2.3(a) Ukuqulungwa nokuhlolwa kweziBonelelo zemiGaqo-nkqubo yoLawulo lweentlekele e-WC	-	2	2	1	1	1	1
	3.2.(b) lindlela ezisebenzayo nezikhawulezileyo zokuphendula nokuchacha kwiimeko zikaxakeka/zentlekele	3.2.1(b) Ukuxhasa amaqumrhu karhulumente ukuqinisekisa ukulungela nokuphendula xa kuvela intlekele	3	6	6	4	4	4	4
		3.2.2(b) Ukunxibelelanisa iinkqubo ezisebenzayo zokuchacha kwiintlekele ezandisa unyamezelek	3	3	7	2	1	1	1



## Ukulinganiswa komsebenzi wethu

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
<b>Ukuncitshiswa Komngcipheko Weentlekele: Ucwangciso Lokunciphisa Umngcipheko</b>									
Imimandla yoluntu ekhuseleke kakhulu, enonyamezelo noPhuhliso oluZinzileyo	3.2(c) Ukwenza ibe sisithethe nokuthethelela ukuNciphisa umNgcipheko weeNtlekele	3.2.1(c) Inani leenkqubo zokuHlola imiNgcipheko nokuBasesNgozini eziqhutyiweyo	3	1	3	1	1	1	1
		3.2.2(c) Ukuphucula nokugcina kakuhle iNdawo yokuGcina iDatha yoLawulo lweNtlekele ngokweNdawo	1	1	1	1	1	1	1
		3.2.3(c) Inani loomasisipala abaxhasiweyo ekuphuhliseni imilinganiselo yokuNciphisa imiNgcipheko yeeNtlekele kwii-IDP zabo	2	1	1	1	1	1	1
		3.2.4(c) INkqubo Yokufundisa Ngeengozi	1	1	2	1	1	1	1
<b>Intlekele: linkonzo Zohlangulo Kwimililo</b>									
Imimandla yoluntu ekhuseleke kakhulu, enonyamezelo noPhuhliso oluZinzileyo	3.2(d) Ukuphuculwa kwaMandla eeNkonzo zeMililo noHlangulo	3.2.1(d) Inani leenkqubo zoqeqesho lokuphucula ukhuseleko emililweni nobomi kwiPhondo	5	4	6	6	6	6	6
		3.2.2(d) Inani leenkqubo zoqeqesho lokuphucula amandla kumaXesha kaXakeka neZakhono Ezizodwa kwiPhondo	2	2	4	3	3	3	3
		3.2.3(d) Ukumiliselwa kweNkqubo yokuCima iMililo eMoyeni nasemHlabeni	1	1	1	1	1	1	1

## Ukulinganiswa komsebenzi wethu

### Izalathisi, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		lithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>Ukusebenza Ngeentlekele: Ubuchule Besebe, Ukulungela, Ukuphendula Nokuchacha</b>						
3.2.1(a)	Ukubhexesha ukuququzelelwa kobuhlakani kulawulo lweentlekele	10	3	2	3	2
3.2.2(a)	Ukubek' esweni nokuvavanya ixabiso lokumiliselwa kolawulo lweeNtlekele	1	-	-	1	-
3.2.3(a)	Ukuqulunqwa nokuhlolwa kweziBonelelo zemiGaqo-nkqubo yoLawulo lweeNtlekele e-WC	1	-	-	-	1
3.2.1(b)	Ukuxhasa amaqumrhu karhulumente ukuqinisekisa ukulungela nokuphendula xa kuvela intlekele	4	1	1	-	2
3.2.2(b)	Ukunxibelelanisa iinkqubo ezisebenzayo zokuchacha kwiintlekele ezandisa unyamezeleko	1	-	-	-	1
<b>Ukuncitshiswa Komngcipheko Weentlekele: Ucwangciso Lokunciphisa Umngcipheko</b>						
3.2.1(c)	Inani leeNkqubo zokuHlola imiNgcipheko nokuBa seNgozini eziqhutyiweyo	1	-	-	-	1
3.2.2(c)	Ukuphucula nokugcina kakuhle iNdawo yokuGcina iDatha yoLawulo lweeNtlekele ngokweeNdawo	1	-	-	-	1
3.2.3(c)	Inani loomasipala abaxhasiweyo ekuphuhliseni imilinganiselo yokuNciphisa imiNgcipheko yeeNtlekele kwii-IDP zabo	1	-	-	1	-
3.2.4(c)	INkqubo Yokufundisa Ngeengozi	1	-	-	1	-
<b>Intlekele: Iinkonzo Zohlangulo Kwimililo</b>						
3.2.1(d)	Inani leenkqubo zoqeqesho lokuphucula ukhuseleko emililweni nobomi kwiPhondo	6	-	2	2	2
3.2.2(d)	Inani leenkqubo zoqeqesho lokuphucula amandla kumaXesha kaXakeka neZakhono Ezizodwa kwiPhondo	3	-	1	1	1
3.2.3(d)	Ukumiliselwa kweNkqubo yokuCima iMililo eMoyeni nasemHlabeni	1	-	-	-	1

### Izalathisi Zemiyalelo Yecandelo lithagethi Zonyaka zika-2023/24

Izalathisi Zokuvelisiweyo		lithagethi Zonyaka						
		Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
		2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
<b>SPI:13</b>	Inani loomasipala abaxhasiweyo ukugcina kakuhle amaZiko oLawulo lweeNtlekele	6	6	6	6	6	6	6
<b>SPI:14</b>	Inani loomasipala abaxhasiweyo kwiiNkonzo zokuCima iMililo <sup>11</sup>	11	7	14	5	5	5	5

<sup>11</sup> Inkxaso yocwangciso malunga neziThili, kodwa ke, kumele kuphawulwe ukuba kuxhomekeka kwinkxaso-mali esezayo, umasipala ngamnye wasekuhlaleni usenokufumana inkxaso.

## Ukulinganiswa komsebenzi wethu

### Izalathisi Zecandelo, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>SPI:13</b>	Inani loomasipala abaxhasiweyo ukugcina kakuhle amaZiko oLawulo lweeNtlekele	6	6	6	6	6
<b>SPI:14</b>	Inani loomasipala abaxhasiweyo kwiiNkonzo zokuCima iMililo	5	-	-	-	5

### 9.3.3 Inkqubo engaphantsi: Ucwangciso Lophuhliso Oluhlanganisiweyo

**Injongo:** Ukuqinisa ucwangciso nohlahlo lwabiwo-mali phakathi koorhulumente ngokuselwa kwe-IDP njengesicwangciso esinye sonxibelelaniso sikarhulumente.

### Iziphumo, Okuvelisiweyo, Izalathisi Zokusebenza kunye Neethagethi

Isiphumo	Okuvelisiweyo	Izalathisi Zokuvelisiweyo	Iithagethi Zonyaka						
			Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
			2020/21	2021/22	Okwangoku 2022/23		Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26
Ukuphuculwa kocwangciso oluhlanganisiweyo, uhlahlo lwabiwo-mali, nokumiliselwa	3.3(a) kuqulunqwe ii-IDP eziphendulayo	3.3.1(a) Amaphulo okuphucula umgangatho kwezicwangciso zophuhliso ezihlanganisiweyo	3	3	3	3	3	3	3
	3.3(b) Ukumiliselwa kweNdlela yokuSebenza kweziThili ngokubambisana	3.3.1(b) Inani lamaQela eNtsebenziswano Phakathi kweziThili njengexalenye yeNdlela yokuSebenzisana weziThili noMasipala oMbaxa	-	5	5	5	5	5	5

### Izalathisi, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		Iithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
3.3.1(a)	Amaphulo okuphucula umgangatho kwezicwangciso zophuhliso ezihlanganisiweyo	3	-	1	1	1
3.3.1(b)	Inani lamaQela eNtsebenziswano Phakathi kweziThili njengexalenye yeNdlela yokuSebenzisana weziThili noMasipala oMbaxa	5	-	-	-	5

## Ukulinganiswa komsebenzi wethu

### Izalathisi Zemiyalelo Yecandelo lithagethi Zonyaka zika-2023/24

Izalathisi Zokuvelisiweyo		lithagethi Zonyaka						
		Ukusebenza Okuphicothiweyo/ Okwenziweyo			Ukusebenza Okuqikelelwayo	Ixesha le-MTEF		
		2020/21	2021/22	Okwangoku 2022/23	Unyaka 1: 2023/24	Unyaka 2: 2024/25	Unyaka 3: 2025/26	
<b>SPI:15</b>	Inani loomasipala abanee-IDP ezenziwe ngokuvumelana nomthetho <sup>12</sup>	30	30	30	30	30	30	30
<b>SPI:16</b>	Inani leziThili/ ooMasipala abambaxa ezibekw' esweni kumiliselwe lwe-One Plans (i-MTSF 2019 - 2024, iNdawo ePhambili 5: Uhlanganiso ngokweendawo, ukuhlaliswa kwabantu noorhulumente basemakhaya)	-	-	5	5	5	5	5

### Izalathisi Zecandelo, lithagethi Zonyaka Nezekota zika-2023/24

Izalathisi Zokuvelisiweyo		lithagethi Zonyaka	Ikota 1	Ikota 2	Ikota 3	Ikota 4
<b>SPI:15</b>	Inani loomasipala abanee-IDP ezenziwe ngokuvumelana nomthetho	30	-	-	-	30
<b>SPI:16</b>	Inani leziThili/ ooMasipala abambaxa ezibekw' esweni kumiliselwe lwe-One Plans (i-MTSF 2019 - 2024, iNdawo ePhambili 5: Uhlanganiso ngokweendawo, ukuhlaliswa kwabantu noorhulumente basemakhaya)	5	-	-	-	5

## Ukuchazwa kokusebenza okucwangcisiweyo kwisithuba sexesha eliphakathi

### Isiphumo 4: Ukubonelela nokulungiswa kwamaseko ezixhobo zosetyenziso kuhlumo lwezoqoqosho olukhokelwa ngamaseko ezixhobo zosetyenziso

Amaseko ezixhobo zosetyenziso asebenzayo akabalulekanga nje kuphela ekuqinisekiseni ukuba uhanjiso lweenkonzo luyenzeka kodwa utyalo-mali oluyilwe kakuhle kumaseko ezixhobo lungandisa uhlu lwezoqoqosho lwexesha elide yaye luphucule umgangatho osisiseko wobomi.

Eli Phondo lijongene neningeni eliqela ngokuphathelele amaseko ezixhobo zosetyenziso kuquka izinto ezilandelayo:

- Ukungabikho kongqinelwano kucwangciso nonxibelelwano lwamaseko ezixhobo zosetyenziso phakathi kwezigaba ezintathu zikarhulumente;
- Amaseko ezixhobo enziwe kwiindawo ezingenzi kube

lula nangonelanga ukuxhasa iinjongo zikarhulumente zokuhlaliswa kwabantu, kunye

- Nenkangeleko yezoqoqosho eya isiba buthathaka okukhokelela ekuncitshisweni kwesabelo sohlahlo lwabiwo-mali loRhulumente weSizwe nowePhondo ekuxhaseni utyalo-mali kumaseko angundoqo ezixhobo zosetyenziso.

Njengoko kukho le mingeni, indlela ehlanganisiweyo yokuphuhlisa nokulawulwa kwamaseko ezixhobo zosetyenziso ke ngoko iyimfuneko njengoko kunokubakho iinzuzo kumlinganiselo wezoqoqosho. Eli Sebe liza kusebenza namahlakani aliqela ekuxhaseni oomasipala ukuze kuphuculwe ulawulo lwamaseko ezixhobo zosetyenziso kwiPhondo.

### Ukuza kuthi ga ngoku, iindlela zoNgenelelo ziquke;

Inxaso ekubonelelwe ngayo iquka:

<sup>12</sup> *Esi salathisi siza kulinganiswa ngoomasipala abafumana inkxaso kumaphulo ePhondo ngokwesalathisi 3.3.1(a)*

## Ukulinganiswa komsebenzi wethu

Kuxhaswe oomasipala kuhlaziyo nokuqulunqwa kwezicwangciso ezitsha ezingundoqo zobonelelo lombane. Ezi zicwangciso zivandlakanya ukufaneleka kwexesha elide kwamaseko ezixhobo akhoyo yaye zicebisa ngolwandiso nohlaziyo oluyimfuneko ngenxa yoko. Izicwangciso zibonisa ukuba la maseko matsha ezixhobo amele abekwe phi yaye zeziphi iinxalenye, ezikhoyo ngoku okanye ezintsha eziza kufuneka. Ezi projekthi zixhasa ukuhluma koqoqosho lwephondo ngokuphucula unyamezelo lokhuseleko lombane koomasipala ngokubhexesha inkqubo yokumiliselwa kophuhliso lwamaseko ezixhobo zosetyenziso lombane ekuqwalaseleni ukuvuseleleka kwezoqoqosho, utyalo-mali nokuba lula kokwenza ushishino.

Kwayilwa iNkqubo yeLungiselelo lokuPhuhliswa kwamaSeko eziXhobo neMali (i-SIDAFF) ukuze kubonelelwe ngezisombululo zenkxaso-mali kumaseko ezixhobo aluncedo kwizixeko eziphakathi eNtshona Koloni. Injongo yokubandakanyeka koRhulumente weNtshona Koloni (i-WCG) kukukhuthaza indlela ehlanganisiweyo xa kusiziwa kuphuhliso lwamaseko ezixhobo zosetyenziso koomasipala ngokusekelwe kwiinqobo ezilungelelanisiweyo nezizinzileyo, eziquka ulawulo olusulungekileyo olubalulekileyo ekuxhaseni ngemali ngokuphumelelayo iiprojekthi neenkqubo ezichongiweyo zophuhliso kwiNkqubo ye-SIDAFF.

ISebe looRhulumente basemaKhaya (i-DLG) liSebe elikhokelayo elinoxanduva lokucwangcisa nokumiliselwa le nkqubo, lixhaswa nguRhulumente waseFransi nge-Agence Française de Développement (i-AFD). Sithethanjelenkqubo ikwiSigaba sesi-2, injongo ikukuyila inkqubo-sikhokelo yokufikelela kwinkxaso-mali yamalizo/yezibonelelo ukuze kukhawuleziswe ukulungiswa kweprojekthi zamaseko ezixhobo abalulekileyo oomasipala ngenjongo yenkxaso-mali engenye (oko kukuthi, ukususa iiprojekthi kwimeko yokuba zisengqiqweni na ukuba kwimeko yokuba zinokuxhaswa ngemali nokuchonga iindlela ezifanelekileyo zenkxaso-mali).

### Isiphumo 7: Ukuphuculwakocwangciso oluhlanganisiweyo, uhlahlo lwabiwo-mali, nokumiliselwa

UMthetho weNkqubo-sikhokelo sobuDlelwane Phakathi kooRhulumente kwiPhondo ubone ukuphuculwa kwentsebenziswano kungekuphela nje phakathi koomasipala bezithili nabasekuhlaleni kodwa kwanaphakathi kwezigaba ezithathu namasebe. Izifundo ezifundwe kumiliselwe lwee-Indaba zee-IDP, amaPhulo Okwenza Ucwangciso Ngokumanyeneyo (ii-JPI), iNkqubo yezeNtlalo nezoQoqosho kwiNgingqi kunye noThintelo lobuNdlombongela kusetyenziswa iNkqubo yokuPhuculwa komGangatho weeDolophu (i-RSEP/i-

VPUU) zidandalazise ukuba uRhulumente weNtshona Koloni angazuza kakhulu ngentsebenziswano enkulu ngakumbi phakathi kwamasebe noomasipala. Ubume bemeko yocwangciso phakathi kwezigaba ezohlukeneyo zikarhulumente kwiPhondo buye batshintsha ukuya kwinqanaba lokuba ucwangciso oluhlanganisiweyo lubonisa ukuvuthwa.

Ukutyhalela phambili ucwangciso kunye nokumiliselwa kunye kuchongwe liqonga leengxoxo labalawuli abaphezulu bamasebe ephondo noomasipala. Kule MTEF, iSebe liza kuqhubeka nokujolisa kuququzelo lokumiliselwa kokuSebenzisana Phakathi kweziThili nooMasipala abaNbaxa njengendlela yokuqinisa intsebenziswano yephondo kunye noorhulumente basemakhaya ukuze kukhuthazwe ukubonisa, ukulungelelanisa, ukucwangcisa nokumiliselwa kweenkqubo zikarhulumente ukuze kuqinisekise uhanjiso lweenkonzo oluphuculiweyo (kurhulumente wesizwe le nkqubo ibizwa ngokuba yiModeli yoPhuhliso yeziThili). Undoqo ke koku kukuba kuthiwe thaca isicwangciso esinye senkxaso koomasipala.

Ukongeza, kuye kwaphuhliswa imo nomda weziCwangciso zoPhuhliso eziHlanganisiweyo (ii-IDP) ngokuhamba kwexesha, kucingwa nangento yokuba urhulumente wasemakhaya sisixhobo esiyintloko sophuhliso lwemimandla yoluntu. Oku kuthetha ukuba ii-IDP kufuneka zilungelaniwa zivane nezicwangciso, izicwangciso zobuchule neenkqubo zamaqumrhu karhulumente wesizwe nowephondo. Umngeni ejongene nawo le njongo yophuhliso kukuba amaSebe kuzo zonke izigaba zikarhulumente ngokufuthi elinye lizenzela izicwangciso zalo likude kwamanye. Xa kusetyenziswa i-JDA, olu lungelelwaniso lumele luca gca kwii-IDP.

### Ukuza kuthi ga ngoku, Ungenelelo luquke;

- Ukuqinisekisa amaqela eNtsebenziswano kwiziThili asebenzayo njengenxalenye yokuSebenzisana Ngokubambisana Phakathi kweziThili; kunye
- Nokubonelela ngenkxaso koomasipala ekuphuculweni komgangatho wezicwangciso zabo zophuhliso oluhlanganisiweyo.

### Isiphumo 8: Imimandla yoluntu ekhuseleke kakhulu, enoNyamezelo noPhuhliso oluZinzileyo

Esi siphumo sisuka kwinto yokuba uphuhliso oluzinzileyo nokuncitshiswa kweentlekele ziimeko ezibalulekileyo enye phambi kwenye. Oku kungenxa yokuba iintlekele zemvelo ziphazamisana nenkqubela-phambili nokufezekiswa kophuhliso oluzinzileyo ngelixa, ngexesha elinye, amaseko ezixhobo zosetyenziso abonakalayo esiwakhayo wona ngokwawo asenokuba ngumthombo womngcipheko xa kungenzeka kubekho iintlekele kwixesha elizayo.

## Ukulinganiswa komsebenzi wethu

Ngokombono wokonakaliswa kwendalo engqongileyo, ungenelelo lomntu, neenkangeleko zokhuseleko, ulawulo lweentlekele ngumba otshis' ibunzi kuthi sonke yaye umele uthathwe ngendlela ebanzi. Iilahleko kwindalo, kwezentlalo nakwezoqoqosho ezibaneglwa ziintlekele zibuhlungu ngokukodwa yaye zinefuthe elihlala ixesha elide kwinkqubo yophuhliso.<sup>13</sup>

Apho kukho unxibelelwano phakathi kwezixokelelwano zabantu kunye neemeko zendalo nezakhiwo, phantse ingenzeka into yokuba kuza kubakho iingozi. Ukuswela ulwazi malunga nokuba kungenziwa ntoni xa kusehla iintlekele kufak' isandla ekubeni uluntu lube semngciphekweni wezi ngozi. Ngaphandle kokuba imizamo yolawulo lweentlekele ibe yezinzileyo kwinqanaba lomntu ngamnye noluntu ngokubanzi, kunzima ukuzicutha iilahleko nezinga lentlekele. Ukujolisa kwiMimandla yoLuntu Ekhuseleke Ngakumbi neNonyamezelo kunye noPhuhliso oluZinzileyo ekugqibeleni kuza kukhokelela kwiPhondo elinamandla okuxhathisa iintlekele.

### Ukuza kuthi ga ngoku, Ungenelelo luquke;

- Ukuhlola iNkqubo-sikhokelo yoLawulo lweentlekele;
- Ukumiselwa kweendlela ezifanelekileyo nezikhawulezileyo zokuphendula kwiimeko zongxamiseko/zeentlekele nezokuvuseleleka;
- Ukuqinisekisa ukulungela ngokuqulunqa nokumiliseka izicwangciso zokulungela zolawulo lweentlekele;
- Ukuyenza ibe sisithethe nokuyithethelela into yokuNcitiswa kwemiNgcipheko yeeNtlekele;
- Ukumisela nokulondoloza izixokelelwano ezihlanganisiweyo nezakhiwo zolawulo lweentlekele; kunye
- Nokuphucula ubuchule beeNkonzo zeMililo noHlangulo.
- Kulingwe inkqubo yokumiselwa kwe-Fire APP koomasipala abayi-11.

## Uqwalaselo Lwezinto Zoncedo Ngokweenkqubo

### Isishwankathelo seentlawulo neengqikelelo - INkqubo 3: UkuPhuhlisa nokuCwangcisa

Inkqubo engaphantsi R'000	Isiphumo			Isabelo esiyi-ntloko	Uhlengahlengiso lwe-sabelo	Uqikelelo oluhlazi-yiweyo	Ingqikelelo yexesha eliphakathi			
	Ephicothiweyo	Ephicothiweyo	Ephicothiweyo				2023/24	1-% yotshintsho kuqikelelo oluhlazi-yiweyo	2024/25	2025/26
	2019/20	2020/21	2021/22				2022/23	2022/23	2022/23	2022/23
1. Amaseko Ezixhobo Koomasipala	60 586	35 072	27 731	26 125	113 703	113 913	<b>73 371</b>	(35.59)	89 566	93 013
2. Ulawulo Lweentlekele	52 060	40 940	43 927	50 716	43 723	43 661	<b>70 855</b>	62.28	57 412	61 733
3. Uphuhliso Oluhlanganisiweyo Ucwangciso Ulungelelaniso	6 865	7 092	8 104	8 255	7 707	7 707	<b>8 457</b>	9.73	9 074	9 240
<b>Iintlawulo neengqikelelo zizonke</b>	<b>119 511</b>	<b>83 104</b>	<b>79 762</b>	<b>85 096</b>	<b>165 133</b>	<b>165 281</b>	<b>152 683</b>	<b>(7.62)</b>	<b>156 052</b>	<b>163 986</b>

<sup>13</sup> I-B Pandey and K Okazaki, (2005), *Community based disaster management: Empowering Communities to Cope with Disaster Risks*, United nations Centre for Regional Development, Japan

## Ukulinganiswa komsebenzi wethu

Isishwankathelo seentlawulo neengqikelelo ngokohlelo lwezoqoqosho - INkqubo 3: UkuPhuhlisa nokuCwangcisa

Ingcaciso ngokwezo-qoqosho R'000	Isiphumo				Isabelo esiyintloko	Uhlengahlengiso lwe-sabelo	Uqikelelo oluhlazi-yiweyo	Ingqikelelo yexesha eliphakathi			
	Ephicothi-weyo	Ephicothi-weyo	Ephicothi-weyo					I-% yotshintsho ku-qikelelo oluhlazi-yiweyo			
	2019/20	2020/21	2021/22	2022/23				2022/23	2022/23	2023/24	2022/23
<b>lintlawulo zangoku</b>	65 668	63 471	70 567	78 010	65 677	65 825	95 400	44.93	91 872	89 832	
Imbuyekezo yabasebenzi	32 502	37 334	38 286	43 327	37 886	37 886	48 057	26.85	54 312	55 232	
Iimpahla neenkonzelo	33 166	26 137	32 281	34 683	27 791	27 939	47 343	69.45	37 560	34 600	
<b>lintlawulo neenkxaso-mali</b>	53 607	19 581	9 173	6 936	99 162	99 162	57 283	(42.23)	64 180	74 154	
Amaphondo noomasipala	52 566	18 718	7 926	6 184	98 399	98 399	56 531	(42.55)	63 398	73 338	
I-arhente zesebe kunye neekhawunti	400	380	376	376	376	376	376		391	408	
AmaZiko i-arhente ezingenzi nzuzoemfundo aphakamileyo	400	380	676	376	376	376	376		391	408	
Amakhaya	241	103	195		11	11		(100.00)			
<b>lintlawulo zempahla yexabiso esisiseko</b>	236.00	48	22	150	294	294		(100.00)			
Oomatshini nezixhobo zokusebenza	236	48	22	150	294	294		(100.00)			
<b>lintlawulo zempahla yexabiso lemali</b>		4									
<b>lintlawulo neengqikelelo zizonke</b>	<b>119 511</b>	<b>83 104</b>	<b>79 762</b>	<b>85 096</b>	<b>165 133</b>	<b>165 281</b>	<b>152 683</b>	<b>(7.62)</b>	<b>156 052</b>	<b>163 986</b>	

## Ukulinganiswa komsebenzi wethu

### Ulwabelo olunenjongo ethile

Kuqukwe oku kulandelayo:

**INkqubo 3:** Imali yokuxhasa iMpendulo kwezaMandla yeNtshona Koloni yi-R14.490 yezigidi (2023/24), i-R20.510 yezigidi (2024/25) ne-R22.590 yezigidi (2025/26).

**INkqubo 3:** Ukuqinisa iindlela ezikhoyo zokuphendula nokuhlola iindlela ezintsha ukuze kwenziwe nzulu ungenelelo lonyamezelo lwamanzi njengoko kujongenwe nokungazinzi okuqhubekayo kotshintsho lwemozulu yimali eyi-R25 yezigidi (2023/24), i-R32 yezigidi (2024/25) ne-R32 yezigidi (2025/26).

**INkqubo 3:** Ukuthatha inyathelo lenkuthalo lokukhawulelana nemingcipheko yeentlekele, okuquka ukusetyenziswa kwe-artificial intelligence, okuthetha, izixokelelwano nobuchwepheshe obufunekayo kuLawulo lweeNtlekele olunoLindelo yimali eyi-R 10.250 yezigidi (2023/24), i-R7.6 yezigidi (2024/25) ne-R7.1 yezigidi (2025/26).

### Uhlahlutylo lokwenzekileyo kwinkcitho

Uhlahlo lwabiwo-mali luka-2023/24 lweNkqubo lwehle ngepesenti eyi-7.62 xa kuthelekiswa noqikelelo oluhlaziyiweyo lonyaka-mali ka-2022/23. Ukunyuka kweMbuyekezo yabaSebenzi kuquka ukubonelelwa ngepesenti eyi-1.5 yonyuso lwemivuzo, ukuvalwa kwesithuba ebesingenamntu kwakunye neemali ezongezelelekileyo zeenjongo ezithile ezabelweyo ukwenzela izakhono ezibalulekileyo nokuxhotyiselwa ukuxhasa iNkqubo yoKhuseleko lwezoMbane kwiSebe.

Eyeempahla neenkonziso inyuke ngepesenti eyi-69.45 yaye ngokuyintloko oku kunxulumene neemali ezabelweyo zokuqinisa amandla okukwazi ukusebenza kwiinkonziso zocimo-mlilo nokuhlangula, uNyamezelo kwezoMbane, uNyamezelo lwaManzi kooMasipala, nokuthengwa kwezixhobo ezitsha ze-audio-visual kwiZiko loLawulo lweeNtlekele eNtshona Koloni.

Eyeentlawulo neenkxaso-mali yehle ngepesenti eyi-42.55 yaye ngokuyintloko oku kuthiwa kungenxa yeeNgqikelelo eziHlengahlengiweyo ezoNgeziweyo zika-2022 ngokwe-Candelo 25 le-PFMA, ukwenzela ukuphendula kwiimeko zongxamiseko nangokukhawulezileyo kwifuthe lophazamiseko lobonelelo lombane olungapheliyo kunyaka-mali ka-2022/23. Unyaka-mali ka-2023/24 uquka iimali ezabelwe iinjongo ezithile ukunika inkxaso kwiinkonziso zomliko koomasipala, isicwangciso sobuchule kwezombane ne-sicwangciso esinonyamezelo lwamanzi koomasipala



## Ukulinganiswa komsebenzi wethu

### 9.4 INkqubo 4: Ulawulo Lwamaziko Esintu

**Injongo:** Ukulawula amaziko obunkokheli bezemveli ngokuvumelana nomthetho.

#### 9.4.1 Inkqubo engaphantsi: Ulawulo Lwamaziko Esintu

**Injongo:** Ukuququzelela ukumiliselwa koMthetho woBunkokheli beMveli namaKhoi-San, 2019, (uMthetho 3 ka-2019).

UMthetho woBunkokheli beMveli namaKhoi-San, 2019 (uMthetho 3 ka-2019) waqaliswa ngomhla woku-1 ka-Epreli 2021, kulandela oku, iNkulumbuso inike uMphathiswa wePhondo ophethe ooRhulumente basemaKhaya amagunya nemisebenzi enxulumene nemicimbi yezeMveli namaKhoi-San. Lo Mthetho ubonelela, phakathi kwezinye izinto, ngokuqondwa kwemimandla yoluntu lwamaKhoi-San, amasebe amaKhoi-San, iinkokheli eziphezulu zamaKhoi-San neentloko zamasebe amaKhoi-San. Ngokutsho kwalo Mthetho, isigaba sokuqala senkqubo enxulumene nokuqondwa kweenkokheli nemimandla yamaKhoi-San siqhutywa yiKhomishini. Le Khomishini yasekwa, yaye amalungu ayo aqalisa ukusebenza ngomhla woku-1 kaSeptemba 2021, ukuqeshwa kwamalungu ale Khomishini kumele kube kokwexesha elingadluliyo kwiminyaka emihlanu (31 Agasti 2026), okanye naliphi ixesha elingakumbi emva koko njengoko uMphathiswa weMicimbi yezeMveli (“uMphathiswa weSizwe”) esenokumisela ngokwenza isaziso kwiGazethe. Le Khomishini inikwe umsebenzi wokuphanda izicelo zokuqondwa kwemimandla yamaKhoi-San, iinkokheli, amasebe kwakunye neentloko zamasebe.

Ukumiliselwa ngokupheleleyo kwalo Mthetho kulindeleke ukuba kuqaliswe emva kokuba inkqubo yokuqondwa igqityiwe yaye kulindeleke ukuba oku kuhambelane nesigqibo sexesha lokusebenza kweKhomishini. Njengoko lo Mthetho, ngezibonelelo ezohlukeneyo, ufuna ukuba iSebe liqulunqe imithetho nemigaqo-nkqubo yephondo ukuze kumiliselwe izibonelelo ezithile, iSebe kufuneka liqulunqe amandla okuxhobisa iziko likwazi ukumiliselwa izibonelelo zoMthetho.

#### Isishwankathelo seentlawulo neengqikelelo – INkqubo 4: Ulawulo Lwamaziko Esintu

Inkqubo engaphantsi R'000	Isiphumo			Isabelo esiyi-ntloko	Uhlengiso lwe-sabelo	Uqikelelo oluhlazi-yiweyo	Ingqikelelo yexesha eliphakathi						
	Ephicothi-weyo	Ephicothi-weyo	Ephicothi-weyo				2022/23	2022/23	2022/23	2023/24	I-% yotshintsho ku-qikelelo oluhlazi-yiweyo	2024/25	2025/26
											2019/20		
1. Ulawulo Lwamaziko Esintu	-	-	-	1 059	478	478	2 082	<b>335.56</b>	2 097	2 191			
<b>Iintlawulo neengqikelelo zizonke</b>	-	-	-	1 059	<b>478</b>	<b>478</b>	2 082	<b>335.56</b>	<b>2 097</b>	<b>2 191</b>			

## Ukulinganiswa komsebenzi wethu

### Isishwankathelo seentlawulo neengqikelelo ngokohlelo lwezoqoqosho – Inkqubo 4: Ulawulo Lwamaziko Esintu

Ingcaciso ngokwezoqoqosho R'000	Isiphumo			Isabelo esiyintloko 2022/23	Uhlengiso lwe-sabelo 2022/23	Uqikelelo oluhlazi-yiweyo 2022/23	Ingqikelelo yexesha eliphakathi			
	Ephicothiweyo	Ephicothiweyo	Ephicothiweyo				I-% yotshintsho ku-qikelelo oluhlazi-yiweyo	2022/23	2024/25	2025/26
	2019/20	2020/21	2021/22							
<b>Intlawulo zangoku</b>	-	-	-	1 069	478	478	2 082	335.56	2 097	2 191
Imbuyekezo yabasebenzi	-	-	-	958	367	367	2 062	461.85	2 074	2 129
Iimpahla neenkonziso	-	-	-	111	111	111	20	(81.98)	23	62
<b>Intlawulo neengqikelelo zizonke</b>	-	-	-	<b>1 069</b>	<b>478</b>	<b>478</b>	<b>2 082</b>	<b>335.56</b>	<b>2 097</b>	<b>2 191</b>

### Ulwabelo olunenjongo ethile

Inkqubo engaphantsi 4.1: kwabelwe imali ezizigidi eziyi-6.370 zeerandi (i-R2.082 yezigidi ngo-2023/24, i-R2.097 yezigidi ngo-2024/25 ne-R2.191 yezigidi ngo-2025/26), ukwenzela uphando, ukuqulunqwa kwemigaqo-nkqubo nemithetho kwakunye neenkonziso zenkxaso kumabhunga ezemveli ukuze kwenziwe lula ukumiliselwa koMthetho woBunkokheli beMveli namaKhoi-San (uMthetho 3 ka-2019).

### Uhlahutyo lokwenzekileyo kwinkcitho

Ukunyuka ukusuka kwi-R478 000 ngo-2022/23 ukuya kwizigidi eziyi-2.082 zeerandi ngo-2023/24 kunxulumene nokulungelelaniswa kwenkxaso-mali ngenxa yokulibaziseka ukuvala izithuba zemisebenzi ekuxhotyisweni ngokutsha ukuze sikwazi ukuxhasa amaBhunga eMveli.

### Izalathisi Zomthetho Zecandelo Elongeziweyo kwiPhondo

Izalathisi Zokusebenza	Inkqubo	Inkqubo engaphantsi	Impendulo ye-WC
Inani leeNkqubo zoNgenelelo lokuLwa ne-GBVF Intervention/amaphulo okugaya inkxaso yobunkokheli bemveli (Isicwangciso Esigqityiweyo se-M&E ukwenzela i-NSP nge-GBVF) (Intsika 2: Ukuthintela Nokubuyiselwa Konxibelelwano Lwezentlalo)	Asikho	Asikho	Inkqubo yeMicimbi yezeMveli ayisebenzi eNtshona Koloni
Inani lamaBhunga eMveli axhasiweyo ukuze enze imisebenzi yawo			
Ipesenti yeengxwabangxwaba zolandelelwano kubuNkokheli beMveli ezisetyenziweyo			

*Inqakwana: ISebe liye lavuselela iNkqubo 4, Ulawulo Lwamaziko Esintu. Umthetho oYilwayo wobuNkokheli beMveli namaKhoisan kutshanje uvunyiwe nguMongameli yaye iSebe kuza kufuneka lizilungiselele ukuze likwazi ukumiliselwa izibonelelo zawo.*

## Ukulinganiswa komsebenzi wethu

### 10 Imingcipheko Eyintloko Ehlaziyiweyo Noncitchiso (ilungelelaniswe ngqo neziPhumo zeSebe)

#### Inkqubo 1

Isiphumo	Umgcipheko Oyintloko	Uncitshiso Lomngcipheko
1 Isebe elilawulwa kakuhle elenza kube lula ngeenkqubo ukufezekisa izinto ngokweziguqunyaziso zazo	Ukungathotyelwa kwemimiselo esemthethweni.	Ukubonelela ngenkxaso nokhokelo olufunekayo ngokuba nonxibelelwano nokuqhuba uqeqesho ukuze kuqinisekiswa ukuthobela.

#### Inkqubo 2

Isiphumo	Umgcipheko Oyintloko	Uncitshiso Lomngcipheko
2 Intsebenziswano ephuculiweyo phakathi korhulumente nabemi	Ukungamkelwa ncam ngoomasipala nenkxaso ebuthathaka yolawulo enikwa iikomiti zeewadi	Ukuthethelela nokukhuthaza uthatho-nxaxheba loluntu kumaqonga ohlukahlukeneyo oomasipala
3 Ukuncitshiswa kwentlupheko	<ul style="list-style-type: none"> <li>Ukucuthwa kohlahlo-mali oluya kuhlahlo lwabiwo-mali lwamasebe noomasipala</li> <li>Udendo lwabasebenzi olwandayo</li> </ul>	<p>Ukwandisa ubuhlakani namashishini abucala nabanye abaxhasi-zimali</p> <p>Ukwandisa uqeqesho nongenelelo olunonyamezelo kwimisebenzi</p>
	<ul style="list-style-type: none"> <li>Uthatho-nxaxheba lwabo banebango</li> <li>Ukubandakanywa Koluntu</li> </ul>	<p>Kusayinwe uYilo lweMvumelwano yokuQonda kunye nabanebango abayintloko</p> <p>Isicwangciso sokubandakanya uluntu neenqobo esisekelwe kuzo, kuquka:</p> <ul style="list-style-type: none"> <li>ukubandakanya uluntu ekujoliswe kulo zisuka nje</li> <li>ukubonelela uluntu ekujoliswe kulo ngezinto zoncendo oluzidingayo ukuze luthathe inxaxheba ngokufanelekileyo</li> <li>ukwakha ubudlelane obusebenzayo obufanelekileyo noluntu ekujoliswe kulo</li> </ul>
4 Oomasipala abaphethwe kakuhle ngokongamela okusulungekileyo nokuphumelelayo, ukuxhotyiswa ngezakhono nezakhiwo zolawulo	<ul style="list-style-type: none"> <li>Ukungazinzi Ngokwezopolitiko Nolawulo</li> <li>Ukunganamatheli kooMasipala kwimithetho yolawulo lintsingiselo Zokungabi Nagunya ngokoMgaqo-sieseko koMthetho Olungisiweyo weeSistimi zikaMasipala, No. 7 ka-2011.</li> <li>IPhondo elingathobeli iCandelo 154 loMgaqo-sieseko neenkqubo-sikhokelo zemimiselo ehlobene nalo</li> </ul>	<ul style="list-style-type: none"> <li>Unyanzeliso Lomthetho Nokuqiniswa Kolawulo Koomasipala</li> <li>Unyanzeliso Lwemithetho Karhulumente Wasemakhaya</li> <li>Iingcebiso Koomasipala ezisekelwe kwiiNgcebiso Zomthetho ezifunyenweyo</li> <li>Kuqulunqwe izicwangciso zobuchule yaye kusekwe nezakhiwo zeziko ukuze kuqwalaselwe imingeni echongiweyo koomasipala ngokuphathelele uPhuhliso lweZakhono (amandla omntu ngamnye okwenza izinto) neNkxaso yeZiko</li> </ul>

## Ukulinganiswa komsebenzi wethu

	Isiphumo	Umngcipheko Oyintloko	Uncitshiso Lomngcipheko
5	Iziko lokuPhathwa kweDatha noLwazi olunefuthe kwizigqibo ezenziwayo, ucwangciso nezabelo zohlahlo-mali koorhulumente basemakhaya	Ukungamkelwa ncam nothatho-nxaxheba lwabanebango abayintloko (iSebe, oomasipala nabanye)	Ukumiliselwa kwenkqubo yolawulo lotshintsho kwakunye nokuthi gqolo kuthethelelwa iinzuzo zeli phulo

### Inkqubo 3

	Isiphumo	Umngcipheko Oyintloko	Uncitshiso Lomngcipheko
6	Ukubonelela nokulungiswa kwamaseko ezixhobo zosetyenziso kuhlumo lwezoqoqosho olukhokelwa ngamaseko ezixhobo zosetyenziso.	Abukho	Abukho
7	Imimandla yoluntu ekhuseleke kakhulu, enonyamezelo noPhuhliso oluZinzileyo	Ucwangciso Lweentlekele, Ungenelelo Noncitshiso (Ukuncitshiswa Komngcipheko) Okuvelisiweyo kwe-APP kuxhomekeke ngokupheleleyo kumaqumrhu karhulumente achaphezelekayo, ukuthetha ngobunini baloo ngozi/ezo ngozi njengoko kuchaziwe kwiProfayile Ebonisa Imingcipheko Yeentlekele eNtshona Koloni. Oku kuquka iingozi, Ukuncitshiswa Komngcipheko, Ukulungela Nokuphendula Nokuvuseleleka nokuxhasa ngemali amaphulo/ imisebenzi enjalo	Amaqumrhu ombuso awabelwe umngcipheko weeNtlekele amele aqinisekise ukuba kubonelelwa ngemilinganiselo yenkxaso-mali eyoneleyo kwaye oku kwenziwa isithethe
8	Ukuphuculwa kocwangciso oluhlanganisiweyo, uhlahlo lwabiwo-mali, nokumiliselwa	Bonke abanebango bakwazi ukulungelelanisa ucwangciso, uhlahlo lwabiwo-mali nokumiliselwa	Kusekwe amaqonga eengxoxo awohlukeneyo ukuqinisekisa ukulungelelaniswa

## Ukulinganiswa komsebenzi wethu

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### 11 Amaqumrhu karhulumente

ISebe alinawo nawaphi amaqumrhu karhulumente.

### 12 Iprojekthi Zamaseko Ezixhobo

Azikho.

### 13 Ubambiswano phakathi kwamacandelo kaRhulumente nawaBucala

Azikho.

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# Ingcaciso Yesalathisi Sobugcisa

## Ingcaciso Yesalathisi Sobugcisa

<b>Inani lesalathisi</b>	1.1
<b>Itayitile eluphawu</b>	Inqanaba lokuthotyelwa kwenkqubo-sikhokelo yomthetho malunga nocwangciso nokunika iingxelo.
<b>Inkcazelo emfutshane</b>	<p>Ukuba neSebe eliphethwe kakuhle kubandakanya ukuba nesebe elithobela yonke imimiselo yolawulo efanelekileyo ukuze kulawulwe ngokufanelekileyo.</p> <p>Ucwangciso lobuchule noluyintloko lwesebe kunye nezicwangciso zokunika iingxelo zezi (IsiCwangciso sobuChule seminyaka eyi-5, isiCwangciso sokuSebenza soNyaka, iiNgxelo zokuSebenza zeeKota, iziCwangciso eziHlanganisiweyo zoHanjiso lweenkonzo neeNgxelo zoNyaka).</p>
<b>Injongo</b>	Ukwazisa abemi, indlu yowiso-mithetho kunye nabanye abanebango ngezicwangciso zeSebe, into yokuba ezi zicwangciso ziza kubekw' esweni njani yaye zixelwe njani.
<b>Abaxhamli Abayintloko</b>	Onke amacandelo olawulo
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistim okanye uxwebhu): U-Stats SA, uphononongo lovavanyo, i-NDP eShicilelweyo, i-MTSP, i-PSP, ii-APP, ii-AR, iiNgxelo zokuSebenza zeeKota, nalapho kufanelekileyo.</li> <li>Itheyibhile yokwenene yedatha esetyenzisiweyo: (ukuba yisistimu/u-Excel) ii-APP, ii-AR, ii-QPR.</li> <li>Kuza kuqhutywa uthethathethwano malunga nomthombo wedatha: iiseshini zoCwangciso lobuChule ekuqaleni kombhalo woku-1.</li> </ul>
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Izizindlo</b>	Amacandelo olawulo aza kungenisa uhlahlo lwabiwo-mali lwayo, izicwangciso zokuthenga ezilungelelaniswe ne-MTEF.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Iisetyula, iiseshini zocwangciso, izimemo/ii-ajenda/iintetho (apho kufanelekileyo).</li> <li><b>Okuvelisiweyo:</b> Iingxelo zokwenene zichaziye/zingenisiwe kowongameleyo</li> </ul>
<b>Iindlela Yokubala</b>	<p>Ipesenti yamaxwebho ocwangciso naweengxelo angeniswa ngemihla amele angeniswe ngayo.</p> <p><b>Ifomyula:</b> Inani elililo leengxelo ezivelisiweyo/inani elifunekayo leengxelo ngokweesetyula zocwangciso x 100.</p> <p>Iingxelo zocwangciso ezimele zingene ngo-2020/21 (i-SP, i-APP, i-AR, i-QPR, i-SDIP neNgxelo yaBemi).</p>
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhlal <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi <p>Ukuba iSebe lithobele zonke iimfuneko zocwangciso nezokunika ingxelo njengoko kumiselwe ngemimiselo neesetyula ezifanelekileyo.</p> <p>Intsebenzo enqwenelekayo kukufikelela ithagethi.</p>
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b> <p>Isalathisi sokuvelisiweyo esilinganisa inqanaba lokuthobela kweSebe imiyalelo yocwangciso</p>
	<p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	<p>Ingaba esi Salathisi Siqhelekile?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input type="checkbox"/> Iindawo Ezininzi <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Umgaqonkqubo neNkxaso Elicebo
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe iziCwangciso zeeProjekthi ze zagcinwa liCandelo loLawulo: Imigaqo-nkqubo neNkxaso yobuChule.

<b>Inani lesalathisi</b>	<b>1.2</b>
<b>Itayitile eluphawu</b>	Inqanaba lokuthobela ngenkqubo-sikhokelo yemithetho yezemali
<b>Inkcazelo emfutshane</b>	Ukuba neSebe eliphethwe kakuhle kubandakanya ukuba nesebe elithobela yonke imimiselo yolawulo efanelekileyo ukuze kulawulwe ngokufanelekileyo. Iingxelo zemali zesebe eziyintloko ezingeniswa ngexesha ngokwemiyalelo yemimiselo efanelekileyo neesetyula ze-PT ngokuyintloko (i-AFS, ii-IYM, amaxwebhu eeNtengo neengxelo zoLawulo lwangaPhakathi).
<b>Injongo</b>	Ukunika ingxelo kubemi, kwindlu yowiso-mithetho nabanye abanebango ngohlalo lwabiwo-mali lweSebe nokuba lusetyenziswe njani.
<b>Abaxhamli Abayintloko</b>	Onke amacandelo olawulo
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): i-BAS, iiNgxelo zeMali, iiNgxelo zika-AG.</li> <li>• Itheyibhile yokwenene yedatha esetyenzisiweyo (ukuba yisistimu/u-Excel): Iingxelo zokubek' esweni phakathi enyakeni (ii-IYM), iiNgxelo zeMali zoNyaka, iiNgxelo zeMali zeThutyana.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: iiseshini zohlalo lwabiwo-mali ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Izizindlo</b>	Amacandelo oLawulo angenise iinkcazelo ezilungelelaniswe nokubalulekileyo kweSizwe nePhondo ngexesha.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> lisetyula, i-IYM, amaxwebhu eentengo/ukuhamba kwemali, njl njl.</li> <li>• <b>Okuvelisiweyo:</b> Ukuthiwa thaca/ukungeniswa kweengxelo zokwenene kowongameleyo.</li> </ul>
<b>Iindlela Yokubala</b>	Ipesenti yamaxwebho ocwangciso naweengxelo angeniswa ngemihla amele angeniswe ngayo. <b>Ifomyula:</b> Inani elililo leengxelo ezivelisiweyo/inani elifunekayo leengxelo ngokweesetyula zocwangciso x 100.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka



## Ingcaciso Yesalathisi Sobugcisa

<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukungeniswa kweeNgxelo zeMali ngexesha ngokomyalelo wemimiselo efanelekileyo neesetyula. Intsebenzo enqwenelekayo kukufikelela ithagethi.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b> Isalathisi sokuvelisiweyo esilinganisa inqanaba lokuthobela kweSebe imiyalelo yocwangciso
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input type="checkbox"/> Iindawo Ezininzi <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	IGosa eliyiNtloko lezeMali
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe iziCwangciso zeeProjekthi ze zagcinwa liCandelo loLawulo: Imigaqo-nkqubo neNkxaso yobuChule.

## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo 2: ULawulo lweeNdawo

#### Inkqubo engaphantsi: Ulawulo Loomasipala: Ukuphathwa Koomasipala

<b>Inani lesalathisi</b>	<b>2.1.1(a)</b>
<b>Itayitile eluphawu</b>	Inani lamaphulo okuqulunqwa kwemiThetho amiliselweyo
<b>Inkcazelo emfutshane</b>	Uphuhliso lwemiThetho luxhasa ukuhlalutywa, ukulungiswa kunye/okanye ukuqulunqwa kwemiThetho yePhondo, imithetho yoomasipala, inkqubo yokudlulisela amagunya, imikhomba-ndlela, imigaqo-nkqubo kunye/okanye ukufaka amagqaba-ntshintshi kuYilo lwemiThetho yeSizwe okanye yePhondo.
<b>Injongo</b>	Injongo kukuqinisekisa ukuba oomasipala basebenza phantsi kwenkqubo-sikhokelo yomthetho enonyamezelo kwiimfuno neependulo zoorhulumente basemakhaya.  Uphuhliso lwemithetho luxhasa ukuhlalutywa, ukulungiswa kunye/okanye ukuqulunqwa kwemithetho yePhondo, imithetho yoomasipala, imikhomba-ndlela, imigaqo-nkqubo kunye/okanye inkqubo yokudlulisela amagunya, ukuze kuqinisekiswa ukwaneliswa kwesigunyaziso esingokomgaqo-siseko seSebe noomasipala kunye nokuqinisekisa ukuba kuyilwa imithetho enyamekela iimfuno zoomasipala, ecacileyo, emifutshane nengqalileyo. Le yokugqibela iquka amagqaba-ntshintshi kwemiThetho yeSizwe.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): Umgaqo-siseko, imithetho yesizwe kunye/okanye yephondo, isiGqibo seNkundla yoMthetho, imithetho kamasipala, inkqubo yokudlulisela amagunya, izimvo ezingokomthetho kunye/okanye uthethathethwano noomasipala.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - imithetho yephondo, isiGqibo seNkundla yoMthetho, imithetho kamasipala, inkqubo yokudlulisela amagunya, izimvo ezingokomthetho.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: yonke imihla.</li> </ul>
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Izizindlo</b>	Ukuhlalutywa noKwamkelwa kweMithetho kaMasipala kunye/okanye iNkqubo Yokudluliselwa Kwamagunya liBhunga (ngokwengqiqo yeBhunga); amagqaba-ntshintshi kuYilo loMthetho weSizwe kunye/okanye wePhondo njengoko engeniswa, kufakiwe kuMthetho Oyilwayo.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-imeyile/izimemo/irejista yabakhoyo/iintetho, izicelo zokugqabaza kuyilo loMthetho kaMasipala, njl njl. (apho kufanelekileyo).</li> <li><b>Okuvelisiweyo:</b> Um(imi)thetho kaMasipala ohlalutyiweyo, iiNkqubo Zokudluliselwa Kwamagunya, uYilo loMthetho wePhondo ongenisiweyo kunye/okanye amagqaba-ntshintshi afakiweyo, unxibelelwano nabanebango abafanelekileyo okanye abo badlala indima kuMthetho oYilwayo, uyilo loMthetho kaMasipala, iNkqubo Yokudluliselwa Kwamagunya, imigaqo-nkqubo kunye/okanye imikhomba-ndlela.</li> </ul>
<b>Iindlela Yokubala</b>	Ukubala ngesandla inani lamaphulo oPhuhliso lwemiThetho amiliselweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>  Kuza kuchazwa inkqubela-phambili ngekota okukhokelela kwithagethi yonyaka.
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi  Imithetho yePhondo, imiThetho kaMasipala ivumelana noMgaqo-siseko, yenza oomasipala bakwazi ukunyanzelisa imithetho kamasipala kwiindawo esebenza kuzo, iNkqubo Yokudluliselwa Kwamagunya ithobela uMthetho yaye/okanye iphembelela imiThetho ukuze kuhlangatyezwane neemfuno zikaMasipala. Imigaqo-nkqubo ivumelana neNkqubo-sikhokelo yoMthetho ofanelekileyo.

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI
		<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka
		<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
Ubume Bendawo Yesalathisi	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
Isalathisi Senziwa Ngubani	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
		<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili
Uguqulo lwendawo	UMphathi: Ulawulo loomasipala	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi
Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu	Inkcukacha/Idilesi/li-co-ordinate: Asikho	<input type="checkbox"/> Idilesi	
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	Ukugqibelela: Umasipala	<input type="checkbox"/> Impilo-ntle	<input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

Inani lesalathisi	2.1.2.(a)
Itayitile eluphawu	Inani leenkqubo zokuhlola eziqhutyiweyo kuQesho lwabaPhathi abaPhezulu ngokuvumelana nemiyalelo engokomthetho.
Inkcazelo emfutshane	Ukuhlolwa kwenkqubo yokuqesha nesiphumo sooManejala booMasipala nooManejala abaphendula ngokuthe ngqo kooManejala booMasipala, njengoko zingeniswe kuMphathiswa wooRhulumente basemaKhaya ngooMasipala.
Injongo	Ukuqinisekisa ukuba kuqeshwa ngokuvumelana nenkqubo-sikhokelo yemiThetho efanelekileyo.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): uMthetho, iMimiselo, iziMvo ezingokoMthetho kunye/okanye isiGqibo seNkundla yoMthetho.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - Asikho.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: Asikho.</li> </ul>
Imida yeenkcukacha	Ukungabikho kwamaxwebhu afunekayo koomasipala ukuze kugcwaliswe iinkcukacha zokuhlola
Izizindlo	Kuqeshwa ngokuvisisana nemithetho efanelekileyo, ngokusekelwe kwingxelo zoomasipala abazithumela kuMphathiswa wooRhulumente basemaKhaya malunga nokuqeshwa
Iindlela zoqinisekiso	<ul style="list-style-type: none"> <li>Igalelo: Ii-imeyile/imbalelwano eya/vela koomasipala.</li> <li>Okuvelisiweyo: Ileta yogunyaziso esayinwe nguMphathiswa wooRhulumente basemaKhaya.</li> </ul>
Iindlela Yokubala	Ukubalwa ngesandla kweleta zokuqeshwa

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> <b>Yithagethi</b>	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b>	<input type="checkbox"/> HAYI		
	<input type="checkbox"/> Imifuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi Salathisi Siqhelekile?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>	
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ulawulo loomasipala			
<b>Uguqulo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>			<input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

<b>Inani lesalathisi</b>	<b>2.1.3(a)</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo eziqhutyiweyo zokuHlolwa kweeKomiti zee-Akhawunti zakwaRhulumente zooMasipala (ii-MPAC)
<b>Inkcazelo emfutshane</b>	Ukuhlola izinto eziqhubekayo kwii-MPAC nokumiliselwa kwemisebenzi yayo kunye/okanye ukuthethathethana noosihlalo bee-MPAC ukumisela ukusebenza kwee-MPAC.
<b>Injongo</b>	Ukuphucula ulongamelo koomasipala
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): lintlanganiso zee-MPAC kunye/okanye iiNtlanganiso nooSihlalo bee-MPAC, iiNgxelo apho kufanelekileyo.</li> <li>• Itheyibhile yokwenene yedatha esetyenzisiweyo (ukuba yisistimu/u-Excel) - lintlanganiso, Imithetho.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>

## Ingcaciso Yesalathisi Sobugcisa

<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	lintlanganiso zee-MPAC ziyaqhutywa
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo: Izimemo/ii-ajenda.</b></li> <li>• <b>Okuvelisiweyo:</b> lingxelo zokuhlola.</li> </ul>
<b>Indlela Yokubala</b>	Ukubalwa ngesandla kwenani lee-MPAC ezihloliweyo
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukusebenza kwee-MPAC nokuhlola iimfuno ze-MPAC.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo
	<input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ulawulo loomasipala
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi
<b>Inani lesalathisi</b>	<b>2.1.4(a)</b>
<b>Itayitile eluphawu</b>	Ukuhlolwa kwamatyala eMithetho yokuziPhatha ukuqinisekisa ukuthotyelwa komthetho
<b>Inkcazelo emfutshane</b>	Ukuhlola ukuthotyelwa kweMithetho yokuziPhatha kooCeba
<b>Injongo</b>	Uxanduva olungokomthetho
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala

## Ingcaciso Yesalathisi Sobugcisa

<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Irekhodi yesiGqibo ephuma kwiBhunga likaMasipala.</li> <li>• Itheyibhile yokwenene yedatha esetyenzisiweyo (ukuba kusetyenziswe isistimu/u-Excel) - Umthetho.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: xa kufanelekile.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Ukuhlolwa okungakhethiyo kwenkqubo nesohlwayo soluleko
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo: Imbalelwano kunye/okanye izinto ezingenisiweyo.</b></li> <li>• <b>Okuvelisiweyo:</b> lileta zokuhlola.</li> </ul>
<b>Indlela Yokubala</b>	Ukubala ngesandla amatyala okuziphatha ahloliweyo
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhlala <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini <input checked="" type="checkbox"/> <b>Ngonyaka</b> ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Izigqibo ezisemthethweni (ngokwenkqubo nangokuba nesihlahla) nezohlwayo ezifanelekileyo
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input type="checkbox"/> EWE, <b>Uhanjiso lweeNkonzo olungaNgqalanga</b> <input checked="" type="checkbox"/> <b>HAYI</b> <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku- thembeka <input type="checkbox"/> Ukuphendula <input checked="" type="checkbox"/> <b>Ukugqibelela</b>
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile?
	<input type="checkbox"/> <b>EWE</b> <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ulawulo loomasipala
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithageethi yamabhinqa: Ayinakulinganiswa Ithageethi yolutsha: Ayinakulinganiswa Ithageethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithageethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> <b>EWE</b> <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

<b>Inani lesalathisi</b>	<b>2.1.5(a)</b>
<b>Itayitile eluphawu</b>	Inani lamaphulo eNkxaso engokoMthetho enikwe ooMasipala ukuqinisa ukuPhathwa kooMasipala
<b>Inkcazelo emfutshane</b>	Ukuqhuba ucweyo nokufundisa koomasipala ngokuphathelele amaphulo alandelayo: Ukulwa noRhawaphilizo, iiNqobo zokuziPhatha, i-MPAC, iiNkqubo zoMthetho ngokuphathelele iMimiselo yoLuleko lwabaPhathi abaPhezulu, iMithetho yoCwangco, imisebenzi neembopheleleko, amaJelo okuNcokola kwi-Intanethi, uMkhomba-ndlela womKhomishinala weziFungo, iMithetho yokuziPhatha kooCeba, ukusindlekwa kwe-Task Team yoMgaqo-siseko neMithetho kunye/okanye imibandela enxulumene nooRhulumente basemaKhaya (amaphulo asibhozo aza kube esuka kumaphulo angasentla).
<b>Injongo</b>	Ukuxhobisa ooceba kunye/okanye amagosa kamasipala ukuphucula ukuPhathwa
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Umthetho, isigqibo senkundla yomthetho, iisetyula, izimvo ezingokomthetho.</li> <li>• Itheyibhile yokwenene yedatha esetyenzisiweyo (ukuba yisistimu/u-Excel) – Umthetho, u-Word, iiNgxelo apho kufanelekileyo.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: xa kufuneka.</li> </ul>
<b>Imida yeenkukacha</b>	Abukho
<b>Izizindlo</b>	Amagosa kamasipala kunye/okanye ooceba banamathela kwimiyalelo yomthetho yaye kulandelwe inkqubo efanelekileyo.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo, iisetyula, ii-ajenda, irejista yabakhoyo kunye/okanye iintetho.</li> </ul>
<b>Indlela Yokubala</b>	Ukubalwa ngesandla kwenani lamaphulo enkxaso engokomthetho.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Ukuqiniswa komsebenzi wokongamela nokuphathwa koomasipala
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input checked="" type="checkbox"/> <b>HAYI</b> Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno. <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b> Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ulawulo loomasipala
<b>Uguqulo lwendawo</b>	Asikho

## Ingcaciso Yesalathisi Sobugcisa

<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

### Izalathisi Ezimiselweyo Zecandelo<sup>14</sup>

<b>Inani lesalathisi</b>	<b>SPI: 1</b>
<b>Itayitile eluphawu</b>	Inani loomasipala abaxhasiweyo ukuze bakwazi ukuthobela iMimiselo ye-MSA malunga nokuqeshwa kwabaphathi abaphezulu (Sinxibelelene ne-MTSF 2019 – 2024, iNdawo Ephambili 1)
<b>Inkcazelo emfutshane</b>	Esi Salathisi sifuna ukubek' esweni nokuxhasa oomasipala ekuthobeleni imimiselo ye-MSA ngokuphathelele ukuqeshwa kwabaphathi abaphezulu. Sigcina umkhondo woomasipala abancedisiweyo kwiinkqubo zokugaya nokuqeshwa kwabaphathi abaphezulu ngokwemimiselo ye-MSA nemimiselo enxulumeneyo ngezixhobo ezichaziweyo zomthetho uHlobo lweNkxaso. Injongo kukuba negalelo ekuxhotyisweni kombuso okufuna amaziko ombuso alungelelaniswe ngokufanelekileyo ngabasebenzi bakwarhulumente abanezakhono abazibopheleleyo ekusebenzeleni ukulungelwa koluntu nabakwaziyo ukuhambisa ngokuthe gqolo iinkonzo ezikumgangatho ophezulu, ngelixa kuphakanyiswa ukubaluleka kwabantu ekufezekisweni kweenjongo zophuhliso zesizwe.
<b>Injongo</b>	Siyafana nengcaciso.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Iingxelo zoomasipala malunga nokuthotyelwa ngokoMmiselo 2014
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Oomasipala bayaziqonda iimfanelo zabo ngokuphathelele ukuthotyelwa kwe-MSA.
<b>Iindlela zoqinisekiso</b>	Iingxelo zogunyaziso ezisayinwe liSebe ezichaza ngokweenkcukacha oomasipala abaxhasiweyo nohlobo lwenkxaso abanikwe yona, ndawonye namaxwebhu eentlanganiso ezifanelekileyo ukuba beziqhutyiwe iintlanganiso okanye ucweyo olunjalo/ iSetyula/isaziso/umkhomba-ndlela/ imbalelwano eya kumasipala ochaphazelekayo, irejista yabakhoyo kucweyo kunye/okanye nakwi(i)ntlanganiso kunye/okanye iziCelo apho kusungulwe inkqubo yokumangalelwa.
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Bonke oomasipala abaqesha abaphathi abaphezulu abanobuchule ngokuvumelana neemfuneko zobuchule kuMmiselo we-MSA.

<sup>14</sup> Nceda uqaphele ukuba zombini ii-TID kwizalathisi zeCandelo zilungisiwe nje kancinci ukuze zibonise ngokuchanekileyo uhlobo lwenkxaso emakubonelelwe ngayo kwiPhondo)



## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI		
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
Uhlobo lwesalathisi	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uhlobo lwesalathisi	Ingaba esi Salathisi Siqhelekile?			
	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Ubume Bendawo Yesalathisi	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
Isalathisi Senziwa Ngubani	UMphathi: Ulawulo loomasipala			
Uguqulo lwendawo	Asikho			
Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu			
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	<input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI		
Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

Inani lesalathisi	SPI: 2
Itayitile eluphawu	Inani loomasipala ababekw' esweni lokuba imilinganiselo yokulwa norhwaphilizo imiliselwe ngezinga elingakanani (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo Ephambili 1)
Inkcazelo emfutshane	Ukubek' esweni ngokuthe rhoqo nengxelo yomlinganiselo wokumiliselwa koomasipala imilinganiselo yokulwa norhwaphilizo ukuze kuphakanyiswe ukuphathwa kakuhle nokwakha umbuso oneenqobo zokuziphatha oqhutywa kukuxabiseka komgaqo-siseko neenqobo zolawulo lwakwarhulumente nolawulo lomthetho, kujoliswe kufezekiso oluqhubela phambili lwamalungelo ezintlalo nezoqoqosho nobulungisa bezintlalo njengoko kuchaziwe kumaLungelo oluNtu. Imilinganiselo yokulwa norhwaphilizo phakathi kwezinye izinto iquka imigaqo-nkqubo okanye izicwangciso-qhinga (ukulwa nobuqhophololo, ukubikwa kwezenzo eziphosakeleyo kwabezomthetho, uphando), izakhiwo (iiKomiti) nokufundisa/ukuqeqesha.
Injongo	Siyafana nengcabiso.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	Iingxelo zikamasipala kunye/okanye idatha ebonisa umlinganiselo oomasipala abamilisela ngawo imilinganiselo yokulwa norhwaphilizo.
Imida yeenkukacha	Asikho
Izizindlo	Ukumiliselwa kwesiCwangciso-qhinga seSizwe sokuLwa noRhwaphilizo ngoomasipala.

## Ingcaciso Yesalathisi Sobugcisa

<b>Iindlela zoqinisekiso</b>	Ingxelo yokugunyazisa esayinwe lisebe ebonisa umlinganiselo abafikelela kuwo oomasipala ekuthobeleni ukumiliselwa kwemilinganiselo yokulwa norhwaphilizo, iquke izindululo zokulungisa izikhewu.
<b>Indlela Yokubala</b>	Ukubalwa ngesandla koomasipala ababekw' esweni.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhlala <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini <input checked="" type="checkbox"/> <b>Ngonyaka</b> ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Bonke oomasipala banqanda ubuqhophololo norhwaphilizo.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno <input type="checkbox"/> Uku- <input checked="" type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela zabemi      thembeka
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI Ingaba esi Salathisi Siqhelekile? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Wasekuhlaleni Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ulawulo loomasipala
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo engaphantsi: Ulawulo Loomasipala: Inkxaso Eyodwa

<b>Inani lesalathisi</b>	<b>2.1.1(b)</b>
<b>Itayitile eluphawu</b>	lingxelo ezikhutshwa ngekota zokuhlolwa nophando oluphathelele izityholo zolawulo olugwenxa, ubuqhophololo, urhwaphilizo okanye naziphi ezinye izenzo ezingekho sikweni ezinobuzaza.
<b>Inkcazelo emfutshane</b>	<p>Ukukhupha ingxelo ngekota malunga nenkxaso ekubonelelwe ngayo kwiinkqubo zokuhlola eziqhutywe ngokutsho koMthetho wokuBek' eSweni nokuXhaswa kooMasipala waseNtshona Koloni okanye iCandelo 154 no-155 loMgaqo-siseko.</p> <p>Ukukhupha ingxelo ngekota malunga nokuhlolwa kwezikhalazo ezifanelekileyo ezingena phantsi kogunyaziso lwesebe ngokuphathelele oomasipala. Le ngxelo ibonisa ukuhlolwa kwezikhalazo ngokuphathelele oomasipala ngokuvisisana noMthetho weeSistimu zooMasipala kunye/okanye uMthetho wokuBek' eSweni nokuXhaswa kooMasipala waseNtshona Koloni.</p> <p>Ukukhupha ingxelo ngekota malunga nokuxhaswa ngokuphathelele izikhalazo nemibuzo efunyenweyo malunga nolawulo olugwenxa, ubuqhophololo, urhwaphilizo okanye naziphi ezinye izenzo ezinobuzaza ezingekho sikweni koomasipala. Le ngxelo ibonisa ukulungelelaniswa nokuphathwa (inkxaso) kophando kwizikhalazo ezifunyenweyo ngokuphathelele oomasipala ngokuvisisana neCandelo 106 loMthetho weeSistimu zooMasipala.</p>
<b>Injongo</b>	<p>Ukuhlola ngokufanelekileyo nangokusemthethweni kwezikhalazo ngokuphathelele izityholo zolawulo olugwenxa, ubuqhophololo, urhwaphilizo okanye naziphi ezinye izenzo ezinobuzaza zokungekho sikweni koomasipala ukuqinisekisa ukuba izikhalazo zisetyenza ngokuphumelelayo nangokufanelekileyo nokuba kuqulunqwa ingxelo yoku eza kukhutshwa ngekota.</p> <p>Ukulawula uphando oluqhutywa ngokwecandelo 106 loMthetho weeSistimu zooMasipala nokuqinisekisa ukuba ingxelo ekhutshwa ngekota ngokuphathelele oku iyaqulunqwa.</p>
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Ithempleyithi yokwenza ingxelo kunye neengxelo</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – lingxelo/Izikhalazo, njl njl.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: xa kufanalekile.</li> </ul>
<b>Imida yeenkukacha</b>	Ukuhlolwa nophando kuxhomekeke kwizityholo ezifunyenweyo yaye kulawulwa ngemida yomthetho amele asebenze phantsi kwayo urhulumente wephondo.
<b>Izizindlo</b>	Kuza kubanjelwa kwiibonisi lezomthetho elifunyenweyo.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ithempleyithi yokwenza ingxelo.</li> <li>• <b>Okuvelisiweyo:</b> lingxelo ezikhutshwa ngekota.</li> </ul>
<b>Iindlela Yokubala</b>	<p>Ukubalwa ngesandla kweengxelo ezikhutshwe ngekota.</p> <p>lingxelo eziyinene ezikhutshwe ngekota ziza kubalwa.</p>
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> Ukuphinda- phindeka <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lOkuvelisiweyo <input type="checkbox"/> Iimfuno <input type="checkbox"/> Uku- <input checked="" type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela zabemi thembeka
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
Ubume Bendawo Yesalathisi	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Wasekuhlaleni Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
Isalathisi Senziwa Ngubani	UMphathi: Inkxaso Ekhethekileyo
Uguqulo lwendawo	Asikho
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithageathi yamabhinqa: Ayinakulinganiswa Ithageathi yolutsha: Ayinakulinganiswa Ithageathi yabantu abakhubazekileyo: Ayinakulinganiswa Ithageathi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

Inani lesalathisi	<b>2.1.2(b)</b>
Itayitile eluphawu	Ingxelo yonyaka malunga nongenelelo olusesikweni lwephondo olunezizathu ezivakalayo okanye olufunekayo ngokwemimiselo yeCandelo 139 loMgaqo-siseko
Inkcazelo emfutshane	Ukunikela ingxelo ngonyaka malunga nenkxaso ekubonelelwe ngayo ngokuphathelele ungenelelo olusesikweni lwephondo olunezizathu ezivakalayo okanye olufunekayo ngokwemimiselo yeCandelo 139 loMgaqo-siseko.
Injongo	Ukuqinisekisa ukuba ungenelelo luqhutywa ngokwemimiselo yecandelo 139 loMgaqo-siseko yaye ingxelo malunga noku iyaqulunqwa.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Izindululo zeKhabhinethi yePhondo, iiNgxelo.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – Imithetho.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: kufanelekile.</li> </ul>
Imida yeenkcukacha	Ungenelelo luxhomekeka ekubeni kuhlangatyezwana nezinto ezifunekayo ukuze iphondo lingenelele ngokwemimiselo yeCandelo 139 loMgaqo-siseko.
Izizindlo	Kuza kubanjelwa kwicebiso lezomthetho elifunyenweyo.
Iindlela zoqinisekiso	<ul style="list-style-type: none"> <li>• <b>Igalelo: Izindulo zeKhabhinethi yePhondo.</b></li> <li>• <b>Okuvelisiweyo:</b> Ingxelo yokugqibela.</li> </ul>
Iindlela Yokubala	Ukubalwa ngesandla kwenani leengxelo zonyaka. Kuza kubalwa uqobo lwengxelo yonyaka.

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> Yithagethi	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>		<input type="checkbox"/> HAYI	
	Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba IOkuvelisiweyo			
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
<b>Ubume Bendawo Yesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> <b>EWE</b>		<input type="checkbox"/> HAYI	
	Ingaba esi Salathisi Siqhelekile?			
<b>Isalathisi Senziwa Ngubani</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Uguqulo lwendawo</b>	UMphathi: Inkxaso Ekhethekileyo			
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	
<b>Imeko Yentlekele</b>	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>		<input type="checkbox"/> Akukho nanye kwezi ziphezulu	
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo engaphantsi: Ukuthathwa kwenxaxheba luluntu

<b>Inani lesalathisi</b>	<b>2.2.1(a)</b>
<b>Itayitile eluphawu</b>	Inani leentshukumo zenkxaso ukuze kuphuculwe intsebenziswano nabemi
<b>Inkcazelo emfutshane</b>	<p>Ukuxhasa oomasipala ngeenkqubo ezohlukeneyo zokuxhobisa ngamandla ukuqinisekisa ukuphuculwa kwentsebenziswano nabemi: Kuza kumiliselwa iiprojekthi ezilandelayo:</p> <ul style="list-style-type: none"> <li>• Ukufundiswa Koluntu Ngothatho-nxaxheba Loluntu</li> <li>• Ukuqulunqwa Komqulu Weenkonzong Zabaxhasi</li> <li>• Ukuqeqeshwa Kweekomiti Zeewadi</li> <li>• Iphulo Lokwazi Ikomiti Yewadi Yakho</li> <li>• Ukuphuhlisa nokuhlalutywa kweziCwangciso zokuSebenza kweekomiti zeeWadi</li> <li>• Ukuphuhlisa nokuhlalutywa kweMigaqo-nkqubo yoThatho-nxaxheba loluNtu neeKomiti zeeWadi.</li> </ul>
<b>Injongo</b>	Ukuqinisekisa ukuba abemi bafumana iinkonzo ezifanelekileyo nokusebenza ngokupheleleyo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idatha yeeWadi zooMasipala</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – U-Word, u-Excel.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Ukungabikho kwamandla neenkxaso yoolawulo ngoomasipala
<b>Izizindlo</b>	Inkxaso kaMasipala
<b>Iindlela zoqinisekiso</b>	<p><b><u>Ukufundiswa Koluntu Ngothatho-nxaxheba Loluntu</u></b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo, ii-ajenda, iirejista zabakhoyo, amaphepha emibuzo aphuma ngeekota</li> <li>• <b>Okuvelisiweyo:</b> Oomasipala abaqeqeshiweyo, ingxelo yeempendulo</li> </ul> <p><b><u>Ukuqulunqwa Komqulu Weenkonzong Zabaxhasi.</u></b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo, ii-ajenda, iirejista zabakhoyo, ii-imeyile, iintetho apho kufanelekileyo</li> <li>• <b>Okuvelisiweyo:</b> Imiqulu, iingxelo zokuqinisekisa ukuba kwenziwa njani</li> </ul> <p><b><u>Ukuqeqeshwa Kweekomiti Zeewadi</u></b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo, ii-ajenda, iirejista zabakhoyo, amaphepha emibuzo aphuma ngeekota, amakhadi okunikwa kwamanqaku ngokusebenza</li> <li>• <b>Okuvelisiweyo:</b> Oomasipala abaqeqeshiweyo, ingxelo yeempendulo, iipowusta, njl njl.</li> </ul> <p><b><u>Ukuphuhlisa nokuhlalutywa kweziCwangciso zokuSebenza kweekomiti zeeWadi neMigaqo-nkqubo yoThatho-nxaxheba loluNtu neeKomiti zeeWadi</u></b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Imbalelwano, ukuqulunqwa kwethemphoyithi, intetho, izimemo, ii-ajenda, imizuzu, iirejista zabakhoyo</li> <li>• <b>Okuvelisiweyo:</b> Ukusebenza kweekomiti zeeWadi</li> </ul> <p><b><u>Amaphulo Okwazi Iikomiti Zeewadi Zenu</u></b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-imeyile, iirejista zabakhoyo, iingxelo zeempendulo (apho kufanelekileyo)</li> <li>• <b>Okuvelisiweyo:</b> Iipowusta zeeKomiti zeeWadi/iikhalenda</li> </ul>
<b>Iindlela Yokubala</b>	Ukubala ngesandla zonke iintshukumo zenkxaso ezimiliselweyo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> Ukuphinda- phindeka <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi likomiti eziXhotyisiweyo neziSebenzayo zeewadi.

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI
	Isalathisi sohanjiso lweenkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo	<input checked="" type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka <input type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
Isalathisi Senziwa Ngubani	Umpathi: Ukuthathwa kwenxaxheba luluntu	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
Uguqulo lwendawo	Asikho	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>	
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithageathi yamabhinqa: Ayinakulinganiswa Ithageathi yolutsha: Ayinakulinganiswa Ithageathi yabantu abakhubazekileyo: Ayinakulinganiswa Ithageathi yabantu abadala: Asikho	<input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu	
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo <input type="checkbox"/> Akukho nanye kwezi ziphezulu	
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

Inani lesalathisi	2.2.2(a)
Itayitile eluphawu	Inani looMasipala abaxhaswe ngeenkqubo zonxibelelwano
Inkcazelo emfutshane	Ukuxhasa oomasipala ngeenkqubo zonxibelelwano ezohlukeneyo ukwandisa uthatho-nxaxheba loluntu kulawulo
Injongo	Ukuqinisekisa ukuba oomasipala bakuxhotyiselwe ukwazisa ngokufanelekileyo uluntu ngemiba eluchaphazelayo
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): Idatha kaMasipala/ Amaqonga eeNgxoxo zobuGcisa bezoNxibelelwano.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – Amaxwebhu ka-Word/ iiNtetho.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
Imida yeenkcukacha	Abukho
Izizindlo	Inkxaso kaMasipala
Iindlela zoqinisekiso	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-imeyile, ii-ajenda, irejista yabakhoyo, iintetho</li> <li><b>Okuvelisiweyo:</b> Ukuqulunqwa kwemathiriyeli yezonxibelelwano eyenzelwe oomasipala/ isishwankathelo/iingxelo zokuqinisekisa ukuba kwenziwa njani.</li> </ul>
Iindlela Yokubala	Ukubala ngesandla zonke iintshukumo zenkxaso ezimiliselweyo.

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b>	<input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b>	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b>	<input type="checkbox"/> Kabini ngonyaka	<input type="checkbox"/> Ngonyaka	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> Yithagethi	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>			<input type="checkbox"/> HAYI
	Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo			
	<input checked="" type="checkbox"/> <b>Iimfuno zabemi</b>	<input type="checkbox"/> Uku-thembeka	<input type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
<b>Ubume Bendawo Yesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> <b>EWE</b>			<input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?			
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
<b>Isalathisi Senziwa Ngubani</b>	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Uguqulo lwendawo</b>	USekela Mlawuli: Ezonxibelelwano			
<b>Uguqulo lwendawo</b>	Kwiphondo			
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukuseleko	<input type="checkbox"/> Impilo-ntle	
<b>Imeko Yentlekele</b>	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>	<input type="checkbox"/> Akukho nanye kwezi ziphezulu		
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>			
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

<b>Inani lesalathisi</b>	<b>2.2.1(b)</b>
<b>Itayitile eluphawu</b>	Inani leentshukumo zenkxaso ekuphuculweni kweNtsingiselo yezeSini namaLungelo oluNtu koomasipala
<b>Inkcazelo emfutshane</b>	Oomasipala baxhasiwe ukuze banike intsingiselo kuMakulingwane ngokweSini namaLungelo oluNtu
<b>Injongo</b>	Ukuthotyelwa koMgaqo-siseko weRiphabhlikhi yoMzantsi Afrika, 1996, uMthetho wamaLungelo, iNkqubo-sikhokelo yemiGaqo-nkqubo yezeSini yeSizwe eyenzelwe ooRhulumente basemaKhaya kwakunye neeNjongo zoPhuhliso oluZinzileyo, oko kukuthi, uMakulingwane ngokweSini nokuXhotyiswa kwamaBhinqa.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala



## Ingcaciso Yesalathisi Sobugcisa

<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): lignxelo neMigaqo-nkqubo yezeSini (Izicwangciso zeeNtshukumo)</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – U-Word, idatha kaMasipala</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota</li> </ul>
<b>Imida yeenkukacha</b>	Ukusilela koomasipala ukuqulunqa nokwamkela iMigaqo-nkqubo yezeSini neeNkqubo-sikhokelo zamaLungelo abaNtu.
<b>Izizindlo</b>	Inkxaso kaMasipala
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Ileta eya koomasipala, ii-imeyile, ii-ajenda, imizuzu, iirejista zabakhoyo, iitshekhlisti, iingxelo zeempendulo apho kufanelekileyo.</li> <li><b>Okuvelisiweyo:</b> Isishwankathelo/iingxelo zokuqinisekisa ukuba kwenziwa njani</li> </ul>
<b>Indlela Yokubala</b>	Ukubala ngesandla zonke iintshukumo zenkxaso ezimiliselweyo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka (Kuza kunikwa ingxelo yenkqubela-phambili ngekota eza kukhokelela kwithagethi yonyaka)
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Kwenziwa isithethe seziko ukunika intsingiselo ngokwesini, yaye izinto ezixhalabisayo ngamaLungelo abaNtu ziyahoywa koomasipala.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno. <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukuthathwa kwenxaxheba luluntu
<b>Uguqulo lwendawo</b>	Kwiphondo
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

### Izalathisi Ezimiselweyo Zecandelo

<b>Inani lesalathisi</b>	<b>SPI: 3</b>
<b>Itayitile eluphawu</b>	Inani loomasipala abaxhasiweyo ukulondoloza iikomiti zeewadi ezisebenzayo (Sinxulumene ne-MTSF 2019-2024, Okubalulekileyo 1)
<b>Inkcazelo emfutshane</b>	<p>Ukuxhsa oomasipala ukulondoloza iikomiti zeewadi ezisebenzayo ngokuvumelana nemigaqo yokusebenza yesizwe:</p> <ul style="list-style-type: none"> <li>Inani leentlanganiso eziqhutyiweyo zokulawulwa kweekomiti zeewadi nepesenti yokuzinyaswa kwezi ntlanganiso ngamalungu.</li> <li>Inani leentlanganiso zoluntu eziququzelelwe yikomiti yewadi nepesenti yokuzinyaswa kwezi ntlanganiso luluntu lwewadi.</li> <li>Ukungeniswa nokuthiwa thaca kweengxelo zeewadi nezicwangciso eBhungeni ezithetha ngeemfuno nokubalulekileyo kwiwadi, impendulo ngokusebenza kwebhunga kwimisebenzi eyohlukeneyo yohlobo lwenkonzo nefuthe layo kwiwadi.</li> </ul> <p>Inani lamaphulo okungena kumnyango nomnyango nawokusebenzisana nezakhiwo ezingaphantsi kuquku iikomiti zezitrato</p>
<b>Injongo</b>	Ukuqinisa ukusebenza kweekomiti yewadi nokwandisa uthatho-nxaxheba loluntu
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Ingxelo yobume bokusebenza kweKomiti yeWadi, iiNgxelo
<b>Imida yeenkcukacha</b>	Asikho
<b>Izizindlo</b>	<p>Ukufumaneka/ukusebenza xa ngaba yisistimu ye-elektronekhi nonxibelelwano lwedatha.</p> <p>Ukuxhotyiswa okunikelweyo koomasipala ekuboneleleni ngolwazi olufunekayo.</p>
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>Izixhobo zoLawulo Gabalala malunga nemigaqo yokusebenza kweekomiti zeewadi.</li> <li>Iingxelo zokuhlola nokubek' esweni.</li> <li>Iingxelo ezidityanisiweyo zeekota.</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhlala <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Bonke oomasipala basekuhlaleni balondoloza iikomiti zeewadi ezisebenzayo ukuphakamisa uthatho-nxaxheba lwedemokhrasi olunzulu kwinqanaba lasekuhlaleni.

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI
		<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka
		<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
Uhlobo lwesalathisi	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
		<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili
		<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi
			<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate:	Asikho	
Isalathisi Senziwa Ngubani	UMphathi: Ukuthathwa kwenxaxheba luluntu		
Uguqulo lwendawo	Asikho		
Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu	Ithageathi yamabhinqa: Ayinakulinganiswa Ithageathi yolutsha: Ayinakulinganiswa Ithageathi yabantu abakhubazekileyo: Ayinakulinganiswa Ithageathi yabantu abadala: Asikho <input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu		
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo	<input type="checkbox"/> Akukho nanye kwezi ziphezulu	
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

Inani lesalathisi	SPI: 4
Itayitile eluphawu	Inani loomasipala abaxhasiweyo ukukhuthaza ukuthatha inxaxheba eluntwini ngokusekelwe kwiinkqubo zoorhulumente basemakhaya (iNdawo Ephambili 1: Umbuso Onobuchule, Osesikweni noPhuhlisekayo) (iNdawo Ephambili 6 kwisalathisi se-MTEF: Imvisiswano Kwezentlalo Nemimandla Yoluntu Ekhuseleke Kakhulu)
Inkcazelo emfutshane	Inani loomasipala abaxhasiweyo ekuphakamiseni uthethathethwano noluntu ngeembizo, iinkqubo zokufikelela eluntwini, iintlanganiso zoluntu neenkqubo zee-IDP
Injongo	Oomasipala baxhasiwe ekuphakamiseni uthatho-nxaxheba eluntwini ngokusekelwe kwiinkqubo zoorhulumente basemakhaya
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	Izicwangciso zoomasipala/imikhomba-ndlela neengxelo ngamaphulo axhasiweyo, iingxelo
Imida yeenkcukacha	Asikho
Izizindlo	Oomasipala benza uhlahlo lwabiwo-mali yaye baphuhlisa amandla ezakhono ezifanelekileyo zabasebenzi.
Iindlela zoqinisekiso	Iingxelo ezikhutshwa ngekota malunga neenkqubo zoorhulumente basemakhaya ezisekelwe eluntwini kunye/okanye ukuFundiswa koluNtu ngoThatho-nxaxheba loluNtu <ul style="list-style-type: none"> <li>Igalelo: Izimemo, ii-ajenda, iirejista zabakhoyo, amaphepha emibuzo akhutshwa ngekota</li> <li>Okuvelisiweyo: Oomasipala abaqeqeshiweyo, ingxelo yeempendulo</li> </ul>

## Ingcaciso Yesalathisi Sobugcisa

<b>Indlela Yokubala</b>	Ukubalwa ngesandla kwezicwangciso/imikhomba-ndlela namaphulo enkxaso e-LG			
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> Yithagethi	<input type="checkbox"/> Ngaphantsi kwethagethi	
	Bonke oomasipala baphakamisa ngozimiselo yaye babhexesha inkqubo yothatho-nxaxheba loluntu.			
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>		<input type="checkbox"/> HAYI	
	Isalathisi esingangqalanga kuHanjiso lweeNkonzo kwinqanaba lokuvelisiweyo esingaxhomekekanga koko kufunwayo.			
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku- thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> <b>EWE</b>		<input type="checkbox"/> HAYI	
	Ingaba esi Salathisi Siqhelekile?			
	<input checked="" type="checkbox"/> <b>EWE</b>		<input type="checkbox"/> HAYI	
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukuthathwa kwenxaxheba luluntu			
<b>Uguqulo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>		<input type="checkbox"/> Akukho nanye kwezi ziphezulu	
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

## Ingcaciso Yesalathisi Sobugcisa

<b>Inani lesalathisi</b>	<b>SPI: 5</b>
<b>Itayitile eluphawu</b>	Inani loomasipala abaxhasiweyo ukusombulula izinto ezixhalabisa uluntu
<b>Inkcazelo emfutshane</b>	Ukuxhasa oomasipala ngocweyo lokuqhagamshelana ubuso ngobuso okanye nge-elektronikhi okanye iiseshini zokusebenza ukuze kuqulunqwe iisampulu zokubhalwa kwezinto ezixhalabisa uluntu; ukunceda oomasipala bakwazi ukuziqulunqela izicwangciso eziphendulayo zokuphucula ekulungiseni izinto ezinjalo ezixhalabisayo kuquka ukuvelisa inkqubo yokulandelela ukuze kubek' esweni ukumiliselwa kweentshukumo zokulungisa imeko leyo ngokuvisisana nezixokelelwano zabo zokukhathalela abathengi babo (umz. imigaqo-nkqubo yeBatho Pele). <b>(Bonke oomasipala baseNtshona Koloni banezixokelelwano zokuphathwa kwezikhazazo, iSebe ke ngoko liza kusebenzisa amaqonga eengxoxo zoNxibelelwano zooMasipala ukubek' esweni inkqubela-phambili yezi zixokelelwano).</b>
<b>Injongo</b>	Ukuxhasa oomasipala ngeenkqubo zokunxibelelana.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Iingxelo ezivela koomasipala abaxhasiweyo ukuphendula kwizinto ezixhalabisa uluntu, iingxelo
<b>Imida yeenkcukacha</b>	Asikho
<b>Izizindlo</b>	<ul style="list-style-type: none"> <li>• Ukufumaneka/ukusebenza xa ngaba yisistimu ye-elektronikhi nonxibelelwano lwedatha.</li> <li>• Ukuxhotyiswa okunikelweyo koomasipala ekuboneleleni ngolwazi olufunekayo.</li> </ul>
<b>Iindlela zoqinisekiso</b>	<p>Kujikeleziswe izixhobo zolawulo gabalala (Izicwangciso zenkqubo, izixhobo zohlalutyo ezikwi-spreadsheet, imigaqo yokusebenza);</p> <ul style="list-style-type: none"> <li>• Ithempleyithi yokubhalwa kwezinto ezixhalabisa uluntu,</li> <li>• Iiprogram zentlanganiso, iirejista zabakhoyo okanye ubungqina bentlanganiso/ uthethathethwano oluqhutywe nge-elektronikhi.</li> <li>• Iingxelo zokuhlolwa nokubekw' esweni.</li> <li>• Ubungqina/isaziso sikamasipala sokurhoxiswa/ukumiswa kweentlanganiso.</li> <li>• Iingxelo ezidityanisiweyo ngekota</li> </ul>
<b>Iindlela Yokubala</b>	Ukubala ngesandla inani loomasipala abaxhasiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Bonke oomasipala bayakwazi ukurekhodisha, ukuhlalutya, ukuphendula kwizinto ezixhalabisa uluntu nokunika iingxelo.
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenKonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI
	<input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku- thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	<p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
	<p>Ingaba esi Salathisi Siqhelekile?</p> <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
<b>Ubume Bendawo Yesalathisi</b>	<p>Inani leendawo:</p> <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	USekela Mlawuli: Ezonxibelelwano kooMasipala
<b>Uguqulo lwendawo</b>	Asikho

## Ingcaciso Yesalathisi Sobugcisa

<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>SPI: 6</b>
<b>Itayitile eluphawu</b>	Inani lamathuba emisebenzi axeliweyo ngeNkqubo yemiSebenzi yoluNtu (i-CWP) (i-MTSF 2019-2024, Okubalulekileyo 2)
<b>Inkcazelo emfutshane</b>	I-CWP: Ukubonelela ngethuba lengqesho ekhuselekileyo kumalungu afanelekileyo kwimimandla yoluntu ekujoliswe kuyo ngokubanika ubuncinane inani leentsuku eziqhelekileyo zokusebenza nyanga nganye.  Injongo: <ul style="list-style-type: none"> <li>Ukubonelela ngokhuseleko lwengqesho. I-CWP iyaqonda ukuba izisombululo zengqesho ezinzileyo ziza kuthatha ixesha, ngokukodwa ukufikelela kwimimandla ebekelwe bucala ngokwezoqoqosho.</li> <li>Ukufak' isandla kuphuhliso lwee-asethi zoluntu nenkonzo kwimimandla ehluphekileyo.</li> <li>Ukuqinisa iindlela zokuphuhliswa koluntu.</li> <li>Ukuphucula umgangatho wobomi ebantwini kwiindawo ezibekelwe bucala ngokwezoqoqosho ngokubonelela ngamava omsebenzi, ukwandisa isithunzi nokukhuthaza ukuqukwa kwenzentlalo nakwezoqoqosho.</li> </ul>
<b>Injongo</b>	Ukulungelelanisa ukuphuhliswa (ukubonelela) kwamathuba emisebenzi ngokuvumelana nomgaqo-nkqubo wokumiliselwa kwe-CWP.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Idatha emalunga ne-CWP efunyanwa kubBoneleli beeNkonzo
<b>Imida yeenkcukacha</b>	Asikho
<b>Izizindlo</b>	<ul style="list-style-type: none"> <li>Bonke oomasipala basekuhlaleni baneesayithi ze-CWP.</li> <li>likomiti zokuHlala Ekufunwa Inkcazelo kuzo ze-CWP ziyasebenza ukuncedisa ekulungelelanisweni kweentlanganiso.</li> </ul>
<b>Iindlela zoqinisekiso</b>	lingxelo zedatha ye-CWP
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani lamathuba emisebenzi adalekileyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Ukuphuculwa konxibelelwano lwe-CWP koomasipala ekujoliswe kubo.

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI
		<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka
		<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni
		<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>		
Isalathisi Senziwa Ngubani	UMphathi: Ukuthathwa kwenxaxheba luluntu		
Uguqulo lwendawo	Asikho		
Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu	Ithagethi yamabhinqa: 50% Ithagethi yolutsha: 55% Ithagethi yabantu abakhubazekileyo: I-2% mayimiselwe liPhondo kunye nabanebango abafanelekileyo Ithagethi yabantu abadala: Asikho		
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo		<input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo engaphantsi: Ukuphuhliswa Kwamandla Okusebenza

<b>Inani lesalathisi</b>	<b>2.3.1</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo ezimiliselweyo ukwandisa amandla okusebenza oomasipala.
<b>Inkcazelo emfutshane</b>	Ukuphuhliswa nokumiliselwa kweenkqubo zokwakha amandla okusebenza koomasipala, oko kukuthi: <ul style="list-style-type: none"> <li>• Imodeli yeeNkonzo Ekwabelwana ngazo/i-IMC,</li> <li>• Isicwangciso sokuSebenza/seNkxaso Gabalala, kunye</li> <li>• Nokuxhaswa kwe-HR kooMasipala</li> </ul>
<b>Injongo</b>	Ukuqinisekisa ukuphuhliswa kwamandla okusebenza koomasipala ukuze kuphuculwe uhanjiso lweenkonzo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Umthombo wedatha (isistimu okanye uxwebhu): Iingxelo zoomasipala/ idatha yoomasipala ltheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - u-Word/u-Excel Kuza kubakho uthethathethwano malunga nomthombo wedatha: Akukho
<b>Imida yeenkcukacha</b>	Ukungangeniswa koolwazi oluvela koomasipala.
<b>Izizindlo</b>	Inkxaso kaMasipala
<b>Iindlela zoqinisekiso</b>	<p><b>Iimodeli zeeNkonzo Ekwabelwana ngazo/Intsebenziswano Phakathi Koomasipala</b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-ajenda, iirejista zabakhoyo, imizuzu/iintetho</li> <li>• <b>Okuvelisiweyo:</b> Isivumelwano/ingxelo egqityiweyo yeenkonzo ekwabelwana ngazo</li> </ul> <p><b>Isicwangciso sokuSebenza/iNkxaso Gabalala</b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-ajenda, iirejista zabakhoyo, imizuzu/iintetho</li> <li>• <b>Okuvelisiweyo:</b> Izicwangciso zokusebenza, iingxelo zenkqubela-phambili</li> </ul> <p><b>Ukuxhaswa kwe-HR kooMasipala</b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> I-ajenda, iirejista zabakhoyo, imizuzu/iintetho</li> <li>• <b>Okuvelisiweyo:</b> Iingxelo egqityiweyo yenkxaso ye-HR yoomasipala, ingxelo yenkqubela-phambili</li> </ul>
<b>Iindlela Yokubala</b>	Ukubala ngesandla inani leenkqubo zongenelelo ekwakheni amandla okusebenza.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Ukuphuculwa kwamandla okusebenza koomasipala nohanjiso lweenkonzo.
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input type="checkbox"/> EWE, <b>Uhanjiso lweeNkonzo olungaNgqalanga</b> <input checked="" type="checkbox"/> <b>HAYI</b>
	<p>Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo</p> <input type="checkbox"/> Iimfuno <input type="checkbox"/> Uku- zabemi <thembeka< th=""> <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela </thembeka<>
	<p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	<p>Ingaba esi Salathisi Siqhelekile?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>



## Ingcaciso Yesalathisi Sobugcisa

<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>2.3.2</b>
<b>Itayitile eluphawu</b>	Ukubek' esweni ukuthotyelwa koMthetho wokuPhuhliswa kweZakhono.
<b>Inkcazelo emfutshane</b>	Ukukhokela oomasipala ekuphuculeni umlinganiselo wokuthotyelwa koMthetho wokuPhuhliswa kweZakhono.
<b>Injongo</b>	Ukuthotyelwa koMthetho wokuPhuhliswa kweZakhono kubonelela ngesiseko esiza kuba luncedo ekusekweni kojoliso oluyimfuneko ekuxhotyisweni kwabasebenzi ngezakhono zokusebenza koomasipala.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Izakhiwo ze-IGR zokuPhuhliswa kwezakhono koomasipala</li> <li>• Iimpendulo zemibuzo emalunga nokuthobela nezicelo zenkxaso</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - u-Word</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: Asikho</li> </ul>
<b>Imida yeenkcukacha</b>	Ulwazi olungachanekanga esilunikwa ngoomasipala, ukungangeniswa kolwazi oluthembekileyo/kweengxelo ngoomasipala
<b>Izizindlo</b>	Inkxaso kaMasipala
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-ajenda, iirejista zabakhoyo, imizuzu, iintetho, apho kufanelekileyo.</li> <li>• <b>Okuvelisiweyo:</b> Ingxelo yokuthotyelwa.</li> </ul>
<b>Iindlela Yokubala</b>	Kuqhutywe umsebenzi wokuthobela wonyaka
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>	<input type="checkbox"/> HAYI		
	Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
	<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Indawo Ezininzi</b>	
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>				
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono				
<b>Uguqulo lwendawo</b>	Asikho				
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>				
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukuseleko	<input type="checkbox"/> Impilo-ntle		
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>		<input type="checkbox"/> Akukho nanye kwezi ziphezulu		
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>			
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi				

<b>Inani lesalathisi</b>	<b>2.3.3</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo zoqeqesho nophuhliso ezimiliselweyo koomasipala
<b>Inkcazelo emfutshane</b>	Ukubhexesha ukuMiliselwa kwenkqubo yoqeqesho lwamagosa onyuliweyo naqeshiweyo oomasipala. • Ukuqeqeshwa lwamagosa oomasipala • Ukuqeqeshwa kooceba.
<b>Injongo</b>	Ukukhulisa amandla okusebenza koomasipala ngeenkqubo zoqeqesho.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala

## Ingcaciso Yesalathisi Sobugcisa

<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): Izicwangciso zokusebenza/zenkxaso gabalala nezicwangciso zeprojekthi</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – u-Word</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: Asikho</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Inkxaso kaMasipala
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Isetyula, ii-imeyile, uluhlu oluncitshisiweyo lwabahlolwayo, i-ajenda, irejista yabakhoyo, ulwandlalo lwesifundo, iingxelo</li> <li><b>Okuvelisiweyo:</b> Izinqinisekiso zabathathi-nxaxheba abaqeqeshiweyo kunye/okanye iingxelo zokuba makwenziwe njani</li> </ul>
<b>Indlela Yokubala</b>	Ukubala ngesandla iinkqubo zoqeqesho nophuhliso olumiliselweyo
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Amagosa akwaziyo ukufikelela amathuba okuqeqeshwa. Ukusebenza okunqwenelekayo kukuba kufikelelwe okanye kudlulwe kwintsebenzo eyithagethi.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input type="checkbox"/> EWE, Uhanjiso lweeNkonzo olungaNgqalanga <input checked="" type="checkbox"/> <b>HAYI</b>
	Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.
	<input type="checkbox"/> Iimfuno <input type="checkbox"/> Uku- zabemi <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Ingaba esi Salathisi Siqhelekile?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:
	<input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

### Izalathisi Ezimiselweyo Zecandelo

<b>Inani lesalathisi</b>	<b>SPI: 7</b>
<b>Itayitile eluphawu</b>	Inani leendlela zongenelelo zokuxhobisa ngezakhono eziqhutywe koomasipala (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo ePhambili 1) (i-B2B Pillar 5)
<b>Inkcazelo emfutshane</b>	Ukuphuhliswa nokumilisela kwezicwangciso zokusebenza/zenkxaso gabalala (inxalenye engaphantsi yesalathisi 2.3.1).
<b>Injongo</b>	Ukuqinisekisa ukuphuhliso kokuxhotyiswa ngamandla koomasipala ukuze kuphuculwe uhanjiso lweenkonzo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Iingxelo zophicotho-zincwadi zoomasipala, iingxelo zonyaka, iingxelo zokongamela, iiNgxelo zoHlolo lwe-B2B.
<b>Imida yeenkcukacha</b>	Asikho
<b>Izizindlo</b>	Oomasipala bamilisela isicwangciso sobuchule sokukhuliswa kwamandla okusebenza.
<b>Iindlela zoqinisekiso</b>	<p><b><u>Iimodeli zeeNkonzo Ekwabelwana ngazo/Intsebenziswano Phakathi kooMasipala</u></b></p> <ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-ajenda, iirejista zabakhoyo, imizuzu/iintetho</li> <li><b>Okuvelisiweyo:</b> Isivumelwano/ingxelo egqityiweyo yeenkonzo ekwabelwana ngazo</li> </ul> <p><b><u>Isicwangciso sokuSebenza/iNkxaso Gabalala</u></b></p> <ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-ajenda, iirejista zabakhoyo, imizuzu/iintetho</li> <li><b>Okuvelisiweyo:</b> Izicwangciso zokusebenza, iingxelo zenkqubela-phambili</li> </ul> <p><b><u>Ukuxhaswa kwe-HR kooMasipala</u></b></p> <ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-ajenda, iirejista zabakhoyo, imizuzu/iintetho</li> <li><b>Okuvelisiweyo:</b> Ingxelo egqityiweyo yenkxaso ye-HR koomasipala, ingxelo yenkqubela-phambili</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani longenelelo ekukhuliseni amandla okukwazi ukusebenza.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukuqinisa amandla nokukwazi kwamagosa nooceba ukufezekisa imisebenzi yabo yolawulo.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI Ingaba esi Salathisi Siqhelekile? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono

## Ingcaciso Yesalathisi Sobugcisa

Uguqulo lwendawo	Asikho
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Asikho
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> <b>Impilo-ntle</b> <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

Inani lesalathisi	<b>SPI: 8</b>
Itayitile eluphawu	Inani loomasipala abanikwe imikhomba-ndlela yokuthobela i-MPRA (Sinxibelelene ne-MTSF 2019 – 2024, iNdawo ePhambili 1) (i-B2B Pillar 4)
Inkcazelo emfutshane	Ukukhokela oomasipala ekuphuculeni umlinganiselo abathi ngawo oomasipala bathobele uMthetho weMalintlawulo Yezidlu kaMasipala (i-MPRA).
Injongo	Ukuthotyelwa kwe-MPRA kuza kuqinisekisa ukuba umasipala ngamnye unika ixabiso nereyithi yepropati ngokufanayo nangokusesikweni nangendlela yokubonisana.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	Imigaqo-nkqubo yeereyithi, imithetho kamasipala, amaxabiso, ukuxabisa/imiqulu exhasayo evela koomasipala.
Imida yeenkcukacha	Asikho
Izizindlo	Bonke oomasipala bathobela i-MPRA.
Iindlela zoqinisekiso	lingxelo ezidityanisiweyo zobume ngekota malunga nomlinganiselo wokuthobela koomasipala i-MPRA kunye/okanye iishedyuli zokuthotyelwa <b>Iggiza loJoliso lwe-MPRA</b> • <b>Igalelo:</b> Ii-imeyile, ii-ajenda, izimemo, iintetho, iirejista zabakhoyo <b>Idesika Yoncedo ye-MPRA</b> • <b>Igalelo:</b> Iingxelo/iileta/ii-imeyile/izinto ezingeniswayo (apho kufanelekileyo)
Indlela Yokubala	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo.
Uhlobo lokubala	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
Umjikelo Wokunika Ingxelo	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
Intsebenzo enqwenelekayo	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Bonke oomasipala basekuhlaleni bathobela i-MPRA ukuze kubonelelwe ngento efanayo kuzwelonke, ecacileyo neqinisekileyo kwakunye nokuqwalaselwa ngokungalingani okungokwembali kunye noxanduva lweereyithi kwabahluphekileyo.

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI
		<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka
		<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni
		<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>		
Isalathisi Senziwa Ngubani	UMphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono		
Uguqulo lwendawo	Asikho		
Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu	Ithagethi yabantu abadala: Asikho		
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo		<input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

Inani lesalathisi	<b>SPI: 9</b>		
Itayitile eluphawu	Inani loomasipala abaxhasiweyo ukuze basebenzise njengeziko isixokelelwano sokuphathwa kwentsebenzo (i-PMS) (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo ePhambili 1)		
Inkcazelo emfutshane	Isalathisi silinganisa inkxaso enikwe oomasipala ukuze baphuhlise yaye bamilisele iinxalenye ezingundoqo ze-PMS ekulawuleni ukusebenza kweziko ngokweSahluko 6 se-MSA.		
Injongo	Ukuphuculwa kohanjiso lweenkonzo kunye nokuphenduliswa ngokweSahluko 6 se-MSA kunye neMimiselo yoCwangciso nokuSebenza kooMasipala ka-2001.		
Abaxhamli Abayintloko	Bonke oomasipala		
Umthombo wedatha	Ingxelo yokuhlolwa kwe-PMS. Iingxelo ezivela koomasipala, iingxelo zophicotho-zicwandi ze-PMS, ukuhlolwa kwe-PMS.		
Imida yeenkcukacha	Asikho		
Izizindlo	Oomasipala banezixokelelwano zolawulo lokusebenza eziphendula iimfuno zabo.		
Iindlela zoqinisekiso	Ingxelo enika iinkcukacha zoomasipala abaxhasiweyo nohlobo lwenkxaso ekubonelelwe ngayo, ndawonye namaxwebhu eentlanganiso.		
Indlela Yokubala	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo.		
Uhlobo lokubala	<input checked="" type="checkbox"/> Ukuphinda-phindeka	<input checked="" type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla
			<input type="checkbox"/> Engaphindaphindekiyo
Umjikelo Wokunika Ingxelo	<input checked="" type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input type="checkbox"/> Ngonyaka

## Ingcaciso Yesalathisi Sobugcisa

<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Bonke oomasipala bamilisela i-PMS ngokuvisisana neSahluko 6 se-MSA.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI Ingaba esi Salathisi Siqhelekile? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Indawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Asikho
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>SPI: 10</b>
<b>Itayitile eluphawu</b>	Inani loomasipala ababekw' esweni malunga nokumiliselwa kwemigaqo-nkqubo yabahluphekileyo (isiphumo esingaphantsi 1) (i-B2B Pillar 2)
<b>Inkcazelo emfutshane</b>	Ukubek' esweni ukuthobela koomasipala inkqubo-sikhokelo yemigaqo-nkqubo yesizwe ngabahluphekileyo kusetyenziswa isixhobo sokuhlola imigaqo-nkqubo yoomasipala ukuze kumiselwe umlinganiselo oomasipala ababambelela ngawo kwinkqubo-sikhokelo. ENTshona Koloni inkxaso iza kujolisa kuzinzo loomasipala abancinci/basemaphandleni ngemigaqo-nkqubo yabahluphekileyo okanye ukumiliselwa kwayo.
<b>Injongo</b>	Ukubonelela ngeenkonzo ezisisiseko ezingabhatalelwayo kumakhaya ahluphekileyo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Imizuzu neerejista zabakhoyo
<b>Imida yeenkukacha</b>	Asikho
<b>Izizindlo</b>	Bonke oomasipala banemigaqo-nkqubo ekhoyo yokujongana nabahluphekileyo.
<b>Iindlela zoqinisekiso</b>	Ukunika ingxelo ngoomasipala ababekw' esweni kumilingelo lwemigaqo-nkqubo engabahluphekileyo.
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo.

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b>	<input checked="" type="checkbox"/> <b>Ekupheleni</b> konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b>	<input type="checkbox"/> Kabini ngonyaka	<input type="checkbox"/> Ngonyaka	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> <b>Yithagethi</b>	<input type="checkbox"/> Ngaphantsi kwethagethi	
	Ukunyuswa kokubonelela nokufikeleleka kweeNkonzo ezisiSiseko ezingaBhatalelwayo zoomasipala kumakhaya abahluphekileyo.			
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>			<input type="checkbox"/> HAYI
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> <b>EWE</b>			<input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?			
	<input checked="" type="checkbox"/> <b>EWE</b>			<input type="checkbox"/> HAYI
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono			
<b>Uguqulo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yabantu abadala: Asikho			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input checked="" type="checkbox"/> <b>Impilo-ntle</b>	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>			<input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			



## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo engaphantsi: Ukubek' Esweni Ukusebenza Koomasipala, Ukunika Ingxelo Novavanyo

<b>Inani lesalathisi</b>	<b>2.4.1</b>
<b>Itayitile eluphawu</b>	Ukusekwa kwendawo yokugcina enye yokulawulwa nokusasazwa kolwazi olunxulumene noomasipala.
<b>Inkcazelo emfutshane</b>	<p>Ukumiselwa kwamandla okulawulwa kolwazi ngaphakathi kwiSebe okuza kuba nefuthe kucwangciso, ukwenza uhlahlo lwabiwo-mali nenkxaso koomasipala.</p> <p>Unyaka 1 uza kuba neendlela ezimbini zokusetyenziswa eziquka ukuhlolwa kolawulo lolwazi lwangaphakathi, ekuya kuthi emva koko kuqulunqwe ze kumiliselwe isicwangciso sobuchule solawulo lolwazi</p>
<b>Injongo</b>	Ukuba nefuthe, ukwandisa nokhokela inkxaso yesebe namaphulo okukhulisa amandla okusebenza koomasipala kusetyenziswa indlela esekelwe kubungqina ngokusuka kwidatha ethembekileyo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): iingxelo zoomasipala ezikhutshwa ngekota nangonyaka; neminye imithombo yedatha.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – u-Word/u-PDF.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Ukuthathwa kolwazi ngokungachanekanga
<b>Izizindlo</b>	Ukufikelela kwidatha ethembekileyo yoomasipala.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> I-TOR, iimemo, iingxelo, ukubhalwa ngokuchanekileyo kwedatha yoomasipala neyesebe</li> <li><b>Okuvelisiweyo:</b> Ukuhlolwa kokulawulwa kolwazi nesicwangciso sobuchule sokulawulwa kolwazi. Ukusetyenziswa kwendawo enye yokuqokelelwa kwedatha, ukuqokelelwa nokunika ingxelo (unyaka 5).</li> </ul>
<b>Indlela Yokubala</b>	Ukubalwa ngesandla kweenkqubo zokuhlolwa kolawulo lolwazi nesicwangciso sobuchule solawulo lolwazi esiye saqulunqwa ze samiliselwa.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Ukusebenza okunqwenelekayo kulingane okanye kudlulile kwintsebenzo ekwithagethi.
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <p><input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b> <input checked="" type="checkbox"/> <b>HAYI</b></p> <p>Isalathisi soHanjiso lweenkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo</p> <p><input type="checkbox"/> Iimfuno zabemi         <input type="checkbox"/> Uku- thembeka         <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela</p> <p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <p><input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b></p> <p>Ingaba esi Salathisi Siqhelekile?</p> <p><input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b></p>

## Ingcaciso Yesalathisi Sobugcisa

<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukubek' Esweni ukuSebenza kwiZithili nasekuHlalani
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>2.4.2</b>
<b>Itayitile eluphawu</b>	Inani leengxelo ezibonelela ngengqiqo kubume nokusebenza koomasipala ezivelisiweyo
<b>Inkcazelo emfutshane</b>	Ukuhlolwa kwentsebenzo ngekota ukuze kulinganisewe inqanaba lokukhula koomasipala nokukhokela amaphulo enkxaso koomasipala.
<b>Injongo</b>	Ukubek' esweni ukusebenza koomasipala nokuqokelela ulwazi oluza kuba nefuthe kumaphulo enkxaso ohlukeneyo anikwa oomasipala.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): Isixokelelwano seNtshona Koloni sokuBek' Esweni noVavanyo; Isetyula no. 88 ye-MFMA, iingxelo zophicotho-zincwadi; iingxelo zonyaka neminye imithombo yedatha.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel):- u-Word/u-Excel.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: Asikho.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Inkxaso nokwamkelwa ngabo banebango kwisebe nakoomasipala basekuhlaleni.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Ukubhala idatha yoomasipala</li> <li><b>Okuvelisiweyo:</b> Iingxelo zoBume booMasipala</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kweengxelo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi

## Ingcaciso Yesalathisi Sobugcisa

Uhlubo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI		
	Isalathisi sohanjiso lweenkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI		
	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI		
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Indawo Ezininzi		
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>				
Isalathisi Senziwa Ngubani	UMphathi: Ukubek' Esweni ukuSebenza kwiZithili nasekuHlalani				
Uguqulo lwendawo	Asikho				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu				
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukuseleko	<input type="checkbox"/> Impilo-ntle		
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo		<input type="checkbox"/> Akukho nanye kwezi ziphezulu		
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI			
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi				

Inani lesalathisi	2.4.3
Itayitile eluphawu	Inani leenkqubo ezimiliselweyo ukuze ukusetyenziswa kwe-GIS kube sisithethe koomasipala.
Inkcazelo emfutshane	Ukuxhasa iinkqubo zokuqinisa ukusebenza kwe-GIS koomasipala. Le nkqubo iza kujolisa ekuxhaseni oomasipala kwimibandela enxulumene ne-GIS, oko kukuthi, ukuxhasa oomasipala ekumiliselweni nokwenza ukuba imibandela ye-GIS ibe sisithethe.
Injongo	Ukwandisa ukukhula kwe-GIS koomasipala.
Abaxhamli Abayintloko	Bonke oomasipala
Umothombo wedatha	<ul style="list-style-type: none"> <li>Umothombo wedatha (isistimu okanye uxwebhu): Idatha eqokelelwe kwabo banebango kwicala le-GIS koomasipala.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – IsiXhobo sesiXokelelwano soLwazi.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
Imida yeenkukacha	Ukubhalwa okungachanekanga kolwazi.
Izizindlo	Inkxaso nokwamkelwa ngabo banebango koomasipala.
Iindlela zoqinisekiso	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Imemo, imizuzu, i-ajenda neentetho</li> <li><b>Okuvelisiweyo:</b> Iingxelo zokuhlolwa neengxelo ezigqityiweyo zeeprojekthi.</li> </ul>
Iindlela Yokubala	Ukubalwa ngesandla kwamaphulo e-GIS abhexeshiweyo

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b>	<input checked="" type="checkbox"/> <b>Ekupheleni</b> konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhl	<input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b>	<input type="checkbox"/> Kabini ngonyaka	<input type="checkbox"/> Ngonyaka	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> Yithagethi	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo olungaNgqalanga</b>			<input type="checkbox"/> HAYI
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
	Ingaba esi Salathisi Siqhelekile?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukubek' Esweni ukuSebenza kwiZithili nasekuHlalani			
<b>Uguqulo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>	<input type="checkbox"/> Akukho nanye kwezi ziphezulu		
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

<b>Inani lesalathisi</b>	<b>2.4.4</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo ezimiliselweyo zokwenza oomasipala babe nesithethe sokusebenza nge-ICT
<b>Inkcazelo emfutshane</b>	Ukuxhasa iinkqubo zokuqinisa ukusebenza kwe-ICT nokuthobela koomasipala.
	Le nkqubo iza kujolisa kuPhatho lwe-ICT kooMasipala, amaQonga eeNgxoxo e-ICT nenkxaso ye-ICT Gabalala efunwa ngoomasipala.
<b>Injongo</b>	Ukwandisa ukukhula kwe-ICT koomasipala
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idatha eqokelelwe kwabo banebango kwicala le-ICT koomasipala.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - Isixokelelwano soLwazi seSebe.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>

## Ingcaciso Yesalathisi Sobugcisa

<b>Imida yeenkcukacha</b>	Ukubhalwa ngokungachanekanga kolwazi.			
<b>Izizindlo</b>	Ukuxhaswa nokwamkelwa ngabo banebango koomasipala.			
<b>Iindlela zoqinisekiso</b>	<p><b>Amaqonga eeNgxoxo e-ICT kooMasipala</b></p> <ul style="list-style-type: none"> <li><b>Igalelo/Okuvelisiweyo:</b> Izimemo, ii-ajenda, iintetho, iingxelo</li> </ul> <p><b>Amaphulo Enkxaso Koomasipala</b></p> <ul style="list-style-type: none"> <li><b>Igalelo/Okuvelisiweyo:</b> iingxelo ze-ICT kunye/okanye iziCwangciso zobuChule</li> </ul>			
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwamaphulo e-ICT aye abhexeshwa			
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b>	<input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b>	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input checked="" type="checkbox"/> Kabini ngonyaka	<input type="checkbox"/> Ngonyaka	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> Yithagethi	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input type="checkbox"/> EWE, Uhanjiso lweeNkonzo olungaNgqalanga	<input checked="" type="checkbox"/> <b>HAYI</b>		
	Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.			
<b>Uhlobo lwesalathisi</b>	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Siqhelekile?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>	
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukubek' Esweni ukuSebenza kwiZithili nasekuHlalani			
<b>Uguqulo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	<input type="checkbox"/> Akukho nanye kwezi ziphezulu
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>			
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

## Ingcaciso Yesalathisi Sobugcisa

### Izalathisi Ezimiseliweyo Zecandelo

<b>Inani lesalathisi</b>	<b>SPI: 11</b>
<b>Itayitile eluphawu</b>	Inani leeNgxelo zeCandelo 47 eziye zaqulunqwa ngokomyalelo we-MSA (Sinxibelelene ne-MTSF 2019 - 2024, iNdawo ePhambili 1) (i-B2B Pillar 5)
<b>Inkcazelo emfutshane</b>	Ingxelo yogunyaziso esayiniweyo nedibeneyo yokusebenza konyaka kamasipala (yephondo) iyimfuneko esemthethweni yeCandelo 47 loMthetho weeSistimu zikaMasipala, othi kufuneka uMphathiswa woorhulumente basemakhaya ayiqulunqe ze ayingenise kwindlu yowiso-mthetho nakuMphathiswa wooRhulumente basemakhaya.
<b>Injongo</b>	Ukutolika okuthethwa yidatha eyintloko eqokelelwe koomasipala okanye kwimithombo yesibini yedatha ukuze kuveliswe ingxelo edibeneyo yokusebenza komasipala nokubek' esweni ukusebenza koomasipala ukuze kuchongwe izikhewu nokuxhasa ukusebenza koomasipala.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	ingxelo zoNyaka zokuSebenza kooMasipala (icandelo 46) nedatha engenye evela kumasebe ecandelo
<b>Imida yeenkcukacha</b>	Ukuthembeka kwedatha nokungangeniswa kweengxelo zokusebenza.
<b>Izizindlo</b>	Oomasipala banezixokelelwano zokulawulwa kokusebenza eziphendula iimfuno zabo.
<b>Iindlela zoqinisekiso</b>	<b>Ingxelo egunyazisiweyo yeCandelo 47.</b>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kweengxelo eziqulunqiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhl <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Ingxelo malunga nobume bokusebenza koomasipala njengoko kufuneka ngokweCandelo 47 loMthetho weeSistimu zikaMasipala, 2000.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku- thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI Ingaba esi Salathisi Siqhelekile? <input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukubek' Esweni ukuSebenza kwiZithili nasekuHlalani
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Asikho
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu

## Ingcaciso Yesalathisi Sobugcisa

<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

### Inkqubo engaphantsi: Ukuhlanganiswa Kohanjiso Lweenkonzo

<b>Inani lesalathisi</b>	<b>2.5.1(a)</b>
<b>Itayitile eluphawu</b>	Iipprojekthi zezentlalo nezoqoqosho ezibhexeshiweyo.
<b>Inkcazelo emfutshane</b>	Ukuxhasa iipprojekthi zezinga elincinci zezentlalo nezoqoqosho eziquka iipprojekthi ezivelisa ingeniso, uphuhliso lwezakhono nokhuseleko lokutya.
<b>Injongo</b>	Ukuncitshiswa kwentlupheko nentswel-ngqesho.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): Idatha yoomasipala, iinkcukacha-manani.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Uthethathethwano noluntu nenkxaso yoomasipala
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo/Okuvelisiweyo:</b> Ii-TPA, iingxelo zeeprojekthi, iingxelo zekota, izicwangciso zoshishino, ii-ajenda, imizuzu, izimemo</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kweprojekthi ezibhexeshiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukuphuculwa kofikeleleko lweenkonzo zakwarhulumente.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo oluNgqalileyo</b> <input type="checkbox"/> <b>HAYI</b> <input checked="" type="checkbox"/> <b>Iimfuno zabemi</b> <input type="checkbox"/> Uku-thembeka <input type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b> Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukuhlanganiswa Kokunikezelwa Kweenkonzo
<b>Uguqulo lwendawo</b>	Asikho

## Ingcaciso Yesalathisi Sobugcisa

<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>2.5.1(b)</b>
<b>Itayitile eluphawu</b>	Inani leenkonziso ezifikelekayo ngenkqubo iThusong.
<b>Inkcazelo emfutshane</b>	Ukuqinisekisa ukuba abemi bayakwazi ukufikelela iinkonziso zakwarhulumente ngezinye iinkonziso zenkxaso ngokusebenzisa amaZiko eeNkonzo eThusong nezisiwa ebantwini.
<b>Injongo</b>	Ukuqinisekisa ukuba abemi bayakwazi ukufikelela iinkonziso zakwarhulumente ngezinye iinkonziso zenkxaso ngokusebenzisa amaZiko eeNkonzo eThusong nezisiwa ebantwini phakathi kwemida eyamkelekileyo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Iingxelo zamaziko eThusong, iingxelo zeziNto ezisiwa eluntwini zeThusong nedatha kamasipala apho kufanelekileyo.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Ukungafakwa ngokuchanekileyo kwedatha kumaziko nakwiinkqubo ezisiwa eluntwini.
<b>Izizindlo</b>	Inkxaso kaMasipala
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Iirejista zabakhoyo, iifomu ekubhalwa kuzo idatha, iingxelo zeenkonziso zesebe, iingxelo zamaZiko eThusong.</li> <li>• <b>Okuvelisiweyo:</b> Iingxelo ezigqityiweyo zeThusong/abo banebango, itheyibhile yeenkcukacha-manani.</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kweenkonzo ekufikelelweyo kuzo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Iingxelo</b>	<input type="checkbox"/> Ngekota <input checked="" type="checkbox"/> <b>Kabini ngonyaka</b> <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukuphuculwa kofikeleleko lweenkonzo zakwarhulumente.



## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweeNkonzo oluNgqalileyo	<input type="checkbox"/> HAYI
	Isalathisi soHanjiso lweeNkonzo oluNgqalileyo kwinqanaba lOkuvelisiweyo.	<input checked="" type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka <input type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Indawo Ezininzi
Isalathisi Senziwa Ngubani	Umpathi: Ukuhlanganiswa Kokunikezelwa Kweenkonzo	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
Uguqulo lwendawo	Asikho	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>	
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithageathi yamabhinqa: Ayinakulinganiswa Ithageathi yolutsha: Ayinakulinganiswa Ithageathi yabantu abakhubazekileyo: Ayinakulinganiswa Ithageathi yabantu abadala: Asikho	<input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu	
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko	<input checked="" type="checkbox"/> Impilo-ntle	<input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

Inani lesalathisi	2.5.2 (b)
Itayitile eluphawu	Iintshukumo zenkxaso ukuze kuqinisekise ukusebenza ngokufanelekileyo kwenkqubo iThusong.
Inkcazelo emfutshane	Ukuseka nokumilisela imilinganiselo yenkxaso eza kuqinisekisa uzinzo lweNkqubo iThusong koomasipala abayimiliselayo; Iintshukumo zenkxaso ziza kuquka: <ul style="list-style-type: none"> <li>• Ukusebenzisa nokugcina ukuxhaswa ngemali</li> <li>• Iintlanganiso zamaqonga eengxoxo zenkqubo iThusong</li> <li>• Ukusekwa kwamaZiko eeNkonzo zeThusong axhomekeke kwamanye</li> <li>• Ingxelo malunga nokuSebenza kwamaZiko eeNkonzo zeThusong.</li> </ul>
Injongo	Ukuqinisekisa ukumiliselwa ngempumelelo kwenkqubo iThusong koomasipala.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Iingxelo zeeprojekthi, idatha yamaziko eThusong.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
Imida yeenkcukacha	Abukho
Izizindlo	Inkxaso kaMasipala

## Ingcaciso Yesalathisi Sobugcisa

<b>Iindlela zoqinisekiso</b>	<p><b>Ukusebenzisa Nokugcina Ukuxhaswa Ngemali</b></p> <ul style="list-style-type: none"> <li><b>Igalelo:</b> Igazethi, i-TPA, ubuNgcina bentlawulo</li> <li><b>Okuvelisiweyo:</b> I-MOA esayiniweyo, iiNgxelo zoko makwenziwe nokuba kwenziwe njani</li> </ul> <p><b>Iintlanganiso Zamaqonga Eengxoxo Zenkqubo iThusong</b></p> <ul style="list-style-type: none"> <li><b>Igalelo:</b> Izimemo, ii-ajenda, imizuzu, iirejista zabakhoyo</li> <li><b>Okuvelisiweyo:</b> Isishwankathelo/ingxelo yoko makwenziwe nokuba kwenziwe njani</li> </ul> <p><b>Ukusekwa Kwamaziko Eenkonzo zeThusong Axhomekekileyo</b></p> <ul style="list-style-type: none"> <li><b>Igalelo:</b> Izimemo zokutyelela kwiisayithi, ii-ajenda, imizuzu, iirejista zabakhoyo</li> <li><b>Okuvelisiweyo:</b> Isicwangciso soShishino</li> </ul> <p><b>Ukusebenza Kwekhadi Lamanqaku</b></p> <ul style="list-style-type: none"> <li><b>Igalelo:</b> Ukusebenza kwekhadi lamanqaku ngokweZiko ngalinye</li> <li><b>Okuvelisiweyo:</b> Ukusebenza kwengxelo yokuhlola ngokweZiko ngalinye</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani leentshukumo zenkxaso ezimiliselweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Inkqubo iThusong ezinzileyo.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo oluNgqalileyo</b> <input type="checkbox"/> HAYI Isalathisi soHanjiso lweNkonzo oluNgqalileyo kwinqanaba lOkuvelisiweyo. <input checked="" type="checkbox"/> <b>Iimfuno zabemi</b> <input type="checkbox"/> Uku-thembeka <input type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b> Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukuhlanganiswa Kokunikezelwa Kweenkonzo
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukuseleko <input checked="" type="checkbox"/> <b>Impilo-ntle</b> <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

<b>Inani lesalathisi</b>	<b>2.5.1(c)</b>
<b>Itayitile eluphawu</b>	lintshukumo zenkxaso ukuphucula amaqonga obuDlelwane Phakathi kooRhulumente kwiziThili (i-IGR)
<b>Inkcazelo emfutshane</b>	lintshukumo zenkxaso eziphucula ukusebenza kwamaQonga eeNgxoxo e-IGR kwiziThili zezi: <ul style="list-style-type: none"> <li>• Ukuqulunqa iikhalenda neesetyula zamaQonga eeNgxoxo kwiziThili</li> <li>• Ukubek' esweni ukumiliselwa kweentshukumo zeSebe ngokusuka kumaQonga eeNgxoxo kwiziThili</li> <li>• Ukuxhasa uhlaziyo lwee-TOR zamaQonga eeNgxoxo kwiziThili</li> </ul>
<b>Injongo</b>	Ukuphuculwa kolawulo lwentsebenziswano phakathi kwezigaba ezohlukeneyo zikaRhulumente.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): I-DCF, imizuzu yeentlanganiso zobugcisa ze-DCF, njl njl.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - u-PDF, u-Word, lintetho.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Intsebenziswano phakathi koorhulumente
<b>Iindlela zoqinisekiso</b>	Ukuqulunqa iikhalenda neesetyula zamaQonga eeNgxoxo kwiziThili Ishedyuli yentlanganiso, iikhalenda ye-IGR, i-ajenda, iirejista zabakhoyo, imizuzu, iisetyula <ul style="list-style-type: none"> <li>• Ukubek' esweni ukumiliselwa kweentshukumo zeSebe ngokusuka kwiziThili</li> </ul> Izimemo zamaqonga eengxoxo, ii-ajenda, iirejista zabakhoyo, imizuzu, iintetho, iingxelo <ul style="list-style-type: none"> <li>• Ukuxhasa ukuhlaziywa kwee-TOR zamaQonga eeNgxoxo kwiziThili</li> </ul> Inkcazo yamaGunya amaQonga eeNgxoxo kwiziThili, imizuzu,
<b>Indlela Yokubala</b>	Ukubala ngesandla inani leentshukumo zenkxaso ezimiliselweyo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Amaqonga eeNgxoxo asebenza kakuhle naxhaswayo e-IGR kwiziThili.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b> Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/Ii-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukuhlanganiswa Kokunikezelwa Kweenkonzo
<b>Uguqulo lwendawo</b>	Asikho



## Ingcaciso Yesalathisi Sobugcisa

<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi Amaqonga eeNgxoxo asebenza kakuhle naxhaswayo e-IGR kwiziThili.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Indawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: Ukuhlanganiswa Kokunikezelwa Kweenkonzo
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> <b>Impilo-ntle</b> <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo engaphantsi: Inkqubo Yabasebenzi Bophuhliso Loluntu

<b>Inani lesalathisi</b>	<b>2.6.1</b>
<b>Itayitile eluphawu</b>	Amaphulo karhulumente okwandisa impilo-ntle kwezentlalo.
<b>Inkcazelo emfutshane</b>	Amaphulo asekeke eluntwini aqinisekisa ukuba ulwazi oloneleyo lufikelela ebantwini kwimimandla yoluntu.
<b>Injongo</b>	<p>Ukufundisa nokubonelela ngenkxaso yolawulo kwimimandla yoluntu mayela nokubonelela ngeenkondo zakwarhulumente nokukwazi ukufikelela kwezi nkondo. Ukuncedisa iMimandla yoluNtu, ngokuchonga nokudlulisela ezo mfuno kuRhulumente nokusondeza iinkondo zikaRhulumente ebantwini. Phakathi kwezinye izinto, iinkondo zojoliso ziza kunxibelelana nokunatyiswa kokufikeleleka kwezi:</p> <ol style="list-style-type: none"> <li><b>1. Iinkondo Zentlalo</b> Inkxaso kwiinkqubo namaphulo anxulumene neenkondo zentlalo ezinikezelwa eluntwini, umz. iinkondo, iinkqubo okanye iiprojekthi ezenziwa liSebe loPhuhliso lwezeNtlalo, iSebe loRhulumente basemaKhaya (uLawulo lweeNtlekele, Ukuhlanganiswa Kokunikezelwa Kweenkondo, uThatho nxaxheba loluNtu), i-Arhente yoKhuseleko lwezeNtlalo yoMzantsi Afrika – u-SASSA) njl njl.</li> <li><b>2. Ezemfundo</b> Inkxaso kwiinkqubo namaphulo anxulumene neenkondo zokufundiswa okumiselweyo nokwemibandela yoluntu ezinikezelwa eluntwini, umz. iinkondo, iinkqubo okanye iiprojekthi ezenziwa liSebe lezeMfundo Ephakamileyo, iSebe lezeMfundo esisiSeko, iMfundo kaWonke wonke (amaziko aphantsi kweSahluko 9, iPalamente yaseNtshona Koloni neyeSizwe), njl njl.</li> <li><b>3. Ezempilo</b> Inkxaso kwiinkqubo namaphulo anxulumene neenkondo zezempilo nezentlalo-ntle anikezelwa eluntwini, umz. iinkondo, iinkqubo okanye iiprojekthi ezenziwa liSebe lezeMpilo, iiKlinikhi zasekuHlalani, abaNyamekeli abasekeke eluNtwini – ii-NGO, njl njl.</li> <li><b>4. Ukhuseleko Nokhuseleko</b> Inkxaso kwiinkqubo namaphulo anxulumene neenkondo zokhuseleko nokhuseleko ezinikezelwa eluntwini, umz. iinkondo, iinkqubo okanye iiprojekthi ezenziwa liSebe loKhuseleko loluNtu, iSebe leeNkondo zoLuleko, iNkondo yesiPolisa yoMzantsi Afrika, iiForamu zokuPoliswa koluNtu, njl njl.); kunye</li> <li><b>5. Neenkondo Zikamasipala Nokuhlaliswa Kwabantu</b> Inkxaso kwiinkqubo namaphulo anxulumene neenkondo zikamasipala nokuhlaliswa kwabantu ezinikezelwa eluntwini ngoMasipala, iSebe lokuHlaliswa kwabaNtu nee-arhente zabo ezohlukeneyo.</li> </ol> <p>Inkxaso yolawulo ekubonelelwa ngayo kubanjisenwe nabanebango bangaphakathi, equka uHlanganiso loHanjiso lweeNkondo, uThatho nxaxheba loluNtu, amaCandelo oLawulo loCwangciso loPhuhliso oluHlanganisiweyo</p>
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): IDatha kaMasipala, iiNgxelo ze-CDW.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkukacha</b>	Abukho
<b>Izizindlo</b>	Imimandla yoluntu iza kube isebenzise inkxaso ebonelelwa ngayo ukuze kuphuculwe iimeko zalo.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo/Okuvelisiweyo:</b> Ii-MOA kunye nezicwangciso zokusebenza (izicwangciso zeshishini) njengezihlomelo, iingxelo zeprojekthi, iingxelo zekota, ii-ajenga, imizuzu, izimemo</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani lamaphulo amiliselweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Umjikelelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini <input checked="" type="checkbox"/> <b>Ngonyaka</b> ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Amalungu oluntu aba nolwazi ngezi nkondo zikarhulumente yaye ayakwazi ukufikelela kuzo.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo oluNgqalileyo</b> <input type="checkbox"/> HAYI Isalathisi soHanjiso lweNkonzo oluNgqalileyo kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.
	<input checked="" type="checkbox"/> <b>Iimfuno zabemi</b> <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: INkqubo yabaSebenzi boPhuhliso loluNtu.
<b>Uguqulelo lwendawo</b>	li-CDW zizinze kulo lonke eli Phondo.
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>2.6.2</b>
<b>Itayitile eluphawu</b>	Amaphulo okuxhasa uqoqosho olungacwangciswa.
<b>Inkcazelo emfutshane</b>	Ukuphucula ukuzinza koluntu ngokwezoqoqosho nezentlalo ukuze kuncitshiswe intlupheko nentswela-ngqesho.
<b>Injongo</b>	Ukuxhasa amaphulo okuphucula ukukwazi koluntu ukufikelela kumathuba ezoqoqosho angacwangciswa nawezinga elincinci. Imimandla yojoliso oluyintloko iza kuba yile; <ul style="list-style-type: none"> <li>• Ukuxhaswa kwabaRhwebi abangaCwangciswa (umz. ukufumana iimvume, ukudityaniswa nesicwangciso sobuchule se-LED sikamasipala, njl njl.)</li> <li>• Ukuxhaswa kwemiButho Engenanto Yakwenza Nengeniso (umz. Ukubhaliswa, ukuthobela umthetho, uqeqesho, ukudityaniswa namathuba enxaso-mali, njl njl.)</li> <li>• Ukuxhaswa koPhuhliso loManyano lwamaShishini (umz. ubhaliso, uqeqesho, ukudityaniswa namathuba enxaso-mali, njl njl.)</li> <li>• Ukuxhaswa kwamaShishini amaNcinci (umz. ubhaliso, uqeqesho, ukudityaniswa namathuba enxaso-mali, njl njl.)</li> </ul>

## Ingcaciso Yesalathisi Sobugcisa

<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): IDatha kaMasipala, iiNgxelo ze-CDW.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Imimandla yoluntu iza kube isebenzise inkxaso ebonelelwa ngayo ukuze kuphuculwe iimeko zayo.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo/Okuvelisiweyo:</b> Izicwangciso zeeProjekthi neeNgxelo zeeProjekthi, (iNgxelo yoko makwenziwe nokuba kwenziwe njani, ii-ajenda/imizuzu, iirejista zabakhoyo/iincwadana/iipowusta/ii-imeyile apho kufanelekileyo)</li> </ul>
<b>Indlela Yokubala</b>	Ukubala ngesandla inani lamaphulo amiliselweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukukwazi ukufikelela kwamalungu oluntu kumathuba ezoqoqosho ezinga elincinci.
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo oluNgqalileyo</b> <input type="checkbox"/> HAYI
	Isalathisi soHanjiso lweeNkonzo oluNgqalileyo kwinqanaba lOkuvelisiweyo okungaxhomekekanga kwimfuno.
	<input checked="" type="checkbox"/> <b>Iimfuno zabemi</b> <input type="checkbox"/> Uku-thembeka <input type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile?
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:
	<input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: INkqubo yabaSebenzi boPhuhliso loluNtu.
<b>Uguqulo lwendawo</b>	Ii-CDW zizanze kulo lonke eli Phondo.
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi



## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo 3: Uphuhliso Nocwangciso

#### Inkqubo engaphantsi: IziSeko zoPhuhliso zikaMasipala

<b>Inani lesalathisi</b>	<b>3.1.1</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo zokuqinisa uhanjiso lweenkonzo ezisisiseko
<b>Inkcazelo emfutshane</b>	<p>Ukuxhasa oomasipala ukubonelela nokugcina amaseko ezixhobo zosetyenziso ezoqoqosho nezentlalo ngezi nkqubo zilandelayo.</p> <ul style="list-style-type: none"> <li>• Ukubek' esweni iNkqubo ye-MIG ukwandisa uhanjiso lweenkonzo</li> <li>• Ukubonelela ngeenkonzo zamaSeko eziXhobo zoSetyenziso Abalulekileyo</li> </ul>
<b>Injongo</b>	Oomasipala bayaxhaswa ukuze babonelele ngeenkonzo kubemi.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idathabheyisi ye-MIG nolwazi oluvela koomasipala.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Idatha engachanekanga kwinqanaba loomasipala
<b>Izizindlo</b>	lintsebenziswano noomasipala
<b>Iindlela zoqinisekiso</b>	<p><b><u>Inkqubo ye-MIG:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> (Ii-imeyil, i-ajenda, iirejista zabakhoyo, imizuzu, apho kufanelekileyo)</li> <li>• <b>Okuvelisiweyo:</b> Ingxelo yekota yenkcitho eyenziweyo kwi-MIG, apho kufanelekileyo)</li> </ul> <p><b><u>Ukubonelelwa Ngeenkonzo Zamaseko Ezixhobo Abalulekileyo</u></b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> (Ii-imeyile, i-ajenda, iirejista zabakhoyo, imizuzu, iintetho, apho kufanelekileyo)</li> <li>• <b>Okuvelisiweyo:</b> Izicwangciso zeshishini, izivumelwano zentlawulo-mali, iingxelo zenkqubela-phambili, apho kufanelekileyo)</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani leenkqubo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukuphuculwa kokufikeleleka kweenkonzo ezisisiseko nokuphuculwa kohanjiso lweenkonzo neendawo ezikhuselekileyo zikawonke wonke intsebenzo enqwenelekayo ilingane okanye idlule kwintsebenzo ekwithagethi
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	<p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	<p>Ingaba esi Salathisi Siqhelekile?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	<p>Inani leendawo:     <input type="checkbox"/> Indawo Enye     <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b></p> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Isalathisi Senziwa Ngubani</b>	UMphathi: IziSeko zoPhuhliso zikaMasipala
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>3.1.2</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo zokwandisa ucwangciso loomasipala lwamaseko ezixhobo zosetyenziso
<b>Inkcazelo emfutshane</b>	Ukuphuhliswa kwezicwangciso zamaseko ezixhobo zosetyenziso
<b>Injongo</b>	Ukuqinisekisa ukunywisa komgangatho wamaseko ezixhobo zosetyenziso kwangexesha ukuze kuqinisekiswa ukuba kukhawulelwana nobonelelo lweenkonzo ezinjengokufuneka kombane.
<b>Abaxhamli Abayintloko</b>	Oomasipala abakhethiweyo
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Iingxelo zeeprojekthi nolwazi oluvela koomasipala.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkukacha</b>	Abukho
<b>Izizindlo</b>	Intsebenziswano noomasipala
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-imeyile, ii-ajenda, iirejista zabakhoyo, iintetho/imizuzu</li> <li>• <b>Okuvelisiweyo:</b> Izicwangciso zamaSeko eziXhobo zoSetyenziso, izicwangciso zoshishino, iziVumelwano zeNtlawulo Edluliselwayo (ii-TPA), iingxelo zenkqubela-phambili ezikhutshwa ngekota</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenkqubo emiliselweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukuphuculwa kokufikeleleka kweenkonzo ezisisiseko nokuphuculwa kohanjiso lweenkonzo. Ukusebenza okunqwenelekayo kuyalingana okanye kudlulile kwintsebenzo ekwithagethi.

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungqalileyo	<input type="checkbox"/> HAYI
		<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka
		<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni
		<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>		
Isalathisi Senziwa Ngubani	UMphathi: IziSeko zoPhuhliso zikaMasipala		
Uguqulo lwendawo	NgokwePhondo		
Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu	Ithageathi yamabhinqa: Ayinakulinganiswa Ithageathi yolutsha: Ayinakulinganiswa Ithageathi yabantu abakhubazekileyo: Ayinakulinganiswa Ithageathi yabantu abadala: Asikho		
	<input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu		
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo		<input type="checkbox"/> Akukho nanye kwezi ziphezulu
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

Inani lesalathisi	<b>3.1.3</b>
Itayitile eluphawu	Inani leenkqubo ezinonyamezelo lwamanzi
Inkcazelo emfutshane	Ukuxhaswa ngemali nangobugcisa ekwandisweni konyamezelo lwamanzi kwiPhondo.
Injongo	Unyamezelo lwamanzi olwandisiweyo ukuqinisekisa ukuba oomasipala bakulungele kakuhle ukuvela kweembalela kwixesha elizayo ngenxa yotshintsho lwemozulu.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): lingxelo zeeprojekthi nolwazi oluvela koomasipala.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
Imida yeenkcukacha	Ukunikwa kwengxelo okanye idatha engachanekanga kwinqanaba loomasipala
Izizindlo	Intsebenziswano noomasipala
Iindlela zoqinisekiso	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-imeyile, ii-ajenda, iirejista zabakhoyo, iintetho/imizuzu</li> <li><b>Okuvelisiweyo:</b> lingxelo zokuhlolwa konyamezelo lwamanzi, izicwangciso zoshishino, iziVumelwano zeNtlawulo Ehlawuliweyo (ii-TPA), iingxelo zenkqubela-phambili ezikhutshwa ngekota, iingxelo zenkqubela-phambili yeenkonzo zamanzi nobume bomhlaba</li> </ul>
Iindlela Yokubala	Ukubalwa ngesandla kweenkqubo.

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukhuseleko lwamanzi kwiPhondo. Intsebenzo enqwenelekayo ilingane okanye igqithe kwintsebenzo ekwithagethi.			
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo olungaNgqalanga</b>	<input type="checkbox"/> HAYI		
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
	Ingaba esi Salathisi Siqhelekile?			
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Indawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: IziSeko zoPhuhliso zikaMasipala			
<b>Uguqulo lwendawo</b>	NgokwePhondo			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>			<input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

<b>Inani lesalathisi</b>	<b>3.1.4</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo zokuxhaswa ngemali kwamaseko ezixhobo zosetyenziso
<b>Inkcazelo emfutshane</b>	Ezinye iindlela zokuxhaswa ngemali kweprojekthi zamaseko ezixhobo zosetyenziso kamasipala kwiphondo
<b>Injongo</b>	Ukuncedisana nemali yephondo ngokwanda uphuhliso lwamaseko ezixhobo zosetyenziso koomasipala nohanjiso lweenkonzo.
<b>Abaxhamli Abayintloko</b>	Oomasipala abakhethiweyo
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Ulwazi oluvela koomasipala, amasebe ecandelo ephondo nawesizwe, iingxelo zokuhlolwa konyamezelo lwamanzi,</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>

## Ingcaciso Yesalathisi Sobugcisa

<b>Imida yeenkcukacha</b>	Ukunikwa kwengxelo okanye idatha echanekileyo kwinqanaba loomasipala ukuvumela uhlalutyo oluchanekileyo lomngcipheko weeprojekthi.			
<b>Izizindlo</b>	Iintsebenziswano noomasipala, nokufumaneka kweemali zezibonelelo nemali yenkunzi kwiimarike ezixhasa ngemali.			
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-imeyile, ii-ajenda, iirejista zabakhoyo, iintetho/imizuzu</li> <li>• <b>Okuvelisiweyo:</b> Ukuchongwa kweeprojekthi zamaseko ezixhobo ezingundoqo ukuba zixhaswe ngemali, amanqakwana eeNgqiqo zeeNkqubo-sikhokelo zeziBonelelo nokuXhaswa ngeMali, izicelo neziphakamiso kwii-DFI zezibonelelo nokuxhaswa ngemali yenkunzi kwii-DFI, izibonelelo nezivumelwano zokuxhasa ngemali ezisayiniweyo kunye nee-DFI.</li> </ul>			
<b>Indlela Yokubala</b>	Ukubalwa ngesandla kwenkqubo.			
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> <b>Yithagethi</b>	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b>		<input type="checkbox"/> HAYI	
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku- thembeke	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Siqhelekile?			
	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>	
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: IziSeko zoPhuhliso zikaMasipala			
<b>Uguqulo lwendawo</b>	NgokwePhondo			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

## Ingcaciso Yesalathisi Sobugcisa

### Izalathisi Ezimiselayo Zecandelo

<b>Inani lesalathisi</b>	<b>SPI: 12</b>
<b>Itayitile eluphawu</b>	Inani loomasipala ababekw' esweni kumiliselelo lweenkqubo zohanjiso lwamaseko ezixhobo zosetyenziso (Isiphumo 9, Isiphumo esingaphantsi 1) (i-B2B Pillar 5)
<b>Inkcazelo emfutshane</b>	Ukubek' esweni ukuthotyelwa kweenkqubo zohanjiso lwamaseko ezixhobo zosetyenziso kusetyenziswana namasebe ecandelo.
<b>Injongo</b>	Ukwandisa amandla oomasipala okubonelela ngeenkonziso ezisisiseko.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	Iingxelo zohanjiso lweenkonzo zikamasipala, amasebe ecandelo, u-CoGTA namaqumrhu.
<b>Imida yeenkcukacha</b>	Asikho
<b>Izizindlo</b>	Ukusikelwa umda kolwazi ngenxa yokungabikho kwedatha echanekileyo.
<b>Iindlela zoqinisekiso</b>	Iingxelo ze-MIG DoRA, iingxelo zokutyelwa kweesayithi nengxelo malunga nenkqubela-phambili eyenziwayo kufikelele lweenkonzo ezisisiseko.
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani loomasipala ababekw' esweni.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Ukuphuculwa kokufikeleleka kuhanjiso lweenkonzo ezisisiseko nezinto ekuphilwa ngazo
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
<b>Uhlobo lwesalathisi</b>	<input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI Ingaba esi Salathisi Siqhelekile?
	<input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	UMphathi: IziSeko zoPhuhliso zikaMasipala
<b>Uguqulelo lwendawo</b>	Ukufak' isandla kokubalulekileyo koGuqulelo lweenDawo: ngokweModeli yoPhuhliso lweziThili • Indawo enefuthe kubume beendawo: NgokweModeli yoPhuhliso lweziThili.
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Asikho
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input checked="" type="checkbox"/> <b>Impilo-ntle</b> <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

### ICandelo Eliyintloko Lolawulo: Ulawulo Lweentlekele Neenkonzozo Zokucima Imililo

#### Inkqubo engaphantsi: Ulawulo Lweentlekele: Ukusebenza Ngeentlekele:

Ubuchule Besebe, Ukulungela, Ukuphendula Nokuvuseleleka

<b>Inani lesalathisi</b>	<b>3.2.1(a)</b>
<b>Itayitile eluphawu</b>	Ukubhexesha ukuququzelelwa kobuhlakani kulawulo lweentlekele
<b>Inkcazelo emfutshane</b>	<p>Ulawulo lweentlekele oluqinisekisa uququzelelo, ubuchule, ukwabelana ngolwazi kunye nokukhuthaza ukufunda kwabanye okujoliswe kwiiprojekthi ezifana nezi;</p> <ul style="list-style-type: none"> <li>• Ukugcwaliswa kwe-TOR yazo zonke izakhelo,</li> <li>• Ukuququzelela amaqonga eengxoxo zeengcebiso ngekota nganye, iqonga leengxoxo le-HOC, amaQela aSebenzayo neqonga leengxoxo le-PDMC eselunxwemeni,</li> <li>• Ukuseka iqonga leengxoxo lolawulo lweentlekele phakathi kwabaphathiswa okanye ukusebenzisa iqonga leengxoxo elikhoyo labaphathiswa ukuqhuba i-ajenda yecandelo lolawulo lweentlekele,</li> <li>• Ukugcina amaqonga eengxoxo zolawulo lweentlekele nokuxhasa oomasipala</li> </ul>
<b>Injongo</b>	Ukulinganisa ulawulo olusulungekileyo ngokuqinisekisa ukuba kubanjelwa kwiimfuneko zoMthetho yaye ziyamiliselwa.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umntombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Amaziko eentlekele, idatha yoomasipala</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – u-Excel, Isixokelelwano soLawulo lweentlekele.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: yonke imihla.</li> </ul>
<b>Imida yeenkcukacha</b>	Ukungafakwa kwengxelo ngabo baneendima abazidlalayo
<b>Izizindlo</b>	Ukwamkelwa ngabo baneendima abazidlalayo
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-imeyile, ii-ajenda, iirejista zabakhoyo, iintetho/imizuzu, ii-TOR</li> <li>• <b>Okuvelisiweyo:</b> Ii-TOR ezisayiniweyo, ukusekwa kwamaqonga eengxoxo (apho kufanelekileyo)</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwamaqonga eengxoxo olawulo lweentlekele axhasiweyo ukuqinisekisa ulawulo lweentlekele kwiPhondo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI
	<p>Isalathisi sohanjiso lweNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.</p> <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	<p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	<p>Ingaba esi Salathisi Siqhelekile?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ukusebenza Ngeentlekele
<b>Uguqulo lwendawo</b>	NgokwePhondo
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>3.2.2(a)</b>
<b>Itayitile eluphawu</b>	Ukubek' esweni nokuvavanya ixabiso lokumiliselwa kolawulo lweentlekele
<b>Inkcazelo emfutshane</b>	Ukubek' esweni nokuvavanya ixabiso lokumiliselwa ngokuphumelelayo kolawulo lweentlekele kujoliswe; • Ingxelo yoNyaka yeeNtlekele
<b>Injongo</b>	Ukugcina abo banebango benolwazi ngokuba kuqhubeka ntoni ngokuphathelele ulawulo lweentlekele kwiPhondo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Amaziko eentlekele, idatha yoomasipala</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – Isixokelelwano soLawulo lweentlekele.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Ukungafakwa kwengxelo ngabo baneendima abazidlalayo
<b>Izizindlo</b>	Ukwamkelwa ngabo baneendima abazidlalayo
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Igalelo from stakeholder, ii-imeyile, ii-ajenda, iirejista zabakhoyo, iintetho/imizuzu (apho kufanelekileyo)</li> <li>• <b>Okuvelisiweyo:</b> Ingxelo yoNyaka</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kweeNngxelo zoNyaka ezivelisiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi



## Ingcaciso Yesalathisi Sobugcisa

Uhlubo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI		
	Isalathisi sohanjiso lweenkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI		
	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI		
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Indawo Ezininzi		
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate:	Asikho			
Isalathisi Senziwa Ngubani	Umlawuli: Ukusebenza Ngeentlekele				
Uguqulo lwendawo	NgokwePhondo				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu				
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukuseleko	<input type="checkbox"/> Impilo-ntle		
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo		<input type="checkbox"/> Akukho nanye kwezi ziphezulu		
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI			
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi				

Inani lesalathisi	3.2.3(a)
Itayitile eluphawu	Ukuqulunqwa nokuhlolwa kweziBonelelo zemiGaqo-nkqubo yoLawulo lweenNtlekele e-WC
Inkcazelo emfutshane	Ukuqulunqa isicwangciso esihlanganisiweyo solawulo lweentlekele nokuhlola iNkqubo-sikhokelo yoLawulo lweenNtlekele yaseNtshona Koloni.
Injongo	Ukuqinisekisa ubukho besicwangciso esihlanganisiweyo sophuhliso ukuthobela uMthetho ukuze kuxhaswe bonke abanebango.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): Amaziko eentlekele, idatha yoomasipala</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu ku-Excel, ku-PDF, ku-Word.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
Imida yeenkcukacha	Ukungafakwa kwengxelo ngabo baneendima abazidlalayo
Izizindlo	Ukwamkelwa ngabo baneendima abazidlalayo
Iindlela zoqinisekiso	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Igalelo eliphuma kulo unebango, ii-imeyile, ii-ajenda, iirejista zabakhoyo</li> <li><b>Okuvelisiweyo:</b> Uyilo lweNkqubo-sikhokelo yoLawulo lweenNtlekele yaseNtshona Koloni</li> </ul>
Iindlela Yokubala	Ukubalwa ngesandla kweeNgxelo zoNyaka ezivelisiweyo.

## Ingcaciso Yesalathisi Sobugcisa

<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi		<input checked="" type="checkbox"/> <b>Yithagethi</b>	<input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo olungaNgqalanga</b>		<input type="checkbox"/> HAYI	
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input type="checkbox"/> EWE		<input checked="" type="checkbox"/> <b>HAYI</b>	
	Ingaba esi Salathisi Siqhelekile?			
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/Ii-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ukusebenza Ngeentlekele			
<b>Uguqulo lwendawo</b>	NgokwePhondo			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE		<input checked="" type="checkbox"/> <b>HAYI</b>	
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

<b>Inani lesalathisi</b>	<b>3.2.1(b)</b>
<b>Itayitile eluphawu</b>	Ukuxhasa amaqumrhu karhulumente ukuqinisekisa ukulungela nokuphendula xa kuvela iintlekele
<b>Inkcazelo emfutshane</b>	Ukuphucula inqanaba lokulungela nokuphendula
<b>Injongo</b>	Ukuxhobisa amaqumrhu karhulumente ukuqinisekisa ukulungela ukuphendula ngokujolisa kokulandelayo, phakathi kwezinye izinto; <ul style="list-style-type: none"> <li>• Ukhokelo nenkxaso yobugcisa,</li> <li>• Izicwangciso zoXhomekeko,</li> <li>• Izicwangciso zolawulo lweentlekele,</li> <li>• Ukuziqhelisa (Ukuvavanya iziCwangciso zoLawulo lweeNtlekele kunye nemo yokulugnela yeZiko loLawulo lweeNtlekele lePhondo)</li> <li>• Ukuphuculwa komgangatho wamaZiko aSebenzayo</li> </ul>
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala

## Ingcaciso Yesalathisi Sobugcisa

<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): Izicwangciso zokulungela iintlekele, izicwangciso zoomasipala, amaziko eeNtlekele, idatha yoomasipala.</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu ku-PDF, ku-Word.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Ukungafakwa kwengxelo ngabo baneendima abazidlalayo
<b>Izizindlo</b>	Ukwamkelwa ngabo baneendima abazidlalayo
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-imeyile, ii-ajenda, iirejista zabakhoyo, iintetho/imizuzu</li> <li><b>Okuvelisiweyo:</b> Izicwangciso Zokulungela/Zoxhomekeko, amaZiko aSebenzayo, iziCwangciso ngokwamaXesha oNyaka nokuziqhelisa okanye ukusebenzisa inkqubo yeziko yokubuzisisa/iingxelo (apho kufanelekileyo)</li> </ul>
<b>Indlela Yokubala</b>	Ukubalwa ngesandla kweeprojekthi ezigqityiweyo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni</b> konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input checked="" type="checkbox"/> <b>Ngaphezulu kwethagethi</b> <input type="checkbox"/> Yithagethi <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI Ingaba esi Salathisi Siqhelekile?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ukusebenza Ngeentlekele
<b>Uguqulo lwendawo</b>	NgokwePhondo
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

<b>Inani lesalathisi</b>	<b>3.2.2(b)</b>
<b>Itayitile eluphawu</b>	Ukuxibeelanisa iinkqubo ezifanelekileyo zokuvuseleleka emva kweentlekele ukuze kwandiswe ukuba nonyamezelo
<b>Inkcazelo emfutshane</b>	Ukuqinisekisa amaphulo afanelekileyo okuvuseleleka emva kweentlekele anciphisa imingcipheko yexesha elizayo ngeeprojekthi ezifana nezi; <ul style="list-style-type: none"> <li>• ukuhlolwa nokuqinisekiswa,</li> <li>• ukwenza lula ukuvakaliswa kwezibhengezo nokuchazwa ngokohlolo,</li> <li>• izicelo zenkxaso-mali,</li> <li>• ukubek' esweni nokuvavanya ixabiso leeprojekthi ezixhaswa ngesibonelelo seentlekele,</li> <li>• ukubuzisisa,</li> <li>• uhlalutyo emva kwesiganeko.</li> </ul>
<b>Injongo</b>	Ukumiliseka iiprojekthi zokuvuseleleka emva kwentlekele ukuqinisekisa ukuba nonyamezelo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): lingxelo zanyanga zonke zenkqubela-phambili nenkcitho ezenziwa ngoomasipala namasebe ecandelo.</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu ku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: xa kufanelekile.</li> </ul>
<b>Imida yeenkukacha</b>	Ukungafakwa kwengxelo ngabo baneendima abazidlalayo
<b>Izizindlo</b>	Ukwamkelwa ngabo baneendima abazidlalayo
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-imeyile, ii-ajenda, iirejista zabakhoyo, iintetho/imizuzu, iisetyula, ishedyuli yokutyela iisayithi</li> <li>• <b>Okuvelisiweyo:</b> Ukuhlolwa, iingxelo zenkqubela-phambili, ukubuzisisa/iingxelo emva kwesiganeko, izicelo zenkxaso-mali</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani leenkqubo zokuhlolwa/zezibhengezo kunye/okanye iiprojekthi eziziqityiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhlá <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Inxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenKonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI
	Okuvelisiweyo okuxhomekeke kwiiMfuno, iSalathisi sOkuvelisiweyo soHanjiso lweenKonzo olungaNgqalanga.
	<input type="checkbox"/> Iimfuno <input type="checkbox"/> Uku- zabemi      thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input checked="" type="checkbox"/> <b>EWE</b> <input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	<p>Inani leendawo:      <input type="checkbox"/> Indawo Enye      <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b></p> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi <p>Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b></p>

## Ingcaciso Yesalathisi Sobugcisa

<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ukusebenza Ngeentlekele
<b>Uguqulo lwendawo</b>	NgokwePhondo
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	<p>Ithagethi yamabhinqa: Ayinakulinganiswa  Ithagethi yolutsha: Ayinakulinganiswa  Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa  Ithagethi yabantu abadala: Asikho  <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b></p>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

### Ukuncitshiswa Komngcipheko Weentlekele: Ucwangciso Lokunciphisa Umngcipheko Nokudambisa

<b>Inani lesalathisi</b>	<b>3.2.1(c)</b>
<b>Itayitile eluphawu</b>	Inani leeNkqubo zokuHlolwa koMngcipheko Nokuba seNgozini eziqhutyiweyo
<b>Inkcazelo emfutshane</b>	Iinkqubo zokuxhasa ukuhlolwa komngcipheko weentlekele nokuba sengozini
<b>Injongo</b>	Ukuchonga umngcipheko weentlekele nezinto ezibeka engozini iPhondo nokugcina iprofayile yomngcipheko wephondo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>Umthombo wedatha (isistimu okanye uxwebhu): iingxelo zokuHlolwa koMngcipheko weNtlekele, iingxelo zoomasipala nezephondo</li> <li>Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – u-Excel, u-Word.</li> <li>Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Ukwamkelwa ngabo baneendima abazidlalayo
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Ii-imeyile, iintetho, irejista yabakhoyo (apho kuyimfuneko)</li> <li><b>Okuvelisiweyo:</b> Ukuhlolwa kwemingcipheko</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani leenkqubo zokuhlola eziqhutyiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI
	<p>Isalathisi sohanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.</p> <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	<p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	<p>Ingaba esi Salathisi Siqhelekile?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Ubume Bendawo Yesalathisi</b>	<p>Inani leendawo:      <input type="checkbox"/> Indawo Enye      <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b></p> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi <p>Inkcukacha/Idilesi/Ii-co-ordinate: <b>Asikho</b></p>
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ukuncitshiswa kweMingcipheko yeeNtlekele
<b>Uguqulo lwendawo</b>	NgokwePhondo
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	<p>Ithagethi yamabhinqa: Ayinakulinganiswa</p> <p>Ithagethi yolutsha: Ayinakulinganiswa</p> <p>Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa</p> <p>Ithagethi yabantu abadala: Asikho</p> <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> <b>Ukhuseleko</b> <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>3.2.2(c)</b>
<b>Itayitile eluphawu</b>	Ukuphucula nokugcina kakuhle iNdawo yokuGcina iDatha yoLawulo lweeNtlekele ngokweeNdawo
<b>Inkcazelo emfutshane</b>	Ukugcina nokunyusa umgangatho wendawo yokugcina idatha yolawulo lweentlekele ngokweendawo kwiZiko loLawulo lweeNtlekele laseNtshona Koloni.
<b>Injongo</b>	Ukubonelela ngolwazi oluchanekileyo kubenzi bezigqibo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idatha yoomasipala namasebe ecandelo ephondo</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - isixokelelwano solawulo lolwazi.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngenyanga.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Into yokuba oomasipala baza kubambelela kwinto ekucetyiswa yona, amacandelo olawulo aza kujolisa inkxaso kwiziphumo.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Idatha ngobunjalo bayo</li> <li>• <b>Okuvelisiweyo:</b> Ukudityaniswa nesixokelelwano esihlaziyiweyo, ii-imeyile zamaqhina ekwabelwana ngawo nabo banebango</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kweSalathiso sesixokelelwano
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo? <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI
	Isalathisi sohanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno. <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ukuncitshiswa kweMingcipheko yeeNtlekele
<b>Uguqulo lwendawo</b>	NgokwePhondo
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> <b>Ukhuseleko</b> <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>3.2.3(c)</b>
<b>Itayitile eluphawu</b>	Inani loomasipala abaxhasiweyo ekuphuhliseni imilinganiselo yokuNciphisa imiNgcipheko yeNtlekele kwii-IDP zabo
<b>Inkcazelo emfutshane</b>	Ukubonelela oomasipala ngenkxaso yobugcisa, ukuxhotyiswa nothethelelo ukuze baphuhlise imilinganiselo yokunciphisa imingcipheko yentlekele kwii-IDP zabo
<b>Injongo</b>	Ukuqinisekisa ukuba oomasipala banciphisa umngcipheko wentlekele kwelabo icala ngokuquka imilinganiselo yokunciphisa imingcipheko yentlekele kwii-IDP
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Ii-IDP zoomasipala, iingxelo</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - amaxwebhu ee-IDP ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngonyaka.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Ukwamkelwa ngabo baneendima abazidlalayo
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ii-imeyile, irejista yabakhoyo neentetho apho kufanelekileyo</li> <li>• <b>Okuvelisiweyo:</b> Izahluko ezithetha ngemincipheko kwii-IDP</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi



## Ingcaciso Yesalathisi Sobugcisa

Uhlubo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweeNkonzo olungaNgqalanga	<input type="checkbox"/> HAYI		
	Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI		
	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI		
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Indawo Ezininzi		
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>				
Isalathisi Senziwa Ngubani	Umlawuli: Ukusebenza Ngeentlekele				
Uguqulo lwendawo	NgokwePhondo				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu				
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input checked="" type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle		
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo		<input type="checkbox"/> Akukho nanye kwezi ziphezulu		
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI			
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi				

Inani lesalathisi	<b>3.2.4(c)</b>
Itayitile eluphawu	Inkqubo Yokufundisa Ngeengozi
Inkcazelo emfutshane	<ul style="list-style-type: none"> <li>• Qhuba amaphulo okufundisa ngeengozi kwiPhondo</li> <li>• Iinkqubo Ezifundisayo Eziboniswa Kwiindawo Ezohlukeneyo.</li> <li>• Ukusasazwa kwezinto zokufunda ngeengozi.</li> <li>• Ukuthatha inxaxheba kwimiboniso neenkqubo ezisiwa eluntwini. Ukuqhuba amaphulo okufundisa ngeengozi kwiPhondo.</li> <li>• Ukufundisa uluntu ngeengozi, ukulungela iintlekele nenombolo yomnxeba yemo yongxamiseko</li> </ul>
Injongo	Ukufundisa uluntu ngeengozi, ukulungela iintlekele nenombolo zomnxeba zemo yongxamiseko.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): idatha yeengozi, idatha yoomasipala neyephondo</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu aku-Excel, ku-PDF, ku-Word, iiNkqubo zeSikolo</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
Imida yeenkcukacha	Abukho

## Ingcaciso Yesalathisi Sobugcisa

<b>Izizindlo</b>	Inkqubo iyaqondakala yaye abantwana bayakwazi ukumiliseka amanyathelo okhuseleko xa kufuneka.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> i-SLA, imizuzu apho kufanelekileyo, iifoto, iifomu ngaphambi nasemva kovavanyo</li> <li>• <b>Okuvelisiweyo:</b> Ingxelo yoko makwenziwe nokuba kwenziwe njani</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kweenkqubo zokufundisa ngeengozi ezixhasiweyo
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhlalala <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b> <input type="checkbox"/> HAYI
	Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.
	<input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile?
<b>Ubume Bendawo Yesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?
	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	Ingaba esi Salathisi Siqhelekile?
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:
	<input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ukuncitshiswa kweMingcipheko yeeNtlekele
<b>Uguqulo lwendawo</b>	NgokwePhondo
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ewe. Abafundi beBanga 1-7 Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> <b>Ukhuseleko</b> <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

## Ingcaciso Yesalathisi Sobugcisa

### Intlekele: linkonzo Zohlangulo Kwimililo

<b>Inani lesalathisi</b>	<b>3.2.1(d)</b>			
<b>Itayitile eluphawu</b>	Inani leenkqubo zoqeqesho lokuphucula ukukhuseleka kwimililo nobomi kwiPhondo			
<b>Inkcazelo emfutshane</b>	Ukumiliselwa kweenkqubo zoqeqesho ngeenkonzo zoMlilo nokuKhuseleka kwiMililo noBomi kulo lonke iphondo, kuquka phakathi kwezinye izinto, ukuqeqeshwa; kucimo-mlilo, izinto eziyingozi ezinokutsha, abantu abaphendula kuqala kwingozi, ukhuseleko lobomi nemililo yamadlalo.			
<b>Injongo</b>	Ukunciphisa inani lemililo neziganeko zokutsha kwiindawo zoluntu nokwandisa amandla okukwazi ukulwa imililo nokukhuselwa kobomi koomasipala.			
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala			
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idatha yoomasipala</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - amaxwebhu ku-Excel, ku-PDF, ku-Word, i-Sita.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>			
<b>Imida yeenkcukacha</b>	Abukho			
<b>Izizindlo</b>	Inkqubo iyaqondakala yaye abantwana bayakwazi ukumiliselwa amanyathelo okhuseleko xa kufuneka.			
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo/li-imeyile, uluhlu lwabathatha inxaxheba, okuqulethwe kwikhosi efundiswayo, iirejista zabakhoyo</li> <li>• <b>Okuvelisiweyo:</b> linkqubo zoqeqesho, ii-MOA/ii-SLA, (apho kufanelekileyo)</li> </ul>			
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani leenkqubo zoqeqesho ezimiliselweyo			
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b>	<input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b>	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Inxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b>	<input type="checkbox"/> Kabini ngonyaka	<input type="checkbox"/> Ngonyaka	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi		<input checked="" type="checkbox"/> <b>Yithagethi</b>	<input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b>		<input type="checkbox"/> HAYI	
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input type="checkbox"/> EWE		<input checked="" type="checkbox"/> <b>HAYI</b>	
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Siqhelekile?			
	<input type="checkbox"/> EWE		<input checked="" type="checkbox"/> <b>HAYI</b>	
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	USekela Mlawuli: linkonzo Zocimo-mlilo			
<b>Uguqulo lwendawo</b>	NgokwePhondo			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			

## Ingcaciso Yesalathisi Sobugcisa

<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> <b>Ukhuseleko</b> <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>3.2.2(d)</b>
<b>Itayitile eluphawu</b>	Inani leenkqubo zoqeqesho lokuphucula ubuchule bokusebenza kwiMo yoNgxamiseko kunye neZakhono Ezizodwa kwiPhondo
<b>Inkcazelo emfutshane</b>	Ukumiliselwa kweenkqubo zoqeqesho ngeNkonzo zoMlilo nokuKhuseleka kwiMililo noBomi kulo lonke iphondo, kuquka phakathi kwezinye izinto, ukuqeqeshwa; kucimo-mlilo, izinto eziyingozi ezinokutsha, abantu abaphendula kuqala kwingozi, ukhuseleko lobomi nemililo yamadlelo.
<b>Injongo</b>	Ukuphucula ubuchule bokusebenza nezakhono zokuCima uMlilo noHlangulo kwiPhondo
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idatha yoomasipala</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - amaxwebhu aku-Excel, ku-PDF, ku-Word.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota.</li> </ul>
<b>Imida yeenkukacha</b>	Abukho
<b>Izizindlo</b>	Inkqubo iyaqondakala yaye abantwana bayakwazi ukumiliselwa amanyathelo okhuseleko xa kufuneka.
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo/li-imeyile, uluhlu lwabathatha inxaxheba, okuqulethwe yikhosi efundiswayo, iirejista zabakhoyo</li> <li>• <b>Okuvelisiweyo:</b> linkqubo zoqeqesho, ii-MOA/ii-SLA, (apho kufanelekileyo)</li> </ul>
<b>Iindlela Yokubala</b>	Ukusuka nje kubalwe inani leenkqubo zoqeqesho ezimiliselweyo
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b> <input type="checkbox"/> <b>HAYI</b>
	<p>Isalathisi sohanjiso lweenkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.</p> <input type="checkbox"/> Iimfuno zabemi <input type="checkbox"/> Uku-thembeka <input checked="" type="checkbox"/> <b>Ukuphendula</b> <input type="checkbox"/> Ukugqibelela
	<p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
	<p>Ingaba esi Salathisi Siqhelekile?</p> <input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>

## Ingcaciso Yesalathisi Sobugcisa

<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	USekela Mlawuli: linkonzo Zocimo-mlilo
<b>Uguqulo lwendawo</b>	NgokwePhondo
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input checked="" type="checkbox"/> <b>Ukhuseleko</b> <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>3.2.3(d)</b>
<b>Itayitile eluphawu</b>	Ukumiliselwa kweNkqubo yaseMoyeni yokuCima uMlilo neNkxaso yasemHlabeni
<b>Inkcazelo emfutshane</b>	Ulawulo oluHlanganisiweyo lomlilo oluxhotyiswe ngokupheleleyo kwiPhondo
<b>Injongo</b>	Ukuqinisekisa ukuphendula ngokufanelekileyo nangokusulungekileyo kwimililo yamadlelo nokusetyenziswa ngokupheleleyo kwezinto zoncendo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idatha yoomasipala</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) - u-Word, ii-MOA.</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngonyaka.</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Ukufumaneka kohlalo lwabiwo-mali
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo/ii-imeyile, uluhlu lwabathatha inxaxheba, okuqulethwe yikhosi efundiswayo, iirejista zabakhoyo</li> <li>• <b>Okuvelisiweyo:</b> linkqubo zoqeqesho, ii-MOA/ii-SLA, (apho kufanelekileyo)</li> </ul>
<b>Iindlela Yokubala</b>	Ukusuka nje kubalwe iiNkqubo zaseMoyeni zokuCima uMlilo ezixhasiweyo
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI
		<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka
		<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
		<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili
		<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi
		<input type="checkbox"/> Idilesi	
	Inkcukacha/Idilesi/li-co-ordinate:	Asikho	
Isalathisi Senziwa Ngubani	USekela Mlawuli: Iinkonzo Zocimo-mlilo		
Uguqulo lwendawo	NgokwePhondo		
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu		
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input checked="" type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo	<input type="checkbox"/> Akukho nanye kwezi ziphezulu	
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

### Izalathisi Ezimiselweyo Zecandelo

Inani lesalathisi	SPI: 13
Itayitile eluphawu	Inani loomasipala abaxhasiweyo ukugcina amaZiko oLawulo lweenNtlekele asebenza kakuhle
Inkcazelo emfutshane	Onke amaZiko oLawulo lweenNtlekele ooMasipala (kumasipala ombaxa/wesithili) kwiPhondo agcinwe esebenza kakuhle ngokuvumelana noMthetho woLawulo lweenNtlekele, 2002.
Injongo	Ukuqinisekisa indlela esulungekileyo, efanelekileyo, ehlanganisiweyo nelungelelanisiweyo kuzo zonke iinkangeleko zolawulo lweenNtlekele kwiphondo kugxininiswa ngokukhethekileyo kuthintelo nodambiso kwakunye nokuqinisekisa ukulungelelaniswa nokulawulwa kweentlekele zephondo ezezela kwiPhondo.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>Umthetho woLawulo lweenNtlekele</li> <li>Ukuxhasa isiCwangciso sokugcinwa kwamaZiko asebenzayo oLawulo lweenNtlekele</li> <li>Iingxelo zoomasipala ezikhutshwa ngekota</li> </ul>
Imida yeenkcukacha	Abukho
Izizindlo	Ukunyuka kwenani leziGaneko nokungathobeli kwabo banebango.
Iindlela zoqinisekiso	<ul style="list-style-type: none"> <li>Ingxelo esayiniweyo malunga nenkxaso ekubonelelwe ngayo ekugcineni amaZiko oLawulo lweenNtlekele asebenza kakuhle ngokusekelwe kwisicwangciso senkxaso</li> <li>Irejista yabakhoyo neengxelo zobugcisa (apho kufanelekileyo)</li> </ul>

## Ingcaciso Yesalathisi Sobugcisa

<b>Indlela Yokubala</b>	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo ukuba bagcine amaZiko oLawulo lweeNtlekele asebenza kakuhle.			
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b>	<input type="checkbox"/> Kabini ngonyaka	<input type="checkbox"/> Ngonyaka	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> <b>Yithagethi</b>	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>	<input type="checkbox"/> HAYI		
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku- thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> <b>EWE</b>	<input type="checkbox"/> HAYI		
	Ingaba esi Salathisi Siqhelekile?			
	<input checked="" type="checkbox"/> <b>EWE</b>	<input type="checkbox"/> HAYI		
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>	
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	Onke amaziko olawulo lweentlekele ayasebenza.			
<b>Uguqulo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>			
<b>Isicwangciso Sokumiliselwa Sobuchule Sepondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input checked="" type="checkbox"/> <b>Ukhuseleko</b>	<input type="checkbox"/> Impilo-ntle	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>	<input type="checkbox"/> Akukho nanye kwezi ziphezulu		
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

<b>Inani lesalathisi</b>	<b>SPI: 14</b>
<b>Itayitile eluphawu</b>	Inani loomasipala abaxhasiweyo kwiiNkonzo zokuCima uMlilo
<b>Inkcazelo emfutshane</b>	Iinkonzo zoCimo-mlilo ezisebenzayo ukulungelelanisa imisebenzi yeenkonzo zomlilo koomasipala ngokweemfuneko zomthetho.
<b>Injongo</b>	Ukuqinisekisa ukongamela ngokufanelekileyo nangokusulungekileyo nokuxhaswa kolawulo lwemililo kwiPhondo.
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>lingxelo zobume malunga neenkonzo zocimo-mlilo ezikhutshwa ngoomasipala</li> <li>E-WC: Oomasipala baza kuxhaswa ngezimali okanye ngenkxaso yobugcisa ukuqinisekisa iinkonzo zocimo-mlilo ezisebenza kakuhle</li> </ul>

## Ingcaciso Yesalathisi Sobugcisa

<b>Imida yeenkukacha</b>	Ukungangeniswa kweengxelo ezimalunga neenkonzozo zocimo-mlilo ngoomasipala			
<b>Izizindlo</b>	Ukunyuka kwenani leziGaneko nokungathobeli kwabo banebango.			
<b>Iindlela zoqinisekiso</b>	Ingxelo edityanisiweyo yobume bomlinganiselo ezisebenza kakuhle ngawo iinkonzozo zocimo-mlilo koomasipala. E-WC: Oomasipala baza kuxhaswa ngezimali okanye ngenkxaso yobugcisa ukuqinisekisa ukuba iinkonzozo zocimo-mlilo zisebenza kakuhle, ngenxa yoko inani loomasipala liza kulinganiswa njengokuvelisiweyo kokugqibela.			
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla koomasipala abaxhasiweyo.			
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> Yithagethi	<input type="checkbox"/> Ngaphantsi kwethagethi	
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweenkonzo olungaNgqalanga</b>		<input type="checkbox"/> HAYI	
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku- thembeka	<input checked="" type="checkbox"/> <b>Ukuphendula</b>	<input type="checkbox"/> Ukugqibelela
<b>Uhlobo lwesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input type="checkbox"/> EWE		<input checked="" type="checkbox"/> <b>HAYI</b>	
	Ingaba esi Salathisi Siqhelekile?			
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ucwangciso Lophuhliso Oluhlanganisiweyo			
<b>Uguqulo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yabantu abadala: Asikho			
<b>Isicwangciso Sokumiliselwa Sobuchule Sepondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input checked="" type="checkbox"/> <b>Ukhuseleko</b>	<input type="checkbox"/> Impilo-ntle	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>		<input type="checkbox"/> Akukho nanye kwezi ziphezulu	
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE		<input checked="" type="checkbox"/> <b>HAYI</b>	
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			



## Ingcaciso Yesalathisi Sobugcisa

### Inkqubo engaphantsi: Ucwangciso Lophuhliso Oluhlanganisiweyo

### ICandelo Lolawulo: Ucwangciso Lophuhliso Oluhlanganisiweyo

<b>Inani lesalathisi</b>	<b>3.3.1(a)</b>
<b>Itayitile eluphawu</b>	Amaphulo okuphucula umgangatho wezicwangciso zophuhliso oluhlanganisiweyo
<b>Inkcazelo emfutshane</b>	<p>Ukumiliseka iinkqubo zokuphuculwa komgangatho wee-IDP ezizezi:</p> <ul style="list-style-type: none"> <li>• Ukuhlolwa kwee-IDP</li> <li>• Iintlanganiso zamaQonga eeNgxoxo abaPhathi bee-IDP kwiPhondo</li> <li>• Ukuhlolwa kolungelelwaniso locwangciso lwesiThili nolo loomasipala basekuhlaleni abaphantsi kweso sithili</li> </ul>
<b>Injongo</b>	Ukuphucula umgangatho wee-IDP ukuze kube nokwenzeka ukuhanjiswa kweenkonzo
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umtombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umtombo wedatha (isistimu okanye uxwebhu): Idatha yoomasipala, ii-IDP, iiNkqubo-sikhokelo zesiThili, iishedyuli zamaxesha</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – u-Excel, u-PDF, u-Word, iziXokelelwano zooMasipala</li> <li>• Kuza kubakho uthethathethwano malunga nomtombom wedatha: ngonyaka</li> </ul>
<b>Imida yeenkcukacha</b>	Abukho
<b>Izizindlo</b>	Inkxaso yoomasipala
<b>Iindlela zoqinisekiso</b>	<p><b>Ukuhlolwa kwee-IDP</b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Ucwangciso nokwabelwa uhlahlo-mali</li> <li>• <b>Okuvelisiweyo:</b> ii-IDP, iingxelo zokuhlolwa kwee-IDP</li> </ul> <p><b>Iintlanganiso zamaQonga eeNgxoxo abaPhathi bee-IDP kwiPhondo</b></p> <ul style="list-style-type: none"> <li>• <b>Igalelo/Okuvelisiweyo:</b> Ii-ajenda, izimemo, iintetho/imizuzu</li> </ul> <p><b>Ukuhlolwa kolungelelwaniso locwangciso lwesiThili nolo loomasipala basekuhlaleni abaphantsi kwaso</b></p> <p><b>Igalelo:</b> Inkqubo-sikhokelo yesiThili neeshedyuli zamaxesha</p> <p><b>Okuvelisiweyo:</b> Inxelo ebonisa inqanaba lolungelelwano phakathi kwesiThili noomasipala basekuhlaleni abaphantsi kwaso</p>
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani lamaphulo amiliselweyo.
<b>Uhlobo lokubala</b>	<input checked="" type="checkbox"/> <b>Ukuphinda-phindeka</b> <input checked="" type="checkbox"/> <b>Ekupheleni konyaka</b> <input type="checkbox"/> Unyaka ukufika kulo mhla <input type="checkbox"/> Engaphindaphindekiyo
<b>Umjikelo Wokunika Ingxelo</b>	<input checked="" type="checkbox"/> <b>Ngekota</b> <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Ngonyaka
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Iziganeko zoCimo-miilo ekuphendulwe kuzo koomasipala.
<b>Uhlobo lwesalathisi</b>	<p>Ingaba esi siSalathisi Sohanjiso Lweenkonzo?</p> <p><input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>     <input type="checkbox"/> HAYI</p> <p>Isalathisi soHanjiso lweeNkonzo olungaNgqalanga kwinqanaba lokuvelisiweyo okungaxhomekekanga kwimfuno.</p> <p><input type="checkbox"/> Iimfuno zabemi     <input type="checkbox"/> Uku-thembeka     <input checked="" type="checkbox"/> <b>Ukuphendula</b>     <input type="checkbox"/> Ukugqibelela</p> <p>Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?</p> <p><input type="checkbox"/> EWE     <input checked="" type="checkbox"/> <b>HAYI</b></p> <p>Ingaba esi Salathisi Siqhelekile?</p> <p><input type="checkbox"/> EWE     <input checked="" type="checkbox"/> <b>HAYI</b></p>

## Ingcaciso Yesalathisi Sobugcisa

<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo: <input type="checkbox"/> Indawo Enye <input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b> <input checked="" type="checkbox"/> <b>Iphondo</b> <input type="checkbox"/> Isithili <input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>
<b>Isalathisi Senziwa Ngubani</b>	USekela Mlawuli: ICandelo eliyiNtloko loLawulo lweeNtlekele neeNkonzo zoCimo-mlilo
<b>Uguqulo lwendawo</b>	Asikho
<b>Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu</b>	Ithagethi yamabhinqa: Ayinakulinganiswa Ithagethi yolutsha: Ayinakulinganiswa Ithagethi yabantu abakhubazekileyo: Ayinakulinganiswa Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi <input type="checkbox"/> Ukhuseleko <input type="checkbox"/> Impilo-ntle <input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b> <input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE <input checked="" type="checkbox"/> <b>HAYI</b>
<b>Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi

<b>Inani lesalathisi</b>	<b>3.3.1(b)</b>
<b>Itayitile eluphawu</b>	Inani lamaQela eNtsebenziswano Phakathi kweziThili njengexalenye yeNdlela yokuSebenzisana kweziThili noMasipala Ombaxa
<b>Inkcazelo emfutshane</b>	Kusekwe amaqela eNtsebenziswano azo zonke iziThili ezihlanu.
<b>Injongo</b>	Ukuphuculwa kocwangciso oluhlanganisiweyo, uhlahlo lwabiwo-mali nokumilisela
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>• Umthombo wedatha (isistimu okanye uxwebhu): Idatha yoomasipala neyePhondo</li> <li>• Itheyibhile yedatha eyiyo esetyenzisiweyo (ukuba yisistimu/u-Excel) – amaxwebhu ku-Excel, ku-PDF, ku-Word</li> <li>• Kuza kubakho uthethathethwano malunga nomthombo wedatha: ngekota</li> </ul>
<b>Imida yeenkcukacha</b>	Akukho ntsebenziswano phakathi kwabo banebango, oko kukuthi, urhulumente wesizwe, wephondo nabasemakhaya
<b>Izizindlo</b>	Ukufumaneka kohlahlo lwabiwo-mali
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li>• <b>Igalelo:</b> Izimemo/ii-ajenda, imizuzu/iintetho, i-TOR</li> <li>• Okuvelisiweyo: Ukusekwa kwamaqela</li> </ul>
<b>Iindlela Yokubala</b>	Ukubalwa kwesandla kwenani lamaqela eNtsebenziswano yeziThili asekiweyo.
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Unyaka ukufika kulo mhla <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi <input checked="" type="checkbox"/> <b>Yithagethi</b> <input type="checkbox"/> Ngaphantsi kwethagethi Onke amaziko olawulo lweentlekele asebenza kakuhle

## Ingcaciso Yesalathisi Sobugcisa

Uhlobo lwesalathisi	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?	<input checked="" type="checkbox"/> EWE, Uhanjiso lweenkonzo olungaNgqalanga	<input type="checkbox"/> HAYI
		<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka
		<input checked="" type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Isalathisi sokuvelisiweyo esilinganisa inqanaba leSebe lokuthotyelwa kwemiyalelo yocwangciso		
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
	Ingaba esi Salathisi Siqhelekile?	<input checked="" type="checkbox"/> EWE	<input type="checkbox"/> HAYI
Ubume Bendawo Yesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> Iindawo Ezininzi
	<input checked="" type="checkbox"/> Iphondo	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni
		<input type="checkbox"/> Iwadi	<input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>		
Isalathisi Senziwa Ngubani	Umlawuli: Ucwangciso Lophuhliso Oluhlanganisiweyo		
Uguqulo lwendawo	Asikho		
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oluNtu	Ithageathi yabantu abadala: Asikho <input checked="" type="checkbox"/> Akukho nanye kwezi ziphezulu		
Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle
	<input checked="" type="checkbox"/> Uyilo, Isithethe noLawulo	<input type="checkbox"/> Akukho nanye kwezi ziphezulu	
Imeko Yentlekele	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> HAYI	
Idatha yoko kumiliselweyo – i-AOP (Uhanjiso oluyintloko nezenzo)	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

### Izalathisi Ezimiselweyo Zecandelo

Inani lesalathisi	<b>SPI: 15</b>
Itayitile eluphawu	Inani loomasipala abanee-IDP ezenziwe ngokuvumelana nomthetho
Inkcazelo emfutshane	Ukuxhaswa nokubekw' esweni komlinganiselo ii-IDP zoomasipala ezivumelana ngawo neemfuneko zomthetho, eziphendula ngawo imingeni yohanjiso lweenkonzo nophuhliso, okubalulekileyo kuluntu nentsingiselo engokwesini ngokunxulumene noku.
Injongo	Oomasipala baphuhlisa ii-IDP eziphendulayo kuluntu ngokwenkqubo-sikhokelo yemithetho, Ngokuququzelelwa kweentlanganiso neeseshini ezisebenzayo zikhokelwa ngoomasipala neenjongo zokwabelana ngolwazi kwakunye nangokuhlolwa kwee-IDP.
Abaxhamli Abayintloko	Bonke oomasipala
Umthombo wedatha	<ul style="list-style-type: none"> <li>Iingxelo zokuhlolwa nokuhlalutywa kwee-IDP</li> <li>E-WC: Inkxaso iza kulungelelaniswa nenkxaso yePhondo ekubonelelwa ngayo ooMasipala phantsi kwesalathisi 3.3.1(a)</li> </ul>
Imida yeenkcukacha	Ukungamkelwa kwee-IDP liBhunga ngokwesicwangciso sosetyenzo lwee-IDP
Izizindlo	Zonke ii-IDP zoomasipala ziyathobela yaye ziyaphendula kwimingeni yohanjiso lweenkonzo, yophuhliso neemfuno zoluntu
Iindlela zoqinisekiso	Ingxelo malunga nenkxaso ekubonelelwe ngayo kunye nobume bee-IDP, izimemo, i-ajenda, iirejista zabakhoyo, ingxelo egunyazisiweyo ebonisa ukuba oomasipala baxhasiwe ukuba baphuhlise ii-IDP eziphendulayo nezithobela umthetho

## Ingcaciso Yesalathisi Sobugcisa

<b>Indlela Yokubala</b>	Ukubalwa ngesandla kwenani loomasipala abaxhasiweyo			
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda- phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhla	<input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>	
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> <b>Yithagethi</b>		<input type="checkbox"/> Ngaphantsi kwethagethi
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?			
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweeNkonzo olungaNgqalanga</b>			<input type="checkbox"/> HAYI
	<input checked="" type="checkbox"/> <b>Iimfuno zabemi</b>	<input type="checkbox"/> Uku- thembeka	<input type="checkbox"/> Ukuphendula	<input type="checkbox"/> Ukugqibelela
	Isalathisi sokuvelisiweyo esilinganisa inqanaba leSebe lokuthotyelwa kwemiyalelo yocwangciso			
<b>Ubume Bendawo Yesalathisi</b>	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?			
	<input checked="" type="checkbox"/> <b>EWE</b>		<input type="checkbox"/> HAYI	
	Ingaba esi Salathisi Siqhelekile?			
<b>Uguqulelo lwendawo</b>	Inani leendawo:		<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni	<input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>			
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ucwangciso Lophuhliso Oluhlanganisiweyo			
<b>Uguqulelo lwendawo</b>	Asikho			
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Asikho			
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle	
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>			<input type="checkbox"/> Akukho nanye kwezi ziphezulu
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>		
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi			

<b>Inani lesalathisi</b>	<b>SPI: 16</b>
<b>Itayitile eluphawu</b>	Inani leziThili/ooMasipala Abambaxa ababekw' esweni kumiliselweyo lwe-One Plans (i-MTSF 2019-2024, iNdawo ePhambili 5: Uhlunganiso ngokweendawo, ukuzinziswa kwabantu, noorhulumente basemakhaya
<b>Inkcazelo emfutshane</b>	Oku kubhekisa kumiliselweyo lwe-One Plans ziziThili kunye noMasipala Ombaxa ngokuvumelana neemfuneko zeModeli yokuPhuhliswa kweziThili yaye kuphenjelelwa zizicwangciso zeendawo kokubini ezesithili nezoomasipala basekuhlaleni.
<b>Injongo</b>	Ukuphuculwa kocwangciso oluhlanganisiweyo, uhlahlo lwabiwo-mali nokumiliselwa
<b>Abaxhamli Abayintloko</b>	Bonke oomasipala

## Ingcaciso Yesalathisi Sobugcisa

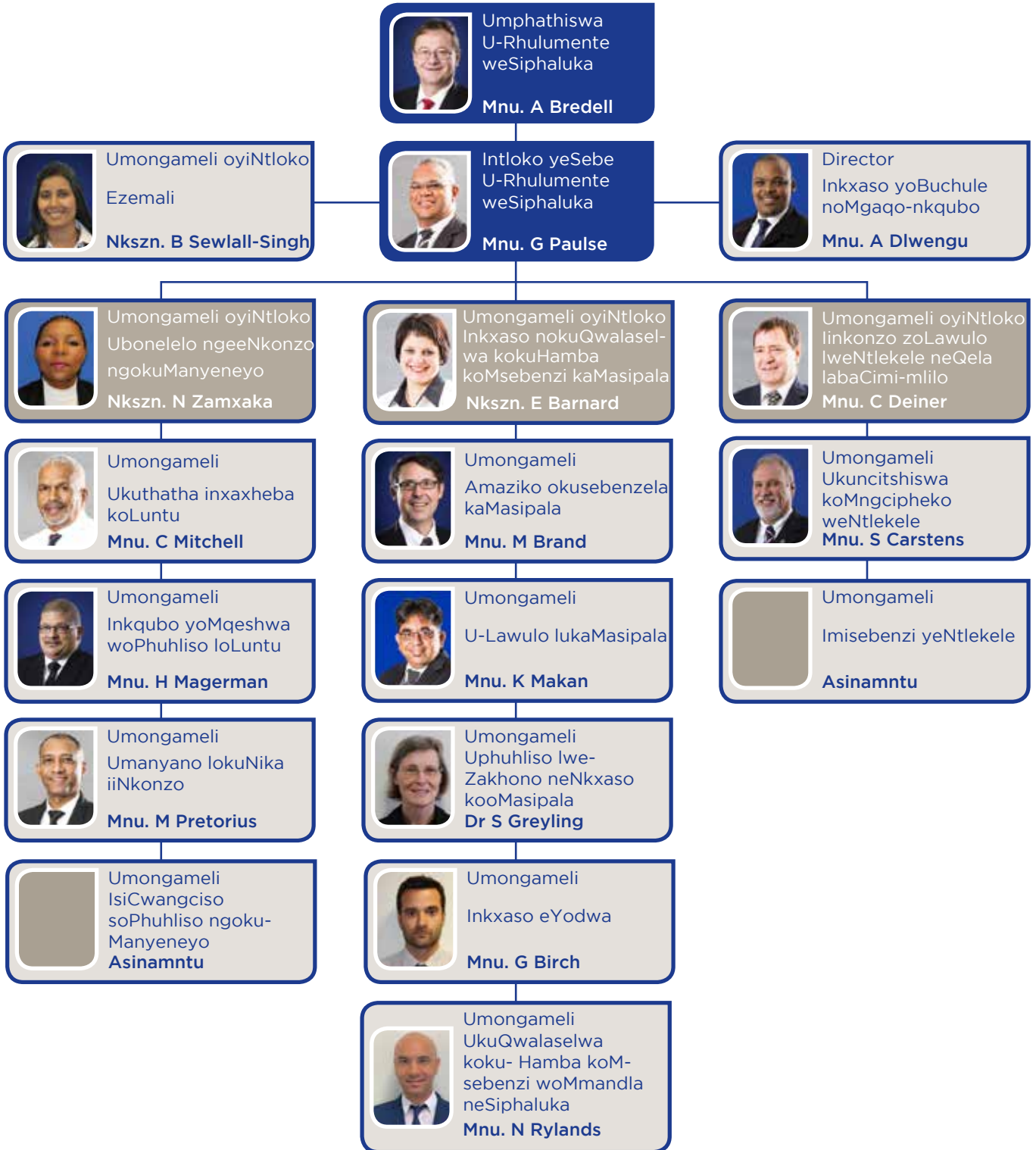
<b>Umthombo wedatha</b>	<ul style="list-style-type: none"> <li>I-One Plans</li> <li>ii-APP</li> <li>I modeli yokuPhuhliswa kwesiThili</li> <li>Iiprofayile zezithili</li> <li>ii-DGDP</li> <li>Ii-IDP zoomasipala</li> <li>Izicwangciso zeCandelo/iiNkqubo-sikhokelo zoPhuhliso lweeNdawo</li> </ul>		
<b>Imida yeenkcukacha</b>	Asikho		
<b>Izizindlo</b>	Ulungelelwano olwenziwa ngamasebe ecandelo kwi-DDM nokuyilwa kunye nokumiliselwa kwe-IDP formulation and implementation		
<b>Iindlela zoqinisekiso</b>	<ul style="list-style-type: none"> <li><b>Igalelo:</b> Izimemo/ii-ajenda, imizuzu/iintetho, lithemphoyithi zokuhlola ezigcwalisiweyo, apho kufanelekileyo</li> <li><b>Okuvelisiweyo:</b> Ukusekwa kwamaqela Izithili/uMasipala Ombaxa ezivunyiweyo</li> </ul>		
<b>Iindlela Yokubala</b>	Ukubalwa ngesandla kwenani lezithili ezibekw' esweni malunga nokumiliselwa kwe-One Plans.		
<b>Uhlobo lokubala</b>	<input type="checkbox"/> Ukuphinda-phindeka	<input type="checkbox"/> Ekupheleni konyaka	<input type="checkbox"/> Unyaka ukufika kulo mhlalwa <input checked="" type="checkbox"/> <b>Engaphindaphindekiyo</b>
<b>Umjikelo Wokunika Ingxelo</b>	<input type="checkbox"/> Ngekota	<input type="checkbox"/> Kabini ngonyaka	<input checked="" type="checkbox"/> <b>Ngonyaka</b>
<b>Intsebenzo enqwenelekayo</b>	<input type="checkbox"/> Ngaphezulu kwethagethi	<input checked="" type="checkbox"/> <b>Yithagethi</b>	<input type="checkbox"/> Ngaphantsi kwethagethi
	Izicwangciso ezivunyiweyo eziDityanisiweyo zeziThili noMasipala Ombaxa. Ukumiliselwa kweziCwangciso zoPhuhliso lweziThili ngokuvumelana nezindululo ze-SDF.		
<b>Uhlobo lwesalathisi</b>	Ingaba esi siSalathisi Sohanjiso Lweenkonzo?		
	<input checked="" type="checkbox"/> <b>EWE, Uhanjiso lweNkonzo olungaNgqalanga</b>	<input type="checkbox"/> HAYI	
	<input type="checkbox"/> Iimfuno zabemi	<input type="checkbox"/> Uku-thembeka	<input type="checkbox"/> Ukuphendula <input type="checkbox"/> Ukugqibelela
	Isalathisi sokuvelisiweyo esilinganisa inqanaba leSebe lokuthotyelwa kwemiyalelo yocwangciso		
	Ingaba esi Salathisi Sixhomekeke Ekufunweni kwaso?		
	<input checked="" type="checkbox"/> <b>EWE</b>	<input type="checkbox"/> HAYI	
	Ingaba esi Salathisi Siqhelekile?		
	<input checked="" type="checkbox"/> <b>EWE</b>	<input type="checkbox"/> HAYI	
<b>Ubume Bendawo Yesalathisi</b>	Inani leendawo:	<input type="checkbox"/> Indawo Enye	<input checked="" type="checkbox"/> <b>Iindawo Ezininzi</b>
	<input checked="" type="checkbox"/> <b>Iphondo</b>	<input type="checkbox"/> Isithili	<input type="checkbox"/> Umasipala Wasekuhlaleni <input type="checkbox"/> Iwadi <input type="checkbox"/> Idilesi
	Inkcukacha/Idilesi/li-co-ordinate: <b>Asikho</b>		
<b>Isalathisi Senziwa Ngubani</b>	Umlawuli: Ucwangciso Lophuhliso Oluhlanganisiweyo		
<b>Uguqulo lwendawo</b>	All targeted districts		
<b>Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oluNtu</b>	Ithagethi yabantu abadala: Asikho <input checked="" type="checkbox"/> <b>Akukho nanye kwezi ziphezulu</b>		
<b>Isicwangciso Sokumiliselwa Sobuchule Sephondo (i-PSIP)</b>	<input type="checkbox"/> Imisebenzi	<input type="checkbox"/> Ukhuseleko	<input type="checkbox"/> Impilo-ntle
	<input checked="" type="checkbox"/> <b>Uyilo, Isithethe noLawulo</b>	<input type="checkbox"/> Akukho nanye kwezi ziphezulu	
<b>Imeko Yentlekele</b>	<input type="checkbox"/> EWE	<input checked="" type="checkbox"/> <b>HAYI</b>	
<b>Idatha yoko kumiliselweyo - i-AOP (Uhanjiso oluyintloko nezenzo)</b>	Kuqulunqwe Izicwangciso Zeeprojekthi/Imisebenzi		

INXA-  
LENYE  
E

**Izihlomelo**

## Izihlomelo

## Isihlomelo A: Ubume beSebe



## Izihlomelo

### Isihlomelo B: Iimali Zezibonelelo Zoxhomekeko

IMALI YESIBONELELO SONYAMEZELO LOMBANE KOOMASIPALA	
<b>Isebe lephondo Elihlawulayo</b>	URhulumente waseKhaya (iVoti 14)
<b>Emakufikelelwe/iziphumo zobuchule</b>	Ukwenzela oomasipala izicwangciso zenkuthalo zamaseko ezixhobo zosetyenziso lombane ngenjongo yokunciphisa ifuthe leengxaki zombane zesizwe ngokukhuthaza uphuhliso lwezoqoqosho olunxulumene nombane ekuhlaleni okuza kuthi kona kujike kudale amathuba emisebenzi.
<b>Injongo yesibonelelo</b>	Ukunceda oomasipala ngemali ukuze kuqinisekiswa ucwangciso nokusebenza okufanelekileyo kwamaseko ezixhobo zosetyenziso lombane koomasipala, ukuxhasa ukumiliselwa kweprojekthi zombane onokuhlaziywa nezonyamezelo lombane kwiphondo kwakunye nokwandisa ukubonelelwa kwabemi ngombane osisiseko.
<b>Iingxelo zesiphumo</b>	Ukuphuculwa kokusebenza kwamaseko ezixhobo zosetyenziso lombane koomasipala nokuphuculwa konyamezelo lombane kwiphondo. Ngaphezu koko, unyamezelo lombane luza kwenza kube lula ukucuthwa kwemingcipheko yophazamiseko lobonelelo ngombane yaye luza kukhuthaza uphuhliso lwezoqoqosho olunxulumene nombane ekuhlaleni okuza kuphumela ekudalweni kwemisebenzi.
<b>Okuvelisiweyo</b>	IziCwangciso eziKhulu zoMbane eziHlaziyiweyo okanye eziNtsha Indleko eHlaziyiweyo yoPhando ngoBonelelo ukuze kufunyanwe iMvume yoMlawuli wezoMbane weSizwe woMzantsi Afrika (i-NERSA), iziCwangciso eziNcinci eziHlanganisiweyo zeMithombo (ii-IRP) kunye noPhuhliso lweProjekthi zoMbane onokuHlaziywa okanye imiSebenzi yokuLungiselela.
<b>Is(z)iphumo sokubalulekileyo sikarhulumente ngokuyintloko esi sibonelelo esifak' isandla kuso</b>	<ul style="list-style-type: none"> <li>Okubalulekileyo Kwesizwe 5: Uhlanganiso ngokweendawo, ukuhlaliswa kwabantu noorhulumente basemakhaya.</li> <li>Okubalulekileyo Kobuchule Kwephondo 1: Uhlumo Ngenjongo Yemisebenzi.</li> </ul>
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokumiliselwa</b>	<p>Esi sibonelelo sisebenzisa ithempleyithi/inkqubo-sikhokelo equlunqwe liSebe lePhondo looRhulumente basemaKhaya emele iquke isicwangciso sokumiliselwa kweprojekthi esibalaselisa:</p> <ul style="list-style-type: none"> <li>Umda weprojekthi</li> <li>Izalathisi zokuvelisiweyo</li> <li>Iziphumo</li> <li>Imisebenzi Eyintloko</li> <li>Isicwangciso sobuchule sokumiliselwa</li> <li>Amaxesha eza kwenzeka ngawo</li> <li>Ukusetyenziswa kwemali</li> <li>Ukubek' Esweni Nokunika Ingxelo</li> </ul>



## Izihlomelo

## IMALI YESIBONELELO SONYAMEZELO LOMBANE KOOMASIPALA

<b>Imiqathango</b>	<ul style="list-style-type: none"> <li>Oomasipala mabangenise izicwangciso zoshishino ezithembekileyo kwiSebe looRhulumente baseMakhaya eliza kunikela ingqalelo kokuvelisiweyo neziphumo ekujongwe kuzo ezineenkukacha zohlahlo lwabiwo-mali nescicwangciso sokusungulwa kweprosjekthi.</li> <li>Izicwangciso zoshishino zimele zivunywe liSebe looRhulumente baseMakhaya ngaphambi kokudluliswa kwemali okuquka amalungiselelo okubhatalwa kwayo.</li> <li>Le mali yesibonelelo inokusetyenziselwa kuphela iiprosjekthi ezichazwe ngokweenkukacha kwisicwangciso soshishino esivunyiweyo.</li> <li>Kumele kulandelwe iinkqubo zokuthenga ezicacileyo nezisesikweni ezithobela uMthetho woLawulo lweMali kaMasipala (uMthetho 56 ka-2003) (i-MFMA).</li> <li>Iingxelo ezifanelekileyo zentsebenzo yemali nengeyoyamali zimele zingeniswe kwiSebe njengoko kuchaziwe kwisiVumelwano seNtlawulo-mali.</li> </ul>
<b>Imigaqo yokwabelwa</b>	<ul style="list-style-type: none"> <li>Isicwangciso soshishino simele singeniswe ngumasipala ngamnye ze sivunywe liSebe.</li> <li>IsiVumelwano seNtlawulo-mali siza kusayinwa liSebe nomasipala ngamnye oxhamlayo.</li> </ul>
<b>Intsebenzo yangaphambili</b>	2020/21: R1.570 yezigidi; 2021/22: R1.603 yezigidi; 2022/23: R1.6 yezigidi.
<b>Uqhubekeko lweprojekthi</b>	Iprojekthi imele ihlolwe unyaka nonyaka
<b>Ukwabelwa kwe-MTEF</b>	2023/24: R8.476 yezigidi; 2024/25: R13.522 yezigidi; 2025/26: R18.681 yezigidi.
<b>Amaxesha okwenziwa kwentlawulo</b>	Intlawulo inikwa oomasipala ngokuvisisana nesivumelwano esiphakathi kweSebe noMasipala.
<b>Uxanduva lwegosa lephondo elihlawulayo negosa elamkela imali</b>	<p><b>Uxanduva lwegosa elihlawulayo</b></p> <ul style="list-style-type: none"> <li>Bonisana neSebe loPhuhliso lwezoQoqosho nezoKhenketho, uLondolozo-mali lwePhondo namaZiko abaLizi abaXhasa ngeMali.</li> <li>Bonisana noomasipala abafanelekileyo.</li> <li>Qwalasela ze uvume izicwangciso zoshishino.</li> <li>Bhala isiVumelwano seNtlawulo-mali ze usijikelezise yaye qinisekisa ukuba oomasipala bayasisayina yaye sibuyiselwa kwiSebe.</li> <li>Iintlanganiso ezinemizuzu ebhaliweyo eziza kunceda ukubekw' esweni nokulawulwa kwenkqubo (Okuvelisiweyo neziphumo ekujongwe kuzo), njengaxa kuyimfuneko.</li> <li>Ukubek' esweni ukuphunyezwa kweprosjekthi ngokusebenzisa: <ul style="list-style-type: none"> <li>Iingxelo zenkcitho nenkqubela-phambili ezenziwa ngoomasipala abafumana imali</li> </ul> </li> </ul> <p><b>Uxanduva lwegosa elamkela imali</b></p> <ul style="list-style-type: none"> <li>Lungiselela izicwangciso zoshishino ezithembekileyo ezilungelelaniswe nokuvelisiweyo neziphumo.</li> <li>Qinisekisa ubunini obukhuthelayo beprojekthi kwelona nqanaba liphezulu legunya.</li> <li>Fumana inkxaso yeBhunga ngale nkqubo.</li> <li>Ngenisa iingxelo ezifanelekileyo zentsebenzo yemali nengeyoyamali njengoko kuchaziwe kwisiVumelwano seNtlawulo-mali.</li> <li>UManejala kaMasipala angenza isicelo sokusebenzisa le mali nakunyaka-mali olandelayo yaye ukuba kuyimfuneko, abuyisele emva iimali ezingasetyenziswa.</li> </ul>
<b>Inkqubo yokuvunywa kokwabelwa yonyaka-mali ka-2024/25</b>	<ul style="list-style-type: none"> <li>Ukungeniswa kwezicwangciso zoshishino.</li> <li>Imimandla yenkxaso echongwe ngothethathethwano olulungiselelweyo noorhulumente basemakhaya.</li> </ul>

## Izihlomelo

IMALI YESIBONELELO SONYAMEZELO LWAMANZI KOOMASIPALA	
Isebe lephondo Elihlawulayo	URhulumente waseKhaya (iVoti 14)
Emakufikelelwe/iziphumo zobuchule	Ukuphuhliswa kwamaseko ezixhobo zosetyenziso lwamanzi koomasipala ngenjongo yokukhulisa ukuba nonyamezelo kwamanzi ngokwandisa isibonelelo samanzi, ukunyuswa komgangatho wamandla amaseko ezixhobo zosetyenziso lwamanzi, ulawulo lwemithombo yamanzi nolawulo lweemfuno zamanzi kwiPhondo ngokubanzi.
Injongo yesibonelelo	Ukubonelela ngoncedo lwezimali koomasipala ukukhulisa ukuba nonyamezelo kwamanzi ngokwandisa isibonelelo samanzi, ukunyuswa komgangatho wamandla amaseko ezixhobo zosetyenziso, ulawulo lwemithombo yamanzi nolawulo lweemfuno zamanzi kwiPhondo ngokubanzi.
Iingxelo zesiphumo	Isiqinisekiso nokuba nonyamezelo kwesibonelelo samanzi
Okuvelisiweyo	Ukhuseleko lwamanzi nokuba nonyamezelo koomasipala needolophu kwiPhondo ngokubanzi.
Is(z)iphumo sokubalulekileyo sikarhulumente ngokuyintloko esi sibonelelo esifak' isandla kuso	<ul style="list-style-type: none"> <li>Okubalulekileyo Kwesizwe 2: Uguqulo lwezoqoqosho nokudala imisebenzi.</li> <li>Okubalulekileyo Kobuchule Kwiphondo 1: Uhlumo Ngenjongo Yemisebenzi.</li> </ul>
Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokumiliselwa	<p>Esi sibonelelo sisebenzisa ithempleyithi/inkqubo-sikhokelo equlunqwe liSebe lePhondo looRhulumente baseMakhaya emele iquke isicwangciso sokumiliselwa kweprojekthi esibalaselisa:</p> <ul style="list-style-type: none"> <li>Umda weprojekthi</li> <li>Izalathisi zokuvelisiweyo</li> <li>Iziphumo</li> <li>Imisebenzi Eyintloko</li> <li>Isicwangciso sobuchule sokumiliselwa</li> <li>Amaxesha eza kwenzeka ngawo</li> <li>Ukusetyenziswa kwemali</li> <li>Ukubek' Esweni Nokunika Iingxelo</li> </ul>
Imiqathango	<ul style="list-style-type: none"> <li>Oomasipala mabangenise izicwangciso zoshishino ezithembekileyo kwiSebe looRhulumente baseMakhaya eliza kunikela ingqalelo kokuvelisiweyo neziphumo ekujongwe kuzo ezineenkukacha zohlahlo lwabiwo-mali nesisicwangciso sokusungulwa kweprojekthi.</li> <li>Izicwangciso zoshishino zimele zivunywe liSebe looRhulumente baseMakhaya ngaphambi kokudluliswa kwemali okuquka amalungiselelo okubhatalwa kwayo.</li> <li>Le mali yesibonelelo inokusetyenziselwa kuphela iiprojekthi ezichazwe ngokweenkcukacha kwisicwangciso soshishino esivunyiweyo.</li> <li>Kumele kulandelwe iinkqubo zokuthenga ezicacileyo nezisesikweni ezithobela uMthetho woLawulo lweMali kaMasipala (uMthetho 56 ka-2003) (i-MFMA).</li> <li>Iingxelo ezifanelekileyo zentsebenzo yemali nengeyoyamali zimele zingeniswe kwiSebe njengoko kuchaziwe kwisiVumelwano seNtlawulo-mali.</li> </ul>
Imigaqo yokwabelwa	<ul style="list-style-type: none"> <li>Isicwangciso soshishino simele singeniswe ngumasipala ngamnye ze sivunywe liSebe.</li> <li>IsiVumelwano seNtlawulo-mali siza kusayinwa liSebe nomasipala ngamnye oxhamlayo.</li> </ul>
Intsebenzo yangaphambili	2020/21: R12.518 yezigidi; 2021/22: R4.280 yezigidi; 2022/23: R5.4 yezigidi.
Uqhubekeko lweprojekthi	Iprojekthi imele ihlolwe unyaka nonyaka
Ukwabelwa kwe-MTEF	2023/24: R31.312 yezigidi; 2024/25: R39.683 yezigidi; 2025/26: R40.116 yezigidi.

## Izihlomelo

IMALI YESIBONELELO SONYAMEZELO LWAMANZI KOOMASIPALA	
<b>Amaxesha okwenziwa kwentlawulo</b>	Ukuhlawula imali koomasipala ngokuvisisana nesivumelwano esiphakathi kweSebe noMasipala.
<b>Uxanduva lwegosa lephondo elihlawulayo negosa elamkela imali</b>	<p><b>Uxanduva lwegosa elihlawula imali</b></p> <ul style="list-style-type: none"> <li>• Bonisana noomasipala abafanelekileyo;</li> <li>• Qwalasela ze uvume izicwangciso zoshishino;</li> <li>• Bhala isiVumelwano seNtlawulo-mali ze usijikelezise yaye qinisekisa ukuba oomasipala bayasisayina yaye sibuyiselwa kwiSebe;</li> <li>• Ukubekw' esweni nokulawulwa kwenkqubo (Okuvelisiweyo neziphumo ekujongwe kuzo), njengaxa kuyimfuneko; kunye</li> <li>• Ukubekw' esweni ukuphunyezwa kweprojekthi ngokusebenzisa: <ul style="list-style-type: none"> <li>- Iingxelo zenkcitho nenkqubela-phambili ezenziwa ngoomasipala abafumana imali.</li> </ul> </li> </ul> <p><b>Uxanduva lwegosa elamkela imali</b></p> <ul style="list-style-type: none"> <li>• Lungiselela izicwangciso zoshishino ezithembekileyo ezilungelelaniswe nokuvelisiweyo neziphumo.</li> <li>• Qinisekisa ubunini obukhuthaleyo beprojekthi kwelona nqanaba liphezulu legunya.</li> <li>• Ngenisa iingxelo ezifanelekileyo zentsebenzo yemali nengeyoyamali njengoko kuchaziwe kwisiVumelwano seNtlawulo-mali.</li> <li>• UManejala kaMasipala angenza isicelo sokusebenzisa le mali nakunyaka-mali olandelayo yaye ukuba kuyimfuneko, abuyisele emva iimali ezingasetyenziswanga.</li> </ul>
<b>Inkqubo yokuvunywa kokwabelwa yonyaka-mali ka-2024/25</b>	<ul style="list-style-type: none"> <li>• Ukungeniswa kwezicwangciso zoshishino.</li> <li>• Imimandla yenkxaso echongwe ngothethathethwano olulungiselelweyo noorhulumente basemakhaya.</li> </ul>

## Izihlomelo

IMALI YESIBONELELO SENKXASO YOKUXHOBISA NGEENKONZO ZOMLILO KOOMASIPALA	
Isebe lephondo Elihlawulayo	URhulumente waseKhaya (iVoti 14)
Emakufikelelwe/iziphumo zobuchule	Ukuxhasa oomasipala ngokumisela nokugcina iiNkonzo zoMlilo ezisebenza kakuhle nezithobelayo okunokulinganiswa ngokujongwa kwimizekelo nemigangatho yesizwe kunye nokuququzelela nokuxhasa oorhulumente basemakhaya, owephondo nowesizwe ekuthinteleni okanye ekunciphiseni umngcipheko weentlekele ezizodwa okanye iziganeko zomlilo nokuqinisekisa ukuphendula ngokukhawulezileyo nangokuphumelelayo kwiintlekele ezinokwenzeka nokuvuseleleka emva kwentlekele.
Injongo yesibonelelo	Ukubonelela ngoncedo lwezimali koomasipala ukuqinisekisa ukuba kukho unxibelelwano olusebenza kakuhle kwiimo zongxamiseko, izixokelelwano zoququzelelo lweenkonzo kunye neenkonzo ezifanelekileyo zohlangulo emililweni.
Iingxelo zesiphumo	<p><b>Ukuthenga izinto zokulwa nemililo, izixhobo ezisetyenziswayo noqeqesho olulodwa</b></p> <ul style="list-style-type: none"> <li>• Ukuphucula amandla okulwa nemililo nohanjiso lweenkonzo olusulungekileyo.</li> <li>• Ulawulo lweMililo oluHlanganisiweyo.</li> <li>• Ukunciphisa amaxesha okuququzelela izinto ezimele zenziwe nelokuphendula kwimililo nezinye iimo zongxamiseko.</li> </ul> <p><b>Amandla okuphendula kwiimathiriyeli enokubangela iingozi</b></p> <ul style="list-style-type: none"> <li>• <b>Ukuphuculwa kwamandla okukwazi ukujongana neziganeko zeemathiriyeli enokubangela iingozi kuyo zonke iindlela ezinkulu needolophu ezinkulu.</b></li> </ul> <p><b>Ukuthengwa kwezixhobo zokucima imililo/ezizodwa</b></p> <ul style="list-style-type: none"> <li>• Ukuphucula ukuphendula kwiziganeko ezizodwa okuquka uqeqesho olulodwa nokuthengwa kwezixhobo ezinokusetyenziswa ezizodwa.</li> <li>• Ukugcinwa kwezithuthi/izixhobo ezinokusetyenziswa zikwimeko entle.</li> <li>• Ukukhutshwa kweziQinisekiso zamaGosa aQeqeshayo/zeziFundo ukuqinisekisa uhanjiso lweenkonzo olusulungekileyo nolufanelekileyo eluntwini.</li> </ul> <p><b>Iziphumo gabalala</b></p> <ul style="list-style-type: none"> <li>• Ukuphuculwa kohanjiso lweenkonzo zeMililo.</li> <li>• Ukusetyenziswa ngokugqibeleleyo kwezinto zoncedo ezinqongopheleyo.</li> <li>• Ukuphuculwa kokuqondwa kwezinto ezifunekayo emsebenzini.</li> <li>• Ukuqinisekisa ukuphendula okukhawulezileyo nokuphumelelayo nenkxaso kwimililo engadala iintlekele nokuqinisekisa uvuseleleko emva kwemililo.</li> <li>• Ukuncitshiswa kwefuthe lentlekele/lesiganeko eluntwini, nabemi abahleli belungile.</li> </ul> <p><b>Ukuqulunqa inkqubo eneenkcukacha yokuqeqeshwa okuqhubekayo kwabacimi-mlilo</b></p> <ul style="list-style-type: none"> <li>• Nciphisa umngcipheko wokulahleka kobomi, ipropati nokonakaliswa kwendalo engqongileyo yimililo.</li> <li>• Ukuncitshiswa kweziphumo ezikhawulezileyo zeentlekelo/zemililo.</li> <li>• Ukuxhobisa oomasipala ngokuphendula kwabo kwiintlekele/kwimililo nokuvuseleleka</li> <li>• Ukuphucula ukuphendula kwiimo zongxamiseko.</li> </ul>
Okuvelisiweyo	<ul style="list-style-type: none"> <li>• Iinkonzo zoMlilo nezohlangulo ezifanelekileyo nezisulungekileyo.</li> <li>• Ukuphuculwa kwentsebenzo yombutho.</li> <li>• Inqanaba eliphakame kakhulu lokuba nemveliso nokuphuculwa kohanjiso lweenkonzo.</li> </ul>
Is(z)iphumo sokubalulekileyo sikarhulumente ngokuyintloko esi sibonelelo esifak' isandla kuso	<ul style="list-style-type: none"> <li>• Okubalulekileyo Kwesizwe 6: Imvisiswano kwezeNtlalo nemimandla ekhuselekileyo yoluntu.</li> <li>• Okubalulekileyo Kobuchule Kwiphondo 2: Ukhuseleko</li> </ul>

## Izihlomelo

IMALI YESIBONELELO SENKXASO YOKUXHOBISA NGEENKONZO ZOMLILO KOOMASIPALA	
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokumiliselwa</b>	<p>Esi sibonelelo sisebenzisa ithempleyithi/inkqubo-sikhokelo equlunqwe liSebe lePhondo looRhulumente basemaKhaya emele iquke isicwangciso sokumiliselwa kweprojekthi esibalaselisa:</p> <ul style="list-style-type: none"> <li>• Umda weprojekthi</li> <li>• Technical specifications</li> <li>• Izalathisi zokuvelisiweyo</li> <li>• Iziphumo</li> <li>• Imisebenzi Eyintloko</li> <li>• Isicwangciso sobuchule sokumiliselwa</li> <li>• Amaxesha eza kwenzeka ngawo</li> <li>• Ukusetyenziswa kwemali</li> <li>• Ukubek' Esweni Nokunika Ingxelo</li> </ul>
<b>Imiqathango</b>	<p>Okusebenza koomasipala:</p> <ul style="list-style-type: none"> <li>• Oomasipala mabangenise izicwangciso zoshishino ezithembekileyo kwiSebe looRhulumente baseMakhaya eliza kunika ingqalelo kokuvelisiweyo neziphumo ekujongwe kuzo ezibonisa iinkcukacha zohlahlo lwabiwo-mali nesicwangciso sokusungulwa komsebenzi.</li> <li>• ISebe looRhulumente baseMakhaya limele livumelane nezicwangciso zoshishino.</li> <li>• Iingxelo zeNkqubela-phambili zeKota zimele zithunyelwe kwiSebe looRhulumente baseMakhayat.</li> </ul>
<b>Imigaqo yokwabelwa</b>	<ul style="list-style-type: none"> <li>• Isicwangciso soshishino simele singeniswe ngumasipala ngamnye yaye sivunywe lisebe.</li> <li>• Kuza kusayinwa isiVumelwano seNtlawulo-mali phakathi kweSebe nomasipala ngamnye oxhamlayo</li> </ul>
<b>Intsebenzo yangaphambili</b>	2020/21: R4.394 yezigidi; 2021/22: R1.925 yezigidi; 2022/23: R2.466 yezigidi.
<b>Uqhubekeko lweprojekthi</b>	Iprojekthi imele ihlolwe unyaka nonyaka
<b>Ukwabelwa kwe-MTEF</b>	2023/24: R16.743 yezigidi; 2024/25: R10.193 yezigidi; 2025/26: R14.541 yezigidi.
<b>Amaxesha okwenziwa kwentlawulo</b>	Intlawulo inikwa oomasipala ngokuvisisana nesivumelwano esiphakathi kweSebe noMasipala.
<b>Uxanduva lwegosa lephondo elihlawulayo negosa elamkela imali</b>	<p><b>Uxanduva lwesebe lephondo</b></p> <ul style="list-style-type: none"> <li>• Bonisana noomasipala abafanelekileyo.</li> <li>• Qwalasela uze uvume izicwangciso zoshishino.</li> <li>• Bhala isiVumelwano seNtlawulo-mali ze usijikelezise yaye qinisekisa ukuba oomasipala bayasisayina yaye sibuyiselwa kwisebe.</li> <li>• Misela iKomiti eKhokelayo eza kubek' esweni yaye ilawule inkqubo.</li> <li>• Bek' esweni ukuqhubeka kweprojekthi usebenzisa: <ul style="list-style-type: none"> <li>- Iingxelo zenkcitho nenkqubela-phambili ezikhutshwa ngekota;</li> <li>- Intlanganiso yekota yekomiti ekhokelayo eqhutywa ngokuthi abantu babe kwindawo enye okanye ngomxube; kunye</li> <li>- Nokutyelela ngokuthe rhoqo esayithini.</li> </ul> </li> </ul> <p>Uxanduva loomasipala</p> <ul style="list-style-type: none"> <li>• Oomasipala bamele baqinisekise ukuba kuhlangatyezwana nayo iimiqathango echazwe ngasentla.</li> <li>• Ukungeniswa kwembali neengxelo zemali zekota zingaphelanga iintsuku eziyi-7 emva kokuphela kwekota nganye kwiGosa eliHlawulayo lePhondo.</li> <li>• UManejala kaMasipala angenza isicelo sokusebenzisa le mali nakunyaka-mali olandelayo yaye ukuba kuyimfuneko, abuyisele emva iimali ezingasetyenziswa.</li> </ul>
<b>Inkqubo yokuvunywa kokwabelwa yonyaka-mali ka-2024/25</b>	<ul style="list-style-type: none"> <li>• Ukungeniswa kwezicwangciso zoshishino.</li> <li>• Imimandla yenkxaso echongwe ngothethathethwano olulungiselelweyo noorhulumente basemakhaya.</li> </ul>

## Izihlomelo

IMALI YESIBONELELO KUMAZIKO EENKONZO ZETHUSONG (Uzinzo: Imali Yesibonelelo Senkxaso Yokusebenza)	
<b>Isebe lephondo Elihlawulayo</b>	URhulumente waseKhaya (iVoti 14)
<b>Emakufikelelwe/iziphumo zobuchule</b>	Ukuxhasa uzinziso lokusebenza kwamaZiko eeNkonzo zeThusong, oku kuza kuqinisekisa ukufikelela okuphumelelayo kwiinkonzo ezihlanganisiweyo nolwazi lukarhulumente.
<b>Injongo yesibonelelo</b>	Ukubonelela ngoncedo lwemali koomasipala, ukuqinisekisa uzinziso olungokwemali lwamaZiko eeNkonzo zeThusong.
<b>Iingxelo zesiphumo</b>	<ul style="list-style-type: none"> <li>• Ukusondeza ulwazi neenkono zikarhulumente ebantwini ukuze kukhuthazwe ukufikeleleka kwamathuba njengesiseko sokuphuculwa kweendlela zokuziphilisa.</li> <li>• Ukubonelela ngobonelelo lwenkonzo engezondleko, ehlanganisiweyo, esulungekileyo nenozinziso ukuze kukhathalelwe bhetele iimfuno zabemi.</li> <li>• Ukwakha ubuhlakani obunozinziso kunye norhulumente, abezoshishino nebutho labantu.</li> <li>• Ukuyila iqonga lokuba neengxoxo ezingakumbi phakathi kwabemi norhulumente.</li> </ul>
<b>Okuvelisiweyo</b>	Ulawulo olufanelekileyo nolusulungekileyo lwamaZiko eeNkonzo zeThusong.
<b>Is(z)iphumo sokubalulekileyo sikarhulumente ngokuyintloko esi sibonelelo esifak' isandla kuso</b>	<ul style="list-style-type: none"> <li>• Okubalulekileyo Kwesizwe 5: Uhlanganiso olungokweendawo, ukuhlaliswa kwabantu noorhulumente basemakhaya.</li> <li>• Okubalulekileyo Kobuchule Kwiphondo 4: Isithethe sokuYila iindlela eziNtsha noLawulo</li> </ul>
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokumiliselwa</b>	<ul style="list-style-type: none"> <li>• Uhlahlo Lwabiwo-mali loNyaka oluneeNkcukacha.</li> <li>• Uluhlu lweenkonzo ekubonelelwa ngazo.</li> <li>• Izikhewu kuhanjiso lweenkonzo.</li> <li>• Ubume bokuqosheliswa kwezivumelwano zerenti ezenziwa nabo barentayo kwiZiko leeNkonzo zeThusong.</li> <li>• IsiHlomelo kwisiCwangciso sokuGcinwa kwamaSeko eziXhobo zoSetyenziso.</li> </ul>
<b>Imiqathango</b>	<p>Ezisebenza koomasipala:</p> <ul style="list-style-type: none"> <li>• Oomasipala mabangenise izicwangciso zoshishino ezithembekileyo kwiSebe looRhulumente baseMakhaya eliza kunika ingqalelo kokuvelisiweyo neziphumo ekujongwe kuzo ezibonisa iinkcukacha zohlahlo lwabiwo-mali nesicwangciso sokusungulwa komsebenzi.</li> <li>• Ukungeniswa kwembali neengxelo zenkcitho ngekota;</li> <li>• Ukungeniswa kwengxelo yenkcitho yaphakathi enyakeni;</li> <li>• Iziko leeNkonzo zeThusong limele liqukwe kwisiCwangciso soPhuhliso esiHlanganisiweyo kunye noHlahlo Lwabiwo-mali lukaMasipala;</li> <li>• Isicwangciso sokuGcinwa kwamaSeko oPhuhliso ukuqinisekisa ukuba amaseko aphuhliso agcinwa kakuhle, ukuze abe nomtsalane yaye kugcinwe abo banebango/ abarentayo. Isicwangciso singqale ukuba zeziphi izilungiso eziza kubekwa kwindawo ephambili ngonyaka-mali wazo; kunye</li> <li>• NesiVumelwano seNtlawulo-mali esisayiniweyo.</li> </ul>
<b>Imigaqo yokwabelwa</b>	Iimali zabelwa ooMasipala basekuHlalani abalawula amaZiko eeNkonzo zeThusong ukuxhasa ngozinziso lwezimali lwamaZiko eeNkonzo zeThusong.
<b>Intsebenzo yangaphambili</b>	2020/21: R900 000; 2021/22: R 900 000; 2022/23: R1.046 yezigidi.
<b>Uqhubekeko lweprojekthi</b>	Iimali ziza kudityaniswa kwimali yesibonelelo ngonyaka ukuze ihlawulwe ngokuthe ngqo kumasipala.
<b>Ukwabelwa kwe-MTEF</b>	2023/24: R1.046 yezigidi; 2024/25: R1.046 yezigidi; 2025/26: R1.046 yezigidi.

## Izihlomelo

### IMALI YESIBONELELO KUMAZIKO EENKONZO ZETHUSONG (Uzinzo: Imali Yesibonelelo Senkxaso Yokusebenza)

<b>Amaxesha okwenziwa kwentlawulo</b>	Intlawulo iza kuxhomekeka ekungenisweni kwawo onke amaxwebhu afanelekileyo (isicwangciso soshishino esivunyiweyo, iingxelo zekota, uhlahlo lwabiwo-mali oluneenkukacha oluqikelelwayo, isivumelwano esisayiniweyo). Intlawulo iza kukhutshwa yonke ngexesha elinye (1) ngonyaka.
<b>Uxanduva lwegosa lephondo elihlawulayo negosa elamkela imali</b>	<p><b>Uxanduva lwesebe lephondo</b></p> <ul style="list-style-type: none"> <li>• Bonisana noomasipala abafanelekileyo.</li> <li>• Qwalasela uze uvume izicwangciso zoshishino.</li> <li>• Bek' esweni ukuphunyezwa kweprojekthi usebenzisa:             <ul style="list-style-type: none"> <li>- Iingxelo zenkcitho nembaliso yenkqubela-phambili zekota ezivela koomasipala; kunye</li> <li>- Nokutyelela ngokuthe rhoqo esayithini.</li> </ul> </li> <li>• Bhala isiVumelwano seNtlawulo-mali ze usijikelezise yaye qinisekisa ukuba oomasipala bayasisayina yaye sibuyiselwa kwiSebe.</li> </ul> <p>Uxanduva loomasipala</p> <ul style="list-style-type: none"> <li>• Ngenisa isicwangciso soshishino namaxwebhu axhasayo kwiSebe looRhulumente baseMakhaya.</li> <li>• Oomasipala bamele baqinisekise ukuba kuhlangatyezwanga nemiqathango yokusebenza nokugcinwa kwezimali edweliswe ngasentla.</li> <li>• Ukungeniswa kweengxelo zembaliso nenkcitho ngekota kwigosa elihlawulayo lePhondo.</li> <li>• UManejala kaMasipala angenza isicelo sokusebenzisa le mali nakunyaka-mali olandelayo yaye ukuba kuyimfuneko, abuyisele emva iimali ezingasetyenziswa.</li> </ul>
<b>Inkqubo yokuvunywa kokwabelwa yonyaka-mali ka-2024/25</b>	Ulwabiwo luza kusekelwa kungeniso lwamaxwebhu achazwe ngasentla amele angeniswe ngoomasipala kunye nezivumelwano ezimele zisayinwe ligosa elihlawula imali kunye noomasipala njengoko kuchaziwe kwimiqathango.

## Izihlomelo

IMALI YESIBONELELO SOKUXHOBISA NOHANJISO LWEENKONZO KOOMASIPALA	
<b>Isebe lephondo Elihlawulayo</b>	URhulumente waseKhaya (iVoti 14)
<b>Emakufikelelwe/iziphumo zobuchule</b>	Ukuqinisa nokuphucula uhanjiso lweenkonzo zikamasipala nokuxhobisa ngezakhono nolawzi ukuze bakwazi oomasipala ukulawula imicimbi yabo, ukusebenzisa amagunya abo nokwenza imisebenzi yabo njengoko iyalelwe kwimithetho yoorhulumente basemakhaya.
<b>Injongo yesibonelelo</b>	Ukubonelela ngoncedo lwezimali koomasipala ukuze kuphuculwe amaseko ezixhobo zosetyenziso, izixokelelwano, izakhiwo, ulawulo olumanyanisiweyo nohanjiso lweenkonzo.
<b>Iingxelo zesiphumo</b>	Isiphumo xa sisonke: <ul style="list-style-type: none"> <li>• Ukuphuculwa kwamandla oomasipala okuhambisa iinkonzo;</li> <li>• Ukuqiniswa kwamaseko ezixhobo zosetyenziso, iinkqubo, izixokelelwano kunye nezakhiwo;</li> <li>• Ukuphuculwa kolawulo olumanyanisiweyo koomasipala;</li> <li>• Ukwandisa iinzuzo zosulungeko kuhanjiso lweenkonzo;</li> <li>• Ukufikelela iziphumo ezingamoshi mali kuhanjiso lweenkonzo njengoko kucingeleka ngokweenjongo zobuchule ezingqalileyo ezithiwe thaca kwiziCwangciso soPhuhliso eziHlanganisiweyo zooMasipala; kunye</li> <li>• Nokwenza oomasipala bakwazi ukuthobela iimfuno zomthetho ekwandiseni iinzuzo zosulungeko.</li> </ul>
<b>Okuvelisiweyo</b>	<ul style="list-style-type: none"> <li>• Ukuphuculwa kwamaseko ezixhobo zosetyenziso, izixokelelwano, izakhiwo neenkqubo;</li> <li>• Ukuphuculwa kwenqanaba lolawulo olumanyanisiweyo koomasipala;</li> <li>• Inqanaba eliphezulu kakhulu lonxibelelwano phakathi kwezicwangciso zobuchule zoomasipala kunye nezixokelelwano, iinkqubo nezakhiwo zoomasipala; kunye</li> <li>• Nenqanaba eliphezulu kakhulu lokuba nemveliso nokuphuculwa kohanjiso lweenkonzo.</li> </ul>
<b>Is(z)iphumo sokubalulekileyo sikarhulumente ngokuyintloko esi sibonelelo esifak' isandla kuso</b>	<ul style="list-style-type: none"> <li>• Okubalulekileyo Kwesizwe 1: Ukwakha umbuso onobuchule, oneenqobo ezisesikweni nophuhlisekayo.</li> <li>• Okubalulekileyo Kwesizwe 6: Imvisiswano kwezentlalo nemimandla yoluntu ekhuselekileyo.</li> <li>• Okubalulekileyo Kobuchule Kwiphondo 1: Uhlumo Ngenjongo Yemisebenzi.</li> <li>• Okubalulekileyo Kobuchule Kwiphondo 2: Ukhuseleko.</li> <li>• Okubalulekileyo Kobuchule Kwiphondo 3: Impilo-ntle.</li> <li>• Okubalulekileyo Kobuchule Kwiphondo 4: Ukuyila iiNdlela eziNtsha, isiThethe noLawulo.</li> </ul>
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokumiliselwa</b>	<ul style="list-style-type: none"> <li>• Ukuxhasa oomasipala ukuqinisa izakhiwo zabo zokulawula.</li> <li>• Ukuxhasa oomasipala ukuphucula amaseko ezixhobo nokuqinisa uhanjiso lweenkonzo.</li> <li>• Ukuqinisekisa ukuba oomasipala bathobela imithetho efanelekileyo.</li> <li>• Ukukhuthaza nokuphakamisa ukusetyenziswa kwezona ndlela zingcono zokusebenza.</li> </ul>
<b>Imiqathango</b>	<ul style="list-style-type: none"> <li>• Oomasipala mabangenise izicwangciso zoshishino ezithembekileyo kwiSebe looRhulumente baseMakhaya eliza kunika ingqalelo kokuvelisiweyo neziphumo ekujongwe kuzo ezineenkukacha zohlahlo lwabiwo-mali nokuqaliswa komsebenzi.</li> <li>• ISebe looRhulumente baseMakhaya limele livumelane nezicwangciso zoshishino ngaphambi kokuhlululwa kwemali kuquka namalungiselelo okubhatala.</li> <li>• Iintlawulo zisekelwe kumgaqo wokuxhasa kunye iiprojekthi zikamasipala.</li> <li>• Iingxelo zenkqubela-phambili zekota zimele zithunyelwe kwiSebe looRhulumente baseMakhaya.</li> </ul>
<b>Imigaqo yokwabelwa</b>	<ul style="list-style-type: none"> <li>• Isicwangciso soshishino simele singeniswe ngumasipala ngamnye yaye sivunywe liSebe.</li> <li>• Kuza kusayinwa isiVumelwano seNtlawulo-mali phakathi kweSebe nomasipala ngamnye oxhamlayo.</li> </ul>



## Izihlomelo

IMALI YESIBONELELO SOKUXHOBISA NOHANJISO LWEENKONZO KOOMASIPALA	
<b>Intsebenzo yangaphambili</b>	2020/21: Akukho nto; 2021/22: R6.337 yezigidi; 2022/23: R4.340 yezigidi.
<b>Uqhubekeko lweprojekthi</b>	Iprojekthi iza kuhlolwa unyaka nonyaka
<b>Ukwabelwa kwe-MTEF</b>	2023/24: R3.603 yezigidi; 2024/25: R6.668 yezigidi; 2025/26: R7.475 yezigidi.
<b>Amaxesha okwenziwa kwentlawulo</b>	Intlawulo inikwa oomasipala ngokuvisisana nesivumelwano esiphakathi kweSebe noMasipala.
<b>Uxanduva lwegosa lephondo elihlawulayo negosa elamkela imali</b>	<p><b>Uxanduva lwegosa elihlawula imali</b></p> <ul style="list-style-type: none"> <li>Bonisana noomasipala abafanelekileyo.</li> <li>Qwalasela ze uvume izicwangciso zoshishino.</li> <li>Bhala isiVumelwano seNtlawulo-mali ze usijikelezise yaye qinisekisa ukuba oomasipala bayasisayina yaye sibuyiselwa kwiSebe.</li> <li>Misela iKomiti eKhokelayo eza kubek' esweni yaye ilawule inkqubo (Okuvelisiweyo neziphumo ekujongwe kuzo).</li> <li>Ukubek' esweni ukuphunyezwa kweprojekthi usebenzisa: <ul style="list-style-type: none"> <li>lingxelo zekota zenkcitho nenkqubela-phambili ezikhutshwa ngoomasipala abafumana imali; kunye</li> <li>Neentlanganiso zekota zekomiti ekhokelayo.</li> </ul> </li> </ul> <p><b>Uxanduva loomasipala</b></p> <ul style="list-style-type: none"> <li>Lungiselela izicwangciso zoshishino ezithembekileyo ezilungelaniswe ngokuvumelana noko kuvelisiweyo neziphumo;</li> <li>Bonke oomasipala abafumana imali kufuneka bangenise iingxelo zenkqubela-phambili nenkcitho nyanga zonke njengoko kuchaziwe kwisivumelwano sokuqondana;</li> <li>Qinisekisa ubunini obukhuthuleyo beprojekthi kwelona nqanaba liphezulu legunya; yaye</li> <li>UManejala kaMasipala angenza isicelo sokusebenzisa le mali nakunyaka-mali olandelayo yaye ukuba kuyimfuneko abuyisele emva iimali ezingasetyenziswanga.</li> </ul>
<b>Inkqubo yokuvunywa kokwabelwa yonyaka-mali ka-2024/25</b>	<ul style="list-style-type: none"> <li>Ukungeniswa kwezicwangciso zoshishino.</li> <li>Imimandla yenkxaso echongwe ngothethathethwano olulungiselelweyo noorhulumente basemakhaya.</li> </ul>

## Izihlomelo

IMALI YESIBONELELO SONGENELELO LWENTSHONA KOLONI KOOMASIPALA	
<b>Isebe lephondo Elihlawulayo</b>	URhulumente waseKhaya (iVoti 14)
<b>Emakufikelelwe/iziphumo zobuchule</b>	Ukuqinisa nokuphucula uhanjiso lweenkonzo zikamasipala nokuxhobisa ngezakhono nolawzi ukuze bakwazi oomasipala ukulawula imicimbi yabo, ukusebenzisa amagunya abo nokwenza imisebenzi yabo njengoko iyalelwe kwimithetho yoorhulumente basemakhaya.
<b>Injongo yesibonelelo</b>	Ukubonelela ngoncedo lwezimali koomasipala ukuze kuphuculwe amaseko ezixhobo zosetyenziso, izixokelelwano, izakhiwo, ulawulo olumanyanisiweyo, uhanjiso lweenkonzo neemfanelo zolawulo.
<b>Iingxelo zesiphumo</b>	Isiphumo sisonke: <ul style="list-style-type: none"> <li>• Ukuphuculwa kwamandla oomasipala okuhambisa iinkonzo;</li> <li>• Ukuqiniswa kwamaseko ezixhobo zosetyenziso, iinkqubo, izixokelelwano kunye nezakhiwo;</li> <li>• Ukuphuculwa kolawulo olumanyanisiweyo koomasipala;</li> <li>• Ukwandisa iinzuzo zosulungeko kuhanjiso lweenkonzo;</li> <li>• Ukufikelela iziphumo ezingamoshi mali kuhanjiso lweenkonzo njengoko kucingeleka ngokweenjongo zobuchule ezingqalileyo ezithiwe thaca kwiziCwangciso soPhuhliso eziHlanganisiweyo zooMasipala;</li> <li>• Ukwenza ooMasipala bakwazi ukuthobela iimfuno zemithetho yabo.</li> <li>• Ukuqinisekisa ukuthotyelwa ngeemfanelo zolawulo; kunye</li> <li>• Nokungenelela uze/okanye ubonelele ngenkxaso kooMasipala kuquka uncedo lwezimali kwii projekthi nezicwangciso njengoko kucingelwa ngokwamacandelo 139, 154 okanye u-155 oMgaqo-siseko noMthetho wokuBekw' Esweni nokuXhaswa kooMasipala waseNtshona Koloni.</li> </ul>
<b>Okuvelisiweyo</b>	<ul style="list-style-type: none"> <li>• Ukuphuculwa kwamaseko ezixhobo zosetyenziso, izixokelelwano, izakhiwo neenkqubo;</li> <li>• Ukuphuculwa kwenqanaba lolawulo olumanyanisiweyo koomasipala;</li> <li>• Inqanaba eliphezulu kakhulu lonxibelelwano phakathi kwezicwangciso zobuchule zoomasipala kunye nezixokelelwano, iinkqubo nezakhiwo zoomasipala; kunye</li> <li>• Nenqanaba eliphezulu kakhulu lokuba nemveliso nokuphuculwa kohanjiso lweenkonzo.</li> <li>• Qhuba ungenelelo lwephondo olumiselweyo nolungamiselwanga nenkxaso ethethelekayo okanye efunekayo ngokutsho kwamacandelo 139, 154 okanye u-155 oMgaqo-siseko noMthetho wokuBekw' Esweni nokuXhaswa kooMasipala waseNtshona Koloni.</li> </ul>
<b>Is(z)iphumo sokubalulekileyo sikarhulumente ngokuyintloko esi sibonelelo esifak' isandla kuso</b>	<ul style="list-style-type: none"> <li>• Okubalulekileyo Kwesizwe 1: Ukwakha umbuso onobuchule, oneenqobo ezisesikweni nophuhlisekayo.</li> <li>• Okubalulekileyo Kobuchule Kwiphondo 4: Ukuyila iiNdlela eziNtsha, isiThethe noLawulo</li> <li>• Isicwangciso sobuChule soGuqulo kuLawulo oluFanelekileyo.</li> <li>• Amacandelo 139, 154 okanye 155 oMgaqo-siseko.</li> </ul>
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokumiliselwa</b>	<ul style="list-style-type: none"> <li>• Ukuxhasa oomasipala ukuqinisa izakhiwo zabo zokuphatha.</li> <li>• Ukuxhasa oomasipala ukuphucula amaseko ezixhobo zosetyenziso nokuqinisa uhanjiso lweenkonzo.</li> <li>• Ukuqinisekisa ukuba oomasipala bathobela imithetho efanelekileyo.</li> <li>• Ukukhuthaza nokuphakamisa ukusetyenziswa kwezona ndlela zingcono kakhulu.</li> </ul>

## Izihlomelo

## IMALI YESIBONELELO SONGENELELO LWENTSHONA KOLONI KOOMASIPALA

<b>Imiqathango</b>	<ul style="list-style-type: none"> <li>Oomasipala bamele bangenise izicwangciso zoshishino ezithembekileyo kwiSebe looRhulumente baseMakhaya eliza kunika ingqalelo kokuvelisiweyo neziphumo ekujongwe kuzo neenkukacha zohlahlo lwabiwo-mali nesicwangciso sokuqaliswa komsebenzi.</li> <li>ISebe looRhulumente baseMakhaya limele livumelane nezicwangciso zoshishino ngaphambi kokuba kudluliselwe imali okuquka namalungiselelo okubhatala.</li> <li>Izicwangciso zoShishino ziza kuvavanywa ngokwemigaqo echazwe ngezantsi: <ul style="list-style-type: none"> <li>linkqubo ezicacileyo nezisesikweni sokuthenga ezisetyenziswa ngoomasipala; kunye</li> <li>Nohlobo lweprojekthi kunye nendleko eqikelelwayo yeprojekthi.</li> </ul> </li> <li>Iingxelo zekota zenkqubela-phambili zimele zithunyelwe kwiSebe looRhulumente baseMakhaya.</li> </ul>
<b>Imigaqo yokwabelwa</b>	<ul style="list-style-type: none"> <li>Isicwangciso soshishino simele singeniswe ngumasipala ngamnye yaye sivunywe liSebe.</li> <li>Kuza kusayinwa isiVumelwano seNtlawulo-mali phakathi kweSebe nomasipala ngamnye oxhamlayo.</li> </ul>
<b>Intsebenzo yangaphambili</b>	2020/21: Akukho nto; 2021/22: R1.050 yezigidi; 2022/23: R7.186 yezigidi.
<b>Uqhubekeko lweprojekthi</b>	Iprojekthi iza kuhlolwa unyaka nonyaka
<b>Ukwabelwa kwe-MTEF</b>	2023/24: R5.647 yezigidi; 2024/25: R5.901 yezigidi; 2025/26: R6.165 yezigidi.
<b>Amaxesha okwenziwa kwentlawulo</b>	Intlawulo inikwa oomasipala ngokuvisisana nesivumelwano esiphakathi kweSebe noMasipala.
<b>Uxanduva lwegosa lephondo elihlawulayo negosa elamkela imali</b>	<p><b>Uxanduva lwesebe lephondo</b></p> <ul style="list-style-type: none"> <li>Bonisa noomasipala abafanelekileyo.</li> <li>Qwalasela uze uvume izicwangciso zoshishino.</li> <li>Bhala isiVumelwano seNtlawulo-mali ze usijikelezise yaye qinisekisa ukuba oomasipala bayasisayina yaye sibuyiselwa kwisebe.</li> <li>Misela iKomiti eKhokelayo eza kubek' esweni yaye ilawule inkqubo.</li> <li>Bek' esweni ukuqhubeka kweprojekthi usebenzisa: <ul style="list-style-type: none"> <li>Iingxelo zenkcitho nenkqubela-phambili ezikhutshwa ngekota;</li> <li>Intlanganiso yekota yekomiti ekhokelayo eqhutywa ngokuthi abantu babe kwindawo enye okanye ngomxube.</li> </ul> </li> </ul> <p><b>Uxanduva loomasipala</b></p> <ul style="list-style-type: none"> <li>Lungiselela izicwangciso zoshishino ezithembekileyo ezilungelaniswe ngokuvumelana noko kuvelisiweyo neziphumo;</li> <li>Bonke oomasipala abafumana imali kufuneka bangenise iingxelo zenkqubela-phambili nenkcitho nyanga zonke njengoko kuchaziwe kwisivumelwano sokuqondana;</li> <li>Qinisekisa ubunini obukhuthelayo beprojekthi kwelona nqanaba liphezulu legunya; yaye</li> <li>UManejala kaMasipala angenza isicelo sokusebenzisa le mali nakunyaka-mali olandelayo yaye ukuba kuyimfuneko abuyisele emva iimali ezingasetyenziswa.</li> </ul>
<b>Inkqubo yokuvunywa kokwabelwa yonyaka-mali ka-2024/25</b>	Imimandla yenkxaso echongwe ngothethathethwano olulungiselelweyo noorhulumente basemakhaya.

## Izihlomelo

IMALI YESIBONELELO SENKXASO YOKUSEBENZA KWABASEBENZI BOPHULISO LOLUNTU (i-CDW)	
<b>Isebe lephondo Elihlawulayo</b>	URhulumente waseKhaya (iVoti 14)
<b>Emakufikelelwe/iziphumo zobuchule</b>	Ukubonelela ngoncedo lwemali koomasipala ukuhlawulela iindleko zokusebenza malunga nemisebenzi yenkqubo yabaSebenzi boPhuhliso loluNtu.
<b>Injongo yesibonelelo</b>	Ukubonelela ngoncedo lwemali koomasipala ukuhlawulela iindleko zokusebenza ngokuphathelele imisebenzi yabaSebenzi boPhuhliso loluNtu kuquka iisuphavayiza nabanxibelelanisi beengingqi.
<b>Iingxelo zesiphumo</b>	Ukuxhasa ngemali imisebenzi yabaSebenzi boPhuhliso loluNtu ababekwe koomasipala.
<b>Okuvelisiweyo</b>	<ul style="list-style-type: none"> <li>Inkxaso yolawulo kubaSebenzi boPhuhliso loluNtu abayi-148 neesuphavayiza eziyi-15 kunye noomanejala beengingqi abayi-7;</li> <li>Ukubonelelwa abaSebenzi boPhuhliso loluNtu abayi-148, iisuphavayiza eziyi-15 noomanejala beengingqi abayi-7 ngezothutho nendawo yokuhlala eyoneleyo xa beye kwiintlanganiso zengingqi (kuxhomekeka kwiinkqubo ze-SCM zooMasipala);</li> <li>Ukubonelelwa kwabaSebenzi boPhuhliso loluNtu ngee-ofisi;</li> <li>Ukuncedisa ngocwangciso nenkxaso esekelwe eWadini;</li> <li>Ukuncedisa kuhanjiso olusulungekileyo lweenkonzo zikarhulumente;</li> <li>Ukuncedisa nokunciphisa izinga izinto ezixhalabisa uluntu neengxaki zalo ezidluliselwa ngalo kwizakhelo zikarhulumente; kunye</li> <li>Nokuphuculwa okuqaphelekayo kuthungelwano phakathi korhulumente noluntu.</li> </ul>
<b>Is(z)iphumo sokubalulekileyo sikarhulumente ngokuyintloko esi sibonelelo esifak' isandla kuso</b>	<ul style="list-style-type: none"> <li>Okubalulekileyo Kwesizwe 6: Imvisiswano kwezentlalo nemimandla yoluntu ekhuselekileyo.</li> <li>Okubalulekileyo Kobuchule Kwiphondo 3: Impilo-ntle</li> </ul>
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokumiliselwa</b>	Ukubonelelwa ngezinto ezifunekayo zokusebenza ezinjengenkqubo yezothutho efanelekileyo, ii-ofisi nenkxaso yolawulo kubasebenzi bophuhliso loluntu abayi-148, iisuphavayiza eziyi-15 noomanejala beengingqi abayi-7.
<b>Imiqathango</b>	Ulwabiwo lumele lusekelwe kwizinto ezilandelayo: <ul style="list-style-type: none"> <li>Umasipala uchonge isidingo seenkonzo zabaSebenzi boPhuhliso loluNtu.</li> <li>Ukuchongwa kwemingeni ekuhanjiso lweenkonzo.</li> <li>Imfuneko yokutshintshiselana ngolwazi phakathi koluntu norhulumente.</li> <li>Imfuneko yokudibanisa uluntu neenkonzo zikarhulumente.</li> <li>Le mali yesibonelelo ixhomekeka kwinkqubo yokudluliselwa kwemali yomnye unyaka-mali komnye unyaka-mali. Kuxhomekeka ekubeni ifunyenwe imvume yoku, iimali ezingasetyenziswanga zimele zisetyenziselwe injongo yesibonelelo ungaphelanga unyaka-mali omtsha.</li> <li>Kumele kubanjelwe kwimiqathango echaziweyo kwiMemorandamu yesiVumelwano.</li> </ul>
<b>Imigaqo yokwabelwa</b>	Allocations should be based on the following: <ul style="list-style-type: none"> <li>The municipality having identified a need for the Community Development Workers services.</li> <li>Identified challenges in service delivery.</li> <li>The need to exchange information between communities and government.</li> <li>The need to link communities with government services.</li> <li>This grant is subject to the roll-over process. Subject to approval, unspent funds must be spent on the grant purpose within the new financial year.</li> <li>Conditions as set out in the Memorandum of Agreement should be adhered to.</li> </ul>
<b>Intsebenzo yangaphambili</b>	2020/21: R3.060 yezigidi; 2021/22: R3.060 yezigidi; 2022/23: R3.060 yezigidi.
<b>Uqhubekeko lweprojekthi</b>	Ulwabiwo lonyaka luhlaziywa ngonyaka.

## Izihlomelo

IMALI YESIBONELELO SENKXASO YOKUSEBENZA KWABASEBENZI BOPHULISO LOLUNTU (i-CDW)	
<b>Ukwabelwa kwe-MTEF</b>	2023/24: R3.060 yezigidi; 2024/25: R3.060 yezigidi; 2025/26: R3.060 yezigidi.
<b>Amaxesha okwenziwa kwentlawulo</b>	Iintlawulo ezinikwa oomasipala zixhomekeka ekuthotyelweni kwemigaqo echazwe kwiMemorandamu yesiVumelwano esayiniweyo phakathi kweSebe noomasipala kunye no-38(1)(j) woMthetho woLawulo lweeMali zikaRhulumente (i-PFMA).
<b>Uxanduva lwegosa lephondo elihlawulayo negosa elamkela imali</b>	<p><b>Uxanduva lwesebe lephondo</b></p> <ul style="list-style-type: none"> <li>• Yazisa oomasipala ngeentlawulo-mali.</li> <li>• Fumana iingxelo zenkcitho zonyaka koomasipala.</li> <li>• Zimasa iintlanganiso kunye noomasipala xa kukho imiba ephakamayo.</li> <li>• Jikelezisa iMemorandamu yesiVumelwano yaye qinisekisa ukuba oomasipala bayayisayina ze bayibuyisele kwisebe.</li> </ul> <p><b>Uxanduva loomasipala</b></p> <p>Buyisela iMemorandamu yesiVumelwano esayiniweyo kwisebe.</p> <ul style="list-style-type: none"> <li>• Iileta ezibambeleyo/izindululo zebhunga zimele zihambe noxwebhu olusayinwe ngamagosa asayinayo kwisikhundla sokubambela.</li> <li>• Ngenisa ingxelo yonyaka yenkcitho yaye sebenzisa iimali ezabelweyo ngokutsho kwemiqathango.</li> <li>• Umasipala uza kungenisa ingxelo engunobambiso malunga nenkcitho yakhe njengoko kucingelwe kwiMemorandamu yesiVumelwano.</li> </ul>
<b>Inkqubo yokuvunywa kokwabelwa yonyaka-mali ka-2024/25</b>	<p>Ukuvunywa kolwabiwo kuxhomekeke kokulandelayo:</p> <ul style="list-style-type: none"> <li>• Ukubekwa ngokusisigxina kwabaSebenzi boPhuhliso loluNtu kwimimandla yoluntu eyohlukeneyo.</li> <li>• Ukusombulula imingeni yohanjiso lweenzo eluntwini.</li> <li>• Imfuneko yokuginisa ubuhlakani phakathi koluntu norhulumente.</li> <li>• Imfuneko yokudibanisa uluntu neenkondo zikarhulumente.</li> </ul>

## Izihlomelo

### Isihlomelo C: Izalathisi Ezimanyanisiweyo

Iziko	Isalathisi Sokuvelisiweyo	Ithagethi Yonyaka	Umthombo Wedatha
Abukho			

### Isihlomelo D: Imodeli Yophuhliso Lwezithili

URhulumente weNtshona Koloni umilisele iNdelela yeNtsebenziswano Phakathi koMasipala oMbaxa neziThili njengendlela aphenhla ngayo kwiModeli yoPhuhliso lweziThili

ISebe linoxanduva lokubhexesha ukuqulunqwa nokumiliselwa kwesicwangciso somsebenzi esihlanganisiweyo ngeNdelela yeNtsebenziswano yeziThili

Iindawo Zongenelelo	Ithem Ephakathi (iminyaka eyi-5 - i-MTEF)					
	Ingcaciso Yeprojekthi	Uhlahlo lwabiwo-mali	Umasipala Wesithili	Indawo: ii-GPS co-ordinate	Okhokele Iprojekthi	Amahlakani Ezentlalo
Isikolo Sezolimo	Ngenxa yokuba imisebenzi yezolimo ngumthombo oyintloko wezoqoqosho e-Overberg, ukusekwa kwesikolo sezolimo kunye nezinye iinkalo zesibini, ezixhasayo zezemfundo kuchongwe njengeprojekthi emele ibe phambili kwiNgingqi ye-Overberg.		eOverberg	34,347470 18,920510	WCED, Higher Education/FET, DEADP (Spatial Planning), Community Safety and Agriculture.	
Iprojekthi Yoku-phuhlisa Kwabantwana Abancinci (i-ECD)	Inkxalabo ekhulayo kuyo yonke iNgingqi ye-Overberg. Kwabhaliswa iprojekthi yokuncedisa la maziko ukuba abhalise ngokufanelekileyo yaye anamathela kuluhlu lwemigaqo ebekiweyo ukuze kuqinisekise ukhuseleko lwabantwana.		eOverberg	34,347470 18,920510	Social Development/DEDAT	
Iprojekthi Yokulunyulwa Kwiziyobisi (iZiko)	Imeko enkenenkene kwezentlalo eqhubekayo nemingeni ekule ndawo yaphumela ekubhalisweni kwale projekthi njengekwindawo ephambili.		eOverberg	34,347470 18,920510	Uphuhliso lwezeNtlalo/ Ezempilo	
Iprojekthi yedama (ukunabisa ukhuseleko lwamanzi)	Idama - ukwandiswa komthamo nedama elitsha. Ukuze kukhuselwe imithombo yamanzi yaye kunatwiswe umthamo wokuwagcina kwisiThili, kucelwa inkxaso-mali yokuba kwakhiwe idama elitsha yaye kwandiswe namadama akhoyo kwiNgingqi ye-Overberg.		eOverberg	34,347470 18,920510	i-DLG/ Ezolimo, i-DEADP ne-DHWS	

## Izihlomelo

Iindawo Zongenelelo	Ithem Ephakathi (iminyaka eyi-5 - i-MTEF)					
	Ingcaciso Yeprojekthi	Uhlahlo lwabiwo-mali	Umasipala Wesithili	Indawo: ii-GPS co-ordinate	Okhokele lprojekthi	Amahlakani Ezentlalo
Iindawo Zokuphumla	Kuchongwe imfuneko yokunyusa umgangatho weendawo zokuphumla ezikhoyo kumandla we-Overberg ngenjongo yokwandisa amandla oomasipala okunyusa ingeniso nokwenza iindawo zokuphumla zibe nozinzo ngokwezimali.		eOverberg	34,347470 18,920510	i-DEDAT	
Ulawulo Lwenkukuma	SisiThili i-Overberg esinemvume yeTiphu eKarwyderskraal. Sithethe nje esi siThili sincipisa oomasipala i-Overstrand ne-Theewaterskloof yaye besichwechwele yi-Cape Agulhas neSwellendam ukuba nabo bancediswe kuba ezabo iitiphu ziyagcwala. Eli phulo lixhaswe ngophando lokuba lingasebenza na eli cebo nobelusenziwa ngabakwaJan Palm Consulting Engineers (i-JPCE)		eOverberg	34,347470 18,920510		
Iprojekthi Yokuhamba Koololiwe	Le projekthi ibandakanya ukusetyenziswa ngokugqibeleleyo kwamaseko ezixhobo zosetyenziso akhoyo enkonzo kaloliwe kunye nokuhlolwa kwamathuba okuphuhlisa kwamaseko angakumbi kaloliwe kule Ngingqi aza kwandisa amathuba ophuhliso lwezoqoqosho.		eOverberg	34,347470 18,920510	Ezothutho ne-Misebenzi yoluntu, i-DEDAT	U-Transnet, u-PRASA, u-Overberg Agri.
Ukwenziwa lula kwendlela yokushishina	INkulumbuso, kwiNgetho yoBume bePhondo nge-18 kaJulayi 2019, yavakalisa ukuba u-WCG uza kuncedisa ekumiseni Ukuncitshiswa kwe-Red Tape njengento ephambili kubo bonke oomasipala		eOverberg	34,347470 18,920510		
Umzi-mveliso Wokukhutshwa Kwetyuwa Emanzini	Ukuxhaswa kokwakhiwa komzi-mveliso wokukhutshwa kwetyuwa emanzini kwiZibuko elitsha eHermanus (ukudibanisa umzi-mveliso wokukhutshwa kwetyuwa emanzini kunye ne-Abagold) (Uphando lokuba kungasebenza na oku lwagqitywa ngo-2018)		eOverberg	34,347470 18,920510		

## Izihlomelo

Isampulu yeeProjekthi zeziThili ezimele zimiliselwe kuMasipala wesiThili i-West Coast

Areas of Interventions	Medium Term (5 years -MTEF)				
	Project Description	Budget allocation	District Municipality	Project Leader	Social Partners
Ukuxhobisa Ngezakhono Nolwazi	Inkqubo yokuXhotyiswa ngaMava omSebenzi kuLawulo lweeNtlekele	R 80 000	Umasipala wesiThili i-West Coast	ISebe loRhulumente baseMakhaya	N/A
	Inkqubo yokuXhotyiswa kwabaneziDanga ngaMava omSebenzi kooMasipala	R 80 000			N/A
	Ukuqeshwa kwengcali yobume bomhlaba nokutsalwa kwamanzi	R 322 305			N/A
Inkxaso yamaseko ezixhobo zosetyenziso	Ulwabiwo-mali lwe-MIG	R 96 362 000			N/A
Intsebenziswano Nabemi	I-Thusong Mobile Outreach	I-R80 000 ngenkqubo nganye esiwa ebantwini			Amasebe anebango
Inkxaso yamaseko ezixhobo zosetyenziso	eBergriver – Indawo eza kuba nomngxuma wesitsala-manzi, ukusophavayiza nokugrumba nokuvavanya, Izicwangciso zolawulo lwamanzi aphantsi komhlaba	R 218 706			N/A
Intsebenziswano Nabemi	I-Thusong Mobile Outreach	R 100 000			



## Izihlomelo

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URhulumente waseNtshona koloni: ISebe looRhulumente baseMakhaya

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URhulumente womMandla

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