

IINGCACISO ZEMISEBENZI EYENZIWAYO

ISebe leMicimbi yeNkcubeko neMidlalo: iSicwangciso sokuSebenza soNyaka 2017/18

INKQUBO 1: ULAWULO

Misebenzi eyeNziwayo yeNjongo yeQhinga lokuSebenza

1.2.1

Isihloko somsebenzi	Isicwangciso sokuphucula ukulawulwa kwemali ukudala uniko-zinkonzo olugqwesileyo.
Inkcazo emfutshane	Ukudala imo elawuleka ngokuphucukileyo ukuqinisekisa uniko-zinkonzo olugqwesileyo.
Injongo/ukubaluleka	Ukuphucuka kweziphumo zophicotho-zincwadi
Apho zifunyanwa khona iinkcukacha	Iingxelo zophicotho-zincwadi
Indlela yokubala	Inani lezinto ezifunyanisiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ingaqibelelo kuniko-zinkonzo nokuphucuka kolawulo
Onoxanduva lomsebenzi	INtloko yezoLawulo lwangaPhakathi

1.3.1

Isihloko somsebenzi	Number of plans and reports compiled or submitted to enable all other INKQUBOs to deliver effective and efficient services.
Inkcazo emfutshane	Number of plans and reports relating to service delivery improvement initiatives informed by Batho Pele, accommodation, and monitoring and evaluating performance, compiled or submitted to enable all other INKQUBOs to deliver effective and efficient services.
Injongo/ukubaluleka	Improved service delivery.
Apho zifunyanwa khona iinkcukacha	Evaluation Reports, Approved service initiatives, Ngonyaka Performance Reports, and UAMPs
Indlela yokubala	Kuyabalwa
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Yintloko yecandelwana

Misebenzi eyeNziwayo:

Inkqutyana 1.2: Iinkonzo zoLawulo lweMali

1.2.1

Isihloko somsebenzi	Inani lezicwangciso zokuphuculwa kweziphumo zophicotho-zincwadi nokucutha inani lezinto ezifunyaniswa zitenxile nguMphicothi-zincwadi Jikelele nanguMphicothi-zincwadi wangaPhakathi ukufezekisa uniko-zinkonzo olugqwesileyo.
Inkcazo emfutshane	Inkonzo egqwesileyo ngobeko-iliso kusetyenziswa isicwangciso sokuphucula

	ulawulo-mali (FMIP)
Injongo/ukubaluleka	Ukwehla kwenani lezinto ezitenxileyo ezifunyanwaniswa luphicotho-zincwadi
Apho zifunyanwa khona iinkcukacha	Izinto ezitenxileyo ezifunyaniswe luphicotho-zincwadi neengxelo zolawulo; iingxelo zotexo olufunyaniswe luphicotho-zincwadi lwangaphakathi
Indlela yokubala	Inani lezinto ezitenxileyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ukwehla kwenani lezinto ezitenxileyo ezifunyaniswa luphicotho-zincwadi nokuphucuka kweziphumo zophicotho-zincwadi
Onoxanduva lomsebenzi	INtloko yoLawulo lwangaPhakathi

Inkqutyana 1.3: IiNkonzo zoLawulo

1.3.1

Isihloko somsebenzi	Ukusebenzisa amanyathelo ophuculo loniko-zinkonzo ngokweBatho Pele
Inkcazo emfutshane	Ukunika ingxelo ngekota malunga namanyathelo ophuculo loniko-zinkonzo ahambelana nomxholo 5: iNkonzo eGxile kuLuntu yePSO 12
Injongo/ukubaluleka	Ukubonisa inani lamanyathelo ophuculo loniko-zinkonzo asetyenzisiweyo
Source/Collection	Iingxelo
Indlela yokubala	Ekuququnjelweni kweengxelo
Unyino kwiinkcukacha	Unyino kwiinkcukacha zamaqumrhu ekusetyenziswana nawo
Uhlobo lomsebenzi	Iinkqubo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Kabini ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ukusetyenziswa kwamanyathelo ophuculo loniko-zinkonzo
Onoxanduva lomsebenzi	Umpathathi wenkqutyana, umpathathi onoxanduva

1.3.2

Isihloko somsebenzi	Inani leenkqubo zovavanyo ezenziweyo (ezingqamene nobeko-liso novavanyo)
Inkcazo emfutshane	Iinkqubo zovavanyo ezinkulu ezenziwe kwiCAS ngumsebenzi okhethiweyo ojolise ekuhloleni ngokukuko nangokusulungekileyo inkqubela nempumelelo ekufezekiseni isiphumo ekujoliswe kuso. Onke amaphulo ovavanyo kufuneka ahambelane neziphumo hayi kuphela ekusebenziseni okanye kwiziqhamo.
Injongo/ukubaluleka	Ukufumanisa ukubaingaba iDCAS isebenza ngokwezicwangciso, ukuphawula izinto eziyimiqobo ekusetyenzisweni kweenkqubo ze kwenziwe iziphakamiso zolungiso, ukuze isebe lifunde, liphucuke ze lenze izigqibo ezisekelwe kulwazi, ulawulo olusulungekileyo nokukhawulezisa unikezelo-zinkonzo.
Apho zifunyanwa khona iinkcukacha	Uphando loluncwadi i.e. iingxelo ezisesikweni nemigaqo-nkqubo, APP, izicwangciso zokusebenza, udliwano-ndlebe olwenziweyo, uthamelo, uphando etc.
Indlela yokubala	Ukufakwa nokuququnjelwa kweengxelo zovavanyo. Ingxelo nganye eququnjelweyo ixoxwa ngabaphathi abaphezulu.
Unyino kwiinkcukacha	Imingeni ukufumana iinkcukacha ngezinto ezisisiseko, ukungahlomli kwangexesha kwiingxelo ezisaqulunqwayo
Uhlobo lomsebenzi	Isiphumo, iziqhamo, igalelo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Lo msebenzi umeta ukusebenza kweDCAS, oku kuza kunceda ekukhawuleziseni uniko-zinkonzo, kuza kuphakamisa izinga lezakhono zabaphathi, kuza kukhuthaza ulawulo olusulungekileyo nengqibelelo yesebe, ngeli xa kufunwa izinga eliphezulu ukunceda nakwezinye iinkalo, naluphi na unxaxho luyakuba sisiphumo socwangciso olugwenxa.
Onoxanduva lomsebenzi	Inkqutyana / Umlawuli onoxanduva

1.3.3

Isihloko somsebenzi	Inani leengxelo zobeko-liso kumsebenzi owenziwayo ngonyaka ezenziweyo
Inkcazo emfutshane	Inani leengxelo zobekol-liso kumsebenzi owenziwayo zonyaka ezenziweyo malunga nokuphunelelweyo ngokweSicwangciso sokuSebenza soNyaka
Injongo/ukubaluleka	Ukubeka iliso nokunika ingxelo ngokuphunelelweyo ngonyaka ngokweethagethi ezichazwe kwiSicwangciso sokuSebenza soNyaka
Apho zifunyanwa khona iinkcukacha	Iingxelo ngomsebenzi owenziwayo zonyaka
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

1.3.4

Isihloko somsebenzi	Inani lee-UAMP ezifakiweyo
Inkcazo emfutshane	Inani leZicwangciso zoLawulo lokuSetyenziswa kwee-Asethi ezifakiweyo ngonyaka kuNondyabo nakwiDTPW ngokwemimiselo yeGIAMA.
Injongo/ukubaluleka	Ukuthobela iGIAMA
Apho zifunyanwa khona iinkcukacha	ISicwangciso soLawulo lokuSetyenziswa kwee-Asethin
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

INKQUBO 2: IMICIMBI YENKCUBEKO

Misebenzi eyeNziwayo yeNjongo yeQhinga lokuSebenza:

2.1

Isihloko somsebenzi	Inani leenkalo zobugcisa neenkqubo zezenkcubeke eziphuculwe ukuba zivule amathuba kuluntu lweNtshona Koloni
Inkcazo emfutshane	Oku kubandakanya iinkalo zezobugcisa neenkqubo, kubandakanya amacweyo, iiseshini zolwabelwano ngamava nemiboniso eyenziwa licandelo ngentsebenziswano namanye amahlakani entsebenziswano.
Injongo/ukubaluleka	Ukuququzelela uthethwano ukuhambisela phambili ukubandakanyeka koluntu ngokuluxhobisa ngezakhono nangokudala amathuba ukuze nolutsha lube nako ukubandakanyeka kwezoqoqosho kusetyenziswa ezobugcisa
Apho zifunyanwa khona iinkcukacha	Kuphando, kuluhlu lweenkcukacha nakuthethwano
Indlela yokubala	Iingxelo, utyelelo nezivumelwano zentsebenziswano
Unyino kwiinkcukacha	Ukunqongophala kophando Imineni yokufumana iinkcukacha ngokusekelwe kuko Ukungalungelelaniswa ngokusesikweni kwecandelo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesikwizinga eliphezulu
Onoxanduva lomsebenzi	Inkqutyana/ Umlawuli onoxanduva

2.2

Isihloko somsebenzi	Inani lamaqumrhu karhulumente afumana inkxaso yobungcali neyolawulo
Inkcazo emfutshane	Amaqumrhu karhulumente axhaswayo anika ingxelo kwiSebe
Injongo/ukubaluleka	(i) IKomishini yeNkcubeko yeNtshona Koloni (WCCC): Ukukhusela, ukukhuthaza nokuphuhlisa ezenkcubeko eNtshona Koloni kwanokunika iingcebiso kuMphathiswa wePhondo nokubhalisa amabhunga ezenkcubeko nokwenza imisebenzi eyithunywa nguMphathiswa iWCCC (ii) IKomiti yeLwimi yeNtshona Koloni (WCLC): Ukubeka iliso kwiKomiti yeLwimi yeNtshona Koloni nokunika iingcebiso kuMphathiswa wePhondo nakwiPansalb (iii) ILifa leMveli leNtshona Koloni (HWC): Ukulawula, ukukhusela nokukhuthaza ukusetyenziswa kwezinto ezililifa lemveli eNtshona Koloni nokunika iingcebiso kuMphathiswa wePhondo. (iv) IKomiti yamaGama eeNdawo yePhondo leNtshona Koloni ukucebisa ngokumiselwa nokuguqulwa kwamagama eendawo eNtshona Koloni.
Apho zifunyanwa khona iinkcukacha	Kuphando, koovimba beenkcukacha nothethwano. UMgaqo-nkqubo weLwimi weNtshona Koloni. Inani lezinto ezililifa lemveli ezikhuselwe ngokusesikweni eNtshona Koloni nenani lezicelo zezigunyaziso ezifakiweyo.
Indlela yokubala	Iingxelo, kubandakanya iingxelo zonyaka, iingxelo ze-IYM, etc.
Unyino kwiinkcukacha	Ukunqongophala kophando oluthembekileyo malunga namaqela ezenkcubeko eNtshona Koloni. Iingeni yokufumana iinkcukacha ngokusekelwe kuko. Ukuba ntlantlo-ninzi kwezobugcisa, inkcubeko, ilifa lemveli necandelo leelwimi. Isikhokhelo soMgaqo-siseko nemisebenzi engabelwanga mali Ukukhabana kwemithetho enika amagunya koomasipala
Uhlobo lomsebenzi	Igalelo, isiphumo, iinkqubo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu
Onoxanduva lomsebenzi	UGunyaziwe onoXanduva/ amaGosa aNika iNngxelo amaQumrhu kaRhulumente

2.3

Isihloko somsebenzi	Inani lamaziko olondolozo lwembali afumane inkxaso
Inkcazo emfutshane	Inkxaso-mali neprojekthi enikwe amaziko axhaswayo (ngabasebenzi, ngemali, ngobungcali, ngobuchwepheshe neengcebiso zolawulo neenkono, ngemiboniso, ngeenkono zolondolozo, ngokuchongwa kwabamele beNkulumbuso nezigqeba zolawulo, ngolawulo lwezinto eziqokelelweyo, nangenkqubo zoluntu).
Injongo/ukubaluleka	Ukunika iinkono kumaziko olondolozo lwembali afumana inkxaso.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakwizicwangciso zokusebenza zamaziko olondolozo lwembali.
Indlela yokubala	Ubalo lwamaziko olondolozo lwembali aneengxelo nezicwangciso zokusebenza.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi.
Onoxanduva lomsebenzi	UMphathi weNkqutyana/Umlawuli onoxanduva

2.4

Isihloko somsebenzi	Inani leprojekthi ezikhuthaza ukusetyenziswa kweelwimi ezininzi, ukuhlangabezana nokungalingani kweelwimi kwangaphambili nokukhuthaza ukuphuhlisa kweelwimi ezazifudula zisengelwa phantsi kwakunye noLwimi lweZandla loMzantsi Afrika eNtshona Koloni
Inkcazo emfutshane	Inani leprojekthi zokukhuthaza ukusetyenziswa kweelwimi ezininzi, ezazifudula zisengelwa phantsi noLwimi lweZandla loMzantsi Afrika
Injongo/ukubaluleka	Kukukhuthaza, ukuphuhlisa nokukhusela ukwahlukana kweelwimi zeNtshona Koloni nokukhuthaza ukusetyenziswa ngokulinganayo kweelwimi

	zorhulumento eNtshona Koloni
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kubandakanya iingxelo zovavanyo, ingxelo yonyaka noovimba beenkcukacha
Indlela yokubala	lingxelo, izihlandlo zotyebilelo nezivumelwano zentsebenziswano
Unyino kwiinkcukacha	Unqongophalo lwentsebenziswano Ukungazibopheleli kwamasebe athile kuphunyezo loMgaqo-nkqubo weLwimi Unqongophalo lwesigama sesiXhosa seenkalo zobuchwepheshe
Uhlobo lomsebenzi	Isiphum
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Inkqutyana/Umlawuli onoxanduva

2.5

Isihloko somsebenzi	Inani leenkqubo zokunyanzelisa nokwenza igalelo kubandakanyo nentsebenziswano yoluntu (ulwakiwo lwesizwe neengunqu)
Inkcazo emfutshane	inkqubo zokunyanzelisa nokwenza igalelo kubandakanyo nentsebenziswano yoluntu
Injongo/ukubaluleka	Kukubandakanya abemi beNtshona Koloni kwimicimbi enyanzelisa neyenza igalelo kubandakanyo nentsebenziswano yoluntu nolwakiwo lwesizwe
Apho zifunyanwa khona iinkcukacha	Kwinani leeprojekthi okanye lemisitho eyenziweyo, efana nezikhumbuzo zemihla ebalulekileyo esizweni, i.e. uSuku lweNkululeko, uSuku loLutsha, uSuku leLifa leMveli, njalo-njalo, nakwezinye iiprojekthi
Indlela yokubala	lingxelo, iinkqubo nezivumelwano zentsebenziswano
Unyino kwiinkcukacha	Ukungqongophala kwentsebenziswano Ukungazibopheleli kwawo omathathu amanqanaba karhulumente ukuze kusetyenziswane Ukungabikho kwezicwangciso nezaziso ezinqophileyo ngemisitho yesizwe eqhutywa eNtshona Koloni
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesikwizinga eliphezulu
Onoxanduva lomsebenzi	Abaphathi benkqutyana

Imisebenzi eyeNziwayo:

Imisebenzise emiselwe sisizwe:

Inkqutyana 2.1: ULawulo

2.1.1

Isihloko somsebenzi	Inani lamathuba emisebenzi ye-EPWP adaliweyo
Inkcazo emfutshane	Inani lamathuba emisebenzi yeNkqubo yeMisebenzi yoLuntu eyaNdisiweyo adaliweyo
Injongo/ukubaluleka	Kukudala amathuba emisebenzi njengenxalenye yeNkqubo yeMisebenzi yoLuntu eyaNdisiweyo (EPWP)
Apho zifunyanwa khona iinkcukacha	Kuvimba weenkukacha ze-EPWP wesizwe, kwiingxelo zekota nakwezeenyanga
Indlela yokubala	Kubalwa inani lamathuba emisebenzi kuvimba weenkukacha ze-EPWP wesizwe.
Unyino kwiinkcukacha	Ukufikelela kuvimba weenkukacha ze-EPWP wesizwe Uphazamiseko kwii-PERSAL zabaxhamli abaqeshwe yiDCAS neengxelo zeBAS
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	UMphathi weNkqutyana2
Umngcipheko ophambili	Abathuba oqeqesho adalwe liSebe leMisebenzi yoLuntu lesizwe

Inkqutyana 2.2: UBungcisa neNkcubeko

2.2.1

Isihloko somsebenzi	Inani lamagcisa axhamle kwiinkqubo zokuxhotyiswa ngezakhono
Inkcazo emfutshane	ISebe liququzelela uqeqesho nokuxhotyiswa ngezakhono kwamagcisa ezoBugcisa, iNkcubeko neLifa leMveli ukuze athathe inxaxheba kumaphule eSebe.
Injongo/ukubaluleka	Inani lamagcisa axhamle kwiinkqubo zokuxhotyiswa ngezakhono, kubandakanya abezolawulo lwezobugcisa, amagcisa, abaguquli-lwimi, iitoliki, amagcisa ezelifa lemveli nawezolondolozo lwembali
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabathathe inxaxheba nabalugqibileyo uqeqesho oluququzelelwe liSebe
Indlela yokubala	Kubalwa inani lebantu abaqeqeshiweyo kwakunye namathuba ezogeqesho anikwe liSebe
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi, nto nje inkqubo inatyiselwe ngaphaya kwamagcisa ezenkcubeko nobugcisa
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva lwezoBugcisa neNkcubeko, uLondolozo lweMbai, uLawulo lwezinto ezililifa leMveli, iNkonzo zeeLwimi
Umngcipheko ophambili	Ubukho babaqeqeshi abafanelekileyo nabanamava kwanobukho beekhosi eziphunyezwe yiSAQA

2.2.2

Isihloko somsebenzi	Inani leenkqubo zothethwano noluntu ezenziweyo
Inkcazo emfutshane	Inani leenkqubo zomanyo loluntu nezothethwano noluntu ezinziwe ekuhlaleni, kwimimandla okanye kwingingqi
Injongo/ukubaluleka	Ukuvula amathuba othethwano noluntu ngemiba yokumanywa koluntu nokwakhiwa kwesizwe, kubandakanya nemiba yezobuhlanga, ucalulo olungenabulungisa, ukubukulana ngokohlanga nokunganyamezelani ngokwenkcubeko ekuhlaleni, kwimimandla nakwiingingqi
Apho zifunyanwa khona iinkcukacha	Ingxelo yokwenziweyo (i.e uluhlu lwabathathe inxaxheba nakwiirekhodi zothethwano)
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Umkhomba-ndlela ocacileyo wamaqela omanyano loluntu nakuluntu oluthatha inxaxheba

2.2.3

Isihloko somsebenzi	Number of provincial social inclusion/cohesion summits hosted
Inkcazo emfutshane	Number of social cohesion and nation building conversations conducted at provincial level
Injongo/ukubaluleka	Ukuvula amathuba othethwano ephondweni ngemiba yokumanywa koluntu nokwakhiwa kwesizwe, kubandakanya ubuhlanga, ucalulo olungenabulungisa, ubukulwano ngokobhlanga nokunganyamezelani ngokwenkcubeko ephondweni
Apho zifunyanwa khona iinkcukacha	Ingxelo yokwenziweyo (i.e uluhlu lwabathathe inxaxheba nakwiirekhodi zothethwano)
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka

Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduvas
Umngcipheko ophambili	Umkhomba-ndlela ocacileyo wamaqela omanyano loluntu nakuluntu oluthatha inxaxheba

2.2.4

Isihloko somsebenzi	Inani lemibhiyozo yemihla enentsingiselo ebalulekileyo nembali esizweni
Inkcazo emfutshane	Iinkqubo zokwazisa banzi ezenziwe liSebe ukubhiyozela imihla enentsingiselo ebalulekileyo esizweni ezijolise ekwandiseni ubandakanyeko loluntu ekuhlaleni
Injongo/ukubaluleka	kukwenza iinkqubo nemisitho eluntwini ukubhiyozela imihla yesizwe neyembali, ukukhuthaza ukuzingca kwesizwe, ubuzwe nokuqhubela phambili ubandakanyo loluntu nokwakiwa kwesizwe
Apho zifunyanwa khona iinkcukacha	Ingxelo yokwenziweyo
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Imozulu embi kwimisitho ebanjelwa phandle

2.2.5

Isihloko somsebenzi	Inani lamaqumrhu anikwe inkxaso
Inkcazo emfutshane	Inkxaso enikwe amaqumrhu (kubandakanya iiforamu zolwaluko, imibutho egxile kokuthile, imibutho yezenkcubeko enikwe inkxaso yokuququzelela intsebenziswano phakathi kwamagcisa, oosonkcubeko, imibutho, uluntu) ngokuwaxhobisa ngezakhono nengenye inkxaso edingekayo.
Injongo/ukubaluleka	Kukwenza ukuba uluntu lufikelele kwizixhobo, ukuphucula unxibelelwano, ukwakha izidingo ezisisiseko, ukudala ukuqondwa kwezenkcubeko, kwanokwandisa ubukho bezinto zobugcisa eluntwini.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lweenkcukacha, kwimibutho yezenkcubeko, kwiingxelo nakuphando, kumanqaku eentlanganiso namaqumrhu entsebenziswano, kwiinkqubo zamacweyo.
Indlela yokubala	Kubalwa amaxa entsebenziswano namaqumrhu
Unyino kwiinkcukacha	Uluhlu lweenkcukacha lunezo zemibutho esebenza neSebe kuphela.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Unqongophalo lwamandla okufikelela kuye wonke ubani.

Inkqutyana 2.3: AmaZiko oLondolozo lweMwali

2.3.1

Isihloko somsebenzi	Inani lamaphulo okwazisa banzi ngeempawu zesizwe neembasa zesizwe
Inkcazo emfutshane	Iiprojekthi neenkqubo zeSebe ukwazisa banzi ngeempawu zesizwe neembasa zesizwe okanye iRiphabliki yoMzantsi Afrika
Injongo/ukubaluleka	Ukuhambisa iinkcukacha nokwazisa banzi ngeempawu neembasa zesizwe zeRiphabliki yoMzantsi Afrika kwiNtshona Koloni iphela ukukhulisa ukuzingca kwesizwe nokwakha ubandakanyo loluntu
Apho zifunyanwa khona iinkcukacha	Iingxelo zokwenziweyo
Indlela yokubala	Kubalwa iingxelo zokwenziweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo

Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	ubukho mezixhobo ezidingekayo ezoneleyo

Inkqutyana 2.5: IiNkonzo zeeLwimi

2.5.1

Isihloko somsebenzi	Inani lamaqumrhu eelwimi anikwe inkxaso ngoweliselu-mali
Inkcazo emfutshane	Uweliselu-mali kwiKomiti yeelwimi yeNtshona Koloni
Injongo/ukubaluleka	Ukuqinisekisa ukuba zonke iintlanganiso zocwangciso nezeekomitana zeKomiti yeelwimi yeNtshona Koloni zibanjwa ngokuyimpumelelo, ukumisela kwamalungu iminyaka emithathu nguMphathiswa wePhondo nokunika inkxaso kwimisebenzi yolawulo neyobungcali ngokumisela abasebenzi ukukhusela nokukhuthaza ukusetyenziswa kweelwimi ezisemthethweni ngamaqumrhu afana neWCLC nePanSALB
Apho zifunyanwa khona iinkcukacha	Kuweliselu-mali
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukungamiselwa kweKomiti, iingxelo zophicotho-zincwadi ezingancumisiyo nokungabi nako ukwenza umsebenzi.

Imisebenzi emiselwe liphondo:

Inkqutyana: 2.2: UBugcisa neNkcubeko

2.2.6

Isihloko somsebenzi	Inani leenkqubo zoweliselu-mali kwimibutho yezobugcisa nenkcubeko, kubandakanya iWCCC
Inkcazo emfutshane	Inani leenkqubo zoweliselu-mali kwimibutho yezobugcisa nenkcubeko kubandakanya neWCCC, ukuphumeza injongo zeSebe.
Injongo/ukubaluleka	Uweliselu-mali lunceda kuxhotyiso lwemibutho yezobugcisa nenkcubeko, kukhuthaza ze kulondolozwe ezobugcisa nenkcubeko.
Apho zifunyanwa khona iinkcukacha	Number of approved transfer payments
Indlela yokubala	Inani leenkqubo zoweliselu-mali eziphunyeziweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isipho
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi weNkqutyana
Umngcipheko ophambili	Ukungathobeli imigaqo kwemibutho

2.2.7

Isihloko somsebenzi	Inani leeprojekthi zokuphuhlisa nokukhuthaza ezobugcisa nenkcubeko
Inkcazo emfutshane	Iiprojekthi zokuxhobisela ukukhuthaza, ukulondolozwa nokuphuhlisa ezobugcisa nenkcubeko ukuphucula impilo-ntle ekuhlaleni.
Injongo/ukubaluleka	Ukuphuhlisa ngezakhono iingingqi ezihlelelekileyo namaqela ekujoliswe kuwo ngokudala amathuba okufikelela kwezobugcisa nenkcubeko nokudala unxibelelwano nentsebenziswano.

Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi zeSebe.
Indlela yokubala	Kubalwa iiprojekthi ezigqityiweyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ubukho bemali nezabasebenzi

Inkqutyana: 2.3: Iinkonzo zoLondolozo lweMbali

2.3.2

Isihloko somsebenzi	Inani leebhrotsha neziphethshana ezihanjiswe eluntwini
Inkcazo emfutshane	Inani leebhrotsha neziphethshana ezikhuthaza ukusetyenziswa kwamaziko afumana inkxaso ezihanjisiweyo yiNkonzo yoLondolozo lweMbali
Injongo/ukubaluleka	Kukuqinisekisa ukuba uluntu luyawatyelela amaziko olondolozo lwembali ukulanda umlandu wembali nemveli yeNtshona Koloni
Apho zifunyanwa khona iinkcukacha	Inani leebhrotsha neziphethshana
Indlela yokubala	Lubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi.
Onoxanduva lomsebenzi	UMphathi weNkqutyana

2.3.3

Isihloko somsebenzi	Inani lamaziko olondolozo lwembali anikwa inkxaso ngoweliselomali
Inkcazo emfutshane	Amaziko olondolozo lwembali anikwa inkxaso-mali ngoweliselomali
Injongo/ukubaluleka	Ukusetyenziswa kweMuseums Ordinance ka-1975
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zePersal/BAS/kwiishedyuli zoweliselomali
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo ngonyaka
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi.
Onoxanduva lomsebenzi	UMphathi weNkqutyana nomlawuli onoxanduva

2.3.4

Isihloko somsebenzi	Ukugcina inkonzo yolondolozo lwembali isebenza ukunika inkxaso kumaziko olondolozo lwembali
Inkcazo emfutshane	Ukubonelela ngeenkono zobuchwepheshe nezobunzulu-lwazi ezingundoqo kumaziko olondolozo lwembali anikwa inkxaso
Injongo/ukubaluleka	Amaziko olondolozo lwembali anikwa inkxaso adinga iinkonzo zobungcali, ubuchwepheshe nezobunzulu-lwazi ukuze alondolozwe ngokuko imveli yeNtshona Koloni ze abonelele nangeenkqubo zokufundisa kuluntu.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo/nakwizicwangciso
Indlela yokubala	Akungeni oku apha
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixalokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi

Onoxanduva lomsebenzi	Umphathi wenkqutyana
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Inkqutyana 2.4: IiNkonzo zeLifa leMveli

2.4.1

Isihloko somsebenzi	Inani loogunyaziwe bezinto ezililifa lemveli abanikwe inkxaso ngoweliselomali
Inkcazo emfutshane	Ukudala imo evumayo yokulondolozwa nokulawulwa kwezelifa lemveli eNtshona Koloni
Injongo/ukubaluleka	Kukubonelela ngenkxaso-mali nangobungcali kwiHWC ukuze yenze umsebenzi ewumiselwe ngokomthetho
Apho zifunyanwa khona iinkcukacha	Kuweliselomali
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo nentsulungeko
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Awukho

2.4.2

Isihloko somsebenzi	Inani lamagama eengingqi aqinisekisiweyo nahlalutywe yiKomiti yamaGama eeNgingqi yeNtshona Koloni
Inkcazo emfutshane	Inani leziphakamiso ngokusekelwe kwizicelo ezifunyenweyo zokuguqulwa okanye zokugunyaziswa kwamagama eengingqi ezifakwe kwiBhunga lamaGama eeNgingqi loMzantsi Afrika (SAGNC) yiWCPGNC ukuba aqinisekise okanye ahlalutywe ze aphunyezwe nguMphathiswa wezoBugcisa neNkcubeko weSizwe.
Injongo/ukubaluleka	Ukufezekisa izimiso zomthetho wesizwe ukwenza iziphakamiso kwiSAGNC ngeziphakamiso zeenguqu okanye zogunyaziso kumagama eengingqi eNtshona Koloni nangokoxanduva lwasemthethweni leWCPGNC, iWCPGNC kufuneka iqwalasele izicelo zeenguqu okanye zokugunyaziswa kwamagama eengingqi eNtshona Koloni awela phantsi koxanduva lwayo ngokomthetho kwaye iqinisekise ukuba kulandelwa imigaqo ekhutshwe nguMphathiswa wezoBugcisa neNkcubeko weSizwe nayeSAGNC.
Apho zifunyanwa khona iinkcukacha	Kwizicelo zeenguqu okanye zokugunyaziswa kwamagama eengingqi ezifunyenwe yiWCPGNC, kuluhlu lwemiba yeengxoxo nakwiimbalelwano neSAGNC apho kuyimfuneko khona
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Unqongophalo lwezixhobo ezifanelekileyo kusenokucutha inani lamagama aphantsi.
Uhlobo lomsebenzi	Isiphmo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Kukulahlala komsebenzi ekuphela kwakhe kweli candelo

2.4.3

Isihloko somsebenzi	Inani lamaqumrhu amagama eengingqi axhasiweyo eNtshona Koloni.
Inkcazo emfutshane	Ukubonelela ngobungcali nangenye inkxaso kwiKomiti yamaGama eeNgingqi yeNtshona Koloni ukuqinisekisa ukuba inika iinkonzo zenkxaso ezifanelekileyo kwiSAGNC, koomasipala nakuluntu ngokubanzi.
Injongo/ukubaluleka	IKomiti yamaGama eeNgingqi yeNtshona Koloni yamiselwa ngokomthetho wesizwe njengeKomiti yamaGama eeNgingqi yePhondo leNtshona Koloni. IKomiti yenza iziphakamiso kwiSAGNC malunga nezicelo zokwenziwa kweenguqu okanye zokugunyaziswa kwamagama eengingqi eNtshona Koloni awela phantsi koxanduva lwayo ngokomthetho, kwakunye nokunika

	iingcebiso koomasipala nakuluntu malunga nokwenza izicelo zengunqu okanye zokugunyaziswa kwamagama eengingqi. Inoxanduva olukhulu ngokusingise ekuqinisekiseni ukuba uthethwano lubaluleke ngaphezu kwezicelo zokuguqulwama kwamagama eengingqi kwiSAGNC kwakunye nokuqinisekisa ukuba inkqubo yokuguqulwa nokugunyaziswa kwamagama eengingqi ihambelana nemigaqo ekhutshwe yiSAGNC nanguMphatishwa wezoBugcisa neNkcubeko weSizwe.
Apho zifunyanwa khona iinkcukacha	Koovimba beenkcukacha, kuluhlu lwemiba yeentlanganiso nakumanqaku eentlanganiso
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukulahla komsebenzi ekuphela kwakhe kweli candela

Inkqutyana 2.5: Iinkonzo zeLwimi

2.5.2

Isihloko somsebenzi	Inani leprojekthi ezijolise ekukhuthazeni ukusetyenziswa kweelwimi ezininzi, iilwimi zemveli ezazifudula zisengelwa phantsi kwakunye noLwimi lokuThetha ngeZandla loMzantsi Afrika
Inkcazo emfutshane	Iprojekthi neenkqubo, umzekelo iintlanganiso zeForamu yeeLwimi yePhondo, iSASL neenkqubo zokwazisa banzi ngesiXhosa, ukwenziwa koluhlu lwesigama, uphando ngokuthotyelwa koMgaqo-nkqubo weelwimi kuRhulumente weNtshona Koloni ukukhuthaza ukusetyenziswa kweelwimi ezininzi kuRhulumente weNtshona Koloni.
Injongo/ukubaluleka	Ukwenza umsebenzi omiswe ngokomthetho ukukhuthaza ukusetyenziswa kweelwimi ezininzi kuRhulumente weNtshona Koloni.
Apho zifunyanwa khona iinkcukacha	Kuphando, kwiingxelo, kumanqaku eentlanganiso.
Indlela yokubala	Ubalo olulula.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpatho wenkqutyana.
Umngcipheko ophambili	Ukuqeshwa koozilwimi akuyonto iphambili kwamanye amasebe, nto leyo echaphazela kakubi ukuthotyelwa ngokupheleleyo koMgaqo-nkqubo weelwimi. Ukunqongophala kwezixhobo ezidingekayo noqeqesho olufanelekileyo kubasebenzisi boLwimi lokuThetha ngeZandla loMzantsi Afrika.

2.5.3

Isihloko somsebenzi	Inani leenkonzo zeelwimi ekubonelelwe ngazo kwezisemthethweni eNtshona Koloni
Inkcazo emfutshane	Ukubonelela ngeenkonzo xenkxaso yezogugulo-lwimi, uhlelo-lwimi kwanotoliko-lwimi kumasebe karhulumente wephondo namaqumrhu akhe.
Injongo/ukubaluleka	Kukubonelela ngeenkonzo zenkxaso yezeelwimi ukuqinisekisa ukuphunyezwa koMgaqo-nkqubo weelwimi wephondo.
Apho zifunyanwa khona iinkcukacha	Kuvimba weenkcukacha wezicelo nomsebenzi owenziweyo.
Indlela yokubala	Ubalo olulula lokubala iinkonzo ekubonelelwe ngazo.
Unyino kwiinkcukacha	Alukho.
Uhlobo lomsebenzi	Isiphumo.
Uhlobo lokubala	Lolunganyukiyo.
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi.

Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana.
Umngcipheko ophambili	Ubukho besigama esidingekayo.

INKQUBO 3: IINKONZO ZAMATHALA EENCWADI NOLONDOLOZO LWEENKCUKACHA EZIBALULEKILEYO

Misebenzi eyeNziwayo yeNjongo yeQhinga lokuSebenza:

3.2.1

Isihloko somsebenzi	Inani leenkonzozamathala eencwadi ezinikwe uluntu lweNtshona Koloni
Inkcazo emfutshane	Inani lamathala eencwadi oluntu eNtshona Koloni
Injongo/ukubaluleka	Amathala eencwadi oluntu anikwe inkxaso ngokusebenzisana noomasipala ngokunikwa imathiriyeli entsha, isikhokelo sobungcali neengcebiso nenkxaso ngeSita Library and Information Systems (SLIMS).
Apho zifunyanwa khona iinkcukacha	Kwiifomu zezivumelwano phakathi koomasipala neNkonzo yamaThala eeNcwadi
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngumsebenzi okwizinga eliphezulu
Onoxanduva lomsebenzi	Umpathi wenkqutyana

3.3.1

Isihloko somsebenzi	Inani leenkonzozobeko-liso ezinikwe amaqumrhu olawulo
Inkcazo emfutshane	Iinkonzozozobeko-liso ezinikwe abee-ofisi ezincedwayo ngokoxanduva olumiswe ngokomthetho i.e. <ul style="list-style-type: none"> Inani leenkqubo zocalulo ezivavanyweyo okanye eziphunyeziweyo Inani leenkqubo zohlolo ezenziweyo Inani lezigunyaziso zokulahla ezikhutshiweyo
Injongo/ukubaluleka	Ukuphucula iinkqubo zolawulo lweerekhodi kumaqumrhu karhulumente
Apho zifunyanwa khona iinkcukacha	Kwizicwangciso-nkqubo, kwiingxelo zenyanga, kwiingxelo zonyaka, kwiifayili zonxibelelwano
Indlela yokubala	Kubalwa iileta zeenkonzozokubonelelwe ngazo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	kukuphucuka kweendlela zokulawula iirekhodi
Onoxanduva lomsebenzi	Umlawuli wenkqubo

3.3.2

Isihloko somsebenzi	Inani leenkqubo zolondolozo nezokufikelela ezenziweyo
Inkcazo emfutshane	Ulonolozo lweenkcukacha ezibalulekileyo nkufikelela kwiinkcukacha i.e. <ul style="list-style-type: none"> Inani leenkqubo ezibalulekileyo (amaxwebhu) ezigciniweyo Inani lee-linear metres ezulungelelanisiweyo Inani loovimba beenkcukacha abenziweyo nabahlaziyiweyo
Injongo/ukubaluleka	Kukulondolozwa imveli yolondolozo lweenkcukacha ezibalulekileyo nokwenza ukufikeleleka kweenkcukacha
Apho zifunyanwa khona iinkcukacha	Kwirejista yokugciniweyo, kwirejista yeenkcukacha ezibalulekileyo ezihleliweyo nezichaziweyo
Indlela yokubala	Ubalo olula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	hayo, kudityanise imisebenzi emiyo
Isiphumo esifunekayo	Kukunyuka kwezinga lokusetyenziswa kweenkcukacha ezigciniweyo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

3.3.3

Isihloko somsebenzi	Inani lamasebe afakelwe i-ECM
Inkcazo emfutshane	Ukusebenzisa iNkqubo yoLawulo lwamaXwebhu ngeKhompuyutha (ECM) iMyContent kuWCG
Injongo/ukubaluleka	Kukwenza ukuba amasebe asebenzise indlela efanayo yolawulo lweenkcukacha ezifana namaxwebhu, iimpepha-nkcukacha namaxwebhu asikeniweyo.
Apho zifunyanwa khona iinkcukacha	Abasebenzisi bale nkqubo banovula nokugcina amaxwebhu kwiMyContent kuMicrosoft kusetyenziswa i-Enterprise Connect. Kuneqhosha lokuthatha ii-imeyile zifakwe kwiMyContent kuMicrosoft Outlook. Iinkcukacha zinokususwa kwii-shared drives zifuduselwe kuMyContent.
Indlela yokubala	kwiiQPR – ubalo olulula
Unyino kwiinkcukacha	Kukuba ufaka ifayili enye engama-300 MB, kungenjalo akukho nyino kwiinkcukacha
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Isiphumo
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	ukunqongophala kwezixhobo zokwandisa ukusetyenziswa kwe-ECM kumaqumrhu karhulumente.

Misebenzi eyeNziwayo:

Imisebenzi emiselwe sisizwe:

Inkqutyana 3.2: IiNkonzo zamaThala eeNcwadi

3.2.1

Isihloko somsebenzi	Inani lamathala eencwadi amatsha okhiweyo
Inkcazo emfutshane	Amathala eencwadi amatsha agqityiweyo
Injongo/ukubaluleka	Ukumeta inani lamathala eencwadi amatsha akhiwe ngoncedo-mali olusuka kwiNkonzo yamaThala eeNcwadi
Apho zifunyanwa khona iinkcukacha	Isiqinisekiso sokugqitywa kolwakhiwo
Indlela yokubala	Kubalwa iprojekthi nganye egqityiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Iziphumo
Uhlobo lokubala	Ngonyaka Lolunyukayo total
Ilixo lokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Umsebenzi ongaphezu kwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Kukuthethana namaqumrhu angaphandle kwangexesha

3.2.2

Isihloko somsebenzi	Inani leefasiliti eziphuculweyo ukuzenza amathal eencwadi oluntu
Inkcazo emfutshane	Iifaciliti ezigqityiweyo ukuphuculelwa ukuba zibe ngamathala eencwadi
Injongo/ukubaluleka	Ukulinganisa inani lamathala eencwadi agqityiweyo ukuphuculwa ngoncedo-mali lweNkonzo yamaThala eeNcwadi
Apho zifunyanwa khona iinkcukacha	Isiqinisekiso sokugqitywa kolwakhiwo
Indlela yokubala	Kubalwa iprojekthi nganye egqityiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Iziphumo
Uhlobo lokubala	Itotali yawo ewonke ngonyaka
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi

Isiphumo esifunekayo	Umsebenzi ongaphezu kwethagethi
Onoxanduva lomsebenzi	Umpathathi wenkqutyana
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Kukuthethana namaqumrhu angaphandle kwangexesha

3.2.3

Isihloko somsebenzi	Inani lemathiriyeli yamathala eencwadi ethengiweyo
Inkcazo emfutshane	Inani lezinto ezintsha (iincwadi) ezithengelwe amathala eencwadi oluntu
Injongo/ukubaluleka	Ukulinganisa inani lezinto ezintsha zamathala eencwadi ezithengwe ngesabelo-mali samathal eencwadi oluntu ukuze imathiriyeli ihlale ifanelekile ngalo lonke ixesha
Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Inani lezinto ezintsha ezithengelwe amathala eencwadi zibalwa ngenkqubo yolawulo yamathala eencwadi SLIMS (Sita Library and Information Management System)
Unyino kwiinkcukacha	Ukuchaneka kweenkcukacha ezifakwe kwisistimu nokungabinako kwesistimu ukuziqaphela ezo mpazamo.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo ngonyaka
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Umsebenzi ongaphezu kwethagethi.
Onoxanduva lomsebenzi	Umpathathi wenkqutyana
Umngcipheko ophambili	Ukunyuka kwamandla emali kungawachaphazela kakubi amaxabiso. Ukungafiki ngexesha kwezinto ezithengwayo Ungenelelo: kukulandelela ekuthengwa kubo

Inkqutyana 3.3: ULondolozo lweNkcukacha eziBalulekileyo

3.3.1

Isihloko somsebenzi	Inani labaphathi beerekhodi abaqeqeshiweyo
Inkcazo emfutshane	Ukuqeqeshwa kwabaphathi beerekhodi nabasebenzi bogcino-zinkcukacha
Injongo/ukubaluleka	Ukuxhobisa abasebenzi ngezakhono zolawulo lweerekhodi ezifanelekileyo
Apho zifunyanwa khona iinkcukacha	Kwirejista yabakhoyo nakwiingxelo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Iindlela eziphucukileyo zokulawula iirekhodi
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukungazinyaswa koqeqesho. Ungenelelo: Ukwazisa banzi ngolondolozo lweenkcukacha ezibalulekileyo nangeenkqubo zoluntu kumaqumrhu karhulumente.

3.3.2

Isihloko somsebenzi	Inani leeprojekthi zokwazisa banzi kumathala eencwadi, kumaziko olondolozo lwembali, nakumaziko olondolozo lweenkcukacha ezibalulekileyo ezenziweyo
Inkcazo emfutshane	Ukwazisa banzi ngeenkonzolondolozo lweenkcukacha ezibalulekileyo ezikolweni, eluntwini nakubatyebile kumaziko olondolozo lweenkcukacha ezibalulekileyo, neenkqubo zokufikelela eluntwini ezenziwe ngamathala eencwadi namaziko olondolozo lwembali.
Injongo/ukubaluleka	Kukufundisa uluntu, ingakumbi ulutsha, ngokubeka iliso kwimveli yolondolozo lweenkcukacha ezibalulekileyo, nokwazisa banzi ngamathala eencwadi namaziko olondolozo lwembali
Apho zifunyanwa khona iinkcukacha	Kwirejista yabakhoyo
Indlela yokubala	Ubalo olulula

Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ukunyusa izinga lokusetyenziswa kamaziko olondolozo lweenkcukacha ezibalulekileyo luluntu.
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukungazimasi

3.3.3

Isihloko somsebenzi	Inani leeprojekthi zembali ebaliswa ngomlomo ezenziweyo
Inkcazo emfutshane	Ulondolozo nokufikelela kwembali ebaliswa ngomlomo erekhodiweyo.
Injongo/ukubaluleka	Ukulondolozisa imbali ebaliswa ngomlomo ukuba isetyenziswe ngabaphandi naluluntu
Apho zifunyanwa khona iinkcukacha	Kuluhlu, kuweliselo-mali
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ukufikelela kwembali ukubandakanya uluntu
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukungafunyanwa kweerekhodi kumahlakani entsebenziswano

Imisebenzi emiselwe liphondo:

Inkqutyana 3.2: IiNkonzo zamaThala eeNcwadi

3.2.4

Isihloko somsebenzi	Inani lezihlandlo zotyalelo lokubeka iliso
Inkcazo emfutshane	Inani lezihlandlo zotyalelo lokubeka iliso kumathala eencwadi oluntu ngamagosa ethala leencwadi lengingqi
Injongo/ukubaluleka	Kukubeka ilisokuthotyelo-migaqo nemimiselo kwanokunika iingcebiso zobungcali nenkxaso
Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa inani lezihlandlo zotyalelo kumathala eencwadi oluntu
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha kuxhomekeke ekuchanekeni kweerekhodi zotyalelo.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Olunganyukiyo ngekota kodwa olungokunyuka kwitotali yokuphela konyaka.
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukuhlehliswa kotyalelo ngenxa yezinto ezingaphaya kwamandla. Ungenelelo: umiselo ngokutsha lwemihla yotyalelo nobeko-liso oluzinzileyo kwiinkqubo zengingqi.

3.2.5

Isihloko somsebenzi	Inani leeprojekthi zenkuthazo ezenziweyo
Inkcazo emfutshane	Inani leeprojekthi/leenkqubo ezenziweyo ukukhuthaza ukusetyenziswa kwamathala eencwadi.
Injongo/ukubaluleka	Kukwazisa banzi ngeenkonzo zamathala eencwadi kwiPhondo liphela.

Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakokupapashwayo
Indlela yokubala	Number of promotional projects counted.
Unyino kwiinkcukacha	Reliability of information provided.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Kubalwa inani leeprojekthi zokwazisa banzi ezenziweyo.
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ulibaziseko ekuvelisweni kwezinto zokwazisa banzi. Ungenelelo: Ukuthengwa kwezinto zokwazisa banzi kwangexesha.

3.2.6

Isihloko somsebenzi	Inani leenkqubo zoqeqesho lwamagosa amathala eencwadi oluntu
Inkcazo emfutshane	Uqeqesho olumiselweyo olwenziwe ngamagosa enkonzo yamathala eencwadi yephondo koosomathala eencwadi oluntu. Oku isenokuba ngamacweyo osuku ukuya kwiikhosi ezintsuku-ntathu.
Injongo/ukubaluleka	Lo msebenzi ubonisa inani lamathuba oqeqesho anikwe oosomathala eencwadi oluntu. Enye yeenjongo zenkonzo yamathala eencwadi kukunyusa izinga lezakhono zoosomathala eencwadi ukuze kunyuke izinga loniko-zinkonzo.
Apho zifunyanwa khona iinkcukacha	Kunikwa ingxelo ligosa lethala leencwadi lengingqi ngenkqubo yoqeqesho nganye. Ezi nkukacha ziqokelelwa ngekota kwithala leencwadi lengingqi ngalinye.
Indlela yokubala	Kubalwa inkqubo yoqeqesho eququnjelweyo nganye.
Unyino kwiinkcukacha	Alukho. Kwezinye iimeko iinkqubo zoqeqesho zisenokumiswa okwethutyana ngenxa yeemeko ezingaphaya kwamandla, kodwa zibuye zenzeke.
Uhlobo lomsebenzi	Kulunganiswa isiphumo
Uhlobo lokubala	Lolunyukayo ngonyaka
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Unqongophalo lwabaqeqeshi. Ungenelelo: Kukuxhobisa abasebenzi babe ngabaqeqeshi

3.2.7

Isihloko somsebenzi	Inani lamathala encwadi afakelwe i-intanethi
Inkcazo emfutshane	Amathala eencwadi abonelela nge-intanethi
Injongo/ukubaluleka	Kukulinganisa inkqubela yokubonelela nge-intanethi kwamathala eencwadi asemaphandleni
Apho zifunyanwa khona iinkcukacha	Kwiingxelo
Indlela yokubala	Kubalwa inani lamathala eencwadi abonelelwe ngale nkonzo nongezwe kulawo afakwe kwiminyaka edlulileyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyongekota kodwa olunetotali enyukayo ngonyaka
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi weprojekthi
Umngcipheko ophambili	Ukubambezeleka kokukonekthwa ngenxa yeenguqu kwiinkqubo. Ungenelelo: Unxibelelwano oluzinzileyo nabaniki-zinkonzo

3.2.8

Isihloko somsebenzi	Inani lamathala eencwadi abonelelwe ngeekhompyutha
Inkcazo emfutshane	Inani lamathala eencwadi oluntu, amathalana, neendawo ezifumana inkxaso kwiNkonzo yamaThala eencwadi
Injongo/ukubaluleka	Ukulinganisa inkqubela yokwanda kweenkonzo zamathala eencwadi kwiPhondo leNtshona Koloni liphela

Apho zifunyanwa khona iinkcukacha	Kwizivumelwano zenkxaso
Indlela yokubala	Kubalwa inani lamathala eencwadi abonelelweyo ze ongezwe kwinani lakhoyo. Apho inkonzo ivaliweyo, kuphungalwa kwinani elibalwayo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyongekota kodwa olunetotali enyukayo ngonyaka
Ilix lokunika ingxelo	Ngonyakal
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngaphezu kwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Amaqumrhu angaphandle angadala ulibaziseko. Ungenelelo: Ukuthethana kwangexesha namaqumrhu angaphandle

3.2.9

Isihloko somsebenzi	Inani loomasipala abaku-B3 abafumana uweliselu-mali lokufuna abasebenzi, ezokusebenza kwakunye nenkcitho enkulu kwezamathala eencwadi
Inkcazo emfutshane	Inani loomasipala abaku-B3 (abasemngciphekweni) abancedwe yiNkonzo yamaThala eeNcwadi ngemali kwinkcitho enkulu kwezamathala eencwadi
Injongo/ukubaluleka	Kukufumanisa inani loomasipala ababekwe kudidi lwabasemngciphekweni abafumene uncedo-mali ukuhlangabezana nezinto eziluxanduva lwethala leencwadi olungabelwanga mali
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zoweliselu-mali
Indlela yokubala	Kubalwa inani loomasipala abaku-B3 abafumana uweliselu-mali
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Izinga eliphezulu okanye elisezantsi alifuneki
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungenziwa kwangexesha koweliselu-mali. Ungenelelo: Ukuqaliswa kwenkqubo yoweliselu-mali kwangexesha

3.2.10

Isihloko somsebenzi	Inani loomasipala abafumana uweliselu-mali olusiSibonelelo-mali samaThala eeNcwadi akwiMetro ukuwaphucula nokuwalungisa
Inkcazo emfutshane	Inani loomasipala abambaxa abafumene inkxaso-mali kwiNkonzo yamaThala eeNcwadi yokuphuculwa nokulungiswa kwamathala eencwadi
Injongo/ukubaluleka	Kukulinganisa igalelo lolu ncedo-mali ukwenza oomasipala baphucule ze balungise amathala eencwadi
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zoweliselu-mali
Indlela yokubala	Kubalwa inani loomasipala abambaxa abafumana uweliselu-mali
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Izinga eliphezulu okanye elisezantsi alifuneki
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungenziwa kwangexesha koweliselu-mali. Ungenelelo: Ukuqaliswa kwenkqubo yoweliselu-mali kwangexesha

3.2.11

Isihloko somsebenzi	Inani lezithuba zabasebenzi bamathala eencwadi ezabelwe imali ngesibonelelo-mali
Inkcazo emfutshane	Inani lezithuba zabasebenzi bamathala eencwadi oomasipala abaku-B3 nalapho inkcitho ithathwa kwisibonelelo-mali
Injongo/ukubaluleka	Ukujonga utshintsho oludalwa sisibonelelo-mali ukuze oomasipala babenako ukuqesha abasebenzi bamathala eencwadi abadingekayo
Apho zifunyanwa khona	Kwizicwangciso zokusebenza zoomasipala

iinkcukacha	
Indlela yokubala	Kubalwa abasebenzi abakwizicwangciso zokusebenza
Unyino kwiinkcukacha	Ukwehla kwabasebenzi okusisihelo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo ngekota
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesingaphezu kwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukumka kwabasebenzi bamathala eencwadi. UNgenelelo: ukuqeshwa kwabasebenzi bethutyana

3.2.12

Isihloko somsebenzi	Inani lezihlandlo zotyelelo lobeko-liso koomasipala abaku-B3
Inkcazo emfutshane	Inani lezihlandlo zotyelelo lobeko-liso koomasipala abaku-B3 ngabasebenzi benkonzo yamathala eencwadi
Injongo/ukubaluleka	Kukubeka iliso kwinkqubela yoomasipala ekuchitheni isibonelelo-mali, ukuthobela imigaqo nemigqaliselo nokubonelela ngeengcebiso zobungcali nenkxaso
Apho zifunyanwa khona iinkcukacha	Kumanqaku eentlanganiso nakuluhlu lwabazimase iintlanganiso
Indlela yokubala	Kubalwa inani lamanqaku eentlanganiso
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo ngekota
Ilix lokunika ingxelo	Ngekota nangonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuhlehliswa kotyelelo ngenxa yeemeko ezingaphaya kwamandla. UNgenelelo: Ukucwangciswa ngokutsha kotyelelo.

Inkqutyana 3.3: ULondolozo lweNkcukacha eziBalulekileyo

3.3.4

Isihloko somsebenzi	Inani lemibuzo elandelelweyo
Inkcazo emfutshane	Ukulandelela imibuzo efunyenweyo
Injongo/ukubaluleka	Kukwenza ukuba iirekhodi zifikeleleke
Apho zifunyanwa khona iinkcukacha	Kwiregista yemibuzo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ukuba nolwazi koluntu
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukungafunyanwa kwemibuzo. UNgenelelo: Ukwazisa banzi neenkqubo zokufikelela eluntwini

3.3.5

Isihloko somsebenzi	Inana lezihlandlo zokutyelela kwabaphandi oovimba beenkcukacha
Inkcazo emfutshane	Ukutyelela kwabaphandi namaqela
Injongo/ukubaluleka	Ukwenza iinkcukacha zifikeleleke
Apho zifunyanwa khona iinkcukacha	Kwiregista yabatyeleli
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho

Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ulwazi nokusetyenziswa koovimba beenkcukacha
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukungabikho kwabaphandi noluntu olutyelayo. Ungenelelo: Ukwazisa banzi neenkqubo zokufikelela kuluntu

3.3.6

Isihloko somsebenzi	Inani lamaxwebhu amadala alungisiweyo
Inkcazo emfutshane	Ulonolozo lweenkcukach ezibalulekileyo
Injongo/ukubaluleka	Ukulondoloza imbali yolondolozo lweenkcukacha ezibalulekileyo
Apho zifunyanwa khona iinkcukacha	Kwirejista yamaxwebhu alungisiweyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Amaxwebhu amadala asebenzisekayo
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukungabikho kwemathiriyeli emayilondolozwe ekuhlaleni. Ungenelelo: Ukudalwa kwemo evumayo yothengo njengoko uninzi lwemathiriyeli lufumaneka kwabamazwe apheya kweelwandle.

3.3.7

Isihloko somsebenzi	Inani lee-linear meters zoweliso ezifunyenwe kumaqumrhu karhulumente
Inkcazo emfutshane	Ukuweliselwa kweerekhodi zamaqumrhu karhulumente kuvimba wolondolozo lwenkcukacha ezibalulekileyo
Injongo/ukubaluleka	Ubukho beerekhodi eluntwini
Apho zifunyanwa khona iinkcukacha	Kwirejista yoweliso
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ubukho beerekhodi ezisixabisweni
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Bubukho bendawo. Ungenelelo: Ukufakwa kwenkcukacha ekhompuyutheni, iECM nokwandiswa koovimba.

3.3.8

Isihloko somsebenzi	Inani leerekhodi ezisetyenziswe ngabaphandi
Inkcazo emfutshane	Iinkcukacha ezibalulekileyo ezisetyenziswe ngabaphandi kwigumbi lokufunda
Injongo/ukubaluleka	Ukwenza iirekhodi zifikeleleke
Apho zifunyanwa khona iinkcukacha	Kwirejista yeerekhodi ezisetyenzisiweyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ukusetyenziswa kwemathiriyeli eselugcinweni
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Kukungabikho kwabasebenzisi. Ungenelelo: Ukwazisa banzi neenkqubo zokufikelela kuluntu

3.3.9

Isihloko somsebenzi	Inani lee-linear metres ezilungiselelweyo
Inkcazo emfutshane	Ulungelaneliso nengcasio yeerekhodi
Injongo/ukubaluleka	Ukufikelela lula kwiirekhodi
Apho zifunyanwa khona iinkcukacha	Kwirejista yamaqela alungelanelisiweyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ukufikeleleka kwemathiriyeli ekoovimba
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Bubukho bendawo eyaneleyo. Ungenelelo: Ukufakwa kwenkcukacha ekhompuyutheni, i-ECM nokwandiswa koovimba

3.3.10

Isihloko somsebenzi	Inani lamasebe afakwe i-ECM
Inkcazo emfutshane	Inani lamasebe afumana inkxaso ye-ECM ejoliswe kuwo ngokukodwa
Injongo/ukubaluleka	Injongo engundoqo wale nkqubo kukwenza ukuba amasebe asebenzise inkqubo efanayo yokulawula iinkcukacha ezingamaxwebhu, impephankcukacha neziskeniweyo.
Apho zifunyanwa khona iinkcukacha	Kwirejista zoqeqesho
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umpathathi wenkqutyana
Umngcipheko ophambili	Intsebenziswano yamasebe

3.3.11

Isihloko somsebenzi	Inani leenkqubo zohlelo eziphunyeziweyo
Inkcazo emfutshane	Ukuqulunqwa, ukuhlalutywa nokuphunyezwa kweefayili zezicwangciso
Injongo/ukubaluleka	Kukuqinisekisa ukuba iinkqubo zohlelo ziqulunqwe ngokoMthetho i-Archives and Records Service of the Western Cape Act, 2005 (uMthetho 3 wama-2005)
Apho zifunyanwa khona iinkcukacha	Kwiileta zokuphunyezwa nakwiifayili zezicwangciso
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Iindlela zokulawula iirekhodi eziphuculiweyo kumaqumrhu karhulumente
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukuxhomekeka kwisidingo nakumaqumrhu karhulumente. Ungenelelo: Uqhakamshelwano namaqumrhu karhulumente.

3.3.12

Isihloko somsebenzi	Inani lamaqumrhu karhulumente ahloliweyo
Inkcazo emfutshane	Ukuhlolwa kwezinga leerekhodi kumasebe karhulumente, koomasipala nakumaqumrhu kamasipala
Injongo/ukubaluleka	Ukuqinisekisa ukuthotyelwa komthetho wokulawulwa kweenkcukacha, imigqaliselo nemigaqo-nkqubo ngamaqumrhu karhulumente
Apho zifunyanwa khona	Kwiingxelo zohlolo

iinkcukacha	
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ukuthotyelwa kwemithetho yolawulo lweenkcukacha, imigaqo, imigaqo-nkqubo nemigqaliselo; ulawulo lwenkcukacha olufanelekileyo, ulawulo olululo nokuthatha uxanduva
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Kukuxhomekeka kwintsebenziswano yamaqumrhu karhulumente

3.3.13

Isihloko somsebenzi	Inani lezigunyaziso zotshatyalaliso ezikhutshiweyo
Inkcazo emfutshane	Ukukhutshwa kwemiyalelo yophazamiso noweliseliso
Injongo/ukubaluleka	Kukuthintela uphazamiso noweliseliso lweerekhodi olungagunyaziswanga
Apho zifunyanwa khona iinkcukacha	Kwiikopi zeeleta zotshatyalaliso nakwezoweliseliso
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Iindlela zokulawula iirekhodi eziphucukileyo
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Kukungafunyanwa kwezicelo. UNgenelelo: Ukwazisa banzi ngezolondolozo lweenkcukacha ezibalulekileyo neenkqubo zokufikelela eluntwini

3.3.14

Isihloko somsebenzi	Inani lezintlu ezenziweyo nezihlaziye
Inkcazo emfutshane	Ukurekhoda, ukunika ingcaciso ngamaxwebhu uamadala ukuqinisekisa ukufikeleleka lula kwawo. Ukuhlaziya izintlu.
Injongo/ukubaluleka	Kukwenza amaxwebhu amadala afikeleleke lula ngokubonelela ngeenkukacha ezongezelelweyo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kwizintlu
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukufikeleleka lula kwamaxwebhu amadala ngokusebenzisa iinkqubo zoncedo ezihlala zihlaziye.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukunqongophala kwamaxwebhu amadala aweliselwa kuvimba weenkukacha

ISIBONELELO-MALI ESINEMIQATHANGO: ISIBONELELO-MALI KUMATHALA EENCWADI OLUNTU

1.1

Isihloko somsebenzi	Inani lezithuba zamathala eencwadi ezabelwe imali kwisibonelelo-mali
Inkcazo emfutshane	Inani lezithuba zamathala eencwadi ezabelwe imali kwisibonelelo-mali
Injongo/ukubaluleka	Ukujonga igalelo lezibonelelo-mali ezinemiqathango ukwenza oomasipali babenako ukuqesha abasebenzi bamathala eencwadi abadingekayo
Source /Condition of data	Kwizicwangciso zokusebenza zoomasipala
Indlela yokubala	Kubalwa inani labasebenzi abakwizicwangciso zokusebenza
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo

Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesingaphezu kwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuqeshwa kwabasebenzi ngekhontrakthi kudala ukumka kwabasebenzi kumathala eencwadi oluntu. Ungenelelo: Ukuqeshwa kwabasebenzi bethutyana nokwenziwa kweekhontrakthi zexesha elide/izithuba ezisisigxina

1.2

Isihloko somsebenzi	Inani lemathiriyeli yamathala eencwadi ethengiweyo
Inkcazo emfutshane	Inani lezinto ezintsha zamathala eencwadi oluntu ezithengiweyo
Injongo/ukubaluleka	Kukujonga inani lezinto zamathala eencwadi oluntu ezintsha ezithengwe ngesibonelelo-mali esinemiqathango ukuze amathala eencwadi ahlale enezinto ezifanelekileyo
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa inani lezinto ezintsha zamathala eencwadi kwinkqubo yolawulo lwamathala eencwadi ngekhompuyutha
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo per annum
Ilixo lokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Umsebenzi ongaphezu kwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Ukudiliva kade kwabaniki-zinkonzo. Ungenelelo: Ukuthenga kwangexesha

1.3

Isihloko somsebenzi	Inani leprojekthi ezintsha zamathala eencwadi ezenziwe ngesabelo-mali esimiselweyo
Inkcazo emfutshane	Inani leprojekthi zezakhiwo zamathala eencwadi ezenziwe ngolwabelo-mali olumiselweyo
Injongo/ukubaluleka	Kukwakha izakhiwo ezintsha zamathala eencwadi ukusabela kwizidingo zoluntu
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa imali ewiselweyo neprojekthi ezikwizicwangciso zokusebenza zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesingaphezulu kwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Uthethwano oluzinzileyo nakwangexesha nabaniki-zinkonzo

1.4

Isihloko somsebenzi	Inani leprojekthi ezintsha zamathala eencwadi anikwe imali yokugqibezela
Inkcazo emfutshane	Inani leprojekthi ezintsha zamathala eencwadi anikwe imali yokugqibezela
Injongo/ukubaluleka	Kukwakha izakhiwo ezintsha zamathala eencwadi ukusabela kwizidingo zoluntu
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa imali ewiselweyo neprojekthi ezikwizicwangciso zokusebenza zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyakaly
Umsebenzi omtsha	Ewe

Isiphumo esifunekayo	Sesingaphezulu kwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Uthethwano oluzinzileyo nakwangexesha nabaniki-zinkonzo.

1.5

Isihloko somsebenzi	Inani lezihlandlo zotyelo koomasipala abafumana isibonelelo-mali esinemiqathango
Inkcazo emfutshane	Inani lezihlandlo zotyelo koomasipala abafumana isibonelelo-mali esinemiqathango ngabasebenzi beNkonzo yamaThala eeNcwadi
Injongo/ukubaluleka	Kukubeka iliso ekusetyenzisweni kwesibonelelo-mali, ukuthotyelwa kwemigaqo nemigqaliselo nokunika iingcebiso zobungcali nenkxaso
Source /Condition of data	Kumanqaku eentlanganiso nakuluhlu lwabakhoyo
Indlela yokubala	Kubalwa inani lamanqaku eentlanganiso zotyelo
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo ngekota kodwa olunetotali enyukayo ngonyaka
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuhlehliswa kotyelo ngenxa yezinto ezingaphaya kwamandla. Ungenelelo: Ukuhlelwa ngokutsha kotyelo

1.6

Isihloko somsebenzi	Inani loomasipala abafumana isibonelelo-mali esinemiqathango
Inkcazo emfutshane	Inani loomasipala abafumana isibonelelo-mali esinemiqathango
Injongo/ukubaluleka	Isibonelelo-mali esinemiqathango sineda oomasipala baqeshe abasebenzi abadingekayo, baphucule iinkonzo zamathala eencwadi nokuhlangabezana nemiba yoxanduva olungabelwanga mali
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa inani loomasipala abafumana isibonelelo-mali esinemiqathango
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesikwizinga eliphezulu
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungenziwa koweliselu-mali kwangexesha. Ungenelelo: Ukuqaliswa kwenkqubo yoweliselu-mali kwangexesha

1.7

Isihloko somsebenzi	Inani leenkqubo zokuphuculwa kwamathala eencwadi ngesabelo-mali esimiselweyo
Inkcazo emfutshane	Amathala eencwadi amiyo anikwe imali yokuwaphucula
Injongo/ukubaluleka	Kukwabela imali uphuculo lwamathala eencwadi ukumelana neemfuno zoluntu
Source /Condition of data	Kwiingxelo
Indlela yokubala	Kwiinkcukacha zokuweliselwa kwemali nakwezeeprojekthi ezikwizicwangciso zokusebenza zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesingaphezulu kwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungathobeli koomasipala imigaqo. Ungenelelo: Ubeko-liso oluzinzileyo ngabasebenzi bamathala eencwadi

1.8

Isihloko somsebenzi	Inani leenkqubo zokuphuculwa kwamathala eencwadi ezabelwe imali yokugqibezela
Inkcazo emfutshane	Amathala eencwadi amiyo abelwe imali yokugqibezela ukuwaphucula
Injongo/ukubaluleka	Kukwabela imali uphuculo lwamathala eencwadi ukumelana neemfuno zoluntu
Source /Condition of data	Kwiingxelo
Indlela yokubala	Iinkcukacha zokuweliselwa kwemali nezeeprojekthi ezikwizicwangciso zokusebenza zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesingaphezulu kwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungathobeli koomasipala imigaqo. Ungenelelo: Ubeko-liso oluzinzileyo ngabasebenzi bamathala eencwadi

1.9

Isihloko somsebenzi	Inani lamathala eencwadi amancinci eemfama asungulweyo
Inkcazo emfutshane	Ukusebenzisana neThala leeNcwadi leeMfama loMzantsi Afrika ukusungula iinkonzo ezikhethekileyo zeemfama kumathala akhethiweyo.
Injongo/ukubaluleka	Kukuphucula iinkonzo zamathala eencwadi ukusabela kwizidingo zoluntu ezikhethekileyo
Source /Condition of data	Kwiingxelo
Indlela yokubala	Inkxaso-mali eweliselweyo, SLA neengxelo zee projekthi
Unyino kwiinkcukacha	Ukuchaneka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesingaphezu kwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungathobeli imigaqo kwabaniki-zinkonzo. Ungenelelo: Ubeko-liso oluzinzileyo ngabasebenzi bamathala eencwadi

1.10

Isihloko somsebenzi	Inani leenkqubo zoqeqesho ezinikiweyo
Inkcazo emfutshane	Inani leenkqubo zoqeqesho olunikwe abasebenzi boomasipala ngesibonelelo-mali esinemiqathango
Injongo/ukubaluleka	Kukuphucula izakhono zabasebenzi boomasipala ngokusingise kulawulo lwamathala eencwadi oluntu
Source /Condition of data	Kwiingxelo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Ukuhleliswa kweenkqubo zoqeqesho ngenxa yeemeko ezingaphaya kwamandla. Ungenelelo: Ukucwangciswa kweenkqubo kwangexesha.

INKQUBO 4: EZEMIDLALO NOLONWABO

Misebenzi eyeNziwayo yeNjongo yeQhinga lokuSebenza:

4.2.1:

Isihloko somsebenzi	Inani lemibutho yezemidlalo enikwe inkxaso
Inkcazo emfutshane	Inkxaso idala uphuhlo ze ikhuthaze ezemidlalo nezolonwabo nokwenziwakweeprojekthi zoko. Imibutho yezemidlalo ixhaswa ngoweliselo-mali.
Injongo/ukubaluleka	Kukuthatha inxaxheba kwezemidlalo ze kufezekiswe ugqweso ngeenkqubo ezicwangcisiweyo nangeeprojekthi.
Apho zifunyanwa khona iinkcukacha	Kwizicelo zenkxaso-mali/ kwiiMOU ezityikityiweyo nakwiingxelo zeentlawulo
Indlela yokubala	Kubalwa inani lemibutho efumene uweliselo-mali nefumene inkxaso yokuthengelwa izixhobo neenkonzozo
Unyino kwiinkcukacha	Iifomu zezicelo azizibandakanyi zonke iizidingo zemibutho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyakal
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukuphakama kwezinga lentatho-nxaxheba
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.2:

Isihloko somsebenzi	Inani leenkonzozo ezikhethekileyo zezemidlalo nolonwabo
Inkcazo emfutshane	Imisitho yezemidlalo emikhulu ebhanjelwe ephondweni kwakunye namaziko nezixhobo zezemidlalo ekuxhaswe ngazo
Injongo/ukubaluleka	Kukubonelela ngezixhobo zezemidlalo nolonwabo ingakumbi kwiingcingqi ezihlelekileyo, iinkqubo zempilo-ntle, kwakunye nokuphuhlisa ukhenketho kwezemidlalo ngokukhankasela, ngokubamba nangokuxhasa imibutho yezemidlalo kwimisitho yayo emikhulu.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zenkcitho-mali, kwiintlanganiso, kwiiMOU, kwiziphakamiso eziphunyezwe liGosa elinoXanduva
Indlela yokubala	Kubalwa oomasipala nemibutho yezemidlalo, amaBhunga afumene uweliselo-mali, inani lemisitho emikhulu
Unyino kwiinkcukacha	Provincial Gazette, accuracy in reporting
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	IGazethi yePhondo, ukuchaneka kweengxelo
Ilixo lokunika ingxelo	Isiphumo
Umsebenzi omtsha	Lolunyukayo
Isiphumo esifunekayo	Intatho-nxaxheba ngobuninzi nokuzinyaswa kwemisitho emikhulu yezemidlalo nokusetyenziswa kwamaziko ezemidlalo kangangoko
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.3:

Isihloko somsebenzi	Inani labancediweyo neenkonzozo zobunzulu-lwazi ekubonelelwe ngazo
Inkcazo emfutshane	Imibutho yezemidlalo enikwe inkxaso ukwenza umsebenzi karhulumente, kubandakanya neenkqubo zabafazi namantombazana, ezabasebenzi basezifama, ezababandezeleke ngokwamalungu omzimba, ezolutsha, kwakunye neenkqubo zophuhliso ngezakhono
Injongo/ukubaluleka	Iinkqubo ezabiwa ngokulinganayo ziza kuqinisekisa ukufaneleka kwamabala nentatho-nxaxheba yalo lonke uluntu kwezemidlalo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zenkcitho-mali. Kuluhlu lwabakhoyo. Kwiingxelo zemisitho
Indlela yokubala	Kubalwa inani lemisitho exhasiweyo
Unyino kwiinkcukacha	Ukubanako ukufaka inani elichanekileyo labazimasi. Nangona kunjalo iifoto zanele ukufezekisa oku.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngonyaka
Ilixo lokunika ingxelo	Kubalwa ngonyaka
Umsebenzi omtsha	Hayi

Isiphumo esifunekayo	Ukuthatha inxaxheba koluntu kwezemidlalo kuza kuqinisekisa ukuphunyezwa kwesiphumo seSicwangciso sezeMidlalo noLonwabo seSizwe, iSizwe esiDlamkileyo.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.4:

Isihloko somsebenzi	Inani lamaqumrhu ezemidlalo yemveli anikwe inkxaso.
Inkcazo emfutshane	Umyinge wamaqumrhu ezemidlalo yemveli ommandla nawephondo anikwe inkxaso
Injongo/ukubaluleka	Kukuphucula intsebenziswano kulawulo nezinga lobandakanyo loluntu
Apho zifunyanwa khona iinkcukacha	Uluhlu lwamalungu eekomiti namanqaku eentlanganiso
Indlela yokubala	Kubalwa inani lamaqumrhu anikwe inkxaso
Unyino kwiinkcukacha	Alungqalanga
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyakal
Umsebenzi omtsha	Hayi - ihlaziyiwe
Isiphumo esifunekayo	Kukuxhasa amaqumrhu emidlalo yemveli
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.5:

Isihloko somsebenzi	Inani lamakhuphiswano emidlalo yezikolo amaphondo anikwe inkxaso
Inkcazo emfutshane	Inani lamakhuphiswano emidlalo yezikolo amaphondo anikwe inkxaso kusetyenziswa iSibonelelo-mali esineMiqathango.
Injongo/ukubaluleka	Inkxaso yenza abafundi beli phondo bathathe inxaxheba kuKhuphiswano lweMidlalo yeZikolo leSizwe kwaye ibanika ithuba lokungenela ukhuphiswano kwinqanaba lesizwe nalapho ithi italente ipuhle khona.
Apho zifunyanwa khona iinkcukacha	Kubhaliso lwamaqela emidlalo
Indlela yokubala	Kubalwa amaqela emidlalo ephondo athathe inxaxheba kukhuphiswano
Unyino kwiinkcukacha	Ukunqongophala kweenkcukacha kumaqumru endidi zemidlalo ezikolo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukuba abafundi bathathe inxaxheba ngobuninzi kwezemidlalo yezikolo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.6:

Isihloko somsebenzi	Inani lamaziko eMOD anikwe inkxaso
Inkcazo emfutshane	Umyinge wamaziko eMOD anikwe inkxaso
Injongo/ukubaluleka	Kukunyusa izinga lokubandakanywa koluntu nelentatho-nxaxheba kumaziko akwimimandla ehlelekileyo.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaziko eMOD nakwiileta zobungqina zeenqununu zezikolo.
Indlela yokubala	Lubalo olulula lenani lamaziko eMOD anikwe inkxaso.
Unyino kwiinkcukacha	Alungqalanga
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Yinxaso engagungqiyo yamaziko eMOD
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Unqongophalo lwentsebenziswano kuMaqela abaPhathi abaPhezulu ezikolweni, ukhuseleko lwabafundi nabasebenzi nokufikeleleka (okanye ukungabikho) kwamaziko.

Imisebenzi eyeNziwayo:

Imisebenzi emiselwe sisizwe:

Inkqutyana 4.2: Imidlalo

4.2.1

Isihloko somsebenzi	Inani lamaziko-mfundo ezemidlalo anikwe inkxaso
Inkcazo emfutshane	Inani lamaziko-mfundo ezemidlalo avunyiweyo (kwisizwe, kwiphondo nawabucala) anikwe inkxaso yokubonelela ngeenkono zemidlalo ukuphuhlisa nokuphucula izinga lezemidlalo eMzantsi Afrika.
Injongo/ukubaluleka	Kukuba amaziko-mfundo ezemidlalo axhase uphuhliso lwezemidlalo yoMzantsi Afrika.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zamaZiko-mfundo ezeMidlalo ePhondo. Kwiingxelo zamaZiko-mfundo aVunyiweyo eSASCOC. Kumaxwebhu abonisa isimo sokuvunywa kwamaZiko-mfundo ezeMidlalo.
Indlela yokubala	Ubalo olulula lwamaziko-mfundo ezemidlalo anikwe inkxaso lisebe
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu ukubonisa ukunyuka kwezinga lenkxaso kubadlali abanetalente.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.2

Isihloko somsebenzi	Inani labadlali abanikwe inkxaso ngenkqubo yamaziko-mfundo ezemidlalo ephondo
Inkcazo emfutshane	Inani labadlali abanikwe inkxaso yokuthatha inxaxheba kwinqanaba lephondo, lesizwe nelehlabathi
Injongo/ukubaluleka	Kukwenza igalelo ekuphuyelelweni kweembasa nokunyusa izinga lenqanaba kwizinga lesizwe nelehlabathi
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi
Indlela yokubala	Ubalo olulula ngeprojekthi nganye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukunyuka kwenani leembaleki ezinetalente ezinikwa inkxaso ngenkqubo yophuhliso emisilweyo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.3

Isihloko somsebenzi	Inani lezikolo, iihabhu namaqela aboniselwe ngezixhobo okanye ngeempahla ngokwemimiselo nemigqaliselo
Inkcazo emfutshane	Izikolo, iihabhu namaqela axhamle kwizixhobo okanye impahla ukuze zipuhle
Injongo/ukubaluleka	Luphuhliso
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kwizinephu, kuluhlu lwabakhoyo
Indlela yokubala	Kuyabalwa
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

Inkqutyana 4.3: Ezolonwabo

4.3.1

Isihloko somsebenzi	Inani labantu abathatha inxaxheba kwimisitho yezemidlao nolonwabo eququzelelweyo
Inkcazo emfutshane	Inani labantu abathatha inxaxheba kwimisitho yezolonwabo eququzelelweyo ekhuthaza impilo-ntle (ngaphandle kwababukeli)
Injongo/ukubaluleka	Kukufumanisa ngezina lentatho-nxaxheba kwimisitho yezolonwabo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zemisitho; kuluhlu lwentatho-nxaxheba / kuluhlu lwamaqela
Indlela yokubala	Ubalo olululalwabathathi-nxaxheba kwimisitho yezolonwabo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Izinga eliphezulu lentatho-nxaxheba ezinzileyo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

Qaphela: Lo msebenzi uphantsi kwemisebenzi yeSibonelelo esineMiqathan – jonga kwiNkqubo yeNtatho-nxaxheba ngoBuninzi koLuntu iSiyadlala

Inkqutyana 4.4: Imidlalo yezikolo

4.4.1

Isihloko somsebenzi	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinqanaba lommandla
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinqanaba lommandla njengesiseko sentatho-nxaxheba
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwiinkqubo zemidlalo yezikolo kwinqanaba lommandla
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaqela athatha inxaxheba kwiitonamenti zephondo olufakwe kumagosa esebe ngemihla yemisitho.
Indlela yokubala	Ubalo olulula lomyinge wabadlali abafanelekileyo abathatha inxaxheba kwiitonamenti zommandla.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kuphela bakungenela inkqubo yokhuphiswano lwemidlalo yezikolo kwinqanaba lephondo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu ukubonisa ukudaleka kwamathuba amaninzi abafundi abaninzi
Onoxanduva lomsebenzi	Umlawuli wenkqubo

Qaphela: Lo msebenzi uphantsi kwemisebenzi yeSibonelelo-mali esineMiqathan – jonga kwiNkqubo yeNtatho-nxaxheba ngoBuninzi kwiMidlalo yeZikolo

Imisebenzi emiselwe liphondo:

Inkqutyana 4.2: Imidlalo

4.2.4

Isihloko somsebenzi	Inani leenkqubo zokuchonga italente ezinikwe inkxaso
Inkcazo emfutshane	Ukuxhsa iinkqubo zokuchonga italente yokunyukela kwizinga elingentla zemibutho yesizwe zokuchonga nokuphuhlisa iimbaleki zangomso.
Injongo/ukubaluleka	Kukulandelela iindlela ezahlukeneyo zokuchonga iimbaleki zangomso ze zinikwe amathuba okuphuhla.
Apho zifunyanwa khona iinkcukacha	Kuhlelo lweenkqubo zokuchongwa kwetalente oluqulunqwe nguMibutho weSizwe. Kuluhlu lwabazimase ezi nkqubo. Kuluhlu lweembaleki ezichongiweyo.
Indlela yokubala	Kubalwa inkqubo yodidi lomdlalo nganye.

Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kufuneka izinga eliphezulu ukubonisa amathuba okuchonga italente.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.5

Isihloko somsebenzi	Inani labadlali abanetalente abaxhaswe ngenkqubo emiselweyo yimibutho yezemidlalo
Inkcazo emfutshane	Inkxaso enikwe yimibutho yezemidlalo kubadlali abanetalente abachongelwe ukuthatha inxaxheba kukhuphiswano lwesizwe okanye lwehlabathi.
Injongo/ukubaluleka	Kukubonisa inani labadlali abanetalente abaxhamla kwinkqubo yophuhliso emiselweyo.
Apho zifunyanwa khona	Kwirejista yemibutho yemidlalo
Indlela yokubala	Ubalo olulula lwabadlali abanetalente abafakwe kwinkqubo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	No
Isiphumo esifunekayo	Kukunyuka kwenani labadlali abanetalente abanikwa inkxaso ngenkqubo yophuhliso emiselweyo.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.6

Isihloko somsebenzi	Inani leeklabhu ezifumene inkxaso
Inkcazo emfutshane	Inani leeklabhu ezisebenzayo neziphantsi kwemibutho enegalelo ekuvuleni intatho-nxaxheba kwicandelo lezemidlalo ekudidi lwabahlawulwayo.
Injongo/ukubaluleka	Kukulandelela inani leeklabhu ezinikwe inkxaso ukukhuthaza nokunyusa izinga lentatho-nxaxheba kwezemidlalo
Apho zifunyanwa khona	Kuvimba weenkukacha zemibutho yezemidlalo
Indlela yokubala	Ubalo olulula lweeklabhu ezinikwe inkxaso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu ukubonisa ukunyuka kwezinga lentatho-nxaxheba.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.7

Isihloko somsebenzi	Inani lamabhunga ezemidlalo ephondo nawemimandla anikwe inkxaso
Inkcazo emfutshane	Inani lamabhunga ezemidlalo ephondo nawemimandla anikwe inkxaso yokufezekisa injongo zokusebenza zesebe
Injongo/ukubaluleka	Amabhungu ngamahlakani entsebenziswano kwiphondo kuphuhliso, kughutyo nakubeko-liso kwiinkqubo
Apho zifunyanwa khona	Kwiingxelo zeeprojekthi

iinkcukacha	
Indlela yokubala	Ubalo olululangeprojekthi nganye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukuphucuka kwezakhono zokuqhuba iinkqubo zemidlalo nezolonwabo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.8

Isihloko somsebenzi	Inani lemibuthu yezemidlalo yephondo neyommandla enikwe inkxaso
Inkcazo emfutshane	Ukuxhasa imibutho yezemidlalo ukuze abenako ukuphuhlisa nokukhuthaza ukwenziwa kweprojekthi zemidlalo nolonwabo. Kukuxhasa imibutho yezemidlalo ngoweliso-mali
Injongo/ukubaluleka	Kukunyusa izinga lentatho-nxaxheba kwezemidlalo nakugqweso ngeenkqubo neprojekthi ezicwangcisiweyo
Apho zifunyanwa khona iinkcukacha	Kwizicelo zonyaka / kwizicwangciso zokusebenza / kwiiMOU / kwiingxelo zeentlawulo zeSCM / kwiingxelo
Indlela yokubala	Kubalwa inani lemibutho yezemidlalo efumene uweliso-mali, izinto ezithengiweyo neenkonziso zemidlalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukunyusa izinga lentatho-nxaxheba
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.9

Isihloko somsebenzi	Inani lemisitho emikhulu
Inkcazo emfutshane	Imisitho imikhulu yezemidlalo ebanjelwe kwiphondo
Injongo/ukubaluleka	Kukuxhasa ukhenketho kwezemidlalo
Apho zifunyanwa khona iinkcukacha	Kukhuthazo lokuxhaswa kwezemidlalo nentatho-nxaxheba
Indlela yokubala	Kwiingxelo nakwiintlanganiso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Asikho
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.10

Isihloko somsebenzi	Inani leenkqubo zokuba fithi nezempilo-ntle kwiziko lokuthamba
Inkcazo emfutshane	Ungenelelo olujoliswe ekuxhobiseni imibutho yezemidlalo ngemiba yeenkqubo zempilo nenmpilo-ntle kwezemidlalo
Injongo/ukubaluleka	Kukuxhobisa imibutho yezemidlalo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakwiintlanganiso
Indlela yokubala	Lolunyukayo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Asikho
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.11

Isihloko somsebenzi	Inani lemisitho yeembasa ebanjiweyo
Inkcazo emfutshane	Ukuvula iqonga lokuwongwa kwabo bagqwesileyo kwintatho-nxaxheba yabo kwiinkalo ezahlukeneyo zemidlalo. Ukuwonga nokuphakamisa abaphala phambili kwezemidlalo abanegalelo elingagungqiyo kuphuhliso, kwiinguqu nakukhulo lwemidlalo eMzantsi Afrika.
Injongo/ukubaluleka	Kukuwonga abazibopheleleyo nabagqwesileyo kwezemidlalo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kwifomu zotyumbo, kumakhuphiswano nakwezosasazo
Indlela yokubala	Kubalwa inani labantu abawongiweyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Umsebenzi omtsha
Isiphumo esifunekayo	Isiphumo: ingqibelelo nge-100%
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.12

Isihloko somsebenzi	Inani lemidlalo yokukhuthaza intsebenziswano ebanjiweyo (usuku lwemidlalo lwephondo)
Inkcazo emfutshane	Ukuqinisekisa ukuba abasebenzi bathatha inxaxheba kwiinkqubo zempilo-ntle
Injongo/ukubaluleka	Ukunyusa izinga nokukhuthaza impilo-ntle kubasebenzi
Apho zifunyanwa khona iinkcukacha	Kumanqaku eentlanganiso
Indlela yokubala	Lolunyukayo
Unyino kwiinkcukacha	Ukungathathi nxaxheba kwimisitho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Izinga eliphezulu lentatho-nxaxheba nokuzinyaswa kwemisitho
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.13

Isihloko somsebenzi	Inani labathathi-nxaxheba kwimibutho yezemidlalo
Inkcazo emfutshane	Inani labadlali abathatha inxaxheba kumakhuphiswano eeligi neetonamenti ezihleliweyo
Injongo/ukubaluleka	Kukuchonga italente nokuhlela iinkqubo zeeligi
Apho zifunyanwa khona iinkcukacha	Kwiifiktsha zendidi zemidlalo eyahlukeneyo
Indlela yokubala	Kubalwa imibutho yezemidlalo ebhalisiweyo
Unyino kwiinkcukacha	Ukungabi nakuqinisekiswa kweenkcukacha njengoko zifunyanwa kwamanye amaqumrhu
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukunyuka kwezinga lokuthatha inxaxheba
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.14

Isihloko somsebenzi	Inani labantu bezemidlalo abaqeqeshiweyo
Inkcazo emfutshane	Inani lamagosa ezemidlalo athunyelwe kwiikhosi zezemidlalo
Injongo/ukubaluleka	kukuxhobisa imibutho yezemidlalo ngezakhono ukuze ibe negalelo kuzinzo lwentatho-nxaxheba
Apho zifunyanwa khona iinkcukacha	Kwiifomu zobhaliso / kuluhlu lwabakhoyo
Indlela yokubala	Kubalwa umntu ngamnye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka

Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukuqesheka kwamagosa olawulo lwezemidlalo nomavolontiya abe kwiznga elifunekayo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.15

Isihloko somsebenzi	Inani lamaziko ezemidlalo anikwe inkxaso
Inkcazo emfutshane	Ukuxhasa ezamaziko ezemidlalo ngokuququzelela ukuphuhliswa kwawo ngenjongo zokunyusa izinga lokufikeleleka nokusetyenziswa kwawo kangangoko.
Injongo/ukubaluleka	Kukukhuthaza intatho-nxaxheba ngobuninzi kwezemidlalo nokunika abadlali amathuba okugqwesa.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo. Kwizicwangciso zokusebenza nakumanqaku eentlanganiso.
Indlela yokubala	Kubalwa inani lezicelo zenkxaso.
Unyino kwiinkcukacha	Umgangatho weengxelo zemali nengxelo ngokuphangaleleyo.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ususela kunyaka ongaphambili.
Isiphumo esifunekayo	Kukuqinisekisa uququzelelo oluphezulu noniko-nkxaso yokuququnjelwa kwezolwakhiwo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.16

Isihloko somsebenzi	Inani labadlali abinikwe inkxaso ngeenkqubo zabakwizinga eliphezulu
Inkcazo emfutshane	Ukunika inkxaso kubathathi-nxaxheba kumakhuphiswano ephondo, esizwe nawehlabathi
Injongo/ukubaluleka	Kukwenza igalelo ekufunyanweni kweemedali nokunyusa izinga lokunyukela kwizinga elingasentla kwinqanaba lesizwe nelehlabathi
Apho zifunyanwa khona iinkcukacha	Kuchongo lwetalente. Kwiinkcukacha zenkqubela yabadlali
Indlela yokubala	Kubalwa umdlali ngamnye
Unyino kwiinkcukacha	Ukungafikeleleki kweenkcukacha zabadlali
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolomgangatho nolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ukunyusa iimedali ezifunyanwayo nokunyukela kudidi elingasentla kwihlabathi
Onoxanduva lomsebenzi	Umlawuli wenkqubo

4.2.17

Isihloko somsebenzi	Inani lemisitho yabafazi namantombazana enikwe inkxaso
Inkcazo emfutshane	Imisitho yabafazi neyamantombazana ekhuthaza imidlalo nezolonwabo kweli candelo
Injongo/ukubaluleka	Kukuphuhlisa imidlalo nolonwabo kwababhinqileyo
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabakhoyo, kwizinephu, kwiingxelo,
Indlela yokubala	Kubalwa umntu ngamnye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

Inkqutyana 4.3: Ezolonwabo

4.3.2

Isihloko somsebenzi	Inani lamaqumrhu ezemidlalo yemveli anikwe inkxaso.
Inkcazo emfutshane	Umyinge wamaqumrhu ezemidlalo yemvelki ommandla nawephondo anikwe inkxaso
Injongo/ukubaluleka	Kukuphucula intsebenziswano kulawulo nezinga lobandakanyo loluntu
Apho zifunyanwa khona iinkcukacha	Uluhlu lwamalungu eekomiti namanqaku eentlanganiso
Indlela yokubala	Kubalwa inani lamaqumrhu anikwe inkxaso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukuxhasa amaqumrhu emidlalo yemveli
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukungasebenzi ngokukuko kwamaqumrhu

4.3.3

Isihloko somsebenzi	Inani lamaziko ezolonwabo anikwe inkxaso.
Inkcazo emfutshane	Umyinge amaziko ezolonwabo abonelelwe nkeengonzo nangenkxaso kwiPhondo.
Injongo/ukubaluleka	Kukunyusa ubandakanyeko loluntu nentatho-nxaxheba ngobuninzi
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaziko, kwiSihlomelo A nakwiingxelo zamaziko
Indlela yokubala	Kubalwa inani lamaziko ezolonwabo esunguliweyo nanikwe inkxaso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukuxhasa uzinzo lwamaziko ezolonwabo
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Yintsebenziswano yamaqumrhu oluntu nemibutho yemicimbi yezemidlalo nolonwabo.

4.3.4

Isihloko somsebenzi	Inani labasebenzi abaqeshwe kumaziko ezolonwabo.
Inkcazo emfutshane	Umyinge wabantu (abaqeqeshi) abaqeshwe kwezolonwabo nakumaziko ezolonwabo.
Injongo/ukubaluleka	Kukunyusa nokwenza igalelo ekudaleni amathuba emisebenzi
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabaqeqeshi okanye lwabasebenzi abakumaziko ezolonwabo
Indlela yokubala	Kubalwa umntu ngamnye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	kukuqesha abasebenzi ukunika inkxaso yozinzo lwamaziko ezolonwabo
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Kukulahlala kwabasebenzi, inkqubo yesivumelwano sonyaka nonyaka

Inkqutyana 4.4: Imidlalo yezikolo

4.4.2

Isihloko somsebenzi	Inani lemidlalo yezikolo yemimandla exhaswe ngokunikwa amathuba kwezemidlalo yezikolo
Inkcazo emfutshane	Inani lemimandla ethatha inxaxheba kwimidlalo yezikolo
Injongo/ukubaluleka	Kukudala amathuba okuthatha inxaxheba kwemimandla kwimidlalo yezikolo ukuze zilungele amakhuphiswano ephondo

Apho zifunyanwa khona iinkcukacha	Kubhaliso lwamaqela emimandla. Kuluhlu lwamaqela
Indlela yokubala	Kubalwa inani lemimandla ethatha inxaxheba kumakhuphiswano ephondo
Unyino kwiinkcukacha	Kukungqongophala kweenkcukacha kumaqumrhu emimandla
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukongezeleka kwenani labafundi abathatha inxaxheba kwimidlalo yezikolo
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Linani lemimandla ethatha inxaxheba kwimidlalo yezikolo

4.4.3

Isihloko somsebenzi	Inani leklasta zemidlalo zesekuhlaleni ezinikwe inkxaso
Inkcazo emfutshane	Umjenge weeklasta zemidlalo zasekuhlaleni ezinikwe iinkonzo nezinikwe inkxaso ePhondweni.
Injongo/ukubaluleka	Kukukhuthaza nokuququzelela imicimbi yemidlalo yezikolo kwiphondo liphela kwiiklasta, midlalo leyo ithi inxulunyaniswe neeligi zezikolo.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lweeklasta zemidlalo zasekuhlaleni nakwiincwadi zeziqinisekiso ezivela kwiinqununu zezikolo/kubaphathi.
Indlela yokubala	Ubalo olulula ngokusekele kwinani leeklasta zemidlalo zasekuhlaleni anikwe inkxaso.
Unyino kwiinkcukacha	Alungqalanga
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukuxhasa uzinzo lweeklasta zemidlalo zezikolo
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Kukungqongophala kwentsebenziswano yabalawuli bamaqela abaphezulu ezikolweni, ukhuseleko lwabafundi nabasebenzi kwakunye nokufikelela (okanye ukungabi nako) kwiifasiliti ezifanelekileyo.

Inkqutyana 4.5: INKQUBO YE-MOD

4.5.1

Isihloko somsebenzi	Inani lamaZiko eMOD anikwe inkxaso
Inkcazo emfutshane	Umyinge wamaZiko eeMOD anikwe inkxaso
Injongo/ukubaluleka	Kukunyusa izinga lokubandekanyeka koluntu nentatho-nxaxheba ngobuninzi kumaziko akwiindawo ezihlelekileyo
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaZiko eeMOD nakwiileta ezivela kwiinqununu eziqinisekisa ukuba amaziko ayasebenza
Indlela yokubala	Ubalo olulula ngokusekelwe kwinani lamaZiko eMOD anikwe inkxaso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukuxhasa ukuzinza kwamaZiko eeMOD
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukungabikho kwentsebenziswano kubaPhathi abaPhezulu bamaQela kula maziko, ukhuseleko lwabafundi nabasebenzi kwanokufumaneka kweendawoo (okanye ukungabikho kwazo).

4.5.2

Isihloko somsebenzi	Inani labasebenzi abaqeshwe kwiNkqubo yeMOD
Inkcazo emfutshane	Umyinge wabantu abaqeshwe kwiCandelwana loLawulo lweMidlalo yeZikolo kumaZiko eeMOD
Injongo/ukubaluleka	Kukunyusa izinga lamathuba emisebenzi nokuphucula ubomi babantu abangaphangeliyo
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabasebenzi bamaZiko eeMOD abaqeshelwe ukuqhuba iNkqubo yeMOD

Indlela yokubala	Kubalwa iziqu. Inani labasebenzi ngokwezivumelwano zokusebenza ezityikityiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukuqesha abasebenzi bokuqhuba iNkqubo yeMOD nokuqinisekisa ukufaneleka kwamaZiko eeMOD.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
	Ukulahla kwabasebenzi, inkqubo yekhontrakthi yeenyanga ezili-12 nokulibaziseka kokuqeshwa kwabasebenzi.

ISIBONELELO-MALI SENKQUBO YOKUTHATHA INXAXHEBA NGOBUNINZI

UPHUHLISO LWEEKLABHU

1.1

Isihloko somsebenzi	Inani labantu abaqeqeshiweyo njengenxalenye yenkqubo yophuhliso lweeklabhu
Inkcazo emfutshane	Ukuqeqeshwa kwamagosa eklabhu zemidlalo nabasebenzi abaxhasa inkqubo yokuqeqesha, ukusebenza kwezobuchwepheshe, ulawulo, ukuphatha igela nokunye okuphambili okuchongwe ngamaqela
Purpose / importance	Ukuqeqesha (izakhono okanye uphuhliso) kubalulekile kuphuhliso lweeklabhu ngokweenkalo ezichazwe ngasentla ukuqinisekisa uzinzo
Source / collection of data	Kwiingxelo/kuluhlu lwabakhoyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukuqeqesha inani elikhulu labantu
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.2

Isihloko somsebenzi	Inani leeligi zokuhlala ezinikwe inkxaso
Inkcazo emfutshane	Iiligi zokuhlala eziququzelelwe yimibutho ekuhlaleni apho kuthi kusungulwe uphuhliso lwamaqela.
Injongo/ukubaluleka	Kukuba iiligi zokuhlala zibe liqonga lentatho-nxaxheba ngokuzinzileyo, ukuchongwa nokuphuhliswa kwetalente.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo/kwiifiktsha zeeligi neziphumo, kuluhlu lwamaqela
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Ukunyaniseka kweengxelo kuxhomekeka ekuchanekeni kokubhalwa kweenkcukacha ngamaxesha eeligi
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Utshintshwe ngokumandla
Isiphumo esifunekayo	Linani eliphezulu lokuthatha inxaxheba kweeklabhu kwiiligi
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.3

Isihloko somsebenzi	Inani leeklabhu ezinikwe izixhobo okanye impahla
Inkcazo emfutshane	Inani leeklabhu ezinikwe izixhobo okanye impahla
Injongo/ukubaluleka	Kukubeka esweni inani leeklabhu ezinikwe inkxaso ngokubonelelwa ngekiti nangezixhobo
Apho zifunyanwa khona iinkcukacha	Kumanqaku okanye iileta ezingqina ukufunyanwa kwezixhobo okanye kwempahla
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Linani eliphezulu leeklabhu ezixhashwe ngezixhobo okanye ngempahla
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.4

Isihloko somsebenzi	Inani lamaziko-mfundo ezemidlalo avunyiweyo anikwe inkxaso
Inkcazo emfutshane	Inani lamaziko-mfundo ezemidlalo avunyiweyo (esizwe, ephondo nawabucala) anikwe inkxaso ukuba anikezele ngeenkonzo zemidlalo ukuphuhlisa nokuphucula izinga lemidlalo yoMzantsi Afrika.
Injongo/ukubaluleka	Kukuba amaziko-mfundo ezemidlalo anike inkxaso uphuhliso lwemidlalo yoMzantsi Afrika.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zamaZiko-mfundo eMidlalo ePhondo Kwiingxelo ezivunyiweyo zeZiko-mfundo leSASCOC Kumaxwebhu asesikweni abonisa ukuvunywa kweZiko-mfundo lezeMidlalo.
Indlela yokubala	Ubalo olulula lenani lamaziko-mfundo anikwe inkxaso lisebe
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesikwizinga eliphezulu ukubonisa ukunyuka kwenkxaso kubadlali abanetalente.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.5

Isihloko somsebenzi	Inani leeklabhu ezithatha inxaxheba kwinkqubo yophuhliso lwemidlalo emaphandleni
Inkcazo emfutshane	Kukuxhasa iiligi ezikhoyo nokuzimisela apho zingekhoyo. Iiligi isingisela kumagqibela kankqoyi. Iindidi zemidlalo ezichongelwe le nkqubo yibhola yomnyazi, ii-athletiki nesoka.
Injongo/ukubaluleka	Kukuxhasa nokumisela iiligi zeendidi zemidlalo ezichongiweyo kumabhunga emveli amabini/ezifama
Apho zifunyanwa khona iinkcukacha	Kwiifomu zobhaliso ngokweklabhu, ngokweziphumo zeligi yodidi lomdlalo nezeetumente zokukhiqa
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukunyuka kwenani leeklabhu ezithatha inxaxheba kwinkqubo yophuhliso lwemidlalo emaphandleni
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.6

Isihloko somsebenzi	Inani leenkqubo zokuchonga italente kudidi lwabahlawulwayo ezinikwe inkxaso
Inkcazo emfutshane	Kukuxhasa iinkqubo zokuchonga italente kudidi lwabahlawulwayo ezenziwe yimibutho yesizwe ukuchonga nokuphuhlisa abadlali.

Injongo/ukubaluleka	Kukulandelela amathuba ohlukeneyo kubadlali abanetalente enokuchongelwa kudidi lwabahlawulwayo ze banikwe amathuba okuphuhla.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lweenkqubo zokuchonga italente kudidi lwabahlawulwayo eziqulunqwe yimibutho yesizwe. Kuluhlu lwabazimase iinkqubo zochongo lwetalente. Kuluhlu lwabadlali abachongiweyo.
Indlela yokubala	Kubalwa inkqubo nganye.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Sesiphezulu esibonisa amathuba amaninzi ochongo lwetalente.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.7

Isihloko somsebenzi	Inani labadlali abanetalente abanikwe inkxaso ngenkqubo yophuhliso emiselweyo eyenziwe ngumbutho wezemidlalo
Inkcazo emfutshane	Inkxaso yemibutho yezemidlalo ukunceda abadlali abanetalente abachongelwe ukhuphiswano kwimisitho yesizwe/ neyehlabathi.
Injongo/ukubaluleka	Kukubonisa inani labadlali abanetalente abaxhamla kwinkqubo yophuhliso emiselweyo.
Apho zifunyanwa khona iinkcukacha	Kwiirejista zemibutho
Indlela yokubala	Ubalo olulula lwenani labadlali abanetalente abathathwe ngamaqela odidi lwabahlawulwayo kwinkqubo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukunyuka kwenani labadlali abanetalente abanikwa inkxaso kwinkqubo yophuhliso emiselweyo.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.8

Isihloko somsebenzi	Inani labasebenzi abaqeshwe ngokusisigxina ngesibelo-mali se-6%
Inkcazo emfutshane	Inani labasebenzi abaqeshwe ithuba elide okanye ngokusisigxina ngesabelo-mali se-6% sesibonelelo-mali esinemiqathango (uluntu, iiklabhu okanye abasebenzi beziko-mfundo)
Injongo/ukubaluleka	Ukuxhasa udalo-misebenzi kwicandelo lezemidlalo nolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwiirekhodi zecandelo lezabasebenzi. Kwiziqinisekiso zeentlawulo
Indlela yokubala	Kubalwa isithuba somsebenzi esidaliweyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukunyuka kwenani lezithuba ezidaliweyo.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.9

Isihloko somsebenzi	Iingxelo zonyaka nezikolo ezigxile kwezemidlalo
Inkcazo emfutshane	Iinkcukacha eziphunyeziweyo ezivelayo eziza kuba sisixhobo esingundoqo ukuhlola inkqubela kwizikolo ezigxile kwezemidlalo ezimiselweyo kwiphondo
Injongo/ukubaluleka	Kukuphucula ulawulo olumanyanisiweyo nokuthatha uxanduva nokuqinisekisa inkonzo esulungekileyo kwizikolo ezigxile kwezemidlalo ngokunika isikhokelo nenkxaso
Apho zifunyanwa khona iinkcukacha	Kwiinkcukacha nakwiinkcukacha-manani eziqokelelweyo nakumanye amaxwebhu ophando neenkukacha
Indlela yokubala	Kubalwa nganye, kugcinwa iinkcukacha, ingxelo nemizuzu yeentlanganiso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo

Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe

INKQUBO YENTATHO-NXAXHEBA NGOBUNINZI BOLUNTU I-SIYADLALA

1.1

Isihloko somsebenzi	Inani lolutsha oluzimasa iinkampu zolutsha ngonyaka
Inkcazo emfutshane	Inani lolutsha oluthatha inxaxheba kwiinkampu zolutsha ngonyaka
Injongo/ukubaluleka	Kukubonisa ukuzinyaswa kweenkampu lulutsha oluphuma kwiphondo ngalinye
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi – uluhlu lwabakhoyo
Indlela yokubala	Ubalo olulula kuluhlu lwabakhoyo ngalinye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukwanda kwamathuba okuthatha inxaxheba kolutsha kwiinkampu zolutsha.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Olusetyenziselwa kona ubalo	Inani labathathi-nxaxheba kwinkqubo

1.2

Isihloko somsebenzi	Inani leeproekthi zemidlalo nolonwabo ezenziwe ngamaBhunga ezeMidlalo.
Inkcazo emfutshane	Inani leeprojekthi zemidlalo nolonwabo ezenziwe ngamaBhunga ezeMidlalo.
Injongo/ukubaluleka	AmaBhunga ezeMidlalo ngamahlakani entsebenziswano kwiphondo kuphuhliso, ukuhanjiswa nokubeka esweni ezemidlalo nolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi nakwiZivumelwano zeZinga loMsebenzi (phakathi kwamabhunga ezemidlalo neSebe lezeMidlalo noLonwabo lePhondo)
Indlela yokubala	Ubalo olulula ngengxelo yeprojekthi nganye.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka.
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukuphucuka kwezakhono zokubonelela ngeenkqubo zemidlalo nolonwabo.
Onoxanduva lomsebenzi	Umlawuli wenkqubo

1.3

Isihloko somsebenzi	Inani leenkqubo ezizinzileyo zezolonwabo eziququzelelweyo nezenziweyo
Inkcazo emfutshane	Inani leenkqubo zezolonwabo ezikhuthaza intatho-nxeba ezizinzileyo (e.g. imidlalo yemveli, ukuguga udlamkile).
Injongo/ukubaluleka	Kukujonga uvuleleko lwamathuba entatho-nxaxheba yoluntu kwezempilo-ntle.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zenkqubo
Indlela yokubala	Ubalo olululangenkqubo nganye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukwanda kwamathuba okuba uluntu luthathe inxaxheba kwiinkqubo zolonwabo.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Olusetyenziselwa kona ubalo	Akukho

1.4

Isihloko somsebenzi	Inani labantu abathatha inxaxheba kwimisitho yezolonwabo
Inkcazo emfutshane	Inani labantu abaqhubayo nokuthatha inxaxheba kwimisitho yezolonwabo ezikhuthaza impilo-ntle (ngaphandle kwababukeli).
Injongo/ukubaluleka	Kukufumanisa ngentatho-nxaxheba kwimisitho yezolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zemisitho; kuluhlu lwabathathi-nxaxheba / kuluhlu lwamaqela
Indlela yokubala	Ubalo olulula lomntu ngamnye othathe inxaxheba.
Unyino kwiinkcukacha	Ukungachaneki kweenkcukacha ngenxa yenkqubo yobhaliso elandelwayo nokulawulwa kweenkcukacha.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Izinga eliphezulu lokuthatha inxaxheba elizinzileyo
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Olusefenziselwa kona ubalo	Inani labathathi-nxaxheba kwinkqubo

1.5

Isihloko somsebenzi	Inani lamaqela emidlalo yemveli athatha inxaxheba kwiitumente zemidlalo yemveli
Inkcazo emfutshane	Inani lamaqela ngodidi ngalunye athatha inxaxheba: <ol style="list-style-type: none"> Kwiitumente zemidlalo yemveli eziququzelelwa ngamaqumrhu emidlalo yemveli okanye yimibutho okanya ngoomasipala bokuhlala. Intatho-nxaxheba yamaqela kwiitumente zemidlalo yemveli ihambelana nenjongo ephambili yesibonelelo-mali – Ukunyuka kwentatho-nxaxheba nokongeza ixabiso kubuyiselo lwenkcubeko.
Injongo/ukubaluleka	Kukufumana intatho-nxaxheba yamaqela ngodidi ngalunye kwiitumente zemidlalo yemveli.
Apho zifunyanwa khona iinkcukacha	<ol style="list-style-type: none"> Kuluhlu lwemidlalo yemveli ngodidi ngalunye Kuluhlu lwentatho-nxaxheba yamaqela kudidid lomdlalo wemveli, athathe inxaxheba kwimidlalo yoomasipala Kwiifiktsha okanye kwiinkqubo zeetumente
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukunyuka kwenani lamaqela athatha inxaxheba kwimidlalo yemveli.
Onoxanduva lomsebenzi	Umphathi wenkqutya

1.6

Isihloko somsebenzi	Inani labantu abaqeqeshwe njengexalenye yeenkqubo zemidlalo yoluntu.
Inkcazo emfutshane	Inani labantu abaqeqeshwe njengexalenye yeenkqubo zemidlalo yoluntu.
Injongo/ukubaluleka	Kukuxhobisa uluntu ngezakhono ukuze lube negalelo kwintatho-nxaxheba ezinzileyo kwiinkqubo zemidlalo nolonwabo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zoqeqesho nakuluhlu lwabazimasi
Indlela yokubala	Ubalo olululangoluhlu lwabazimasi ngalunye.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka.
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukuphucuka kwezakhono zokuqhuba iinkqubo zemidlalo nolonwabo.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Lolunyukayo to outcome	Inani labantu abaqeqeshiweyo

1.7

Isihloko somsebenzi	Inani leehabhu ezinikwe izixhobo nempahla
Inkcazo emfutshane	Inani leehabhu ezinikwe izixhobo nempahla
Injongo/ukubaluleka	Kukulandelela inani leehabhu ezixhaswe ngezixhobo nangempahla ukukhuthaza intatho-nxaxheba ngobuninzi kwiinkqubo zemidlalo nezolonwabo.
Apho zifunyanwa khona iinkcukacha	Kumanqaku/kwiileta zesiqinisekiso sokufunyanwa kwezixhobo nempahla yihabhu nganye
Indlela yokubala	Ubalo olulula lweehabhu ezinikwe izixhobo nempahla
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka (ngokwethagethi yekota nganye)
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Olusetyenziselwa kona ubalo	Inani lezikolo, leehabhu neeklabhu ezinikwe izixhobo nempahla.
Olusetyenziselwa kona ubalo	Inani lemisebenzi edaliweyo.

INKQUBO YENTATHO-NXAXHEBA NGOBUNINZI KWIMIDLALO YEZIKOLO

1.1

Isihloko somsebenzi	Inani labafundi abaxhaselwe ukuthatha inxaxheba kumakhuphiswano emidlalo yezikolo esizwe.
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinqanaba lesizwe njengesiseko sentatho-nxaxheba ezinzileyo kwezemidlalo. Inkxaso ibandakanya ezothutho, ikiti, ukutya, etc.
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwiinkqubo zemidlalo yezikolo kwinqanaba lesizwe.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaqela abadlali abathatha inxaxheba kwiitonamenti zemimandla nezephondo ezinikwa amagosa esebe ngemini yemidlalo.
Indlela yokubala	Ubalo olulula labadlali abafanele ukuthatha inxaxheba kwitonamenti yommandla neyephondo ngolo suku.
Unyino kwiinkcukacha	Abadlali basenobalwa kaninzi.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kanye ekungeneni kwabo kwinkqubo yokhuphiswano lwemidlalo yezikolo kwinqanaba lommandla
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu ukubonisa ubungakanani bamathuba avulelwe abafundi.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Olusetyenziselwa kona ubalo	Inani labathathi-nxaxheba kwinkqubo

1.2

Isihloko somsebenzi	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinqanaba lephondo
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinqanaba lephondo ukuzinzisa intatho-nxaxheba.
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwiinkqubo zemidlalo yezikolo kwinqanaba lommandla
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabadlali abathatha inxaxheba kwiitonamenti zephondo olunikwa amagosa esebe ngemini yemidlalo.
Indlela yokubala	Ubalo olulula lenani labafanele ukuthatha inxaxheba kwitonamenti yommandla ngolo suku.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kube kanye ekungeneleni kwabo kwinkqubo yokhuphiswano lwemidlalo yezikolo kwinqanaba lephondo
Ilix lokunika ingxelo	Ngonyaka

Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesiphezulu ukubonisa ubungakanani bamathuba avulelwe abafundi
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Olusetyenziselwa kona ubalo	Inani labathathi-nxaxheba kwinkqubo

1.3

Isihloko somsebenzi	Inani labafundi abathatha inxaxheba kwiitomenti zemidlalo yezikolo kwinqanaba lommandla.
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitomenti zemidlalo yezikolo kwinqanaba lommandla ukuzinzisa intatho-nxaxheba.
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwinkqubo yemidlalo yezikolo kwinqanaba lommandla.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaqela abadlali abathatha inxaxheba olufakwe kumagosa esebe ngemini yemidlalo.
Indlela yokubala	Ubalo olulula lenani labadlali abafanele ukuthatha inxaxheba kwitoni yommandla ngolo suku.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kanye ekungeneleni kwabo kwinkqubo yemidlalo yezikolo kwinqanaba lommandla
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Sesikwizinga eliphezulu ukubonisa ubungakanani bamathuba avulelwe abafundi.
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Olusetyenziselwa kona ubalo	Inani labathathe inxaxheba kwinkqubo

1.4

Isihloko somsebenzi	Inani labaququzeleli bemidlalo yezikolo abahlawuliweyo.
Inkcazo emfutshane	Umyinge wabaququzeleli bemidlalo abaqeshiweyo ze bahlawulwa.
Injongo/ukubaluleka	Kukukwandisa amathuba emisebenzi nokubandakanywa koluntu nophuhliso lwezakhono.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabasebenzi abaqeshiweyo
Indlela yokubala	Kubalwa iziqu
Unyino kwiinkcukacha	Alungqalanga
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukudala amathuba engqesho yexesha elide
Onoxanduva lomsebenzi	Umlawuli wenkqubo
Umngcipheko ophambili	Ukulahla kwabasebenzi nenkqubo yeekhontrakthi zeenyanga ezili-12

1.5

Isihloko somsebenzi	Inani lamaqumrhu eendidi zemidlalo yezikolo anikwe inkxaso
Inkcazo emfutshane	Inani lamaqumrhu eendidi zemidlalo ukuqinisekisa ukwenziwa kwenkqubo zemidlalo yezikolo.
Injongo/ukubaluleka	Kukubonisa inani lamaqumrhu emidlalo yezikolo anikwe inkxaso
Apho zifunyanwa khona iinkcukacha	Kumanqaku eentlanganiso. Kwiziqinisekiso zentlawulo. Kwizivumelwano zezinga leenkono
Indlela yokubala	Ubalo olulula ngokwenani lamaxwebhu abonisa inkxaso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Lulawulo olusulungekileyo lwamaqumrhu emidlalo yezikolo
Onoxanduva lomsebenzi	Umlawuli wenkqubo

Isiphumo seNjongo yeQhinga lokuSebenza

Injongo 1

Isihloko senjongo	Ukubonelela inkonzo elawulwa ngendlela efanelekileyo, esebenzayo nenoqoqosho.
Inkcazo emfutshane	Kukudala isimo esifanelekileyo sokunikezelwa kwenkonzo efanelekileyo, esebenzayo, enoqoqosho neyabiwa ngokulinganayo nakwangexesha neenkonzo zolawulo lwenkxaso kumahlakani entsebenziswano angaphakathi nawangaphandle ukuqinisekisa ulawulo lwentsebenziswano oluhle, olungenasibhidi nolune xabiso.
Injongo/ukubaluleka	Kukubonelela ngesimo esifanelekileyo sokuhanjiswa kwenkonzo engundoqo yeSebe leMicimbi yeNkcubeko neMidlalo kubo bonke abahlali bePhondo.
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwiMisebenzi eyeNziwayo yeNkqubo 1
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 1
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 1
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 1
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 1
Onoxanduva lomsebenzi	Umlawuli wenkqubo

Injongo 2

Isihloko senjongo	Ukukhuthaza, ukuphuhlisa nokwenza iinguqu kuyo yonke imisebenzi yezenkcubeko eNtshona Koloni ukwenza igalelo kulwakhiwo lwesizwe, ulawulo olusulungekileyo, uphuhliso loluntu ngokwezentlalo nangokwezoqoqosho; kwakunye namathuba okukhula ngokwezoqoqosho afanelekiileyo.
Inkcazo emfutshane	Ukukhuthaza, ukuphuhlisa nokwenza iinguqu kuyo yonke imisebenzi yezenkcubeko eNtshona Koloni ukwenza igalelo kulwakhiwo lwesizwe, ulawulo olusulungekileyo, uphuhliso loluntu ngokwezentlalo nangokwezoqoqosho; kwakunye namathuba okukhula ngokwezoqoqosho afanelekiileyo.
Injongo/ukubaluleka	ISebe linoxanduva ngokomgaqo-siseko nangokomthetho lokwenza imisebenzi enxulumene nemicimbi yezenkcubeko. Ngokwenza oku, iSebe lenza igalelo elibalulekileyo kulwakhiwo lwesizwe nokuphuhliswa koluntu ngokwentlalo namathuba okukhula ngokwezoqoqosho.
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwiMisebenzi eyeNziwayo yeNkqubo 2
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 2
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 2
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 2
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 2
Onoxanduva lomsebenzi	Umlawuli wenkqubo

Injongo 3

Isihloko senjongo	Ukukhuthaza, ukuphuhlisa nokwenza iingunqu kwiinkonzo zamathala eencwadi, iinkcukacha nakulondolozo lweenkcukacha ezibalulekileyo.
Inkcazo emfutshane	Ukubonelela ngeenkono zamathala eencwadi, iinkcukacha nolondolozo lweenkcukacha ezibalulekileyo kuza kuba negalelo: <ul style="list-style-type: none"> • Kulwakiwo lwesizwe • Kulawulo olusulungekileyo • Kuphuhliso loluntu • Kumathuba okhulo lwezoqoqosho ngokuzinzileyo
Injongo/ukubaluleka	<ul style="list-style-type: none"> • Kukubonelela ngeenkono zamathala eencwadi kuluntu lweNtshona Koloni • Kukulondolozo nokusetyenziswa koovmba beenkcukacha • Ukulawulwa nokukhathalelwa kweerekhodi zoluntu ngokufanelekileyo
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwiMisebenzi eyeNziwayo yeNkqubo 3
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 3
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 3
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 3
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 3
Onoxanduva lomsebenzi	Umlawuli wenkqubo

Injongo 4

Isihloko senjongo	Ukwenza nokuxhasa amaqumrhu emidlalo nemisitho ekhuthaza ubandakanyeko loluntu.
Inkcazo emfutshane	Ukwenza nokuxhasa amaqumrhu emidlalo nemisitho ekhuthaza ubandakanyeko loluntu, ngokudala amathuba okufikelela, ngokusingise kwintatho-nxaxheba kwezolonwabo, kwiiNkqubo zeMOD, imidlalo yezikolo nemidlalo ngokubanzi.
Injongo/ukubaluleka	Kukuvula amathuba okufikelela kwezolonwabo, umzekelo kwimidlalo yezikolo, ulonwabo nemidlalo ngokubanzi. Intatho-nxaxheba kuyo nakweyiphi na kwezi ukunceda kubandakanyo loluntu, kucutho lolwaphulo-mthetho, kubundlobongela, kusetyenziso lweziyobisi, etc., nto ezo zisenokukhokelela kumathuba ekhondo elisesikweni kwezolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwiMisebenzi eyeNziwayo yeNkqubo 4
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 4
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 4
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 4
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza neMisebenzi eyeNziwayo yeNkqubo 4
Onoxanduva lomsebenzi	Umlawuli wenkqubo