



URhulumente
weNtshona Koloni

IMicimbi yeNkcubeko neMidlalo

IsiCwangciso sokuSebenza soNyaka 2025/2026

ISebe leMicimbi yeNkcubeko neMidlalo leNtshona Koloni

IsiCwangciso soNyaka sokuSebenza

2025/26

KweyoKwindla 2025

Ukuba kunokubakho iimpazamo kuguqulelo lolu xwebhu, maze kusetyenziswe
uxwebhu lwesiNgesi okulolona kususelwe kulo uguqulelo.

OKUQULATHIWEYO

INgxelo yoGunyaziwe weSigqeba	4
INgxelo yeGosa eliNika iNgxelo.....	5
Utyikityo oluseMthethweni.....	8
Izifinyezo.....	9
ICANDELO A: ISIGUNYAZISO SETHU	11
1. Uhlaziyo olufanelekileyo kwizigunyaziso zomthetho nomgaqo-nkqubo	11
1.1 Izigunyaziso zomgaqo-siseko	11
1.2 Izigunyaziso ezisemthethweni nezomgaqo-nkqubo	14
1.3 Izigunyaziso zomgaqo-nkqubo	20
2. Uhlaziyo kwiMigaqo-nkqubo yeZiko namaQhinga	57
2.1. IiNdlela zokusebenza zeZiko	57
2.2. IsiCwangciso soPhuculo loNikezelo lweNkonzo	64
2.3. Amalinge aCwangcisiweyo oMgaqo-nkqubo	65
3. Uhlaziyo kwiziGwebo zeNkundla eziFanelekileyo	66
ICANDELO B: ESIJOLISE KUKO KWEQHINGA	68
4. Uhlaziyo lohlahlelo lweSimo	68
4.1. UHlahlelo loBume baNgaphandle	68
4.2. UBume baNgaphakathi	76
ICANDELO C: UKULINGANISWA KOMSEBENZI WETHU.....	82
5. INkqubo 1 INgcaciso yoMsebenzi	84
5.1. INkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi sonyaka	87
5.2. INgqwalasela yeZibonelelo zeNkqubo	88
5.3. Uhlaziyo lweMingcipheko ePhambili	89
6. INkqubo 2 INgcaciso yoMsebenzi	91
6.1. INkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi sonyaka	97
6.2. INgqwalasela yeZibonelelo zeNkqubo	100
6.3. Uhlaziyo lweMingcipheko ePhambili	101
7. INkqubo 3 INgcaciso yoMsebenzi	103
7.1. INkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi sonyaka	109
7.2. INgqwalasela yeZibonelelo zeNkqubo	112

7.3. Uhlaziyo lweMingcipheko ePhambili	113
8. INkqubo 4 INgcaciso yoMsebenzi	115
8.1. INkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi sonyaka	121
8.2. INgqwalasela yeZibonelelo zeNkqubo	124
8.3. Uhlaziyo lweMingcipheko ePhambili	124
9. AmaQumrhu kaRhulumente	127
10. IiProjekti zeZibonelo	127
11. Uthelelwano lwamaQumrhu kaRhulumente nawaNgasese	127
 ISIHLOMELO A: IZILUNGISO KWISICWANGCISO SEQHINGA.....	128
 ISIHLOMELO B: IMINIKELO ENEMIQATHANGO	228
 ISIHLOMELO C: IMIGQALISELA EHLANGANISIWEYO	234
 ISIHLOMELO D: UYILO LOPHUHLISO LWESITHILI	234

INgxelo yoGunyaziwe weSigqeba

Sanelisekile kukwandlala yesiCwangciso soNyaka sokuSebenza seSebe leMicimbi yeNkcubeko neMidlalo, esingqina ukuzibophelela kwethu ekukhuthazeni isithuba esihlanganisayo esivuselela ukukhula, umanyano, kunye nethuba kwiNtshona Koloni.

Okulungelelaniswe nesiCwangciso seQhinga sePhondo, umbono wethu wexesha elizayo ucacile: uluntu apho bonke abahlali banekhono lokuyila, bayasebenza, yaye bazibophelele. Ngokunikwa kwengqwalasela kwimpilo-ntle, kukhuselo, kwinguqu, kunye nolawulo, sijolise ekuyileni indlela ehlangeneyo ekuxhobiseni uluntu.

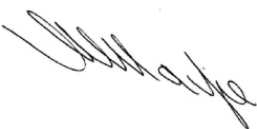
Okuphambili kuthi kungumnqweno nokuyimfuneko. Siguqula amathala eencwadi okokuba abe ngumbindi oxakekileyo nonamandla woluntu, apho ukufunda, ikhono lokuyila, nofikelelo kwidijithali. Siqhubela phambili ngeenkqubo zemidlalo nezolonwabo ezityebisa uluntu ingakumbi ezi zondla zikhulise impilo yabafundi abaselula ze zandise amalinge enkcubeko nawelifa lemveli athi asiqhagamshelanisa nembali yethu esabelana ngayo.

Sihlala sisinikele ekulondolozeni iilwimi zemveli nokuziyolisa ngeenkcubeko ezahlukeneyo zephondo lethu. Ukuhlonipha ilifa lemveli loluntu lwamaSan kunye namaKhoi kuyinxalenye yomnqophiso wethu yaye siya kuqhubeka ngeenzame zokuxhasa ezo lwimi zabantu beNtshona Koloni apho iwonga lazo nokusetyenziswa lithe latshabalala.

Uphuhliso lolutsha luhlala lusebindini kwinjongo yethu. Sibonelela ngamathuba kulutsha lweNEET okuhlangana neeklabhu, amava okusebenza, ukufunda ubomi bakho bonke. Ngeli thuba luziphuhlisa, ulutsha lunikela ngokunjalo ngeenkqubo ezicwangcisiweyo zasemva kokuphuma kwesikolo ezifana neMOD kunye neYearBeyond, apho kukho izithuba ezikhuselekileyo ezilungiselelwe abafundi okokuba baphuhle ngokwasemzimbeni, ngekhono loyilo, ngengqiqo yengqondo, nangomphefumlo, kuyanikezelwa.

Sikuthabathela ingqwalasela ngokunjalo ukubaluleka kwemisitho nokhenketho, sisebenzela ukubeka iNtshona Koloni njengendawo enkqenqeza phambili kwinkcubeko nemidlalo e-Afrika. Le ndlela ayiqinisi nje kuphela uqoqosho ngokuyilwa kwemisebenzi nokutsala umdla kutyalo-mali, kodwa okubaluleke kakhulu ikhusela yaye iziyolisa ngee-asethi zelifa lemveli.

Njengoko siqalisa kulo nyaka-mali mtsha, sizibophelele ekuboneleleni ngamathuba anentsingiselo emidlalo, olonwabo, obugcisa namathuba enkcubeko kulo lonke iphondo, nangona kukho izithintelo zohlahlo lwabiwo-mali olunciphayo. Sisonke singamahlakani, sakha iNtshona Koloni elinganayo, ebandakanyayo ngokwentlalo, evuselelayo nenxibelelanayo.



RICARDO MACKENZIE, MPP

UGUNYAZIWE WESIGQEBA WEMICIMBI YENKCUBEKO NEMIDLALO

KWEYOKWINDLA 2025

INgxelo yeGosa eliNika iNgxelo

Lilungelo lam elilodwa lokwandlala isiCwangciso soNyaka sokuSebenza (APP) seSebe leMicimbi yeNkcubeko neMidlalo (DCAS). Esi sicwangciso sichaza ukuzibophelela kwethu ekwakheni iNtshona Koloni ebandakanya uluntu lonke, eyilayo, esebenzayo, nenxibeleleneyo ngokuhambelana neziCwangciso zeQhinga zoRhulumente weNtshona Koloni, 2025-2030 kunye nesiCwangciso-nkqubo soPhuhliso seSithuba esiPhakathi. Okwendeleyo kwiinqobo zethu ezisesikweni zemfezeko, zokuthatyathwa koxanduva, ngokugqwesa kwenkonzo, i-APP icalula amaqhinga nekujoliswe kuko kokusebenza okugxile ekukhuthazweni kohambelwano lwentlalo, ulondolozo lwenkcubeko, nokomelela koqoqosho.

Isebe liqhubekile ngokusebenza kubume obunomngeni woqoqosho lwentlalo obuphawulwe yintswela ngqesho ethe gqolo (okuxhaphake kakhulu kulutsha), izithintelo zezibonelelo, nokuba sesichengeni kwisimo sezulu. Nangona kunjalo, ngokusetyenziswa kweendlela zenguqu ezifana noYilo oluLawulwayo loThungelwano, siqinise uthelwano lwethu kunye noomasipala kunye namahlakani ethu esisebenzisana kunye kuluntu, awamacandelo angasese kunye neeNGO yaye sihlanganise izibonelelo zethu ukuqinisekisa ngonikezelo olufanelekileyo lweenkonzo eziyimfuneko kuwo onke amacandelo enkcubeko, obugcisa, elifa lemveli, emidlalo, nawolonwabo.

Okuqaqanjisiweyo okungundoqo kwesijolise kuko kweqhinga kubandakanya:

1. Ukuqhutywa kobandakanyeko lwentlalo kunye noluntu olusempilweni, olufundisiweyo nolomeleleyo

- a. Ukwandiswa kofikelelo kumathala eencwadi nakoovimba ukuxhobisa uluntu ngolwazi kunye namathuba okufunda kobomi bonke.
- b. Ukukhuthazwa kwesimo sokufunda ukukhuthazwa kokucinga ngokuzimeleyo nokuvulelwa kwamandla okuyila engqondweni.
- c. Ukukhuthazwa kokuthabatha inxaxheba kubugcisa, kwimidlalo, nakulonwabo ukukhuthaza uhambelwano lwentlalo kunye nempilo-ntle yengqondo neyomzimba kujoliswe kukuthatyathwa kwenxaxheba ngamanina, ngabantwana, lulutsha, ngabantu abakhubazekileyo, luluntu lwasemaphandleni, kunye nabasebenzi bezolimo.
- d. Ukukhuthazwa kobandakanyo nomanyano kwiyantlukwano ngokukhuthazwa kweelwimi ezisesikweni ingakumbi iilwimi zemveli kunye noLwimi lweMinwe loMzantsi Afrika olulolunye ngoku lwelwimi ezisesikweni zoMzantsi Afrika.

2. Ukuqiniswa kokuLondolozwa kwelifa leMveli

- a. Ukuxhaswa kwelifa leMveli leNtshona Koloni okokuba lichonge, likhusele, yaye likhuthaze izibonelelo zelifa lemveli lenkcubeko, kubandakanywa ukulawulwa kweNdawo ye-UNESCO yeLifa leMveli esandula ukuphawulwa, The Emergence of Modern Human Behaviour: The Pleistocene Occupation Sites of South Africa.
- b. Ukusebenzisana nooMasipala kulawulo nokubhengezwa kweendawo zelifa lemveli zeGreyidi III.

3. Ukubekwa phambili koPhuhliso loLutsha

- a. Isebe ligxile kakhulu kwimpilo-ntle ngokwenza iindawo ezikhuselekileyo, ukulolongwa, namathuba okuphuhlisa kwezakhono zolutsha ngokusetyenziswa kweenkonzo zalo, ngolonwabo, ngemidlalo, kunye neenkqubo zobugcisa, yaye ezabafundi ziinkqubo zasemva kokuphuma kwesikolo.

- b. Amalinge ethu, afana neNkqubo yeNkonzo yoLutsha yeYearBeyond kunye namangenelo achongiweyo kuluntu olwalusengelwe phantsi, axhobisa abantu abtsha ngzakhono zobomi ezibalulekileyo, esandisa ukuqesheka, nokwakha ukomelela.
- c. Ngokuhlanganiswa kolutsha kumaqonga afana nemidlalo ekwi-intanethi, imidlalo yemveli, kunye neenkqubo zengxoxo zenkcubeko, sijolise ekulungiseni intsilelo yokuthembana phakathi kwabantu abtsha namaziko, kukhuthazwa ukuhlangana, ikhono lokuyila, kunye nethemba.

4. UkuKhuthazwa kokuKhula koQoqosho

- a. UkuKhuthazwa kokhenketho lwemidlalo kunye nemisitho yenkcubeko njengezisa utshintsho kuqala kuhambelwano lwentlalo, kukuvuselelwa koqoqosho, kukuyilwa kwemisebenzi, nebonisa iyantlukwano yephondo kunye netalente.
- b. Ukwandiswa kwenkxaso kumashishini amancinane, aphakathi kunye namakhulu (iiSMME) akumacandelo obugcisa, enkcubeko, nolonwabo.
- c. Ukuyilwa koluhlu lwamanyathelo aya kuqoqosho lolutsha.

5. Ukuqhutyelwa phambili kokuBandakanywa kweDijithali

- a. Ukuqhubekela ngokuqaliswa kweenkonzo ze-intanethi, ezifana nofikelelo nge-intanethi koovimba, izibonelelo zedijithali, kunye neProjekti yoQhagamshelwano lwamaThala eeNcwadi, ukuvala umahluko wedijithali ngokwandiswa kofikelelo kwingcaciso kunye neenkonzo.

6. Ukuqinisekiswa koLawulo nokuThatyathwa koXanduva

- a. Ukuqiniswa kolawulo lwemalo nolomsebenzi, ukuthintelwa komngcipheko, kunye nohambelwano, ukwandisa ukunikezelwa kwenkonzo.

Ngaphezulu, isebe liya kuqhuba okuphambili okudweliswe ngasezantsi emelwe ngokunjalo nguMphathiswa:

- 1. Ukucamngcwa kwakhona kwamaThala eeNcwadi** – Ukucamngcwa kwamaThala eeNcwadi abe yintlangano ye-ALMAL (uBugcisa, uLwimi, amaZiko oLondolozo lweMbali, ooVimba kunye namaThala eeNcwadi) Olu luilo olutsha lokunikezelwa kwenkonzo oluxhibe ukuguqula amathala eencwadi kwinkulungwane yowama-21, asuke ekubeno ngamathala eencwadi aqhelekileyo abe ziindawo ezihlangeneyo ezithi ziqukanise iinkonzo zedijithali (iiNcwadi ezikwi-intanethi njl.njl.) iindawo zentlangano ezizakhiwo zoluntu, iindawo ezibandakanya ngokwentlalo, ulondolozo lwenkcubeko, ingququlelo nekhono lokuyila (abenzi, iindawo, iilebhu zenguqu kunye namagumbi okuyila).
- 2. Ilifa leMveli leNtshona Koloni Heritage** – Ukukhuthazwa kweLifa leMveli leNtshona Koloni ukulondolozwa ilifa lemveli lenkcubeko ngeli thuba kuncedwa uphuhliso nokuyilwa kwemisebenzi. Ulondolozo oluhlangeneyo lwelifa lemveli kwizicwangciso zophuhliso kuqinisekisa ngokuba ukukhula nokuguqulwa lube lolwala maxesha akuziswa kusengelwa phantsi ii-asethi zenkcubeko nezembali.
- 3. Ukuhlaziywa kweMidlalo yeSikolo** – Ukunikela kuphuhliso olupheleleyo lwabafundi, ukususela kwimpilo, **kukomelela, kumsebenzi wemfundo, kwizakhono zentlalo, kubandakanyeko, kwimpilo yengqondo, ukuya kuphuhliso lwetalente.**
- 4. Kwiindawo zokuhlangana zemisitho yemidlalo nenkcubeko ze-Afrika** – Ukuvuselelwa kokukhula koqoqosho nokuyilwa kwemisebenzi ngokufunyanwa kotyalo-mali ukwandisa imisitho yolonwabo, yemidlalo, yenkcubeko, yomboniso bhanya-bhanya, yobugcisa, kunye neyelifa lemveli eNtshona Koloni.

5. INkcubeko neLifa leMveli – Uzinziso ngokuSetyenziswa koLwimi kunye nokhuseleko lwenkcubeko yoLwimi kunye nenkcubeko, ludlala indima ebalulekileyo ekukhuseleni ilifa lemveli lethu. Ukukhuselwa nokunyaswa kwenqanaba lewonga leelwimi zemveli kunye nekubeko yethu, ingakumbi leyo yabantu beSan kunye neKhoi, ekuthe ukusetyenziswa kwazo nokunikwa kwazo ingqwalasela kuye kwamfiliba ngokwembali, kuqinisekiswa ngokusinda nokuhluma kwelifa lethu lemveli lenkcubeko. KwiNtshona Koloni, ukuqhutyelwa phambili kokusetyenziswa kwezi lwimi zemveli kunye nenkcubeko yethu kungundoqo kukulondolozwa komfanekiso wethu onemibala otyebileyo wembali yethu ehlanganeyo nebonisa ubuthina.

Njengoko similisela esi sicwangciso, siya kujolisa ekufezekiseni iingxelo zethu zesiphumo ezisekwe kukuthatyathwa kwenxaxheba, kumaqonga noluhlu lwamanyathelo. Nge-APP yeDCAS 2025/26, siyazibophelela kwakhona kumbono wethu wobandakanyeko lwentlalo, loyilo, lokusebenza, neNtshona Koloni ehlanganeyo kuba kususieko sokhuselo, sempilo-ntle nokukhula koqoqosho.



GUY REDMAN

IGOSA ELINIKA INGXELO LESEBE LEMICIMBI YENKCUBEKO NEMIDLALO

KWEYOKWINDLA 2025

UTyikityo oluseSikweni

Oku kukuqinisekisa ukuba esi siCwangciso soNyaka sokuSebenza:

- saphuhliswa ngabalawuli beSebe leMicimbi yeNkcubeko neMidlalo phantsi kwesikhokelo soMphathiswa uRicardo Mackenzie;
- sithathela ingqalelo yonke imigaqo-nkqubo efanelekileyo, imithetho nezinye izigunyaziso zeSebe leMicimbi yeNkcubeko neMidlalo elinoxanduva; kunye
- sibonisa ngokuchanekileyo iMpembelelo, iziPhumo neziQhamo elithi iSebe leMicimbi yeNkcubeko neMidlalo lizame ukuzifezekisa kwisithuba sonyaka wama-2025/26.

Nkszn Brenda Rutgers

UMlawuli weNkqubo 1



Utyikityo

Gqr. Carol Van Wyk

UMlawuli weNkqubo 2 & 3



Utyikityo

Gqr. Lyndon Bouah

UMlawuli weNkqubo 4



Utyikityo

Nkszn Brenda Rutgers

IGosa eliyiNtloko leMali



Utyikityo

Mnu Shaun Julie

UMlawuli: INkxaso yeQhinga noLawulo lokuSebenza



Utyikityo

Mnu Guy Redman

IGosa eliNika iNgxelo



Utyikityo

Yamkelwe:

Mnu Ricardo Mackenzie

UGunyaziwe weSigqeba



Utyikityo

Izifinyezo

4IR	INguqulelo yoShishino lwesi4
ALMAL	Imithombo oBugcisa, uLwimi, iziko loLondolozo lweMwali, ooVimba neendawo zokuhlangana zamaThala eeNcwadi
ASGC	I-After School Game Changer
ASP	INkqubo yaseMva kokuPhuma kweSikolo
Atom	UFikelelo kwiNgqiqo
BCP	IsiCwangciso sokuQhubekela koShishino
CASMIS	INkqubo yeNgcaciso yoLawulo lweMicimbi yeNkcubeko neMidlalo
CCI	AmaShishini eNkcubeko noYilo
Ce-I	Iziko leNguqulelo ye-Intanethi
CFO	IGosa eliyiNtloko lezeMali
COHC	I-Cradle of Human Culture
DDM	UYilo loPhuhliso lweSithili
DFFE	ISebe lezamaHlathi, ukuLoba neNdalo
DORA	UMthetho weCandelo leNgeniso (wonyaka)
DPSA	ISebe leNkonzo kaRhulumente noLawulo
DSAC	ISebe leMidlalo, uBugcisa neNkcubeko (isebe lesizwe)
DSD	ISebe loPhuhliso loLuntu
EE	UBulungisa eNgqeshweni
EPWP	INkqubo eYandisiweyo yeMisebenzi kaRhulumente
ECM	ULawulo lokuQulathweyo kweShishini
EHACS	ULuntu oluFundisiweyo, oluseMpilweni noluKhathalayo
ERM	ULawulo loMngcipheko weShishini
FCPD	INkunzi eSigxina noPhuhliso lwePropati
GBVF	UBundlobongela obuSekwe kwiSini nokuBulala
GRAP	Imithetho siseko yokuNika iNgxelo eYamkelekileyoJikelele
GWM&E System	INkqubo kaRhulumente ngokuBanzi yokuBekwa kweLiso noVavanyo
HR	IMicimbi yaBasebenzi
HVAC	Yokwenziwa Shushu, ukuNgena nokuPhuma komoya, ukuLungiswa komoya, nokuLawulwa
HWC	ILifa leMveli leNtshona Koloni
ICT	INgcaciso netheknoloji yoNxibelelwano
IGR	UBudlelwane boRhulumente
M&E	UkuBekwa kweliso noVavanyo
MEC	ILungu leBhunga leSigqeba [lePhondo] (umphathiswa wephondo)
MOD	UkuThatyathwa kweNxaxheba sisiNinzi; iThuba nofikelelo; uPhuhliso nokukhula
MPP	ILungu lePalamente yePhondo
MTEF	IsiCwangcisonkqubo seNkcitho yeSithuba esiPhakathi
MTDP	IsiCwangciso soPhuhliso lweSithuba esiPhakathi

NAC	IBhunga leSizwe loBugcisa
NDP	IsiCwangciso seSizwe soPhuhliso: UMbono 2030
NEET	Engetkho kwimfundo, kwingqesho okanye kuqeqesho
NGO	UMbutho oNgekho ngaPhanti koRhulumente
NHC	IBhunga leSizwe leLifa leMveli
NHRA	UMthetho weSizwe weZibonelelo zeLifa leMveli, 1999
NSRP	IsiCwangciso seSizwe seMidlalo noLonwabo
PanSALB	IBhodi yeeLwini zoMzantsi Afrika
PDIA	I-Problem-Driven Iterative Adaptation
PLC	IKomiti yePhondo yeLwimi yePanSALB
PFMA	UMthetho woLawulo lweMali kaRhulumente, 1999
PN	ISaziso sePhondo
POCS	ULongamelo lwamaPolisa noKhuselo loLuntu
PWD	ABantu abakhubazekileyo
RLCP	IProjekti yoThungelwano lwamaThala eeNcwadi aseMaphandleni
RLHR	I-Resistance and Liberation Heritage Route
RSA	IRiphabliki yoMzantsi Afrika
SAHRA	I-Arhente yeZibonelelozeLifa leMveli loMzantsi Afrika
SASCOC	IMibutho eManyeneyo yeMidlalo yoMzantsi Afrika neKomiti ye-Olimpiki
SCM	ULawulo lweSixokelelwano soNikezelo
SCMPP	INKqubo yokuThatyathwa kweNxaxheba siSininzi soLuntu iSiyadlala
SDIP	IsiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo
SLIMS	INKqubo yoLawulo lweThala leNcwadi leSITA neNgcaciso
SITA	I-Arhete yeTheknoloji yeNgcaciso kaRhulumente
SRSA	IMidlalo noLonwabo yoMzantsi Afrika (SRSA) (ngoku eliSebe leMidlalo, uBugcisa neNkcubeko)
SSMPP	INKqubo yokuThatyathwa kweNxaxheba siSininzi kwiMidlalo yeSikolo
UAMP	IsiCwangciso soLawulo lwee-Asethi zoMsebenzisi
UNESCO	UMbutho weZizwe eManyeneyo weMfundo, weNzululwazi neNkcubeko
WC	Intshona Koloni
WCCC	IKhomishini yeNkcubeko yeNtshona Koloni
WCED	ISebe leMfundo leNtshona Koloni
WCG	URhulumente weNtshona Koloni
WCPGNC	IKomiti yaMagama eeNdawo zePhondo leNtshona Koloni
WCLC	IKomiti yoLwimi yeNtshona Koloni
WECSA	Western Cape Sport Academy
WOSA	Indlela ePheleleyo yoLuntu

ICANDELO A: ISIGUNYAZISO SETHU

1. UHlaziyo olufanelekileyo kwizigunyaziso zomthetho nezomgaqo-nkqubo

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

1.1. Izigunyaziso zomgaqo-siseko

ICandelo	INkcazelo
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996	
Icandelo 6(3), (4) kunye (5): ULwimi	URhulumente weNtshona Koloni (WCG) kufuneka, ngokwemiqathango yomthetho nangeminye, alawule aze abeke iliso kusetyenziso lwakhe lweelwimi ezisemthethweni. Zonke iilwimi ezisemthethweni kufuneka zikonwabele ukuhlonitshwa kwaye kufuneka ziphathwe ngokulinganayo. IKomiti yoLwimi yeNtshona Koloni (WCLC) kunye neDCAS isebenzisana neBhodi yeeLwimi Zonke zoMzantsi Afrika (PanSALB) ukukhuthaza iilwimi ezintathu ezisesikweni zephondo ze ziyile iimeko zokuphuhlisa nokusetyenziswa kweelwimi zeKhoi, iNama kunye neSan, kunye noLwimi lweMnwe loMzantsi Afrika. I-WCLC, ngokubambisana neDCAS, inoxanduva lobeka iliso nokuvavanya ukuphunyezwa koMgaqo-nkqubo weelwimi weNtshona Koloni, owamkelwa ngowama-2001, kwaye kufuneka inike ingxelo kwiPalamente yePhondo laseNtshona Koloni kwesi sigunyaziso ubuncinane kube kanye ngonyaka. I-DCAS yongamele iWCLC kwaye ibonelela iKomiti ngenkxaso kulawulo nakwezemali.
Icandelo 28(1) kunye (2)	I-DCAS iququzelela amathuba, izibonelelo kunye nezakhiwo ezifanele abantwana zokokuba bathabathe inxaxheba kwimisebenzi yokuthamba, kwimidlalo. Kumathala eencwadi, kumaziko okulondolozwa kwembali-facilitates opportunities, resources and infrastructure necessary for children to participate in physical activities, sport, libraries, museums, recreation and play in safe and nurturing environments. This is achieved through various programmes, relevant to Sport, Recreation, Arts and Culture, which provide children with opportunities to be physically active within a safe and nurturing environment.
Icandelo 30: ULwimi nenkcubeko	I-DCAS iququzelela amathuba okokuba abantu beNtshona Koloni babe namalungelo okusebenzisa ulwimi lwabo nenkcubeko ngokusetyenziswa kweenkqubo neeprojekti ezinikezelayo nezixhasayo.
Icandelo 31: Uluntu lwenkcubeko, lwenkonzo nololwimi	I-DCAS kufuneka iqinisekise ngento yokuba iinkqubo zayo kunye neeprojekti ziyayihlonipha iyantlukwano yolwimi lwabemi beNtshona Koloni.
Icandelo 41: IMithetho-siseko yorhulumente wentsebenziswano nobudlelwane boorhulumente	I-DCAS isebenzisana nawo onke amanqanaba karhulumente. Ngokwezigunyaziso zayo ezithile, iDCAS isebenza ngokubambisana neSebe lezobuGcisa neNkcubeko lesizwe (i-DSAC); amaqumru karhulumente wesizwe nawamaphondo; kunye noomasipala eNtshona Koloni.

ICandelo	INkcazelo
<p>Icandelo 156(4): ULwabelo lwamagunya</p>	<p>I-DCAS kufuneka inike okanye inikezele kumasipala, ngesivumelwano nangaphantsi kwayo nayiphi na imeko efanelekileyo, ukulawulwa kwento edweliswe kwiCandelo A leShedyuli yesi-4 okanye iCandelo A leShedyuli yesi-5 enxulumene nomasipala, ukuba—</p> <ul style="list-style-type: none"> • umcimbi lowo uza kulawulwa ngokukuko ngumasipala; kwaye • umasipala unawo amandla okulawula. <p>I-DCAS iququzelela ukunikezelwa kweenkonzo zethala lencwadi likawonke-wonke, ethi urhulumente wasekhaya ayigqale njengegunya elingaxhaswa ngamali. Ezi nkonzo zinikezelwa ngokusebenzisana neCandelo loLawulo-mali leSizwe kunye neSebe lezobuGcisa neNkcubeko lesizwe ngoMnikelo oneMiqathango elungiselelwe amaThala eeNcwadi oLuntu, kunye nenkxaso engaphezulu evela kwingxowa-mali yembuyekazo kumasipala evela kwiCandelo loLawulo-mali lePhondo.</p>
<p>IShedyuli 4: IMimandla eSebenzayo kunye neNdlu yoWiso-mthetho weSizwe neyePhondo</p>	<p>Imicimbi yenkcubeko:</p> <ul style="list-style-type: none"> • I-DCAS isebenza ngokusondeleleneyo neDAC kunye nemibutho esebenzisana nayo ngokwemiba yobugcisa, inkcubeko nelifa lemveli. <p>Umgqaqo-nkqubo weelwimi kunye nokulawulwa kweelwimi ezisesikweni kangangokuba izibonelelo zeCandelo lesi-6 loMgqaqo-siseko zinikezela ngokungathandabuzekiyo ukuba iPalamente yePhondo leNtshona Koloni linobuchule bowiso-mthetho:</p> <ul style="list-style-type: none"> • I-DCAS isebenza ngokubambisana neDAC kunye namasebe karhulumente asebenza ngokubambisana ngokuphathelelene nemiba yomgqaqo-nkqubo weelwimi.
<p>Shedyuli 5: IMimandla yokuSebenza eBekelwe iNdlu yoWiso-mthetho yePhondo kuphela</p>	<p>Oovimba ngaphandle kwabo besizwe:</p> <ul style="list-style-type: none"> • I-DCAS igunyaziswe okokuba iyile umthetho wephondo omalunga noovimba ngaphandle koovimba besizwe kunye nokulawula uphunyezo lwayo. ISebe linoxanduva leNkonzo yooVimba beNtshona Koloni kunye neeRekhodi. <p>Amathala eencwadi ngaphandle kwalawo esizwe:</p> <ul style="list-style-type: none"> • I-DCAS igunyaziswe okokuba iyile umthetho wephondo malunga namathala eencwadi ngaphandle kwamathala eencwadi esizwe ize ilawule uphunyezo lwayo. ISebe linoxanduva lokunikela ngeNkonzo yeThala leencwadi leNtshona Koloni kwaye lisebenisane ngokusondeleyo noogunyaziwe bethala leencwadi bakarhulumente ukunikezela ngenkonzo yethala leencwadi likarhulumente nengcaciso. <p>Amaziko okuLondolozwa kweMwali ngaphandle kwalawo esizwe:</p> <ul style="list-style-type: none"> • I-DCAS igunyaziswe okokuba iyile umthetho owodwa wephondo malunga namaziko olondolozo lwembali ngaphandle kwamaziko olondolozo lwembali esizwe aze alawule uphunyezo lwayo. ISebe linoxanduva lokunikela ngeNkonzo yamaziko olondolozo lweMwali yephondo, ngokusebenzisana namaziko olondolozo lwembali amanyeneyo kunye nokuxhasa la maziko olondolozo lwembali. <p>Imiba yenkcubeko yePhondo (kubandakanywa ulawulo lwezibonelelo zelifa lemveli kunye namagama eendawo):</p> <ul style="list-style-type: none"> • I-DCAS inikezela kwiLifa leMveli leNtshona Kolono (HWC) – ngogunyaziwe wezibonelelo zelifa lemveli zephondo oqeshwe ngokwemiqathango yoMthetho weSizwe weZibonelelo zeLifa leMveli, we-1999 (NHRA) – kunye nabasebenzi nenye inkxaso yolwabelwano yemali neyolawulo ukumilisela nokulawula isigunyaziso sakhe esisemthethweni. U-MEC [iLungu leBhunga leSigqeba (wePhondo)] nguyeyi otyumba iBhunga leHWC kwaye atyunjwe njengogunyaziwe wesibheni weNtshona Koloni. • I-DCAS inikezela ngenkxaso yobuchule kunye neyenyeyo ukuxhasa iKomiti yaMagama eeNdawo zePhondo leNtshona Koloni (WCPGNC) ukulungiselela ukuququzelela uthethwana loluntu ngokuphathelele kukubekwa emgangathweni, kunye neenguqu, kumagama eendawo. Xa uthethwano luqunjelwe, iKomiti yePhondo yenza iingcebiso kwiBhunga laMagama eeNdawo loMzantsi Afrika. <p>IMidlalo:</p>

ICandelo	INkcazelo
	<ul style="list-style-type: none"> I-DCAS igunyaziswe okokuba incede iyile isimo esincedayo esilungiselelwe imisebenzi yemidlalo nolonwabo.
ICandelo 195: Iinqobo zesiseko ezisesikweni kunye nemithetho-siseko elawula ulawulo lukarhulumente	Amagosa e-DCAS ahambelane nezibonelelo zecandelo 195, ezinikezela ngenkcazelo yexabiso neenqobo ezisesikweni kunye nemithetho-siseko yedemokhrasi elawula ukulawulwa kukarhulumente. ICandelo le195(1)(b) lidinga ukukhuthazwa kokusetyenziswa ngokufanelekileyo, ngoqoqosho nangokusebenzayo, kwezibonelelo. Oku kuchaza ukuba iinqobo eziqhutywayo licandelo likarhulumente zivelise izibonelelo eziphakamileyo kusetyenziswe izibonelelo ezineedleko eziphantsi kakhulu.
Amacandelo 92 kunye nele-133	<p>ICandelo lama92 ligxile ekubeni amalungu eKhabhinethi athabathe uxanduva ngokuhlangeneyo nangokuzimela kwawo kwiPalamente ukusebenzisa amagunya awo kunye nokwenza imisebenzi yawo, kwaye kufuneka babonelele iPalamente ngeengxelo ezipheleleyo nezenziwa rhoqo kwimiba ephantsi kolawulo lwawo.</p> <p>ICandelo le133 linikezela ngento yokuba ooMEC bephondo banoxanduva ngokuhlangeneyo nangokuzimela lomthetho wephondo ukusebenzisa amandla abo kunye nokuwenza imisebenzi yabo, kwaye kufuneka babonelele indlu yowiso-mthetho ngeengxelo ezipheleleyo nezenziwa rhoqo kwimiba ephantsi kolawulo lwabo.</p>
UMgaqo-nkqubo weNtshona Koloni, uMthetho 1 ka1998	
Icandelo 5	<p>Ukulungiselela iinjongo zoRhulumente weNtshona Koloni:</p> <ul style="list-style-type: none"> iilwimi ezisemthethweni zephondo, ezizezi, isiBhulu, isiNgesi nesiXhosa kufuneka zisetyenziswe; kwaye ezi lwimi mazifumanene iwonga ngokulinganayo. <p>I-WCG kufuneka, ngokusebenzisa umthetho kunye neminye imiqathango, ilawule ze ibeke iliso ekusetyenzisweni kwesiBhulu, isiNgesi nesiXhosa.</p> <p>I-WCG kufuneka imilisele ngokunjalo imiqathango esebenzayo nefanelekileyo ukuphakamisa iwonga ze iqhubele phambili ukusetyenziswa kweelwimi zemveli zeNtshona Koloni ezibe nokkuncipha ngokwembali kwewonga kunye nokusetyenziswa kwazo.</p>
Icandelo 70	<p>Umthetho wephondo kufuneka ubonelele ngokusekwa kunye nenkxaso-mali efanelekileyo, kwizibonelelo ezikhoyo zoRhulumente weNtshona Koloni, webhunga lenkcubeko okanye amabhunga abantu okanye oluntu kwiphondo elabelana ngenkcubeko efanayo yabo bonke kunye nelifa lemveli lolwimi.</p> <p>Ubhaliso nenkxaso kumabhunga enkcubeko:</p> <ul style="list-style-type: none"> IKhomishini yeNkcubeko yeNtshona Koloni (i-WCCC) inikwe umsebenzi wokubhalisa kunye nokuxhasa, kumabhunga enkcubeko abhalisiweyo. I-DCAS yongamela iWCCC kwaye ibonelele iKhomishini ngenkxaso kulawulo nakwezemali.
Icandelo 81	<p>URhulumente weNtshona Koloni kufuneka amkele kwaye amisele imigaqo-nkqubo ngenkuthalo ukukhuthaza nokugcina intlalo-ntle yabantu bephondo, kubandakanywa nemigaqo-nkqubo ejolise ekufezekiseni:</p> <ul style="list-style-type: none"> ukukhuthazwa kwentlonipho yamalungelo enkcubeko, enkolo kunye neelwimi kuluntu kwiNtshona Koloni; ukhuseleko nolondolozo lwembali yezindalo, imbali yenkcubeko, ilifa lemveli eze ngokwenzululwazi yezinto zakudala kunye nelifa lemveli lezinto zakudala zaseNtshona Koloni ukulungiselela izizukulwana zangoku nezexesha elizayo; ukuyilwa kwamathuba omsebenzi ubume apho bonke abantwana banikwa amathuba nezibonelelo ukulungiselela ukuphuhla ngendlela esempilweni yaye kwiimeko zenkululeko nesidima. uphuhliso lwenkuthazo nokwandiswa kolutsha <p>I-DCAS imilisele imigaqo-nkqubo ethile ukuxhasa ezi zibonelelo.</p>
Icandelo 82	Imithetho-siseko esisikhokelo yomgaqo-nkqubo wephondo kwiSahluko se-10 (icandelo lama-81) likhokela uRhulumente weNtshona Koloni xa equlunqa naxa emilisele imithetho.

Icandelo	Inkcazelo
Icandelo 217	I-DCAS iqinisekisa ngokuthengwa kwempahla okuhambelana kunye neentsika ezintlanu ezifakwe kuMgaqo-nkqubo, 1996.

1.2. Izigunyaziso zomthetho nomgaqonkqubo

UMthetho weSizwe	Isalathisi	Inkcazelo
UMthetho oLungisiweyo weShumi elinesibhozo woMgaqo-siseko, 2023	UMthetho 3 ka2023	UMthetho ulungisa iCandelo 6 loMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996, ngokwangezelelwa koLwimi lweMinwe loMzantsi Afrika njengolunye lweelwimi ezisesikweni zoMzantsi Afrika.
UMthetho wokuPhathwa koLawulo likaRhulumente, 2014	UMthetho 11 ka2014	Ukukhuthaza iimpawu zentsulungeko ezisisiseko kunye nemithetho siseko elawula ukuphathwa koluntu ekubhekiswe kuyo kwiCandelo le195 (1) loMgaqo-siseko; ukubonelela ngokudluliselwa kunye nokusekelwa kwabasebenzi kulawulo lukarhulumente; ukulawula ukuqhutywa kweshishini noRhulumente; ukubonelela ngokuphuhliswa kwezakhono noqeqesho; ukulungiselela ukusekwa kweSikolo sikaRhulumente seSizwe; ukubonelela ngokusefeyenziswa kolwazi lobugcisa yolwazi nonxibelelwano kulawulo lukarhulumente; ukuseka kweYunithi yeNkxaso yobuGcisa yoLawulo lukaRhulumente loMgaqo osesikweni wokuziPhatha, iMfezeko noLuleko; ukubonelela uMphathiswa ukuze amisele ubuncinci izithethe kunye nemigangatho yolawulo lukarhulumente; ukuseka i-Ofisi yeMigangatho kunye nokuThotyelwa ukuze kuqinisekise ngokuthotyelwa kwezithethe nemigangatho ebekiweyo; ukuxhobisa uMphathiswa ukuba abeke imigaqo; nokulungiselela imicimbi enxulumene noko.
UMthetho woLawulo lweMali kaRhulumente, 1999	UMthetho 1 we1999	UMthetho woLawulo lweMali kaRhulumente (PFMA): <ul style="list-style-type: none"> • ulawula ukuphathwa kwemali koorhulumente besizwe nabephondo, amaqumrhu karhulumente adwelisweyo, amaziko omgaqo-siseko kunye nezindlu zowiso mthetho zephondo; • uqinisekisa ukuba yonke ingeniso, inkcitho, ii-asethi namatyala ala maziko alawulwa ngokufanelekileyo nangokusebenzayo; yaye • uchaza uxanduva lwabantu abathwaliswe uxanduva lolawulo lwemali kula maqumrhu. • Icandelo 38 lichaza uxanduva ngokubanzi lwamaGosa aNika iNgxelo. • Icandelo 40 lichaza uxanduva lokunikezelwa kwengxelo lwamaGosa aNika iNgxelo. • Icandelo 45 lichaza uxanduva ngokubanzi lwamanye amagosa.
IMithetho yeCandelo loLawulo-mali leSizwe, 2005 16A	UMthetho woLawulo lweMali kaRhulumente, 1999	Esi sicwangcisonkqubo sisebenza kuwo onke – <p>(a) amasebe;</p> <p>(b) amaziko omgaqo-siseko; kunye</p> <p>(c) namaqumrhu karhulumente adweliswe kwiiShedyuli 3A kunye no3C kuMthetho, ngokuphathelene nenkqubo yolawulo lwesixokelelwano sonikezelo.</p>
IMiyalelo yeCandelo loLawulo-mali lePhondo, 2019	IMithetho yeCandelo loLawulo-mali leSizwe, 2005 16A	Le Miyalelo yeCandelo loLawulo-mali lePhondo isebenza kumasebe ephondo kunye namaqumrhu karhulumente ephondo adweliswe kwiiShedyuli 3C yoMthetho.

UMthetho weSizwe	Isalathisi	Inkcazelo
ISahluko 16A soLawulo lweSixokelelwano soNikezelo: IMpahla neeNkonzo		
INkqubo yeGosa eliNika iNgxelo loLawulo lweSixokelelwano soNikezelo noLawulo lwee-Asethi kunye neZigunyaziso	UMthetho woLawulo lweMali kaRhulumente, 1999 iCandelo 38 (1) (a) (iii) iMiyalelo yeCandelo loLawulo-mali lePhondo, 2019 iSahluko 16A soLawulo lweSixokelelwano soNikezelo: iMpahla neeNkonzo	Ukuqinisekisa igosa elinika ingxelo lesebe, lequmrhu elishishinayo okanye iziko lomgaqo-siseko, kufuneka liqinisekise ngento yokuba isebe, iqumrhu elishishinayo okanye iziko lomgaqo-siseko ligcine inkqubo yokuthengwa kwempahla efanelekileyo nebonelelayo enobulungisa, elinganayo, ephandle, ekhuphisanayo, nelondoloza iindleko.
UMthetho weNkonzo kaRhulumente, 1994 (njengoko ulungisiwe, phakathi kwezinye izinto, uMthetho oLungisiweyo weNkonzo kaRhulumente, 2007)	IsiBhengezo 103, iGazethi kaRhulumente 15791, 3 kweyeSilimela 1994 kunye noMthetho 30 ka2007	Lo Mthetho wenza isibonelelo kwiqumrhu kunye nolawulo lweDCAS, ukumiselwa kwemiqathango yengqesho, isithuba sokuba se-ofisini, ululeko, umhlala phantsi kunye nokukhutshwa kwamalungu enkonzo karhulumente, neminye imicimbi enxulumene noko.
ICandelo loMthetho weNgeniso (yonyaka)	Kukho uMthetho omtsha rhoqo ngonyaka.	Rhoqo ngonyaka, uMthetho weCandelo leNgeniso (DORA): <ul style="list-style-type: none"> • ubonelela ngolwahlulo olulinganayo lwengeniso eqokelelwe kwisizwe phakathi kumasebe orhulumente wesizwe, awamaphondo kunye nakamasipala; • umisela isabelo esilinganayo sephondo ngalinye saloo ngeniso; kwaye • wenza izabelo kumaphondo, kurhulumente wezekhaya okanye koomasipala ezisuka kwisabelo sikarhulumente wesizwe saloo ngeniso, kuxhonyekekwe kwiimeko. I-DCAS ifumana iMinikelo enemiQathango kurhulumente wesizwe kwaye inoxanduva lolawulo lwezi ngxowa-mali.
UMthetho wokuKhuthazwa koFikelelo kwiNgcaciso, 2000	UMthetho 2 ka2000	Lo Mthetho uncedisa kwilungelo lokufikelela kwiirekhodi ezigcinwe ngumbuso, ngamaziko karhulumente kunye namaqumrhu angasese. Phakathi kwezinye izinto, iDCAS naliphi na elinye kumaqumrhu karhulumente nawangasese kufuneka: <ul style="list-style-type: none"> • aqulunqe imanyuwali eya kuthi icacise kumalungu oluntu indlela ekufakwa ngayo isicelo sofikelelo kwingcaciso egcinwe liqumrhu; kunye • nokuqeshwa kwegosa lengcaciso ukuqwalasela izicelo zofikelelo kwingcaciso egcinwe liqumrhu.
UkuKhuthazwa koBulungisa kuLawulo, 2000	UMthetho 3 ka2000	Lo Mthetho: <ul style="list-style-type: none"> • wandlala imithetho nezikhokelo ekufuneka ilandelwe ngabalawuli xa bethatha izigqibo; • udinga ukuba abalawuli bazise abantu malunga namalungelo abo ukuhlaziya okanye ukubhena namalungelo abo okucela izizathu; • udinga ukuba abalawuli banike izizathu sezigqibo zabo; kunye • nokunika amalungu oluntu ilungelo lokucela umngeni kwizigqibo zabalawuli benkundla.

UMthetho weSizwe	Isalathisi	Inkcazelo
UMthetho wamaZiko eNkcubeko, 1998	UMthetho 119 ka1998	I-DCAS kufuneka ixhulumane kwaye isebenzisane nesizwe ukubhengeza amaziko enkubeko malunga nobugcisa, inkubeko kunye nemicimbi yelifa lemveli.
UMthetho wokuKhuthazwa kweNkcubeko, 1983	UMthetho 35 ka1983	Lo ngumthetho ongundoqo ojolise ekukhuthazeni, ekulondolozeni, nasekukhuthazweni kwenkcubeko eMzantsi Afrika. Useka iindlela zophuhliso, imisebenzi yolonwabo, imfundo ngekho sikweni, kunye nobudlelwane benkcubeko yehlabathi. Uvumela ngokunjalo ukuqulunqwa kwamabhunga engingqi alungiselelwe imicimbi yenkcubeko yaye unikezela ngamagunya kumphathiswa okokuba afezekise ezi njongo.
UMthetho oLungisiweyo wokuKhuthazwa kweNkcubeko, 1998	UMthetho 59 ka1998	Lo Mthetho usisilungiso kuMthetho wokuKhuthazwa kweNkcubeko, we-1983 yaye ucokisisa yaye ucacisa amagunya oMphathiswa kwimicimbi yenkcubeko uqinisekisa ngolungelelwaniso kunye nemigaqo-nkqubo eguqukayo yenkcubeko kunye nolawulo. Uqinisa ulawulo kwicandelo lenkcubeko. I-DCAS imiliselele isilungiso sawo ngokukhuthaza, ngokulondoloza, nangokuphuhlisa ubugcisa nenkcubeko eNtshona Koloni.
UMthetho weMicimbi yeNkcubeko (INdlu yoWiso-mthetho), 1989	UMthetho 65 ka1989	Lo mthetho wanikezelwa kwiNtshona Koloni yaye iDCAS inoxanduva lokuhambelana nezibonelelo zoMthetho.
UMthetho weSizwe weNkonzo yeLifa leMveli neeRekhodi woMzantsi Afrika, 1996	UMthetho 43 ka1996	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeBhunga leSizwe leNgcebiso yeLifa leMveli. ISebe linoxanduva ngokunjalo lokufezekisa izithethe nemigangatho esekwe phantsi kwalo Mthetho.
UMthetho weBhunga leSizwe loBugcisa, 1997	UMthetho 56 ka1997	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeBhunga leSizwe loBugcisa (NAC), kulungiselelwa intsebenziswano nolungelelwaniso neNAC, nokulawulwa kwenkxaso-mali yeNAC yophuhliso lobugcisa nenkcubeko eNtshona Koloni.
UMthetho weBhunga leSizwe leLifa leMveli, 1999	UMthetho 11 ka1999	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeBhunga leSizwe leLifa leMveli (NHC), nentsebenziswano nolungelelwaniso lwemisebenzi enxulumene kwinkxaso-mali neeprojekti ezithi ziqhutywe yiNHC eNtshona Koloni.
UMthetho weSizwe weZibonelelo zeLifa leMveli, 1999	UMthetho 25 ka1999	I-DCAS iqinisekisa ngohambelwano neNHRA ngokongamela ukunyulwa kummeli wephondo laseNtshona Koloni, ngokukhetha ilungu leBhunga leLifa leMveli laseNtshona Koloni, ukuba libe yinxalenye yeBhunga le-Arhente yeZibonelelo zeLifa leMveli loMzantsi Afrika (SAHRA). I-DCAS iqinisekisa ngokunjalo ngohambelwano kwesidingo sokokuba uMEC kufuneka atyumbe iBhunga leHWC - ugunyaziwe wezibonelelo zelifa lemveli lephondo elityunjwe ngokwemiqathango yeNHRA. ISebe linoxanduva lokunxibelelana nokusebenzisana neSAHRA, iHWC noomasipala ngokubhekisele kulawulo lwezibonelelo zelifa lemveli. I-DCAS incedisa ngokunjalo uMEC xa kufakwe izibhenzo kuye ngokuchasene nezigqibo zeHWC.
UMthetho weBhodi yeeLwimi zoMzantsi Afrika, 1995	UMthetho 59 ka1995	Phakathi kwezinye izinto, lo Mthetho udinga ukuba iBhodi yeeLwimi zoMzantsi Afrika (i-PanSALB) iseke ikomiti yephondo yolwimi (i-PLC) kwiphondo ngalinye. I-PanSALB yePLC yeNtshona Koloni yasekwa kweyeThupha wama-2019. IKomiti yeeLwimi yeNtshona Koloni yamkelwa yiBhodi yeeLwimi yaseMzantsi Afrika.

UMthetho weSizwe	Isalathisi	Inkcazelo
UMthetho weBhunga laMagama eeNdawo zoMzantsi Afrika, 1998	UMthetho 118 ka1998	I-DCAS inoxanduva lokuhambelana nezibonelelo zalo Mthetho zokutyumba ummeli wephondo laseNtshona Koloni ukuba abe yinxalenye yeBhunga laMagama eeNdawo loMzantsi Afrika; ukuphanda amagama eendawo eNtshona Koloni; ukuqinisekisa ngokubekwa emgangathweni; kwaye, apho kufanelekileyo, ukulungiselela ukucebisana noluntu malunga neenguqu eziphakanyisiweyo kula magama. Eli Sebe linikezela ngenkxaso yobuchule kunye nenye inkxaso kwiKomiti yaMagama eeNdawo yeNtshona Kapa. Lwakuba uthetha-thethwano lugqityiwe, iWCPGNC yenza izindululo kwiBhunga laMagama eeNdawo loMzantsi Afrika.
UMthetho weNgqungquthela yeHlabathi weLifa leMveli, 1999	UMthetho 49 ka1999	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni okokuba abe yinxalenye yeKomiti yeNgqungquthela yeHlabathi yeLifa leMveli. ISebe linoxanduva lokuhambelana nezibonelelo zoMthetho kunye neNgqungquthela yeHlabathi yeLifa leMveli ngokubhekiselele kukutyumba kweendawo ezngakho kulungiselelwa uLuhlu loLingo loMzantsi Afrika, nokutyunjwa kweendawo ezikuLuhlu loLingo loMzantsi Afrika kulungiselelwa ingqwalasela yeKomiti yeHlabathi ye-UNESCO yeLifa leMveli.
UMthetho weMidlalo noLonwabo weSizwe, 1998	UMthetho 110 ka1998	UMthetho ubonelela ngokukhuthazwa nokuphuhliswa kwezemidlalo nolonwabo kunye nokulungelelaniswa kobudlelwane phakathi kweSRSA, iSASCOC (iKomiti yeMidlalo eManyeneyo yoMzantsi Afrika ne-Olimpiki) iimanyano zemidlalo, amabhunga ezemidlalo kunye nezinye ii-arhente. UMthetho uqhubeka ukubonelela ngamanyathelo ajolise ekulungiseni ukungalingani kwezemidlalo nakwezolonwabo; ukukhuthaza ukulingana kunye nentando yesininzi kwimidlalo nokuzonwabisa; kunye nokubonelela ngeendlela zokusombulula ezi ngxaki kwimidlalo nakulonwabo.
UMthetho woKhuseleko lweNgcaciso yoMntu, 2013	UMthetho 4 ka2013	UMthetho ukhuthaza ukukhuselwa kwengcaciso yomntu ezaziqhutywa ngamaziko oluntu nawangasese; ukuqaliswa kemiqathango ethile ukuze kumiselwe ezona mfuno eziphantsi zokuqwalaselwa kwengcaciso yomntu. Ngaphezulu, lo Mthetho ubonelela ngokusekwa koMlawuli weNgcaciso ukusebenzisa amagunya athile nokwenza imisebenzi ethile ngokwemigaqo yalo Mthetho kunye noMthetho wokuKhuthaza ukuFikelela kwiNgcaciso, wama-2000. UMthetho ubonelela ngokukhutshwa kweekhowudi yendlela yokuziphatha; amalungelo abantu malunga nonxibelelwano lwe-elektroniki olungabongozwanga kunye nokwenza izigqibo ezizenzekelayo; ukulawula ukuhamba kwengcaciso yomntu kwimida yeRiphabhlikhi iphela; nokulungiselela imiba enxulumene noko.
UMthetho weSiko loLwaluko	UMthetho 2 ka2021	UMthetho unikezela ngolawulo olufanelekileyo lweendlela zesiko loLwaluko; ukunikezela ngokusekwa kweKomiti yeSizwe yokoNgamela uLwaluko kunye neeKomiti zePhondo zoLungelelaniso loLwaluko kunye nemisebenzi yazo; ukunikezela ngoxanduva, iindima nemisebenzi yabachaphazelekayo abahlukeneyo ababandakanyeka kwimisebenzi yolwaluko efana naleyo okanye kulawulo lwemiba enjalo; ukunikezela amagunya olawulo oMphathiswa kunye neNkulumbuso; ukunikezela ngokubekwa kweliso kumiliselelo lwalo Mthetho; ukunikezela ngokungaqhelekanga kwephondo; nokunikezela kwimiba enxulumene noko.

UMthetho weSizwe	Isalathisi	Inkcazelo
UMthetho woBunkokheli beMveli nobeKhoi-San, 2019	UMthetho 3 wama2019	Ezona njongo zoMthetho zezi: Ukwenza amalungiselelo okwamkela ubuNkokheli bamaKhoi-San; Ukuhlanganisa uMthetho weNdlu yeeNkokheli zeMveli weSizwe wama-2009, kunye noMthetho wesiCwangciso-nkqubo sobuNkokheli beMveli kunye noLawulo, wama-2003; Ukulungiswa kwezithintelo ezithile ezikumthetho okhoyo; ukwenza izilungiso ezifanelekileyo kweminye imithetho.

UMthetho wePhondo	Isalathisi	Inkcazelo
UMthetho weelwimi zePhondo leNtshona Koloni, 1998	UMthetho 13 we1998 (weNtshona Koloni)	IKomiti yeelwimi yaseNtshona Koloni eyasungulwa ngulo Mthetho kufuneka, ngaphandle kwezinye izinto: <ul style="list-style-type: none"> • ibeke iliso ekusetyenzisweni kwesiBhulu, isiNgesi nesiXhosa nguRhulumente weNtshona Koloni; • yenze izindululo kuMEC nakwiPalamente yePhondo kwimithetho ecetywayo nekhoyo, ukuziqhelanisa nemigaqo nkqubo ejongene ngqo okanye ngokungathanga ngqo nolwimi kwiNtshona Koloni; • ikhuthaze ukusetyenziswa ngamandla komthetho-siseko weelwimi ezininzi; • ikhuthaze ngamandla ukuphuhliswa lweelwimi zemveli ebezifudula zisingelwe phantsi; • icebise uMEC neKomishini yeNkcubeko yaseNtshona Koloni kwimiba yolwimi kwiPhondo; kunye • nokucebisa iPanSALB kwimicimbi yolwimi kwiNtshona Koloni. I-DCAS yongamela iWCLC kwaye ibonelela le Komiti ngenkxaso yolawulo kunye nolwezemali.
UMthetho weeKhomishini zeNkcubeko yeNtshona Koloni kunye nanaBhunga eNkcubeko, 1998	UMthetho 14 we-1998 (weNtshona Koloni)	Lo Mthetho umisele iKomishini yeNkcubeko yeNtshona Koloni, phakathi kwezinye izinto, kufuneka uqwalasele ubhaliso kunye nokubhaliswa ngokutsha kwamabhunga enkubeko amele uluntu olwabelana ngenkcubeko kunye nelifa lemveli nulawule, uphathe ze ulongwe ipropati eshukumayo nengashukumiyi ebekwe phantsi kolawulo lwawo. I-WCCC inakho ngokunjalo ukwenza izindululo kokulandelayo: <ul style="list-style-type: none"> • ubugcisa obubonwayo, bokulinganisa kunye noluncwadi;
IMimiselo yoLawulo lweZibonelelo zeLifa leMveli leNtshona Koloni, 2002	PN 336 wama-25 kweyeDwarha 2002	I-DCAS yongamele iLifa leMveli leNtshona Koloni – ugunyaziwe wezibonelelo zelifa lemveli lephondo otyunjwe ngokwemiqathango yeNHRA – nokunikezela iHWC ngenkxaso yolawulo nolwemali. U-MEC unoxanduva lokuseka ugunyaziwe nokutyumba iBhunga yesithuba ngasinye esilandelayo se-ofisi. (inguqulelo yesiNgesi)
IMimiselo yoLawulo lweZibonelelo zeLifa leMveli leNtshona Koloni, 2003	PN 298 wama-29 kweyeSilimela 2003	I-DCAS yongamele iLifa leMveli leNtshona Koloni – ugunyaziwe wezibonelelo zelifa lemveli lephondo otyunjwe ngokwemiqathango yeNHRA – nokunikezela iHWC ngenkxaso yolawulo nolwemali. U-MEC unoxanduva lokuseka ugunyaziwe nokutyumba iBhunga yesithuba ngasinye esilandelayo se-ofisi. (linguqulelo zesiBhulu nesiXhosa).
UMthetho wePhondo weNkonzo yooVimba neeRekhodi	UMthetho wesi-3 wama-2005 (weNtshona Koloni)	Lo Mthetho umisela iNkonzo yooVimba neeRekhodi yePhondo laseNtshona Koloni ukuze kugcinwe iirekhodi zikarhulumente nezingezizo ezikarhulumente zokugcina ixabiso lokusetyenziswa luluntu kunye noRhulumente; ukwenza ezo rekhodi zifikeleleke;

UMthetho wePhondo	Isalathisi	Inkcazelo
weNtshona Koloni, 2005		ukukhuthaza ukusetyenziswa kwazo luluntu; nokubonelela ngolawulo olululo kunye nokukhathalela iirekhodi zikarhulumente.
UMmiselo wamaZiko oLondolozo lweMbalali, 1975	UMmiselo wesi-8 we-1975 (wePhondo laseKapa)	I-DCAS inoxanduva lokuthotyelwa kwezibonelelo zalo Mmiselo kangangoko ichaphazela amaziko olondolozo lwembali amanyeneyo ephondo kwiNtshona Koloni. Umthetho omtsha wamaziko olondolozo lwembali ephondo uyayilwa ngokubonisana ngokuphathelele nabachapazelekayo abafanelekileyo.
UMmiselo we-Oude Kerk Volksmuseum Van 't Land van Waveren (Tulbagh), 1979	UMmiselo we-11 we-1979 (wePhondo laseKapa)	I-DCAS inoxanduva lokuphunyezwa nokuthotyelwa kwezibonelelo zalo Mmiselo ukulawula imicimbi ye-Oude Kerk Volksmuseum eTulbag.
UMthetho oLungisiweyo woMmiselo wamaZiko oLondolozo lweMbalali weNtshona Koloni	UMmiselo 2 wama-2021	I-DCAS inoxanduva lokuphunyezwa nokuthotyelwa kwezibonelelo zalo Mmiselo njengoko zichaphazela amaziko olondolozo lwembali amanyeneyo ephondo, ancedwa liphondo namaziko olondolozo lwembali engingqi eNtshona Koloni.
UMmiselo wePhondo weNkonzo yeThala leeNcwadi, 1981	UMmiselo 16 we-1981 (wePhondo laseKapa)	I-DCAS inoxanduva lokumiliselela nokuhambelana nezibonelelo zalo Mmiselo ngokuphathelelene namathala eencwadi zephondo eNtshona Koloni.
UMthetho wesiCwangciso-nkqubo wokuThengwa kweMpahla okuKhethekileyo, 2000	UMthetho 5 wama-2000	Injongo ephambili yoMthetho kukunikezela ngoncedo kwicandelo 217(3) loMgaqo-siseko, 1996 ngokubonelela ngesicwangciso-nkqubo sokumiliselelwa komgaqo-nkqubo wokuThengwa kwempahla ocamngcwe kwicandelo 217(2) loMgaqo-nkqubo; nokubonelela kwimicimbi enxulumene noko.
UMthetho 53 wama-2003 wokuXhotyiswa ngoQoqosho okuSekwe ngokuBanzi kuBantu abaNtsundu	UMthetho 53 wama-2003	Injongo ephambili yoMthetho kukuseka isicwangciso-nkqubo esisemthethweni kulungiselelwa ukukhuthazwa kokuxhotyiswa ngoqoqosho kwabantu abantsundu; ukuxhotyiswa koMphathiswa okokuba akhuphe iikhowudi zokusebenza kakuhle nokupapasha iphepha lamalungelo enguqu; ukusekwa kweBhunga leNgcebiso lokuXhotyiswa ngoQoqosho kwaBantu abaNtsundu; nokubonelela kwimicimbi enxulumene noko.
IMimiselo yokuThengwa kweMpahla okuKhethekileyo yowama-2022	UMthetho 5 wama-2000 (UMmiselo wokuThengwa kweMpahla okuKhethekileyo 2022)	Injongo ngoko yeMimiselo yowama-2022 kukuhambelana neCandelo 217 loMgaqo-siseko ngokuthengwa kwempahla kunye neenkonzo ngamasebe karhulumente; ukuhambelana nePPFA yowama-2000; ukuhambelana nesigwebo seNkundla yoMgaqo-siseko seyoMdumba 2022, ngeMimiselo yowama-2017.
IQhinga leKapa leMisitho emiKhulu (2011)		Iqhinga linikezela ngesikhokhelo kukwenziwa kwezigqibo kwimisitho exhasayo noncedo lwecandelo loluntu ukuhlanganisa iinzame zawo ukwandisa uhlobo lwekhono emalaxiwe, ngokunjalo nezibonelelo zoqoqosho, zentlalo nezendalo ezinokuthi zizalisekise kwimisitho esingethweyo.

1.3. Izigunyaziso zomgaqonkqubo

UBUME BOMGAQONKQUBO WESIZWE

IsiCwangciso soPhuhliso seSithuba esiPhakathi (MTDP) 2024-2029 sisebenza njengesicwangciso seqhinga seminyaka emihlanu soLawulo lwesi-7 loMzantsi Afrika phantsi koRhulumente woManyano lweSizwe (GNU), oqulunqwe emva konyulo lomhla wama-29 kuCanzibe 2024. Sisebenza njengesicwangciso-nkqubo somilisele sesiCwangciso seSizwe soPhuhliso (NDP): uMbono 2030, olungelelaniswe neenjongo zaso ngeli thuba sigxininisa iziphumo zophuhliso nokukhula koqoqosho.

I-MTDP ingene endaweni yesiCwangciso-nkqubo seQhinga seSithuba esiPhakathi (MTSF) yaye siyilelwe ukugxila kumangenelo ambalwa anempembelelo ephezulu ukuqhuba iziphumo ezinokulinganiswa. Savunywa yiLekgotla yeKhabhinethi ngomhla wama-29 kweyoMqungu 2025 yaye icwanciswe malunga nokuphambili okuthathu okungundoqo weqhinga:

1. Ukukhula okubandakanyayo nokuyilwa kwemisebenzi (Incopho yokuphambili) – ukuqhutywa kwamangenelo oqoqosho kuwo onke amasebe karhulumente.
2. Ukuncitshiswa kwendlala nokuhlaselwa kweendleko eziphezulu zokuphila – kuqinisekiswa ngokhuseleko loluntu nobandakanyeko loqoqosho.
3. Ukwakhiwa korhulumente onekhono, onentsulungeko nophuhliso – ukwandiswa kolawulo, komthetho kunye nomgaqo, kunye nezibonelelo ezincedayo.

I-WCG ilungelelanisa amaqhinga ayo nokuphambili kweMTDP ngeli thuba kugcinwe izigunyaziso zayo ngokusetyenziswa kwesiCwangciso seQhinga sePhondo (PSP) kunye nesiCwangciso soMilisele seQhinga sePhono (PSIP).

- UkuKhula koQoqosho nokuYilwa kweMisebenzi: I-WCG iya kunikela ngemigaqo-nkqubo yoqoqosho lwephondo, ukutsalwa kotyalo-mali, uphuhliso lwezakhono, kunye neeprojekti zezibonelelo ezithi zixhase ekujoliswe kuko sisizwe kukukhula okubandakanyayo.
- UkuNcitsiswa kweNdlala namaNgenelo oLuntu: linkqubo zophuhliso loluntu lweWCG, amalinge empilo, kunye neenguqu zemfundo ziya kulungelelaniswa nogxininiso lwesizwe ngokuthotywa kweendleko zokuphila.
- Ukwakhiwa koRhulumente oneKhono: Inguqu kulawulo lweWCG, ukufaneleka kokunikezelwa kwenkonzo, kunye nezicwangciso-nkqubo zolawuloziya kuxhasa injongo yesizwe yokuqiniswa kwekhono leziko nobunkokheli obusulungekileyo.

Umnikelo weSebe kufezekiso lokuPhambili kweSizwe okuthathu unjengoku kulandelayo:

OkuPhambili kweMTDP	Umnikelo wesebe
<p>Okuphambili 1: Ukukhula okubandakanyayo nokuyilwa kwemisebenzi</p>	<p>ISebe leMicimbi yeNkcubeko neMidlalo lidlala ndima ephambili ekuqhubeni ukukhula okubandakanyayo nokuyilwa kwemisebenzi kuwo onke amacandelo obugcisa, enkcubeko, emidlalo, nawelonwabo. Ngokusetyenziswa kotyalo-mali lweqhinga kwimisitho, kuthelelwano namacandelo angasese nangenzi ngeniso, kunye neenkqubo zophuhliso zolutsha, isebe likhuthaza amathuba oqoqosho, ingakumbi alungiselelwe ulutsha kunye noluntu olungabonelelwa ngokwaneleyo. Ezi nzame zilondoloza ilifa lemveli lenkcubeko ngeli thuba zivuselela uqoqosho lwengingqi, ziyila imisebenzi ezinzileyo, nokuxhotyiswa kolutsha ngezakhono kulungiselelwa impumelelo yexa elizayo.</p> <p>Ngokuxhaswa kwenkcubeko, ukhenketho lweMidlalo noLonwabo ngokusetyenziswa kweminyhadala, isebe livelise amathuba emisebenzi athe ngqo nangathanga ngqo kumacandelo obugcisa, enkcubeko, nawezokhenketho. Iminyhadala itsala umdla wabatyeleli, idala ibango leenkonzo ezifana nendawo yokuhlala, ukutya, kunye</p>

OkuPhambili kweMTDP	Umnikelo wesebe
	<p>nothutho, ngeli xesha ibonelela ngengqesho kumagcisa, kubathengisi, kunye nakubaququzeleli bomsitho. Ukuxhaswa kwemidlalo engundoqo nemisitho yenkcubeko kukhuthazwa ngaphezulu ukuyilwa kwemisebenzi, ukususela ekuqeqesheni nakulawulo lwemidlalo ukuya kucwangciso lomsitho nokulungiselelwa kwempahla. Le misitho ikhuthaza ngokunjalo ukuba iyintoni inkcubeko yakho nokuhlangana koluntu, nokutsala umdla wokhenketho nemisebenzi yokuveliswa koqoqosho.</p> <p>UPhuhliso lweKlabhu lwesebe kunye namaZiko eMfundo yeMidlalo luyila imisebenzi yengingqi yaye luqinisa ityathanga lexabiso lemidlalo ngokwandisa ibango leenkonzelo elifana nokuveliswa kwezixhobo kunye nothutho. La malinge abonelela ngoqeqesho oluthi lwandise ukuqeqeshika, ingakumbi kulutsha, ngeli thuba kulolongwa italente yengingqi nekhono lokuba ngumrhwebi. Injongo yesebe yokubeka iNtshona Koloni njengendawo yemisitho yandisa ezi zibonelelo, inikezela kuyilo lwemisebenzi oluzinzileyo kunye nokukhulakoqoqosho okubandakanyayo.</p> <p>Ngaphezulu, isebe liyile imisebenzi kuwo onke amacandelo enkcubeko, amaziko olondolozo lwembali, kumathala eencwadi, koovimba, kunye nawentlalo. Iindima ze-EPWP zinikezela abantu abatsha ngamava omisebenzi kunye nezakhono ezilungiselelwe ingqesho yexesha elide. Ngamaziko olondolozo lwembali ali-120 kunye namathala eencwadi angama-376 eNtshona Koloni, le nkqubo inekhono lokukhula nokuqinisa ulondolozo lwelifa lemveli lenkcubeko. Ingqesho kula macandelo ixhasa ngokunjalo ukhenketho, imfundo, kunye nentlangano yengingqi.</p> <p>Inkqubo yaBayili abaseLula ikhuthaza ukuyilwa kwemisebenzi ngokunceda abathathi-nxaxheba bakhe ukuzithemba, izakhono zorhwebo, iziqinisekiso, nokubaxhobisa ukulungiselela ukuba bangene engqeshweni okanye bayle amashishini okuyila. Inkxaso-mali yabasebenzi bethala leencwadi nokuhlaziywa kweziko iyila imisebenzi ngeli thuba amathala eencwadi asebenza njee-asethi zoluntu ezinexabiso. Amathala eencwadi abikezela ngenkxaso yemfundo, aqhuba imisebenzi, kunye nezithuba ekusetyenzwa kunye kuzo, akhuthaza ukukhula koqoqosho lwengingqi nokuba ngabarhwebi.</p> <p>ISebe yintshatsheli ngokunjalo kwinkonzo yolutsha yaye liqhuba enye yeenkqubo ezinkulu zenkonzo yolutsha, iYearBeyond, iyila amathuba angaphezulu kwama-3 000 alungiselelwe ulutsha lweNEET olungaphantsi kwama-25 okokuba asebenzele yaye kwangaxesha linye ayila iindlela ezingena kuqoqosho ngokwalo. Ngonyaka ngaphezulu kwama-70% olutsha baba ngabasebenzi abazimiseleyo kuqoqosho yaye isiqingatha salo sihlala singamavolontiya azimiseleyo kwiingingqi zoluntu lwalo.</p> <p>Ngaphezulu, iinkqubo zoLonwabo, zeMOD, zeMidlalo yeSikolo, kunye nezamaZiko oLwabelwano ziyila ingqesho yengingqi ngokunikezela uqeqesho nolwakhiwo lwekhono. Ezi nkqubo zidinga inkxaso kuthutho, kwizixhobo, kunye nesondlo, ukuvelisa imisebenzi kuluntu lwengingqi. Uthelelwano kunye namaziko emfundo ephakamileyo kunye neeNGO ukwandisa uqeqesho lwabasebenzi, luvuselela ukuqeqeshika kunye nempilontle.</p> <p>Iinkonzo zenkxaso yolwimi zinikezelwa lisebe kubandakanywa ezohlala, ezokuguqulela, kunye nezokutolika, ezokukhuthazwa kokusetyenziswa kwazo zonke iilwimi nokunikezelwa kofikelelo kumathuba emisebenzi. Ngaphezulu, ukubhalwa okutsha kwe-UNESCO World Heritage Site on the Emergence of Modern Human Behaviour kube nekhono elibonakalayo lokukhula okuhlangeneyo nokuyilwa kwemisebenzi. Kunakho ukuvuselela ukhenketho, nokuyilwa kwamathuba emisebenzi, nokukhuthazwa kophuhliso lwezakhono kulawulo kwelifa lemveli, imbali ngezakudala, kunye nolondolozo, kubonelelwa uqoqosho lwengingqi kunye noluntu olungafanelekanga.</p>

Okuphambili 2:
Ukuncitshiswa
kwendlala
nokulungiswa
kweendleko
eziphezulu
zokuphila

ISebe lizibophelele ekunciphiseni indlala nokulungisa iindleko eziphakamileyo zokuphila ngokusetyenziswa kweqhinga elibanzi elithi ligxile kwimfundo, kuphuhliso lolutsha, nokuxhotyiswa koluntu. Ngokutyala imali kukufunda nokubala, iinkqubo zasemva kokuphuma kwesikolo, kunye namalinge athi akhuthaze ubandakanyeko lwentlalo kunye nokhuselo, isebe lidlala indima ebalulekileyo ekuphuculeni indlela yokuphila elungiselelwe uluntu olusesichengeni. Ngokusetyenziswa kweenkonzo zalo, isebe alikhuthazi nje kuphela ukukhula kwemfundo neyomntu kodwa ngokunjalo libonelela ngenkxaso ebalulekileyo yeenkonzo zentlalo, uhlangano nolutsha nokomelela koluntu. Ezi nzame zinikela ekubhangiseni umjikelo wendlala, ekukhuthazeni uhambelwano lwentlalo, nasekunciphiseni ukungalingani kulo lonke iphondo nokulungelelanisa ngqo neziphumo eziphambili nokwandiswa kokhuseleko loluntu, iziphumo zemfundo eziphuculweyo, kunye nophuhliso lwezakhono kulungiselelwa uqoqosho nohambelwano lwentlalo nokwakiwa kwesizwe.

Inkxaso yeSebe yophuhliso lokufunda nokubala, ingakumbi kwimimandla ehlelekileyo, iqukaniswe ngokusetyenziswa kwelinge leYearBeyond, elibonelela ngeenkqubo zabangasekho esikolweni egxile ekwakheni izakhono eziyimfuneko zokuphila, ukulungela umsebenzi, nokuxhotyiswa kolutsha. Amathala eencwadi oluntu adlala indima ephambili ekuyileni ubume bokukwazi ukufunda nokukhuthaza ikhono lokufunda ngokunikezela imathiriyeli yokufunda efanelekileyo netsala umdla elungiselelwe yonke iminyaka yobudala kunye namanqanaba onke okufunda nokunikezela ngeenkqubo ezahlukeneyo zokufunda. Amangenelo okufunda amiliselwa kumathala eencwadi oluntu lweNtshona Koloni abandakanya iinkqubo zokufunda zedijithali, amalinge awahlukeneyo okufunda, iiyure zamabali, ukufunda okujikeleziswayo, iiklabhu zencwadi, kunye notyelelo kumaziko e-ECD kunye nezikolo.

Umba ophambili womsebenzi wesebe ubandakanya uphuhliso lolutsha nokuyilwa kwamathuba alungiselelwe ukuxhobisa. Oku kubonakala kutyalo-mali lwalo kwimidlalo, kulonwabo, kubugcisa nakwinkcubeko, kwiinkqubo zelifa lemveli nakwezethala leencwadi loluntu ezithi zibonelele abantwana abasesichengeni ngeendawo ezikhuselekileyo zokuhlangana nezokuphuhlisa isakhono. Amalinge afana namaZiko eMOD, iMidlalo yeSikolo, iNkqubo yoLonwabo, iYearBeyond kunye namathala eencwadi oluntu abonelela ngemisebenzi ecwngcisiweyo ethi ikhuthaze inkxaso yempilo yomzimba, yengqondo, yempilo-ntle yentlalo kunye neyemfundo. Ingakumbi, iinkqubo ezifana neYearBeyond kunye namaZiko eMOD ziqinisekisa ngento yokuba abafundi abavela kwimvelaphi ebingenazo izibonelelo ezaneleyo bayafikelela kwiinkqubo zenkxaso ezikhuthaza ukuhanjwa kwesikolo ngokufanelekileyo, indlela elungileyo yokuziphatha, nokuhlangana. IYearBeyond igxila ngokunjalo kukulungela ukusebenza, kulwakiwo lobuchule obuyimfuneko obusithoba kulutsha ukubalungiselela amathuba engqesho noburhwebi. Ngaphezulu, isebe lisebenzela ukuvala isithuba kwimfundo esibangelwe kukungalingani kofikelelo kwizibonelelo ezifana neencwadi, inkxaso yosapho nemisebenzi eyangezelela imfundo. Amathala eencwadi oluntu ziindawo zokuhlangana ezibalulekileyo zoluntu, ezinikezela ngofikelelo kwizibonelelo ezithi zincele ukuvala izithuba kwimfundo ze zandise ukufunda. Anikezela ngofikelelo olusimahla kwi-intanethi, kwizibonelelo zekhompyutha nakwiimathiriyeli zemfundo ezithi zincele umntu ngamnye ukuba akhangele imisebenzi, ayile izishwankathelo, nokufikelela kwiinkonzo zikarhulumente. Ezi zibonelelo zinikela ngqo ekuphuculeni iziphumo zemfundo nakuphuhliso lwezakhono, zincele abantu ngabanye ilungelo lokuphuma kwindlala nokuthabatha inxaxheba ngamandla kuqoqosho.

Isebe linikezela ngeenkqubo ezijolise kulutsha oluvinjwe amathuba yaye ligxile kukukhula komntu ngamnye, ukomelela, nokuqoba umjikelo wendlala. Ingakumbi, amaZiko eMOD anikezela ngochanatyolo olupheleleyo kulonwabo, kwimidlalo, kubugcisa, nakwinkcubeko ngokusetyenziswa kwekharithulam eyilelwe ukuphuhlisa izakhono

zobomi eziyimfuneko ngeli thuba kulolongwa italente kuzo zonke iikhowudi eziphambili zemidlalo. Ngaphezulu, ukuphuhliswa kwemidlalo yasekuhlaleni ngokusetyenziswa kweNkqubo yoPhuhliso lweKlabhu, kujolise ekuxhobiseni amavolontiya emidlalo ngezakhono eziyimfuneko ukuqinisa iiklabhu zemidlalo zengingqi. Ngokuqeqeshwa kwabalawuli, abaqeqeshi, kunye namagosa, inkqubo yandisa ikhono lemidlalo kwinqanaba loluntu, ngokuqinisekisa ngento yokuba amathuba emsebenzi yokuthamba nophuhliso ayafikelelwa kulo lonke iphondo. Okungaphezulu, inkqubo yeMfundo yeMidlalo ibonelela ngoqeqesho olulodwa kubaqeqeshi abasebenza kiqondo eliphezulu kunye neembaleki, iqinisekisa okokuba bafumana inkxaso eyimfuneko okokuba bagqwese, kubandakanywa nesondlo, ukunyangwa kokwenzakala, nokufikelela kukhuphiswano.

Ngentsebenziswano namaziko emfundo, iSebe lincede ulutsha okokuba lufumane uqeqesho olwenziwa usenkonzweni oluxabisekileyo kunye namava owafumana ngokusebenza, kusandiswa ukuqeqeshwa kwalo nokulubonelela ngezakhono zokuphila ezimfuneko. Uthelelwano kunye nemibutho yoluntu kwandisa ngaphezulu ufikelelo kumathuba aphuhlisayo alungiselelwe ulutsha osele luphumile esikolweni, luqinisekisa ngokuba luxhotyisiwe ukuphucula ikhono lwalo loqoqosho lwentlalo.

linkonzo zobugcisa nenkcubeko zimilisela iinkqubo zophuhliso lwezakhono kwimimandla yedrama, yomdaniso, yomculo, kunye nobugcisa bokufunda kulo lonke iPhondo. Inkqubo yonyaka yenkxaso-mali ixhasa amalinge oluntu yaye inikela kumathuba kuye wonke umntu okokuba afumane ubugcisa okokuba ukuyiphi na indawo, nakuyiphi na imiba yoqoqosho neyentlalo.

Ukuzibophelela kweSebe kukwandisa ukhuseleko lwentlalo nofikelelo kuboniswa ngokusetyenziswa kothelwano lwalo kunye noomasipala, amaqumrhu angenzi ngeniso, kunye nabanikezeli ngenkonzo, ukuqinisekisa ngento yokuba uluntu lunakho ukufikelela kwiinkonzo ezibalulekileyo ezifana neminikelo kaSASSA, i-UIF, inkxaso yezindlu, iinkqubo zokutya, ulolongo lwempilo, kunye noncedo lwezomthetho. Amanye amathala eencwadi oluntu abonelela ngokunjalo ngeenkonzo zokuFungisa ukuqinisekiswa kwamaxwebhu. Oku kunceda abantu abasentluphekweni, ufikelelo kwiinkonzo ezibalulekileyo ezinokuthi zibe nokuphucula uhlobo lwendlela yabo yokuphila. Iindawo zengcaciso zoluntu zibonelela ngofikelelo kwingcaciso emalunga namathuba oqoqosho. Amathala eencwadi oluntu asingatha ngokunjalo imisitho yenkcubeko, imiboniso, kunye nemiboniso yeqonga ethi inikezele nokonwabisa okusimahla kunye namava emfundo, enikela kukutyetyiswa ngamava komntu ngamnye kunye nohambelwano lwentlalo. Ngaphezulu, iinkonzo zamathala eencwadi oluntu ezinikezelwa kumaziko eenkonzo zolungiso zinakho ukuququzelela ukubuyiselwa kwisimo sangaphambili nokuncitshiswa kokuphindaphindwa kokwaphulwa komthetho, ukwenzela ukunikela ngokubhekiselele kukhuselo nokuncitshiswa kobubi bentlalo.

Oovimba banikela ngaphezulu kubandakanyeko lwentlalo nokuzazi ukuba ungubani na, bekhuthaza ukuba phandle nokuthatyathwa koxanduva kurhulumente. Ngokunikezela ngofikelelo kwiirekhodi zembali, ezepolitiki, nezentlalo, iSebe linceda umntu ngamnye nawuphi na umntu onxulumene nembali yomntu ngamnye yakhe neyesininzi. Oku kufikelela kukhuthaza ingqiqo yokuba yinxalenye nokuziqonda, kukhuthaza uhambelwano lwentlalo nokulondolozwa kwenkcubeko.

Ngaphezulu, amaziko enkcubeko eSebe asetyenziswa yiMibutho eNgekho ngaPhantsi koLawulo lukaRhulumente, imibutho yoluntu, kunye namasebe karhulumente, kulungiselelwa imisebenzi yobugcisa nenkcubeko ukukhuthaza ubandakanyeko lwentlalo kunye nempilo-ntle nokuchanaba ulutsha kubume obuthi bunikezele ngenye indlela esempilweni kububi bentlalo obambethe uluntu lwethu. Ngokusebebenzisana

OkuPhambili kweMTDP	Umnikelo wesebe
	<p>noomasipala nokulungelelanisa iinzame zethu kunye neziCwangciso eziHlanganeyo zoPhuhliso (ii-IDP), iSebe liqinisekisa ngento yokuba izibonelelo zelifa lemveli nezenkcubeko ziyanikela kuphuhliso oluzinzileyo yaye ziphucula iimeko zokuphuila zomntu wonke. Iinkqubo zobugcisa, zenkcubeko, kunye nezemidlalo zidlala indima engundoqo ekukhuthazeni impilo-ntle nokomelela, ngeli thuba zibonelela ngamathuba alungiselelwe ulutsha okokuba luphuhlise izakhono eziya kulusebenzela ubomi balo bonke.</p>
<p>OkuPhambili 3: Ukwakhiwa korhulumente onekhono, osebenza ngeenqobo ezisesikweni nophuhlayo</p>	<p>ISebe leMicimbi yeNkcubeko neMidlalo lizinikele ekwakheni urhulumente onekhono, enendlela elungileyo yokuziphatha esesikweni, nophuhlayo ngokulawula ngokufanelekileyo iindawo zoluntu kunye nezibonelelo, lilondoloza ilifa lemveli lenkcubeko yephondo nembali, nokukhuthaza ulawulo oluthabatha uxanduva nolusesikweni. Ngolongamelo lwalo lwamathala eencwadi, amaziko olondolozo lwembali, oovimba, kunye namaziko olonwabo, iSebe liqinisekisa ngofikelelo olunwenwileyo lwengcaciso kuyo wonke umntu, inkxaso esekele ukuthatyathwa kwezigqibo, nokugcinwa kweerekhodi eziyimfunekoezithi zinikele kuqulunqo lomgaqo-nkqubo nakukuba phandle kuluntu. Ngokuthelelana kunye nemibutho yoluntu, ekukhuthazeni ukuzingca ngenkcubeko, nokuqhutyelwa phambili kolawulo olulungileyo, iSebe lidlale indima ebalulekileyo ekuqhubeni uphuhliso oluzinzileyo nokuxhobisa abemi okokuba babe nolwazi yaye babe ngabathabathi nxaxheba abanxibelelayo ekuqulunqweni kwekamva lephondo.</p> <p>Isicwangciso seSebe seqhinga leHR sixhasa uphuhliso lwabasebenzi abanekhono nabasebenza ngokusesikweni abagxininisa isigunyaziso saloukulungiselela ukunikezela ngeenkonzo ezijolise kubemi ezisekwe kwixabiso. Ngaphezulu, uphuhliso lwesiCwangciso soPhuculo sokuNikezelwa kweNkonzo (SDIP) luqinisekisa ngento yokuba iSebe lijolisa kwinkqubo yokwandisa nokuphucula iinkonzo ezichongiweyo.</p> <p>Ulawulo loovimba neerekhodi ludlala indima ebalulekileyo kurhulumente ophuhlayo ngokuqinisekisa ulawulo lweerekhodi ngokufanelekileyo nangokucwangcisiweyo kuwo wonke umjikelo wobomi bazo. Oovimba bagcina iirekhodi ezixabisekileyo zexesha lethu elidlulileyo, kubandakanywa amaxwebhu embali, amafoto, kunye neembali zomlomo. Ukulondolozwa kwezi rekhodi kuqinisekisa ngento yokuba inkcubeko yethu yelifa ilondolozelwa yaye ixatyiselwa isizukulwana selixa elizayo. Ezi rekhodi zembali zisetyenziselwa uphando nokunceda kwizigqibo zelixa elizayo zomgaqo-nkqubo. Ngokulondolozwa kweerekhodi zembali ezithi zikhokhele kucwangciso nakuqulunqo lomgaqo-nkqubo, ooVimba noLawulo lweeRekhodi banceda ekufezekisweni kweenjongo eziphuhlisayo. Oku kunceda ekuqulunqweni kwemigaqo-nkqubo esekwe kulwazi lwentlalo nakuphuhliso loqoqosho. Ulawulo olulungileyo lweerekhodi luqinisekisa ngento yokuba izenzo zikarhulumente zifakwe kumaxwebhu yaye ziyafikeleleka, zikhuthaza ukuba phandle nokuthatyathwa koxanduva. Ulawulo olusebenzayo lweerekhodi luxhasa ukumiliselwa kwemigaqo-nkqubo ephuhlayo ngokunikezela ngengcaciso ethembekileyo enokuthi isetyenziselwe iinkqubo zokubekwa kweliso kunye novavanyo. AmaThala eencwadi kunye nooVimba abonelela ngengcciso ethembekileyo, nechanekileyo, athintele ingcaciso engeyiyo inyaniso yaye akhuthaza ukuthatyathwa kwezigqibo okuxhasiweyo, okusesikweni.</p> <p>Ukulungiselela ukuphuculwa kokufaneleka nemveliso, isebe liguqulele kuYilo loThungelwano oluLawulayo oluya kuqinisekisa ngento yokuba iinjongo zalo zeqhinga kunye neenkonzo ziyaqhubeka ukufezekiswa nokunikezelwa ngokusetyenziswa kothlelwano kunye nabachaphazelekayo abahlukeneyo abangundoqo (umz., amaziko olondolozo lwembali, amathala eencwadi, imibutho emanyeneyo yemidlalo, imibutho yenkcubeko njl.njl.) kunye nakuwo onke amasebe namaqumrhu. Uyilo ilondoloza iindleko, ngeli thuba inikezela ngokunjalo imibutho yoluntu ngethuba lokunikela kuxhotyiso loluntu lwayo.</p>

Ngokungakumbi, ngokusetyenziswa kwamathala eencwadi oluntu lwethu, iSebe libonelela ngeendawo apho iinqobo ezisesikweni, iyantlukwano, kunye neendlela zokuziphatha zoluntu zinakho ukuxoxwa ze zilolongwe ngeentetho zoluntu, ngoncwadi kunye ngeenkqubo zoluntu (impilo kunye nokhuselo, iGBV njl.njl) ngentsebenziswano neeNGO kunye namanye amasebe. Amathala eencwadi oluntu abonelela ngokunjalo ngamaqonga kulungiselelwa iincoko ezakhayo kusetyenziswa kwemiboniso yobugcisa, ucweyo lokubhala, kunye nemiboniso yeqonga, enikela kuphuhliso lwentlao nolwenkcubeko karhulumente. Iinkonzo zamathala eencwadi oluntu ezinikezelwa kumaziko eenkonzo zolungiso zinakho ukuququzelela ukubuyiselwa kwisimo sangaphambili nokuncitshiswa kophindaphindo lolwaphulo-mthetho, kunikelwa ngoko ngokubhekiselele kukhuseleko nokuncitshiswa kobubi bentlalo.

IMidlalo noLonwabo kwiPhondo iqhutywa ngesiCwangciso seSizwe seMidlalo noLonwabo yaye iinkonzo zinikezelwa ngothelelwano neeNPI, nemibutho emanyeney yemidlalo, amabhunga emidlalo yoluntu, iMibutho eManyeneyo yeMidlalo, yePhondo leNtshona Koloni, kunye noomasipala.

Isebe lisebenza ngokunjalo neminye imibutho karhulumente kunye namasebe karhulumente ukunikezela ngeenkonzo.

Ukuxhasa ukuhlanganiswa kwengingqi nelizwekazi, inkqubo yeNyanga ye-Afrika yeSebe ikhuthaza ukuzingca ngobu-Afrika ukukhutaza ubandakanyeko lwentlalo nokubhngiswa kokuphathwa kakubi njengomngcuchalazi. Isebe lixhasa ngokunjalo iMibutho eManyeneyo yeSizwe ukuphucula ngaphezulu inqanaba lokuthabatha inxaxheba kwe-Afrika.

INDawo yeLifa leMveli esandula ukuphawulwa kutshanje i-UNESCO World Heritage Site on the Emergence of Modern Human Behaviour: The Pleistocene Occupation Sites of South Africa imele uphawu lokufezekisa ekunikeni ingqwalasela ukubaluleka kwihlabathi kwelifa lemveli lezinto zakudala loMzantsi Afrika. Le ndawo iqulathe ingqokelela yeendawo eNtshona Kolon ezithi zinikezele ngengqiqo exabisekileyo kuphuhliso kwengqwalasela yabantu kwangethuba, kwinkcubeko, kwinguqulelo ngethuba ngexesha leziganeko ezithile zePleistocene. Ukufunyanwa kwezinto ezenziweyo ezifana izixhobo zelitye, imiqondiso ekroliweyo, kunye nobungqina beendlela yokuziphatha ezintsonkothileyo ezifana nocwangciso kunye nokuququzelelwa kwentlangano kwezi ndawo kuqaqambisa indima ephambili yoMzantsi Afrika ekuguqukeni kwabantu bala maxesha. Uphawu lungqina ukubaluleka kwezi ndawo kungaphelelanga nje ekuqondeni imbali yomntu kodwa ngokunjaloigalelo labo kwilifa lemveli leihlabathi, ukutsala umdla wezifundiswa, ukhenketho, nokukhuthazwa kweenzame zolondolozo. Lunikezela ngokunjalo ngamathuba amatshaemfundo bophando ngeli thuba lunikela kukukhula koqoqosho okuzinzileyo nokuzingca kwenkcubeko kummandla.

I-Resistance and Liberation Heritage Route (RLHR) yiprojekti yesizwe eqhutywa liSebe leSizwe leMidlalo neNkcubeko ukuseka umgaqo welifa lemveli kukhunjulwa izakhiwo ezinxulunyaniswa nenkcaso nelifa lemveli lenkululeko loMzantsi Afrika, elingqinelwa ngamaxwebhu endlela yoMzantsi Afrika eya enkululekweni nakwidemokhrasi. Inxulunyaniswe kwi'Ndlela eziya kwiNkululeko: iNkqubo yeLifa leMveli leNkululeko ye-Afrika' njengoko yamkelwe ngowama-2005 kwiNkomfa Jikelele yama-33 ye-UNESCO. Izakhiwo ezithathu eNtshona Koloni zenza inxalenye yeRLHR ezizezi: INdlela eya eNkululekweni – Indawo eziNkulumene neNdlela kaNelson Mandela eya eNkululekweni ngomhla we-11 kweyoMdumba 1990 (kubandakanywa iMadiba House ekwiZiko loLungiso laseDrakenstein, iHolo leSixeko saseKapa kunye neGrand Parade), iRobben Island Precinct kunye neTussen Die Riviere. I-Tussen Die Riviere ngummandla ophakathi kweMilambo iBlack kunye neLiesbeek kummandla wase-Observatory, eKapa. Okubalulekileyo kwembali kwesakhiwo kubhekiselele kungqzulwano phakathi kwabantu bemveli kunye noomatiloshe baseYurophu ngomhla woku-1 kweyoKwindla

OkuPhambili kweMTDP	Umnikelo wesebe
	1510. Esi sakhiwo selifa sibalulekile kubemi boMzantsi Afrika njengendawo yokuqala yenkcaso yokwenziwa ithanga. Ngaphezulu, ummandla uqulathe ilifa lemveli lendalo kunye nebhayodayivesiti yendalo unoxibelelwano kuluntu lwamaSan kunye neKhoe. Ibhayodayivesiti yalo mmandla kufuneka ikhuselwe kumngcipheko wobushushu behalabathi obuqhubekayo ukuqinisekisa ngento yokuba olu nxibelelwano alulahleki. Uphuhliso lweRLHR luya kunikela kwinguqu yoqoqosho nokuyilwa kwemisebenzi.

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

UMgaqonkqubo	Inkcazelo
Imigaqonkqubo yeSizwe	
2019 IPhepha eliHlaziyiweyo leNgcaciso yoMgaqo-nkqubo ngoBugcisa, ngeNkcubeko kunye neLifa leMveli	Olu xwebhu lunikezela ngesicwangciso-nkqubo somgaqo-nkqubo wesizwe nowephondo weenkonzobugcisa, zenkcubeko, zelifa lemveli, zamathala eencwadi nezoozimba.
UMgaqo nkqubo woLawulo lweRekhodi (iNcwadana yokufundisa yoMgaqo nkqubo wokuLawula iiRekhodi, 2007)	Olu xwebhu lulawula imida ethile ethe ngqo apho amaqumrhu karhulumente kufuneka asebenze khona ngokuphathelele kulawulo lweerekhodi zakhe nendlela i-DCAS ekufuneka yongamele ngayo ulawulo lweerekhodi lwamaqumrhu karhulumente eNtshona Koloni.
UkuLawulwa kweRekhodi ze-Elektroniki kumaBhunga kaRhulumente: IMithetho-siseko, iMigaqonkqubo kunye neMfuneko (2006)	Lo mgaqo-nkqubo ubonelela ngesikhokelo kumaqumrhu karhulumente ukuwanceda ukuba ahambisane neemfuno zomthetho ngokubhekisele kwiirekhodi ze-elektroniki njengenxalenye yolawulo lweerekhodi. I-DCAS kufuneka ihambelane nemigangatho emiselweyo yesizwe neyehlabathi ngokubhekisele kwizixhobo zekhompuyutha, iinkqubo zekhompuyutha kunye nogcino lweendaba ukuze zilondolozwe kuvimba.
Isibhengezo seIndaba yezeMidlalo noLonwabo yeSizwe (2011)	Oku kudinga okokuba iDCAS ilungelelanise iinjongo zayo eziphambili kunye neqhinga lohlaselo lesibhengezo esibonisa umbono wezemidlalo nolonwabo.
IsiCwangciso seSizwe seMidlalo noLonwabo (2012)	IsiCwangciso seSizwe sezeMidlalo noLonwabo (NSRP) sandlala umbono wezemidlalo nolonwabo eMzantsi Afrika, sigxininisa isizwe esiphumelelayo. IsiCwangciso seSizwe seMidlalo noLonwabo siya kuhlaziywa kunyaka-mali wama-2025/26.
IPhepha leNgcaciso yoMgaqonkqubo leSizwe leMidlalo noLonwabo (2012)	Lo mgaqo-nkqubo uqaqambisa izigunyaziso ezilandelayo: <ul style="list-style-type: none"> • ukwandisa amaqanaba okuthatha inxaxheba kwezemidlalo nakulonwabo; • ukuphakamisa iprofayile yezemidlalo phambi kwezinto eziphambili eziphikisayo; • ukwandisa amathuba okuphumelela kwimisitho; kunye • nokubeka ezemidlalo kwindawo ephambili kwiinzame zokunciphisa ulwaphulo-mthetho.
IsiCwangcisonkqubo soMgaq-nkqubo saManina akwiMidlalo (2024)	Isicwangciso-nkqubo somgaqo-nkqubo saphuhliswa ukulungisa ukungalingani okukhoyo kumantombazana namanina kwi-Ikhostim yeMidlalo yoMzantsi Afrika kwisibhozo (8) sokuphambili kweqhinga. <p style="text-align: center;">Ukuthatyathwa kwenxaxheba nokugqwesa Ukuqeqesha, ukongamela nenkxaso Ubunkokheli nolawulo</p>

UMgaonkqubo	Inkcazelo
	<p>Ukubonakala, isakhelo nothethelelo</p> <p>Ukukhusela nemfezeko</p> <p>Imidlalo elungiselelwe uPhuhliso</p> <p>Unikezelo lweQela leSA</p> <p>Ukusingatha imisitho yemidlalo</p>
IsiCwangcisonkqubo soMgaqo-nkqubo woRhulumente ngokuBanzi weNkqubo yoMgaqo-nkqubo wokuBekwa kweLiso noVavanyo (2007)	Injongo yeNkqubo kaRhulumente ebanzi yokuBekwa kweLiso noVavanyo (GWM&E) kukunikela ngegalelo kulawulo oluphuculweyo kunye nokwandisa ukusebenza okufanelekileyo kwemibutho yecandelo likarhulumente kunye namaziko. Olu xwebhu lubonelela ngesikhokelo somgaqo-nkqubo esingxabalazileyo sokubeka kweliso nokuvavanya (M&E) eMzantsi Afrika. Sikhuthaza ulawulo olusekelwe kwiziphumo.
IPhepha loGayo-zimvo kukuBekwa kweLiso kuLawulo lokuSebenza (2009)	Olu xwebhu lujolise ekuncedeni amagosa karhulumente kunye nogunyaziwe wesigqeba okokuba ajolise ekufezekiseni iziphumo kunye nemiqathango yemiphumela eziqulathwe kwisiCwangciso-nkqubo seSithuba esiPhakathi soNyaka (MTSF). Yenzelwe ukukhuthaza ukusebenza kakuhle kwesebe kunye nokusebenza komntu wonke kuwo onke amanqanaba.
Izikhokelo zamaSebe eSizwe nePhondo ezilungiselelwe isiCwangciso-nkqubo seM&E	Ezi zikhokelo zibonelela ngokuphuhliswa kwesicwangciso-nkqubo sokubekwa kwiliso kunye novavanya kuwo onke amaziko karhulumente ukuze amaziko akwazi ukuvavanya inkqubela phambili ngokuthelekisa iinjongo zawo kwaye kuthatyathwe amanyathelo okulungisa apho kufanelekileyo. Le nkqubo ifuna ukuba amasebe abe nokuqonda ngokubanzi kwazo zonke iinkqubo zedatha yolawulo, iidatha zolawulo kunye nezalathisi zokwenza umsebenzi. Izalathisi kufuneka zinxulunyaniswe nemigaqo-nkqubo ethile efanelekileyo kunye nohlalutyo lweeseti zezalathisi ekufuneka kwenziwe ukujonga ukuba ingaba bukhona na ubudlelwane obusebenzayo nobunesiphumo.
INkqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP)	IziCwangciso zoShishino ze-EPWP zeCandelo lezeNtlalontle (eleMidlalo) neCandelo lezeNdalo neNkcubeko (iMicimbi yeNkcubeko) zibonelela ngesicwangciso-nkqubo kwiDCAS sendlela yokusebenzisa inkxaso-mali yecandelo likarhulumente ukunciphisa nokubhangisa intswelangqesho.
UMgaqo-nkqubo weSizwe woLutsha 2020 – 2030	Umgaqo-nkqubo ujolise ekuqiniseni uphuhliso lolutsha nokwangezelela iindlela eziyiliweyo neziguqulweyo okulungisa intswelangqesho. Umgaqo-nkqubo uchonga iisika ezi-5 – imfundo esemgangathweni ophezulu kunye nenguqu kwindlela yokuhanjwa kwesikolo, inguqu kuqoqosho nokuyilwa kwemisebenzi, impilo yengqondo nokukhuthazwa kwempilo yomzimba, uhambelwano lwentlalo nolwakhiwo lwesizwe, nokuyilwa kwesixhobo esifanelekileyo nesisabelayo sophuhliso lolutsha. Njengomlungelani onqamlezileyo wolutsha kwiPhondo, iDCAS isingethe iforam yolutsha lweWC kunye nelebhukhosi yokufunda, inkqubo yeentshatsheli emalunga nempilo-ntle yengqondo yolutsha, yaye ndisebenze nabo bonke abachaphazelekayo ukuphucula ukufanelela kwesixhobo sophuhliso lolutsha.

Amaqinga	Inkcazelo
Amaqinga esizwe	
Inkqubo yokuBuyiselwa kwamaThala eencwadi yokwandiswa kweenkonzo zethala leencwadi loluntu	Injongo yeNkqubo kukuguqula izakhiwo zamathala eencwadi aseziDolophini nasemaphandleni, amaziko neenkonziso (kujolise ikakhulu kuluntu obelufudula lusingelwe phantsi) ngenkqubo ephindiweyo kwinqanaba lephondo ukuxhasa amalinge kamasipala kunye nawesizwe. I-DCAS inoxanduva lokuphumeza ngempumelelo nangolawulo lwale projekthi yoMnikelo oneMiqathango eNtshona Koloni.

Amaqhinga	Inkcazelo
IQhinga loQoqosho leGolide yoMzantsi	I-DCAS inoxanduva lokuzalisekisa, ngokubambisana neSebe lwesizwe lezobuGcisa neNkcubeko kunye namanye amahlakani kunye nabo badlala indima ebalulekileyo, kumangenelelo aphambili andlalwe kwiqhinga eNtshona Kapa. IQhinga, elijolise kwimizi-mveliso yokuyila neyenkcubeko, sijolise ekuthatheni ingqalelo ukuba icandelo lobugcisa, inkcubeko kunye nelifa lemveli libe yinto entsha nenobuchule kwaye indima karhulumente kukudala imeko evumayo kunye nokuxhasa eli candelo ukuba libenze ngokugqibeleleyo.
IMemorandum yeNgqiqo phakathi kweSebe leMfundo yeSiseko kunye neMidlalo noLonwabo eMzantsi Afrika (2024)	ISebe leMfundo yeSiseko (DBE) kunye neMidlalo noLonwabo yaseMzantsi Afrika (SRSA) (ngoku iliSebe leMidlalo, uBugcisa neNkcubeko) lityikitye isivumelwano apho amahlakani azibophelelayo ukuba aya kuthi enze iinqubo zobambiswano kwicandelo lezemidlalo yesikolo ngesiseko sokubuyiselwa kunye nokuxhamla. Amahlakani ayazibophelela ukuba aya kukhuthaza kwaye aququzelele ukuqhutyelwa phambili konxibelelwano kunye nentsebenziswano phakathi kwamaziko emidlalo awamkelweyo kumaSebe afanelekileyo.

Iinjongo zoPhuhliso oluZinzileyo

Ngaphezulu, iinjongo zoPhuhliso oluZinzileyo lwezizwe ezeManyeneyo zinjongo ezili-17 zehlabathi ezingabopheleliyo nezilungelelaniswe nesiCwangciso soPhuhliso seSizwe nesiCwangciso seQhinga sePhondo kunye nomsebenzi weSebe unakho ukunxulunyaniswa kwiiSDG ngolu hlobo lulandelayo:



I-Ajenda yeAfrika 2063:

I-Ajenda yeAfrican Union: 2063 ibeka phambili uphuhliso oluhlangeneyo lwentlalo noloqoqosho, ukuhlanganiswa kwelizwekazi kunye nengingqi, ulawulo lwedemokhrasi noxolo nokhuseleko phakathi kweminye imiba ejolise ekubekeni ngokutsha i-Afrika ekubeni ngumdlali olawulayo kummandla wehlabathi. I-DCAS iyazixhasa iinjongo nokungundoqo okwandlalwe kwi-Ajenda 2063, ingakumbi ngomsebenzi wayo othi uxhase inkcubeko kunye nelifa lemveli.

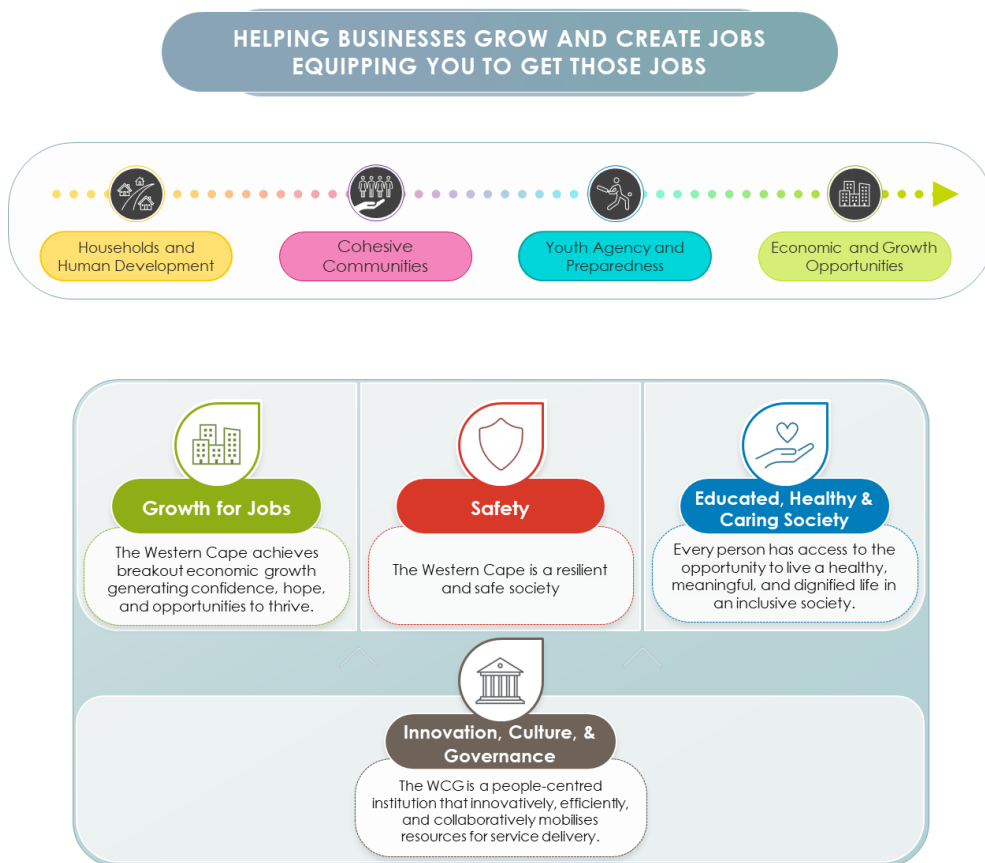
Kulangazelelo oludweliswe kwi-Ajenda, iSebe lilungelelaniswe ikakhulu kulangazelelo lokuba "i-Afrika enenkcubeko efana ngokomeleleyo, ilifa lemveli elifanayo, iinqubo ezisesikweni neendlela ezisulungekileyo zokuziphatha" ejolise "kwiiNqobo eziseSikweni okuFanayo kweNkcubeko neeNdelela eziSulungekileyo zokuziphatha". Apha iSebe liya, yaye liya kuqhubeka ukukhuthaza, nokunikela

kulondolozo kwimiba yendawo yeLifa leMveli leHlabathi kwiphondo ngokwemiqathango yoMthetho weNgqungquthela yeLifa leMveli leHlabathi, 1999; iiprojekti ezibalulekileyo zesizwe ezinjengoMgaqo wesizwe woQhankqalazo neLifa leMveli leNkululeko, apho i-DCAS inikeleyo kwisahluko sephondo kuMgaqo woQhankqalazo neLifa leMveli leNkululeko. Iinkqubo zayo zobugcisa nenkcubeko, amaziko olondolozo lwembali kunye neenkonziso zemiyosoloji, iiprojekti zenkcubeko yelifa lemveli ngokusetyenziswa kwamaqumrhu ayo kulawulo lwezibonelelo zelifa lemveli, kwimicimbi yenkcubeko, kunye nolwimi lwendawo, ezilungelelaniswe nokukhuthazwa “bokuzazi okomeleleyo kwenkcubeko, ilifa lemveli elifanayo, iinqobo ezisesikweni kunye neendlela ezisulungekileyo zokuziphatha”.

UBUME BOMGAQONKQUBO BEPHONDO

IsiCwangciso sePhondo seQhinga (PSP) 2025-2030 sandlala okuphambili kweqhinga kunye neenjongo kuRhulumente weNtshona Koloni (WCG) kule minyaka mihlanu ilandelayo. Ibonelela ngesikhokhelo esigxabalazileyo kulungiselelwa ukusebenza kukarhulumente, okujolise kwiziphumo ezibeke abantu embindini okuthi kuqhube inguqu enentsingiselo kubahlali.

Uvavanyo ngokubanzi kwesiCwangciso seQhinga lePhondo 2025-2030



IiPotfoliyo zePhondo

Ukumiliselwa kwePSP kuqhutywa ziipotfoliyo ezine zePhondo. Iipotfoliyo lubumbano lwamaSebe oluthi lunikezela ngesikhokhelo seqhinga kunye neenzame ezilungelelanisiweyo zokumiliseka iinkqubo ezilungelelaniswe nokuphambili okungundoqo koRhulumente weNtshona Koloni. Oku kuphambili kungxabalaze kwimimandla yoqoqosho, yokhuselo, yoluntu, neyomgaqo-nkqubo weziko.

lipotfoliyo zibeka iliso yaye ziqhuba iiprojekti ezingundoqo kunye neenkqubo, ziqinisekisa ngendlela ehambelanayo nelungelelanisiweyo ukufezekisa iziphumo zolwabelwano. ISebe ngalinye linikela kwipotfoliyo enye okanye kwezininzi ngokumilisela amanganelo achongiweyo athi axhase impembelelo exhityiweyo yaloo potfoliyo.

lipotfoliyo zeqhinga ezine zezi:



IMimandla eHlangeneyo yeMpembelelo

Ukwandiswa kokusebenza kakuhle kwamanganelo karhulumente, iPSP ilandela indlela yobomi kunye nendlela yeenkqubo. Oku kuthetha okokuba imigaqo-nkqubo kunye neenkqubo ithathela ingqalelo izidingo kunye noxanduva lwabahlali ukususela ebuntwaneni ukuya kubudala, iqinisekisa ukuba iinkonzo zikarhulumente zicwangciswe ngokufanelekileyo.



Ukwandisa impumelelo yongenelelo lukarhulumente, iPSP ilandela ikhondo lobomi kunye nendlela yeenkqubo. Oku kuthetha ukuba imigaqonkqubo neenkqubo ziqwalasela iimfuno kunye noxanduva lwabahlali ukusuka ebuntwaneni ukuya ebudaleni, ukuqinisekisa ukuba iinkonzo zikarhulumente zicwangciswa ngokufanelekileyo.

I-PSP ikhuthaza indlela ehlanganisiweyo apho amaSebe kunye namaqumrhu asebenza kunye ngokubhekiselele kwiMpembelelo eDityanisiweyo echazwe kwindawo nganye kwezine zekhondo lobomi.

Le mimandla yempembelelo ehlangeneyo yile:

Ezasekhaya noPhuhliso lwaBantu	Ukuyilwa kobume obukhuselekileyo, obusempilweni obukhuthaza uphuhliso lobomi bonke nokwaneliseka
ULuntu oluHambelanayo	Ukuqiniswa kwamatyathanga oluntu ukwakha uluntu olukhuselekileyo, olukhathalayo, nolomeleleyo.
I-Arhente yoLutsha nontumekelelo	Ukuxhotyiswa kwabantu abatsha ngezakhono kunye namathuba okuthabatha inxaxheba kuluntu, ufikelelo lwamathuba oqoqosho, nokuqhubeka ngokufunda.
Amathuba oQoqosho nokuKhula	Ukwandiswa kwamathuba oqoqosho nokukhuthazwa ukuzithemba, ithemba, nokuhluma.





Ngaphezulu, imimandla emibini enqamlezileyo ilungisa imiba ebanzi yokwakhiwa neyendalo ethi iqulunqe ukunikezelwa kwenkonzo ze incede abantu kwindlela yonke yobomi babo:

<p>UKomelela kweZibonelelo</p>	<p>Creating safe, healthy environments that promote lifelong development and self-sufficiency</p>
<p>INguqu yeSithuba, iZibonelelo, kunye nezoThutho</p>	<p>Strengthening social ties to build safe, caring, and resilient communities.</p>

ULungelelwaniso lweSebe kunye neMimandla ekuJoliswe kuyo yePSP

I-PSP ichaza imimandla engundoqo ethi ilungelelaniswe kunye neePotfoliyo zayo kunye neMimandla eHlangeneyo yeMpembelelo. Isebe ngalinye lilungelelanisa isiCwangciso salo seQhinga kunye nale mimandla kujoliswe kuyo ukuqinisekisa ngendlela elungelelanisiweyo ukufezekisa okuphambili kwephondo.

Imimandla ephambili ekujoliswe kuyo yeSebe leMicimbi yeNkcubeko neMidlalo ibandakanya:

 <p>Growth for Jobs</p>	 <p>Safety</p>	 <p>Educated, Healthy & Caring Society</p>	 <p>Innovation, Culture, & Governance</p>
<p>Ufikelelo kumaThuba okuQesheka nawoQoqosho</p> <p>Ukuqhutywa kwamaThuba okuKhula ngokusetyenziswa koTyalo-mali</p>	<p>UThintelo oluHlangeneyo loBundlobongela</p> <p>ULuntu oluKhuselekileyo noluhambelanayo kunye neZibonelelo</p>	<p>UKomelela okwaNdisiweyo kokuThatyathwa kweNxaxheba luLutsha, luLuntu, kwiMfundo nakuQoqosho</p> <p>Ukwandiswa kweMpilonhle kunye ne-Arhente yeBantu abadala kunye naBantu abaNkomo</p>	<p>INkcubeko nokuNikezelwa okuBeke aBantu embindini</p> <p>UKwenziwa Lula kuRhulumente</p>

Ngokusetyenziswa kwemimandla engasentla ekujoliswe kuyo, iSebe linikela kwimpembelelo ehlangeneyo kwezaseKhaya kunye noPhuhliso lwaBantu, uLuntu oluhambelanayo, i-Arhente yoLutsha neNtumekelelo, amaThuba oQoqosho nokuKhula, iNguqu yeSithuba, iZibonelelo, kunye noThutho nabaNcedi bokuNikezelwa kweNkonzo.

Umnikelo weSebe kwiipotfoliyo zePSP unjengoku kulandelayo:

UMnikelo weSebe kwiPotfoliyo yePSP yowama-2020-2025:
UKUKHULA KULUNGISELELWA IMISEBENZI

ISebe linikela kukuyilwa kwemisebenzi kwicandelo lalo yaye le minikelo kukukhula okulungiselelwe imisebenzi ichazwe kumacandelo okusebenza kwenkqubo kwesi siCwangciso soNyaka sokuSebenza.

Okuphambili kwimisebenzi kuqhutywa liQhinga lokuKhula okulungiselelwe iMisebenzi (G4J) okubandakanya iinjongo zebhongo nekujoliswe kuko kwePhondo yaye kuxhomekeke kwindlela ehlangeneyo yako konke okukarhulumente noluntu olupheleleyo. Umsebenzi weDCAS kwimimandla yophuhliso lwezakhono, yokuxhaswa kweziphumo zemfundo ngokusetyenziswa kwamathala eencwadi kunye neNkqubo yaseMva kokuPhuma kweSikolo, nokwenziwa kwamangenelo angundoqo ancedayo ahamba nexabiso lyilo noqoqosho, kubandakanywa imisitho, uya kuxhasa ukumiliselwa kweli qhinga.

INkqubo yaBayili abaseLula eququzelelwe licandelo lobugcisa nenkcubeko inikezela noluhlu lwamathuba alungiselelwe abathathi nxaxheba. Ezi zibandakanya ucweyo, iinkqubo zololongo kunye nofikelelo kwizibonelelo nakumaziko. Ngokuhlangana nabalolongi abanamava kunye namagcisa oshishino, abayili abaselula banakho ukuphucula izakhono zabo, bandies ulwazi lwabo ze bafumane ingqiqo exabisekileyo kwiindlela ezahlukeneyo zazakhono.

INkqubo yeYearBeyond yeDCAS yenye yeprojekti eziphambili phantsi kwecandelo lokunguNdoqo kweZakhono yaye iphambili kwicandelo lokukhula elichongiweyo kwimisitho nakwicandelo lezokhenketho apho iDCAS idlala indima engundoqo. ILifa leMveli leNtshona Koloni lidlala indima ephambili ekuvuleleni uphuhliso oluthi luxhase ukukhula. Amathala eencwadi abonelela ngokunjalo ngeendawo zofikelelo kwikhompyutha ne-intanethi ezisetyenziswa ngabarhwebi bamashishini amancinane okulungiselela ukuphuhlisa kwe kwezicwangciso zoshishino, bafikelele kwiithenda, kunye neminye imisebenzi yolawulo. Uluntu lusebenzisa ngokunjalo la maziko ukuphuhlisa iiCV nokwenza izicelo zemisebenzi.

I-DCAS idlala indima eyimfuneko ekuqhubeni ukuyilwa kwemisebenzi nokukhula koqoqosho eNtshona Koloni ngokusetyenziswa kweenkqubo zayo zeMOD, zeMidlalo yeSikolo, kunye nezolonwabo. La malinge abonelela ngamathuba acwangcisiweyo nazinzileyo engqesho, ingakumbi alungiselelwe abaqeqesh, abaququzeleli, nabasebenzi bolawulo. Ngokunikezela ngezi nkqubo, iDCAS ayixhasi nje kuphela ngokuthe ngqo ukuyilwa kwemisebenzi kodwa ikhuthaza ngokunjalo ingqesho engathanga ngqo ngokusetyenziswa kothelwano nezikolo, imibutho yoluntu, kunye namashishini engingqi. Imarike yabasebenzi yeNtshona Koloni iphawulwe ngoqoqosho lwayo olujoliswe kwinkonzo, yaye utyalo-mali oluqhubekayo kubasebenzi nakwizibonelelo luyimfuneko ukuzinzisa ukukhula koqoqosho, ingakumbi kumacandelo afana nemidlalo nolonwabo.

Ngaphezulu, ezi nkqubo zivuselela uqoqosho olungekho sikweni ngokunikezela ngamathuba alungiselelwe amashishini amancinane, aphakathi, namakhulu (iiSMME) okokuba abe nempumelelo, ingakumbi kubonelelo lwempahla kunye neenkonzo ezifana nothutho, ukutyisa, ukuququzelela, ukunikezelwa kwempahla nezixhobo kulungiselelwa iinkqubo nemisitho. Uqoqosho lwamashishini angekho sikweni ludla indima ebalulekileyo ekuxhaseni imisebenzi kulungiselelwa abo basenokungafikeleli kwingqesho esesikweni, yaye indima kaDCAS ekukhuthazeni ukuthatyathwa kwenxaxheba okubandakanyayo kuqoqosho ngokuthatyathwa kwenxaxheba kwimidlalo nakulonwabo kubalulekile ukuqinisekisa ngokukhula koqoqosho okulinganayo kuyo yonke imimandla yasedolophini neyasemaphandleni.

Utyalo-mali kula macandelo lukhuthaza ingeyiyo ingqesho kuphela kodwa luqhuba ngokunjalo uphuhliso ngokubanzi loqoqosho ngokutsala inkxaso-mali, umelo, kunye nokhenketho olunxulunyaniswe kwimisitho yenkcubeko nemidlalo. Icandelo eliphumelelayo lokhenketho

UKUKHULA KULUNGISELELWA IMISEBENZI

leNtshona Koloni, ingakumbi emva kweCOVID-19, liyile amathuba eenkqubo zeDCAS ukuvuselela ngaphezulu uqoqosho lwengingqi. Imisitho efana nemidlalo yemveli kunye nemidlalo kunye nemisebenzi yolonwabo ibonelela ngeemarike ezifanelekileyo zezixhobo ezizodwa, impahla, kunye neenkonzelo ezilungiselelwe le misebenzi iyodwa. Eli bango liyila imimandla yokokuba iiSMME zibonelele impahla yemidlalo ehambelana ngqo nenkcubeko, izixhobo, kunye nezinto zokukhuthaza, linikela ekwahlulwahlulweni kwamashishini engingqi kunye nophuhliso lwamashishini abalulekileyo kwiphondo. Ngokukhuthazwa kwezi marike zizodwa, iDCAS inceda ngokwakha amacandelo amatsha oqoqosho anokuthi aphumelele kwingingqi nakwihlabathi. Ezi marike zibalulekileyo zivuselela ngokunjalo imveliso yengingqi, zixhasa injongo ebanzi yokuyilwa kwe-ikhosistim ezinzileyo yoqoqosho wkiphondo. Ngaphezulu, iinkqubo zeDCAS zixhasa abathengisi abangekho sikweni kunye namashishini amancinane ngokwabonelela ngamathuba okuthengisa ukutya, impahla, kunye nezinye iimveliso kwimisitho nakwiindibano zemidlalo, ziqhuba ngaphezulu ukukhula koqoqosho olungekho sikweni.

Ngaphezulu, inkuthazo yeDCAS yemisebenzi yomthambo kunye neenkqubo zolonwabo inezibonelelo zexesha elide kwimpilo nakwimveliso yabemi. Abasebenzi abenza umthambo bakhokhelela kwiindleko eziphantsi zololongo lwempilo, banciphisa ukungezi kwabasebenzi emsebenzini, yaye kwandisa imveliso, okuthi kuqinise uqoqosho (RAND Europe, 2019; Santos et al., 2023). Njengoko inkqubo yololongo lwempilo lweNtshona Koloni lujamelene noxinzelelo oluvela kukukhula kwabemi nokuguga kweentlanga ezahlukeneyo, amalinge afana neenkqubo zemidlalo zeDCAS ayanceda ukubhangisa le mingeni ngokukhuthaza iindlela zokuphila ezisempilweni, ngoko enciphisa uxinzelelo kwizibonelelo zempilo yoluntu (PERO, 2024).

I-DCAS idlala indima ebalulekileyo ekuxhaseni uphuhliso lweeklabhu zemidlalo, imibutho emanyeneyo yemidlalo kunye namaziko emfundo kuyo yonke iNtshona Koloni. Ngokubonelela ngenkxaso-mali, izibonelelo, kunye nenkxaso yobuchule, iDCAS iyanceda yaye ikhulisa la macandelo emidlalo engingqi, esithili nawephondo, asebenza njengeendawo zokuxonxa uphuhliso lwetalente nokuhlangana noluntu. Uthungelwano oluphumelelayo lweeklabhu zemidlalo, amaziko emfundo kunye nemibutho emanyeneyo yemidlalo engalolongi nje kuphela isizukulwana esizayo kodwa luvulisa ngokunjalo amathuba amaninzi engqesho. La maziko adinga abaqeqeshi, abalolongi, abalawuli, kunye nabasebenzi benkxaso ukuze asebenze ngokufanelekileyo, ayile imisebenzi ngokuthe ngqo nangokungathanga ngqo ngokusetyenziswa komsebenzi woqoqosho eveliswe kufutshane kubo. Ngaphezulu, iDCAS ikhuthaza ngamandla, ibonelela yaye isingatha imisitho engundoqo yemidlalo kwiphondo, efana nokhuphiswano lwesizwe, lwelizwekazi nolwehlabathi kunye neenkamfa. Ukungena kweembaleki, kwababukeli, kunye nabasebenzi bopapasho kulungiselelwa le misitho kuyila ukunya kakhulu kwebango leendawo zokuhlala nezokutya, kuthutho, kukhuseleko, elikhokhelela kukunyuka okhulu kumathuba engqesho yethutyana nesisigxina. Ukusingathwa okuyimpumelelo kwemisitho engundoqo kunyusa ngokunjalo imbonakalo yeNtshona Koloni, kutsale utyalo-mali olungaphezulu kunye nokhenketho kwiphondo olunikela kwiGDP njengoko kuchaziwe kwiCase for Sport. Ngokunyuswa ngamandla kwenkxaso yayo kuphuhliso lweklabhu, imibutho emanyeneyo yemidlalo, amaziko emfundo emidlalo kunye nemisitho engundoqo, iDCAS ibe phambili ekuqhubeni uyilo lwemisebenzi ezinzileyo nokunikela kukuhluma ngokupheleleyo koqoqosho lweNtshona Koloni.

Inkxaso yemali enikezelwa liSebe leLifa leMveli leNtshona Koloni idlala indima ebalulekileyo ekunikezeleni kwiqhinga leNtshona Koloni lokuKhula okulungiselelwe iMisebenzi. Ngokuxhaswa ngemali kolondolozo nolawulo lwelifa lemveli, isebe lincede ngokulondolozwa kweempawu

UKUKHULA KULUNGISELELWA IMISEBENZI

zenkcubeko kunye neendawo zembali, elithi ngokulandelelanayo kuxhobise ushishino lokhenketho – umqhubi ophambili woqoqosho kwingingqi. Le nkxaso inceda iLifa leMveli okokuba limilisele iiprojekti ezithi zikhusele ilifa lemveli lephondo elityebileyo kodwa iyile ngokunjalo amathuba engqesho kwimimandla efana nokubuyiselwa kwisimo sangaphambili, ukhenketho lwelifa lemveli, kunye nemfundo yenkcubeko.

Ngaphezulu, kwimimandla esixhenxe ephambili kwiQhinga leG4J, iinkqubo zeDCAS kunye namalinge zilungelelaniswe kwinkxaso:

- Ukuthintelwa kweempembelelo zokucinywa kombane kuphungulwa umthwalo wosetyenziso ngokubonelelwa kwezibonelelo zibekho kumaziko olondolozo lwembali amanyeneyo nokusetyenziswa kweephaneli zesola kumaziko enkcubeko.
- Ukuphuculwa kokwenziwa lula kokuqhutywa koshishino ngokumiliselwa kweSikhokhelo seHWC soPhuculo sokuNikezelwa kweNkonzo kulungiselelwa phakathi kwezinye ukuphuculwa kweenkqubo zezicelo zelifa lemveli.
- Ukulungiselelwa kwabantu abaselula belungiselelwa indawo yokusebenza ngokusetyenziswa kweYearBeyond kunye neenkqubo ezijolise kulutsha namalinge.

Eminye iminikelo ibandakanya okulandelayo:

ISebe liyancedisa ekuyileni imisebenzi kunye namathuba ngokwandisa ibroadband kunye ne-intanethi esimahla kumathala eencwadi oluntu, ingakumbi kwimimandla yasemaphandleni. La mathala eencwadi abonelela abafuna imisebenzi ngezixhobo zokuqulunqa iiCV, bakhangele imisebenzi, ze bangenise izicelo kwi-intanethi, ekuyinto ebalulekileyo kwabo banganazo izibonelelo ekhaya. Amathala eencwadi oluntu anikezela ngokunjalo ngeenkqubo zasemva kokuphuma kwesikolo, uncedo kumsebenzi wasekhaya, kunye nezithuba zokufundela, ukuphuculwa kwempumelelo yemfundo kunye namathuba omsebenzi.

ISebe lixhasa ngemali abasebenzi bethala leencwadi ze liyile imisebenzi ngokwakha nokuhlaziya amathala eencwadi. Amathala eencwadi asebenza ngokunjalo namashishini engingqi ukusingatha iindibano zemisebenzi ze anike abarhwebi ufikelelo kwizixhobo zoshishino, kwiinkcukacha zamanani emarke, netheknoloji. Amathala eencwadi amaninzi abaziindawo zentlangano zoluntu ezinezithuba zokusebenza kunye, enceda abarhwebi nabangaqeshwanga isigxina ngentsebenziswano nenguqulelo.

- I-DCAS yitshatsheli kumacandelo amathathu abalulekileyo oqoqosho angala ulonwabo nemidlalo, icandelo lobugcisa bokuyila kunye necandelo lenkcubeko athi kunye ayile inani elikhulu lemisebenzi namathuba emisebenzi.
- Imisitho yenkcubeko nemidlalo inikela kukukhula koqoqosho kulo lonke ukhenketho, kuqoqosho lwenkcubeko noyilo kunye nesixokelelwano sexabiso soshishino lwemidlalo.
- I-DCAS yitshatsheli ngokunjalo yophuhliso lolutsha yaye ihlanganise ukuqwalaselwa kweemfuno neeNEET kuninzi lweenkqubo zayo.
- Amathuba omsebenzi ayiliweyo ngokusekwa kwamaziko amatsha okutolika kunye neendawo ezinxulumene neCradle of Human Culture Tourism Route.
- ISebe likhokhele umsebenzi wolutsha onqamlezileyo wePhondo ze liqhube iNkqubo yeYearBeyond ethi kuqala iyile amathuba omsebenzi kulungiselelwa ulutsha olungenangqesho ali-2 000+ ngonyaka ze ngoko aguqulele olu lutsha kumsebenzi okanye kwizifundo

UKUKHULA KULUNGISELELWA IMISEBENZI

enomlinganiselo wenkqubela phambili ochongiweyo wama-75% abo bonke abathathi-nxaxheba.

- o Amathuba omsebenzi ngokusetyenziswa kwe-EPWP kunye neNkqubo yeYoung Creatives (exhaswa ngemali yiDSAC).
- o Amathuba omsebenzi kumashishini oyilo: ukuveliswa kwemiboniso kwithiyetha, iminyhadala yeThiyetha, abasebenzi bolawulo lomsitho, uphuhliso lwemisebenzi yezandla, abasebenzi bobuchule nabentengiso.
- o INkqubo yeNkxaso-mali yoBugcisa neNkcubeko inikezela ngenkxaso kwimibutho yoBugcisa, kubantu ngabanye, kunye neenkampani eziyila umsebenzi noqeqesho kulungiselelwa amagcisa obugcisa. IMidlalo, iLifa leMveli kunye nezinto zakudala, kunye nokhenketho lwenkcubeko. Amathuba omsebenzi kulonwabo, kwimidlalo, kubugcisa, kunye nenkcubeko.
- o INkqubo yaseMva kokuPhuma kweSikolo – ivala isithuba kwithuba elikhoyo nokuqinisekisa abashiya isikolo okokuba baxhotyiselwe ukungena kwimarike yomsebenzi okanye kwizifundo.
- o ISebe likhuthaza uphuhliso nokusetyenziswa koLwimi lweMinwe ngeenkqubo zalo.
- o ISehlo soQoqosho seNkcubeko. Ukukhula koshishino lolonwabo, lwemidlalo, lobugcisa, kunye lwenkcubeko, oluthi ngokohlobo lwalo kusetyenziswe amandla, ngokusetyenziswa kweenkqubo zophuhliso lwemidlalo (ULonwabo, iNkqubo yeMOD kunye neMidlalo yeSikolo) ezithi zikhokhelele kwinqqesho namathuba oshishino kwiingcingqi zoluntu.
- o Amaziko olwabelwano
- o ISehlo seMidlalo
 - o Ukukhula kolonwabo, kwemidlalo, kobugcisa, kunye neshishini lenkcubeko, elithi ngokohlobo lwalo ludinge abasebenzi kakhulu, ngokusetyenziswa kweenkqubo zophuhliso lobugcisa, lwenkcubeko kunye nolwemidlalo (ULonwabo, iNkqubo yeMOD, iMidlalo yeSikolo kunye namaZiko olwabelwano) okuthi kukhokhelele kumathuba engqesho nawoqoqosho kuluntu.
 - o Uphando lwakutsha nje lubonise impembelelo enkulu elungileyo yokokuba umthambo inempilo-ntle yengqondo nomzimba.
 - o Uphando lobonise into yokokuba imidlalo nolonwabo yenza umnikelo obonakalayo nocacileyo kuphuhliso loqoqosho lwentlalo lwePhondo ngokwenyani. Inyaniso, kufumaniseke okokuba izibonelelo zemidlalo kulungiselelwa uphuhliso loqoqosho lwentlalo alunikwanga ngqwalasela iyiyo ikakhulu nento yokuba imidlalo nolonwabo kufuneka lubonwe njengomnikeli obalulekileyo woqoqosho nomyili wengqesho. Ngokwentlalo iimpembelelo ezininzi ziyabonakala.
 - o Kufunyaniswe ngokunjalo okokuba ngokomnikelo woqoqosho, iGDP kunye nengqesho, nokusetyenziswa kwe-2% njengobuncinane boqikelelo (ngokuthambekela kumndilili wesizwe we-2.1% womnikelo weGDP kwimidlalo), kunye nophinda-phinda olufaneleke kakhulu loqoqosho, imidlalo inikele ngamawaka ezigidi ezisi-R8.8 kwiGDP yeNtshona Koloni rhoqo ngonyaka ukususela ngowama-2012. Kuqikelelwa okokuba impembelelo yemidlalo kunye nemisebenzi enxulumene nayo kwiingcingqi ezifana neNtshona Koloni, iGauteng kunye neKwazulu-Natal ingankulu ngokubonakalayo ngepesenti kunoko kuqikelelwa kumndilili wesizwe; yaye imidlalo ixhasiwe ngaphezulu kwama-60 000 emisebenzi ethe ngqo nengathanga ngqo kwiNtshona Koloni ethe saa kuwo onke amacandelo. INdebe yeHlabathi yeBhola yoMnyazi eSingethwe ngowama-2023 yandise imbonakalo yethu yokusingatha imisitho yehlabathi. Ngaphezulu, iNdebe yeHlabathi yeBhola yoMnyazi iphumelele amabhaso amabini ngowama-2023, elinye kwiSA Leisure Awards ebelibanjelwe eJohannesburg kweyeNkanga 2023 apho lanikwa ingwalasela njengomsitho wemidlalo ogqwesileyo kwiSA, ze elinye ibhaso labaseLondon kweyeDwarha 2023.

UKHUSELO

IPhondo linokwenziwa likhuseleke kumntu wonke ngokulungiswa kwezizathu ezingunobangela kunye nemiba yomngcipheko ekhokhelela kubundlobongela. Ukhuselo luchongwe njengomba osisithintelo esiphambili kukukhula nempilo-ntle yabemi. OkuPhambili kuKhuselo lweSebe “kukuhlangana nolutsha olusemngciphekweni kwiinkqubo zokufunda, kwezolonwabo, kwezemidlalo, kwezobugcisa, nakwezenkcubeko”. Njengenxalenye yeenzame zePhondo zokuphuculwa kokhuseleko ngokuqiniswa kwemiba yokhuseleko lwentlalo kubundlobongela, iSebe liya kugxila ekuthinteleni ulutsha ekubeni luzibandakanye nezenzo zolwaphulo-mthetho ngokuhlangana nalo kwiinkqubo zaseMva kokuPhuma kweSikolo, kujoliswe ngokukodwa ekuncitshisweni kwemingcipheko:

- yokusilela ngokwasemfundweni kwinkqubo yayo yoxabangelo lokufunda neyezibalo yeYearBeyond kujoliswe kwiigreyidi 3 neyesi-4;
- yokungahanjwa kwesikolo neendlela zokuziphatha ezichasene nentlalo ngokusetyenziswa kwebhasi ejikelezayo, ucweyo lobuzali, imisebenzi esebenzayo yasemve kokuphuma kwesikolo, iiklabhu zemidlalo nezobugcisa kunye noqhagamshelwano namaqela alungileyo antanganye;
- ukusengelwa phantsi ngokuthi kuyilwe amathuba alungiselelwe ulutsha obelusengelwe phantsi okokuba lube yinxalenye yoqulunqo lwenkqubo;
- ubundlobongela ngokunikezelwa kwamathuba ukwakha izakhono zabantu abatsha ngeendlela ezizezinye zokuhlangana nezokulungiswa kongqzulwano nomsindo kusetyenziswa iShukuma neYearBeyond;
- ubundlobongela nobubi bentlalo ngokusetyenziswa kwezikolo namaziko asekwe kuluntu njengeendawo zokhuselo loluntu ngeeyure zesikolo nezasemva kokuphuma kwesikolo. (okt., ULonwabo, iNkqubo yeMOD ngokunjalo namaziko olwabelwano)

ISebe liqhuba ngokunjalo iinkqubo zamanina kunye namantombazana ukulungisa ukungalingani kwexesha elidlulileyo yaye njengomnikelo kukhuseleko loluntu ngokusetyenziswa kwenkxaso yamanina namantombazana kwicandelo lemidlalo.

Inkxaso yemali yeSebe kumaziko olondolozo lwembali amanyeneyo eNtshona Koloni idlala indima ebalulekileyo ekwandiseni ukhuselo kulo lonke iphondo nokukhuthaza uhlangano noluntu, ngemfundo, kunye nohambelwano lwentlalo. Amaziko olongolozo lwembali asebenza njengeendawo ekhuselekileyo apho abantu abavela kwiimvelaphi ezahlukeneyo banakho ukuhlangana ukulungiselela ukuba bafunde ngelifa lemveli ababelana ngalo, elithi lincede ngokukhuthaza ingqiqo nokunciphisa ukungavani koluntu. Ngokusetyenziswa kweenkqubo zemfundo, amaziko olondolozo ahlalanga nolutsha kunye noluntu olusemngciphekweni, lubonelelwa ngemisebenzi eyakhayo ebagcina bengathanga saa esitalatweni yaye bekude kwiimpembelelo ezimbi.

Iindawo zoluntu kunye nengqiqo yoluntu ngamacandelo aphambili okwakhwa iingingqi zoluntu ezikhuselekileyo. I-DCAS ibonelela ngamathala eencwadi, ooVimba, izibonelelo zemidlalo, amaziko obugcisa nawenkubeko kuluntu. Akha ngokunjalo indlela elungileyo yokuziphatha koluntu kwiingingqi zoluntu ngokuhlangana kwinkcubeko, kubugcisa, kwimidlalo kunye nolonwabo. Iminikelo ethile ebhekiselele kukhuselo kunye noluntu oluhambelananyo injengoku kulandelayo:

UKHUSELO

- o Ukunikela kuthintelo lobundlobongela nokhuselo ngeenkqubo zothintelo eziphambili lobundlobongela ezithi zikhuthaze ubandakanyeko lwentlalo, uhambelwano neengingqi zoluntu ezikhuselekileyo.
- o Amathala eencwadi oluntu asebenza njengeendawo zoluntu zokuhlangana apho abantu abaphuma kuzo zonke iimeko zobom banokunxibelelana khona, babelane ngeembono, yaye basebenzisane kwiprojekti, ekhuthaza ingqiqo yoluntu noxanduva ekwabelwana ngalo. Amathala eencwadi oluntu abonelela ngeendawo ezikhuselekileyo kuwo onke amalungu oluntu, ingakumbi abantwana.
- o Ukwanda kwempilo-ntle nokubandakanywa kwentlalo ngokuthatyathwa kwenxaxheba kubomi bentlalo noboluntu ngokusetyenziswa kwamathala eencwadi kunye nooVimba njengamaziko engcaciso nothungelwano.
- o linkonzo zethala leencwadi ezinikezelwa kumaziko enkonzo yolungiso zinakho ukuququzelela uvuselelo ngokutsha nokuncitshiswa kokona okuphinda-phindayo, ngoko kunikela ngokubhekiselele kukhuselo nakuncitshisweni kobubi bentlalo.
- o Isibonelelo samathuba olonwabo, emidlalo, obugcisa kunye nawenkubeko alungiselelwe uluntu njengenxalenye yokuyilwa kwamaqonga angamanye olwaxhiwo lohambelwano.
- o Ukwandiswa kofikelelo kwimiba yokhuseleko elungiselelwe abantwana nolutsha ukunciphisa inani lolutsha oluzifake kwizenzo ezibi zokuziphatha ezisemngciphekweni.
- o Ukuqinisekisa ngenkonzo ebandakanyayo yoovimba enengcaciso evulelekileyo nefikelekayo kubo bonke abaxhamli.
- o Abantu banakho ukufunda okokuba bangobani na, ingcaciso ngomnombongo wabo, imisitho yembali, amaxwebhu elifa afana nemiyolelo, izaziso zokubhubha, awomtshato, iirejista zokuzalwa nezokubhubha yaye ngoko babe nengqiqo engcono yokuba yinxalenye yoluntu oluthile.
- o Ukubonelelwa kofikelelo kwiirekhodi ezinika ingxelo ngentswela bulungisa yexesha elidlulileyo nokuxhatshazwa kwamalungelo abantu ukuqhubela phambili impiliso, ubulungisa noxolelwaniso.
- o Indawo ekhuselekileyo enikezelwayo, inkonzo esimahla kunye neenkonzo ezandisiweyo.
- o Inkqubo yophuhliso loBugcisa boLuntu inikezela nemisebenzi ekhuselekileyo neyakhayo yolutsha, eyahlukileyo kwindlela yokuziphatha eyonakalisayo, amaqonga ayila iindawo ezikhuselekileyo zoluntu omaluthabathe inxaxheba kuzo.
- o Ubugcisa bunikezela uluntu ngethuba lokuzithethela ngokusetyenziswa kobugcisa ze ngaloo ndlela babe nokubonakalisa iimvakalelo zabo ezinokuthi zibe nokuchongwa ngabanye ze ngoko bazive bengebodwa kula mava abo.
- o lintlanganiso noluntu ukukhuthaza uhambelwano lwentlalo nolwaxhiwo lwesizwe.
- o Ukwaxhiwa kohambelwano lwentlalo ngemidlalo nolonwabo.
- o Sihlangana noluntu, ngokusebenzisa amalinge eWOSA, ukukhuthaza uhambelwano lwentlalo nokwaxhiwa kwesizwe.
- o Ngokusetyenziswa kwindlela yeWOSA kunye nothelelwano noomasipala, iDCAS ibe nakhokuyila iindawo ezikhuselekileyo ezilungiselelwe umanyano lwemidlalo kunye neengingqi zalo zoluntuezahlukeneyo. Ngaphezulu, icandelo lezibonelelo leDCAS liyile amathuba alungiselelwe uluntu ngokusetyenziswa kweenkqubo ezinxulumeneyo, liyile ingqiqo yobandakanyeko nobunini kukufuna ukuyila ezi zibonelelo zizinzileyo kunye nokhuseleko lwezi zibonelelo. Oku kwenziwa ngokubonelelwa ngolawulo lwemisitho, ulawulo lwindlela yomdyarho kunye neenkqubo zolawulo lweprojekti. Ukuchongwa kolutsha olusemngciphekweni ukunciphisa indlela yokuziphatha ebeka abanye emngciphekweni.

UKHUSELO

- o Ngokusetyenziswa kwezikolo namaziko asekwe kuluntu, iDCAS ibonelela ngobume obukhuselekileyo, obucwangcisiweyo apho ulutsha lunganxibelelana kwimisebenzi yomthambo, yenkcubeko neyolonwabo lukude nomngcipheko wobundlobongela, bolwaphulo-mthetho, nobokusetyenziswa gwenxa kweziyobisi. (okt., iYearBeyond, amaZiko oLonwabo, amaZiko eMOD).
- o Uthelelwano namaziko eNGO nawemfundo ephakamileyo lusebenzisa imidlalo njengesixhobo senguqu yentlalo, sokukhuthaza ukusonjululwa kongquzulwano, ukulawulwa kwemvakalelo, kunye nendlela yokuziphatha elungileyo, ngoko kuncitshiswa ukubandakanyeka kolutsha kulwaphulo-mthetho nobundlobongela.
- o Ngokunikezelwa kweenkqubo zasemva kokuphuma kwesikolo, isebe liqinisekisa ngento yokuba ulutsha luyafikelela kwimisebenzi ecwangcisiweyo ngesithuba seeyure ezibalulekileyo zasemva kokuphuma kwesikolo ngeli thuba lusesichengeni kakhulu kwiimpembelelo ezimbi.
- o Ngothelelwano neenkqubo ezifana neWaves for Change ukufundisa ulutsha iindlela zokumelana nezimo zoxinzelelo kunye neningeni yomphefumlo, zandise impilo yalo yengqondo yaye zinikele kukhuseleko lwalo lwasemoyeni, okubalulekileyo kwimpilo-ntle yalo ngokupheleleyo.
- o Ngokukhuthazwa ngokulungileyo kwamaqela antanganye ngokusetyenziswa kwemidlalo, ubugcisa nenkcubeko, iDCAS inceda ngokuyila uthungelwano lwenkxaso loluntu olulungiselelwe ulutsha, kuncitshiswa ithuba elingakho lokuzibandakanya nendlela yokuziphatha embi nokuphuculwa kothungelwano lwalo lokhuselo lwentlalo.
- o Isebe, ngentsebenziswano neWCED, lityale imali kukuyilwa nokulolongwa kwezibonelelo ezikhuselekileyo nezifikelekayo zemidlalo kwimimandla ebingasiwanga so ngaphambili, liqinisekisa ngento yokuba ulutsha luneendawo ezikhuselekileyo zokudlalela nokuhlanganela imisebenzi yolonwabo.
- o Amaziko olondolozo lwembali abonelela ngeendawo ezikhuselekileyo apho abatyeleli banokuba nakho ukubona imiboniso ze bathabathe inxaxheba kwiinkqubo zemfundo. Le misebenzi ayinikeli nje kuphela ngendawo ekhuselekileyo kodwa isebenza njengeendawo zokufunda nokucinga ekhokhelela kukukhula, kuphuhliso, kubudala, nokuzifumana kwabemi. Ngokusetyenziswa kwale nkqubo abemi banakho ukuthungelana, ukufunda, ukuphila nokukhula kwilifa lemveli lethu elihlangeneyo. Le nkqubo ibalulekile ekukhuthazeni uluntu olukhuselekileyo noluhambelanayo olunikelayo kuthintelo lobubi bentlalo kuluntu.
- o I-DCAS ijolise ngokunjalo ekuqiniseni ufikelelo lwabantwana kwimiba yokhuselekongoko kuncitshiswa umngcipheko wabo. Oku kubandakanya ukuxhaswa kwabantwana kukufunda, ukunikezelwa kwabantu abadala abakhathalayo okokuba basebenze kunye nabo ze babe ziintshatsheli zabo, baququzelele uthungelwano olulungileyo lwamahlakani kunye nenkxaso yempilo-ntle kwabafikisayo.

Amangenelo eSebe okhuselo akhokhelwa ngokunjalo yimimandla yePhondo ethwaxwa lulwaphulo-mthetho echongwe kwiPhondo.

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

I-DCAS ngomnye wabagcini beMpilo-ntle kwiPhondo, bejolise kwimpilo-ntle yentlalo, yenkcubeko, yomthambo neyengqondo, kunye nolutsha. ISebe liya kunikela kwimpilo-ntle gokusebenzisa amanganelo alandelayo:

- Ukunyuswa kweqondo lolwazi olumalunga nempilo-ntle njengenxalenye yokuyila kwencoko entsha kuluntu ngendlela apha enika ingqwalasela imingeni yempilo-ntle ejamelene nabantu, kujoliswe ikakhulu kwimisebenzi ebandakanya ulutsha kulonwabo, kwimidlalo, kubugcisa nakwinkcubeko.
- Ukuququzelela iingxoxo ezinxulumene nempilo yengqondo njengenxalenye yokuqaliswa kwencoko kuluntu apho impilo yengqondo ibekwa ityheneba.
- Ukusebenza namahlakani, afana necandelo lezenkolo, ukwandisa izibonelelo zalo kwilinge elibanzi lempilo-ntle.
- Ukuvuselelwa koluntu malunga nempilo-ntle kubandakanywa ukuhamba kwempilo-ntle, amaphulo okukhumbula, amaphulo ajolise kwimbonakalo yamazwi amaqela achongiweyo afana namanina kunye nolutsha.
- Oovimba banikezela ngobungqina bexesha elidlulileyo yaye bakhuthaza ukuthatyathwa koxanduva nokuba phandle ngezenzo zexesha elidlulileyo. Oovimba banceda abantu okokuba bayiqonde imbali yabo, uluntu nokuba ngabo kunye nendima yemibutho, abantu ngabanye, kunye nemibutho ekuqulunqeni ixesha elidlulileyo. Ulwazi lwexesha elidlulileyo luyila Ikamva elingcono. Oovimba banceda ekukhuthazeni nasekuboneleleni ngengqiqo yoluntu nobubona.
- Iinkqubo zemfundo zinikezelwa ziiNkonzo zeeVimba kubafundi.
- Ufikelelo kwingcaciso yeevimba kulungiselelwa abaphandi kunye nabafundi. Ukuchanatywa kwabantu abtsha koozimba kukhuthaza ingqiqo yembali, yolawulo, kunye nophuhliso loluntu. Likhuthaza ukucinga kobuchule, izakhono zokuphanda, nengqiqo yokuzazi ukuba ungubani.
- Ukubonelelwa kofikelelo kwiirekhodi zamaqela ayesengelwe phantsi ngaphambili nokuxhotyiswa koluntu ngoovimba kuxhobisa iingingqi zoluntu okokuba zimele amalungelo azo kunye nemidla. Oku kunakho ukukhokhelela kubulungisa bentlalo nokulingana, ingamacandelo ayimfuneko empilo-ntle.
- Abantu banakho ukufunda malunga nokuba bangobani na, ingcaciso yomnombongo wabo, imisitho yembali, yaye ngoko babe nengqiqo engcono ngokuba babandakanyeka nobani na.
- IPhulo loSuku lweHlabathi lweMpilo yeNgqondo ukuqaqambisa imingeni yempilo-ntle yengqondo, kujoliswe ngokukodwa kulutsha.
- I-Sport Gymnasium iququzelela iinkqubo ngaphakathi nangaphandle kweGym Space. Ezi nkqubo zijoliswe ngokubhekiselele kubasebenzi beWCG kunye nabahlali beNtshona Koloni.
- Imidlalo ngokwenyani igcina abantu bedlamkile, ngenkxaso yeenkqubo zohambelwano lwentlalo kwiingingqi zoluntu eziqhutywa yiMidlalo kunye noLonwabo, kunye noBugcisa kunye neNkcubeko. Ngothelwano nemibutho emanyeneyo kunye neeklabhu, iDCAS iqhuba uphuhliso lwemidlalo, imfundo kunye noqeqesho, kuchongwe amaqela ayevinjwe amathuba ngaphambili kunye neengqiqo zoluntu zasemaphandleni kunye nabasebenzi basefama, abathi bonke banikele kwimpilo-ntle.

Amathala eencwadi oluntu eNtshona Koloni adlala indima ebalulekileyo ekukhuthazeni impilo-ntle ngokunikezela ngokhuselo, ngeedawo ezamkelayo zokufunda, uthungelwano, kunye nokukhula

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

komntu. Anikezela ngofikelelo kwizibonelelo zemfundo, iincwadi, kunye nezixhobo zedijithali ezithi zixhase ukufunda kubo bonke ubomi bomntu nokuvuselelwa kwengqondo, okuthi kwandise impilo yengqiqo. Amathala eencwadi asingatha ngokunjalo iinkqubo zoluntu ezifana namaqela okufunda, ucweyo, nemisebenzi yempilo, ekhuthaza uthungelwano loluntu nokunciphisa ukubekelwa bucala komntu. Ngaphezulu, anikezela ngofikelelo kwingcaciso ebalulekileyo engempilo, ngengqesho, kunye neenkonzozo zentlalo, exhobisa umntu ngamnye okokuba baphucule impilo yabo yaye banikele kuluntu olusempilweni nolunolwazi.

Amathala eencwadi oluntu adlala indima ephambili ekuyileni ubume babantu abakwaziyo ukufunda nokukhuthaza ukukwazi ukufunda ngokunikezela ngemathiriyeli yokufunda efanekileyo nenomtsalane elungiselelwe bonke ubudala babantu kunye nawo onke amanqanaba okufunda nangokunikezela ngeenkqubo ezahlukeneyo zokufunda. Amanganelo okufunda amiliselwe kumathala eencwadi oluntu eNtshona Koloni abandakanya iinkqubo zokufunda zedijithali, amalinge awahlukeneyo okufunda, iiyure zamabali, izangqa zokufunda, iiklabhu zencwadi, nokutyelela kumaziko e-ECD kunye nezikolo.

Ippoffoliyo ye-EHACS ibeka ukugxila okukodwa kwisifundo sobomi bangethuba (abantwana abancinane), okubandakanya ukunikezelwa kwamathuba okufunda kwangethuba. Amathala eencwadi adlala indima eyandisiweyo ekuphuhliseni izakhono zokufunda kwangethuba kunye nothando lokufunda kubantwana. Amathala eencwadi azalisekisa le ndima ngokufikelela kuluntu, ngokunikezela ngeenkqubo ezahlukeneyo, eebenza nabantwana abaminyaka yobudala eyahlukeneyo, ze aphuhlise isimo sesizwe sokuthanda ukufunda.

- Inkqubo yeNkonzo yoLutsha (YearBeyond)

Intswela-ngqesho yolutsha ngowona mngeni mkhulu ojamelene noMzantsi Afrikakunye neNtshona Koloni. Umlinganiselo wentswela-ngqesho kubudala beminya eli-15 ukuya kuma-24 unyukile waya kutsho kuma-62.2%, ngenxa yempembelelo yeCOVID-19 kuqoqosho.

KwiSizwe nakwiPhondo, urhulumente uchonge uphuhliso lweenkqubo ukulungisa lo mngeni. ENtshona Koloni, iSebe linoxanduva lokulungelelanisa iinzame ezinqamlezileyo ukuqinisa iinzame zokubonelelwa kolutsha ngamava okuqala okusebenza njengendledlana eya engqeshweni okanye ekuqhubeleni phambili ngezifundo. Kwisithuba seminyaka emihlanu elandelayo ngaphezulu kwamathuba angama-10 000 aya kuyilelwa ulutsha okokuba lufumane amava okusebenza ngokwandiswa kweYearBeyond kunye nophawu lweenkqubo ye-EPWP.

Inkqubo yolutsha yephondo iya kukhokhelwa zizithethe nemigangatho ephuhlisiweyo yaze yamkelwa liPhondo ukuqinisekisa ngenkxaso engaphezulu esebenzayo elungiselelwe ulutsha kwiPhondo. Le nkqubo iya kubonelela ulutsha ngamava omsebenzi anentsingiselo kunye nezakhono zobomi ukwenzela okokuba lube nokuphuhlisa izakhono zabo zomsebenzi. Injongo yeyokuba ama-75%+ abathathi-nxaxheba baphumele emsebenzini okanye kumamziko emfundo. Ekujoliswe kuko kowama-2024/25 ngamathuba enkonzo yolutsha abuncinane bungama-3 000 kusetyenziswa iYearBeyond.

Ukulungiswa kwentswela ngqesho yolutsha kunikela kuko kokuthathu okuphambili kwephondo – imisebenzi, ukhuselo kunye nempilo-ntle. Inkqubo yenkonzo yolutsha yakha abemi abasebenzayo yaye kukhuthaza isimo sokuba ngamavolontiya kunye nenkonzo, kuqinise uhambelwano lwentlalo

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

kunye nedemokhrasi yethu. Iindlelana zenkqubo zixhasa iguqulelo kulutsha luye kwingqesho yezifundo enikele kokujoliswe kuko kwemisebenzi, ze ekugqibeleni zinikezele ngamava yomsebenzi onentsingiselo kulutsha olusemngciphekweni esinciphisa okunokwenzeka kwendlela yokuziphatha echasene nentlalo nakubundlobongela. Ngaphezulu, njengenkqubo exhanyulwa kabini, inkonzo eyenziwe lulutsha ixhasa ukufunda kwimfundo, impilo-ntle kunye neziphumo zokhuselo nokwandiswa kofikelelo kwiinkonzo zikarhulumente.

Iinkqubo zoLwazi zooVimba zibandakanya iVeki yoNyaka yoLwazi looVimba, iintetho ezikwi-intanethi, kunye nokhenketho looVimba oluqhutywa ngobuxhakaxhaka bekhompyutha olunokujoliswe kuko okuthe ngqo kulutsha nokuluxhobisa ngolwazi olumalunga nooVimba kunye nemisebenzi yabo.

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

- Ipesenti yeenkqubo zolutsha ezihambelana nesicwangciso-nkqubo sezithethe nemigangatho (izikhokhelo) kunye nenkxaso ukuphucula ulungelelwaniso lweenkqubo
- Inani leenkqubo zaseMva kokuPhuma kweSikolo nezoLuntu ezizinzisiweyo nezichongiweyo ezilungiselelwe ulutsha
- Inani lolutsha olkumathuba enkonzo.

Imigqalisela yeSebe yeMOD enxulumene kule miqathango yephondo.

Ekugqibeleni, iDCAS iseke i-ikhosistim yenkxaso emalunga nempilo-ntle yolutsha ngokusetyenziswa kwePackage of Services Pilot kunye nenkxaso yokuqakumbela yeYearBeyond ukuqinisekisa abantu abatsha banolwazi yaye banakho ukufikelela kwiinkonzo zempilo-ntle.

- Ufikelelo kubugcisa nenkcubeko

I-DCAS ngokusebenzisa iinkqubo zayo ezahlukeneyo iqinisekisa ngento yokuba lonke uluntu, abatsha nabadala beNtshona Koloni bafumana ufikelelo olulinganayo kubugcisa nakwinkcubeko. Amashishini enkcubeko nawoyilo axhomekeke ikakhulu kwinkxaso-mali karhulumente kwimpilo yawo. Iinkonzo zoBugcisa, zeNkcubeko kunye nezoLwimi zinikezela ngenkxaso yemali nengeyiyo imali kwimibutho yobugcisa. Olu hlobo lwenkxaso kunye nothelelwano kunye neminye imibutho eyahlukeneyo yobugcisa ukuqinisekisa okokuba abantu abaninzi bayafikelela kumathuba apho italent zabo zingachongwa, zilolongwe, yaye ziboniswe kumaqonga obuchule. Ngaphezulu, iSebe, ngokusebenzisa amaziko alo amathandathu enkcubeko liyila amathuba abantu abatsha, ingakumbi kwimimandla yasemaphandleni, okokuba bathabathe inxaxheba kwiikampu eziqquzelelwa ngamagcisa obuchule. Ubugcisa abubalulekanga njengesithuthi sokukhuthaza uluntu oluhambelana ngokwentlalo kodwa busebenza njengomncedi kumathuaba oqoqosho. Kungenxa yesi sizathu sokokuba iSebe lixhase icandelo eliqhubela phambili nelibandakanyayo lobugcisa nelenkcubeko.

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

- o Ufikelelo kwingcaciso kwiinkonzo zoovimba nezerekhodi

OoVimba baxhobisa abantu ngokunanikezela ngofikelelo kwingcaciso. Ufikelelo kwiirekhodi zovimba lunikezelwa kubaphandi bengingqi nabehlabathi nakubafundi ngeenkonzo ezithe ngqo ezinikezelwa kwigumbi lokufundela nangeempendulo kwimibuzo. Inkqubo eyandisiweyo yedijithali inikezela ngaphezulu ngofikelelo kuluhlu olubanzi lweerekhodi zoovimba. Ukubonelelwa kofikelelo kwiirekhodi zoovimba kuya kwandiswa ngaphezulu ngokusetyenziswa kwewebhusayiti yoovimba eya kuthi inikezele ngofikelelo kwimifanekiso efakwe kwigijithali. Uqeqesho loLawulo lweeRekhodi olunikezelwa kubaphathi beerekhodi nakubaqinisekisi boomabhalana begumbi lokugcina iirejista ngolawulo olulungileyo kunye nololongo lweerekhodi zoluntu kumaqumrhu karhulumente.

- o Ufikelelo kwiinkonzo zemidlalo nolonwabo

Imidlalo nolonwabo ngokwenyani igcina abantu bedlamkile, ngenkxaso kwiinkqubo zohambelwano lwentlalo kuluntu eqhutywa yiMidlalo noLonwabo, kunye noBugcisa neNkcubeko. Ngothelwano nemibutho emanyeneyo kunye neeklabhu, iDCAS iqhuba uphuhliso lwemidlalo, lwemfundo noqeqesho, kujoliswe kumaqela ayesengelwe phantsi kunye neengingqi zoluntu ezisemaphandleni nakubasebenzi basefama, abathi bonke banikele kwimpilo-ntle.

Ufikelelo luya kuququzelelwa ngokusetyenziswa kwenkqubo yeMOD, kunye namaziko olwabelwano njengoko echaziwe ngasezantsi:

- INkqubo yeMOD iyilelwe ukukhuthaza uhambelwano lwentlalo kwiingingqi zoluntu, inika ingqwalasela kwizikolo njengeentsika ezisembindini zezi ngingqi zoluntu. Uphando olukhoyo, ngokunjalo namava okusebenza kunye neengqiqo zemfundo, lubonisa okokuba abahlali kwiingingqi zobumelwane ezininzi bajamelene nochanatyo lwamihla le kwimingeni yentlalo. INkqubo yeMOD ibonelela ulutsha olusahamba isikolo ngethuba elivuselelayo lokuhlangana kwimicimbi yokuthamba neyemidlalo kubume obukhuselekileyo, obufanelekileyo nobonwabisayo. ISebe liphuhlise indlela ehlanganisiweyo nepheleleyo, equkanisa amacandelwana ayo – uLonwabo, iNkqubo yeMOD, kunye neMidlalo yeSikolo – kunye nabahlali okungumbindi weli qhinga. Le ndlela isabela kwiimfuno zoluntu zomsebenzi wokuthamba nokukhuthazwa kwengqiqo yobandakanyeko. Ngokusetyenziswa kwesi sicwangciso-nkqubo sihlanganisiweyo, uluhlu lwabathathi-nxaxheba lusekiwe, sinikezela ngeendawo zofikelelo kwimisebenzi yokuthamba ukususela kubuntwana kwangethuba (kusetyenziswa uPhuhliso loBuntwana kwangeThuba [ECD]) ukuya kwiinkqubo ezithi zikhuthaze umsebenzi wokuthamba kubantu abakhulileyo.
- Amaziko olwabelwano alungiselelwe imidlalo, inkcubeko, ubugcisa, kunye nolonwabo: Anika ingqwalasela kukubaluleka kwempilo-ntle yomzimba kunye neyengqondo iSebe liseke amaziko olwabelwano abandakanya uluhlu lwamaziko awahlukeneyo emidlalo nawolonwabo esikolweni, okanye kwimbumba yezikolo, ezikufutshane esinye kwesinye. Ababukeli abaphambili abachongiweyo yaye abasebenzisi ngabafundi abasesesikolweni kunye nolutsha. Injongo yesiseko yeziko lolwabelwano injengale ilandelayo:
 - Ukunikezelwa kweendawo ezikhuselekileyo ukulungiselela ukusetyenziswa ngabathathi-nxaxheba abasahamba isikolo eprayimari kunye nolutsha.
 - Ukunikezelwa kofikelelo kunye namathuba kubathathi-nxaxheba abasahamba isikolo eprayimari kunye nolutsha, ngeli thuba kunceda

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

ngokunjalo abathathi-nxaxheba ngophuhliso kwengqiqo yokuzingca, ingqiqo yokuzazi ukuba ungubani na kunye nengqiqo yokubandakanyeka,

- Ukuyila ufikelelo kumathuba alungileyo, amkelekileyo kuluntu, ngoko kunceda ngokunjalo ekubhangiseni ububi bentlalo, obufana nobubi bentlalo, obufana nolwaphulo-mthetho nendlela yokuziphatha enxaxhileyo kweyamkelekileyo ngokubanzi.
 - Ukunceda ngokufundisa abathathi nxaxheba okokuba bahlale nabanye kubume obukhuselekileyo, ngendlela apha obuthi bamkele yaye bukhuthaze inkcubeko kunye nendlela yokuziphatha ethi ijolise "KukuSebenza kweXesha elide", "KwiMfundo ePheleleyo", kunye "neSizwe esiGwesayo".
- UBuntwana bangaThuba (iminyaka 0-6)
 - IiNkqubo zoLonwabo ze-ECD: iDCAS iqinisekisa ngento yokuba abantwana kumaziko e-ECD babandakanyiwe kwiinkqubo zolonwabo ezicwangcisiweyo, ezikhuthaza umsebenzi wothambo nonxibelelwano lwentlalo, okuyimfuneko kukukhula okusempilweni kunye nepuhliso.
 - Iinkqubo zokufunda ngokusetyenziswa kweYearBeyond zinikela kulwaxhiwo kwezakhono zesiseko kubantwana.
 - Ubudala bokuba seSikolweni (iminyaka emi-6-18)
 - Iinkqubo zeMOD, zoLonwabo nezeMidlalo yeSikolo: I-DCAS ibonelela abantwana ababudala bokuya esikolweni ngofikelelo kwimidlalo, kubugcisa, nakwinkcubeko ngokusetyenziswa kweenkqubo zasemva kokuphuma kwesikolo ezifana neMOD kunye neNkqubo yeMidlalo yeSikolo, ikhuthaza impilo-ntle yabo yomzimba, yomphefumlo, neyentlalo. Ezi nkqubo zikhuthaza indlela yokuphila esempilweni, ukomelela komzimba, nohambelwano lwentlalo, ngeli thuba inceda ngokunjalo ekuthinteleni indlela yokuziphatha esa kwantshabalala.
 - Ukufunda, ukubhala, kwasemva kokuphuma kwesikolo kunye neenkqubo zezakhono zobomi, ukuvala isithuba semfundo phakathi kwabafundi abanezibonelelo kunye nabo bangenazo, okubonelelwa yiYearBeyond.
 - INkxaso yeSondlo: AmaZiko eMOD abonelela ngeenkqubo zesondlo, ngentsebenziswano neWCED, iqinisekisa ukuba abantwana bafumana isondlo esaneleyo, esiyimfuneko kuphuhliso lwabo lomzimba nengqondo.
 - UPuhliso lweZakhono zoBomi: Ngemisebenzi yobugcisa, yemidlalo, kunye neyencubeko, iDCAS igxile kuphuhliso lwezakhono zobomi, ukunyamezela, intsebenziswano, kunye nobunkokheli phakathi kolutsha, inikela kwimpilo-ntle yomphefumlo nentlalo.
 - Ulutsha (iminyaka eli-18-35)
 - Amava okuSebenza koPhuhliso lweZakhono: I-DCAS ibonelela abantu abatsha ngamathuba okufumana amava axabisekileyo omsebenzi ngokusetyenziswa kweenkqubo zenkonzo yolutsha efana ne-EPWP kunye nothelelwano namaziko afana neNorthlink College, iChrysalis Academy, kunye neWaves for Change. La malinge aphucula ukuqesheka yaye anikela kwimpilo-ntle yoqoqosho yolutsha.
 - UThungelwano olulungileyo lwamaHlakani: Ngokukhuthazwa okulungileyo kwamaqela amahlakani ngokusetyenziswa kwemisebenzi yemidlalo, yobugcisa, kunye neyencubeko, iDCAS inceda ulutsha ukwakha uthungelwano lwenkxaso yentlalo, ikhuthaza impilo-ntle yomphefumlo kunye nengqiqo yokuba yinxalenye ngeli nqanaba libaluleke kakhulu lobomi.

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

- Uburhwebi nobunkokheli: Ngokusebenzisa amashishini oyilo nawenkubeko, iDCAS ikhuthaza ubushishini bolutsha kunye nophuhliso lobunkokheli, ukubanceda okokuba bafezekise ukuzimela ngokwezimali nokukhula komntu.
- INxaso yeSondlo: AmaZiko eMOD anikezela ngeenkqubo zesondlo, ngentsebenziswano neWCED, eqinisekisa abantwana ukuba bafumana isondlo esaneleyo, esiyimfuneko kuphuhliso lwabo lomzimba nolwengqondo.
- Abantu abadala (iminyaka engama-35-60)
 - I-DCAS ibonelela ngeenkqubo zolonwabo ezilngiselelwe abemi abakhululeyo, ukukhuthaza umthambo wobomi bonke. Oku akukhuthazi kuphela impilo-ntle yomzimba kodwa kunceda ukunciphisa uxinzelelo, ukuxhalaba, neminye imiba yempilo yengqondo.
 - UPuhliso lweZakhono namaThuba eNgqeshweni: Ngokusetyenziswa kweenkqubo zemisebenzi karhulumente kunye namalinge ophuhliso lwezakhono, iDCAS inceda abantu abadala okokuba bafumane iziqinisekiso ezitsha yaye bafumane ingqesho, baphucule impilo-ntle yabo yoqoqosho ze banikele kuphuhliso loqoqosho lwentlalo yoluntu.
- Abemi abakhululeyo (iminyaka engaphezulu kwama-60)
 - Iinkqubo zolonwabo zaBemi abakhululeyo: I-DCAS ibonelela ngemisebenzi yolonwabo eyodwa elungiselelwe abemi abakhululeyo, ikhuthaza umthambo, unxibelelwano lwentlalo, nokuvuselelwa kwengqondo, okuyimfuneko ekugcineni impilo yomzimba, ubuphophopho bengqondo, kunye nempilo-ntle yomphefumlo kubomi obuzayo.
 - Ukubandakanywa kweNtlalo nokuHlangana ngeNkcubeko: ABemi abakhululeyo bayakhuthazwa okokuba bazidibanise neenkqubo zenkcubeko nezelifa lemveli, ukubanceda basoloko benxibelelana noluntu lwabo nokulondoloza ukuba ngabo kwenkcubeko. Oku kuhlanguka kunciphisa ukubekelwa bucala yaye kukhuthaza impilo-ntle yengqondo nomphefumlo.
 - Ukusingathwa komsitho ongundoqo kukhuthaza uhambelwano lwentlalo nokwakhiwa kwesizwe okuthi okulungileyo kunikele kwintlalo-ntle yoluntu. Imisitho esingethwe kwiphondo efafa neNdebe yeHlabathi yeBhola yoMnyazi, iNdebe yeHlabathi yeHokhi, E-prix kunye neNdebe yeHlabathi yeQakamba T20 yamaNina phakathi kwezinye inikele kwimpilo-ntle yoluntu nakwakhiwa kwesizwe.
 - IQhinga loBundlobongela obuSekwe kwiSini nokuBulala (GBVF)

ISebe limelwe kwiForam yeGBVF yephondo, ekhokhelwa ngokwakaloku nje liSebe loPhuhliso lweNtlalo (DSD). Ngeforam yalo, iSebe liqinisekisa gento yokuba isoloko inolwazi ngophuhliso kwiqhinga. ISebe lisebenzise iinkqubo zalo ukuxhasa inguqu kwindlela yokuziphatha kunyaka wonke yaye klibonelele ngeengxelo zarhoqo ngekota kwiDSD ngesicwangciso somiliselo lokuthintelwa kweGBVF.

ISebe leMicimbi yeNkcubeko neMidlalo (DCAS) lisebenza ngokusondeleyo neSebe leMidlalo, uBugcisa, neNkcubeko (DSAC) ukucokisisa uMgaqo-nkqubo waManina kwiMidlalo ukuqinisa ngaphezulu indima lamanina kwimidlalo. Ukhuseleko kwimidlalo kokujoliswe kuko okungundoqo kuphuhliso lwamanina kwimidlalo, yaye iSebe lithathe indima ephambili ekuqhubeleni phambili lo msebenzi kuzo zonke izithili eNtshona Koloni. Ngentsebenziswano neWestern Cape Safeguarding Commission kunye namabhunga emidlalo, iSebe lincedisise kumiliselo nolwamkelo lwemigaqo-nkqubo yokukhusela ejolise ekukhuseleni amanina namantombazana kwimidlalo.

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

INkqubo yaManina kwiMidlalo izibophelele kukuxhotyiswa nokuphuhliswa kwamanina ngokusetyenziswa koqeqesho lobunkokheli, ukwakhiwa kwekhono, ukuchanatywa kuyo yonke imiba yemidlalo kunye neyolonwabo. Ugxininiso olulodwa lubekwa ekuxhaseni amantombazana amancinane, ingakumbi kwimimandla yasemaphandleni neyasefama. Ngokuhambelana noku kuzibophelela, iSebe libeke phambili izabelo zohlahlo lwabiwo-mali ezilungiselelwe iinkqubo ezichonge amanina namantombazana yaye lizimisele malunga nokukhuthaza ukubhangiswa kobundlobongela obusekwe kwisini (GBV) ngala malinge.

Ukwandisa ngaphezulu iinzame zalo, iSebe lijolise ekwandiseni inkxaso kumathuba okuncedwa alungiselelwe iimbaleki ezingamanina, abaqeqeshi, amagosa obucule kunye nabalawuli. Ukugxila okungaphezulu kuya kunikezelwa ngokubhekiselele kuthelwano olunikezela umelo olungaphezulu olubhekiselelwe kumanina asematsha kwimifundo yemidlalo nokuphuhliso lothungelwano lwenkxaso olusekwe kuluntu kulungiselelwe abasinde kwiGBV. Ngokuhlanganiswa kwala malinge, iSebe liya kunkqeqeza phambili kwindlela yokuyilwa kobume obukhuselekileyo, nobubandakanya kakhulu obulungiselelwe amanina namantombazana kwimidlalo.

Eminye iminikelo yepotfoliyo ye- EHACS ibandakanya okulandelayo:

- o I-DCAS ibonelela ngamaqonga kunye noqeqesho ukunika uluntu ithuba lokunika izimvo. Ngamathala ayo eencwadi, imbali yomlomo, ubugcisa neenkqubo zolutsha, ixhobisa amabali abantu kunye nemifundo. Kwabo bakwimidlalo okanye kubugcisa, iDCAS ibonelela ngochanaty kunye neendledlana eziya kubugcisa. Ukujolisa kweDCAS kulutsha, ngokusetyenziswa kweenkqubo ezifana neNkqubo yeMOD, iNkqubo yoLonwabo, kunye neYearBeyond, kulubonelela ngengqiqo yenjongo, yamaphupha kunye nexesha elizayo.
- o Uthelwano kunye neSebe lezeMifundo ukukhuthaza ukufunda nokubhala kunye nokufunda.
- o I-YearBeyond isebenzela ukuxhobisa ulutsha lweNEET lwabaminyaka eli-18 ukuya kwabangama-25 ubudala kwinkqubo kunye nabaxhamli ngokunjalo – abafundi begreyidi 3 neyesi-4 abatsala nzima ekundeni nasekubhaleni nasekubaleni, abantwana abaneentsuku ezininzi bengezi esikolweni, abantwana abangekhoyo esikolweni. I-YearBeyond ixhobisa ngokunjalo uluntu kunye nabazali abafuna ukuxhasa abafundi ngokwakha ikhono labo.
- o Elinye lamaxesha elinomngeni kakhulukulutsha kusemva kokuphuma kwesikolo naphambi kokuba iintsapho zibe zisekhaya. Ukuqinisekisa ngeendawo ezikhuselekileyo, ezixhobisayo nezilolongayo zasemva kokuphuma kwesikolo zincipha ngokunciphisa imingcipheko abajamelene nayo abafundi.
- o Ngokusetyenziswa kwenkqubo yophuhliso lweKlabhu, uluntu lweNtshona Koloni lufumana izifundo zokwakhiwa kwekhono ezifana nezonzcedo lokuqala, ulawulo lwesiseko nokuqeqesha kunye namagosa obuchule.
- o Ukubonelela ngonikezelo lwenkonzo owandisiweyo oluhlangeneyo kufikelele kwingcaciso kusetyenziswa uBugcisa, ulwimi, amaZiko oLondolozo lweMbali, ooVimba kunye neendawo zamaThala eencwadi (ALMAL Hubs).
- o Igumbi lokufundela kooVimba kulungiselelwa ufikelelo loluntu kulwazi nakwizakhono.
- o Uqeqesho olunikezelwa ngabaqeqeshwa besengqeshweni be-EPWP.
- o Iinkqubo zolwazi eziqhutywe kuluntu ngokubanzi ngentsebenziswano yabachaphazelekayo abahlukeneyo.
- o Ukubonelelwa kwethuba lokuqeqeshwa usenkonzweni nokusebenza kwisikhundla somntu ekho ekufundisa.

EZEMFUNDO, IMPILO NOLOLONGO LOLUNTU (EHACS)

- o Ukunikezelwa koLawulo lweRekhodi, uLawulo lweRekhodi ze-Elektroniki kunye nezifundo zoMabhalane weRejista kuxhotyiswa abantu.
- o Uqeqesho olulodwa lwe-intanethi kunye nocweyo olunikezelwe ngethuba loveki yoLwazi yoNyaka woVimba.
- o Ukubonelelwa kwamathuba oqeqesho kwabanye abachaphazelekayo.
- o INkqubo yeSiko loLwaluko
- o Ukubandakanywa kolwimi nenkcubeko umz. Ukuqhutyelwa phambili kokusetyenziswa kweelwimi zemveli ezinembali yokuthotywa kwewonga lazo.
- o Ubonelelo ngeenozo zenkxaso yeelwimi nenkuthazo yeelwimi ezintathu ezisemthethweni zaseNtshona Koloni, kuquka uLwimi lweMinwe lwaseMzantsi Afrika.
- o Amaziko olondolozo lwembali asingethe imiboniso, iinkqubo zemfundo, nemisitho yezikhumbuzo exhobisa abatyebile ngolwazi olumalunga nelifa lemveli, ukukhula komntu. Ezi nkqubo zinikezela ngengqiqo yokuba uyinxalenye, ubushushu benkcubeko nobandakanyeko lwentlalo.
- o Uqeqesho olunikezelwe kwiinkokheli zokhenketho njengenxalenye yeprojekti yeCradle of Human Culture.
- o INkqubo yolonwabo
- o INkqubo yeMOD echonga abantwana abasahamba isikolo okokuba bathabathe inxaxheba ngamandla kwindlela yokuphila yokuhlala besempilweni.
- o Iinkqubo zophuhliso lobugcisa nenkcubeko zixhasa uphuhliso lobugcisa bokuyila ngokuququzelela ufikelelo kulwazi lwekhono kunye namathuba omboniso kulungiselelwa ulutsha.
- o Ukubonelela ngemisebenzi yobugcisa nenkcubeko kubeka isiseko kumagcisa kunye nenkcazelo yenkcubeko, ukukhuthaza uvelwano olusisiseko sonyamezelo, ulwamkelo kunye nohambelwano lwentlalo.
- o Ukuxhasa imisebenzi yobugcisa nenkcubeko kuvumela uphuhliso lobume benkcubeko yengingqi ekwaziseni ngeminyhadala, imisitho, ukugcina iindlela zobugcisa bemveli kwaye nokunceda ukhenketho lwngingqi namaqhinga oqoqosho oomasipala.
- o Ukuchanatywa kuphuhliso lwezakhono zobugcisa kunikezela ngethuba lokuphuhlisa izakhono zobomi zolutsha nokunikela kumathuba akumashishini oyilo.
- o Ukubonelelwa kwamathuba oqeqesho kumagcisa asakhulayo.
- o I-DCAS yintshatsheli enqamlezileyo yeeNkqubo zaseMva kweMini, ezilungiselelwe ulutsha olusesesikolweni kunye noloo sele lungaphandle kwesikolo, yaye inikezela ngoqeqesho ukwakha ikhono lecandelo nokuqinisekisa ngokucwangciswa okulungileyo.
- o I-DCAS inikezela kwiiNEET ezibudala buyiminyaka eli-18 ukuya kuma-25 ngamava okuqala okusebenza kunye nomgaqo oya mhlawumbi kumsebenzi okanye kwizifundo ekupheleni kokufunyanwa kwamava. Ngokwakaloku nje ulutsha olungama-3 000 lunikwa nkondo rhoqo ngonyaka. Ngeli thuba lufumana amava omsebenzi olu lutsha lunikezela ngenkonzo edingeka kakhulu kwiingingqi zoluntu ezinezibonelelo ezinganele. AmaGcisa kwinkqubo yeSikolo anikezela ngamathuba omsebenzi alungiselelwe amagcisa, uqeqesho lobugcisa lootitshala, kunye nofikelelo kwinkqubo yobugcisa ecwangcisiweyo enxulunyaniswe kwikharithulam evunyiweyo yobugcisa.
- o Iqhinga leZiko loBugcisa loLuntu leNtshona Koloni lixhasa yaye lomeleza amaZiko oBubgcisa oLuntu aHlanganiswe neMibutho yoBugcisa yoLuntu ngokusetyenziswa kolwazi lwekhono, kuxhaswa uphuhliso lobugcisa boluntu kunye nokuhlaziywa kwezibonelelo zobugcisa. Ukomelezwa kophuhliso lobugcisa boluntu kuya kunikela kwimpilo-ntle yoluntu, kubume obukhuselekile kunye nesimo sentlalo esomeleleyo soluntu.

INguqulelo, iNkcubeko, kunye noLawulo

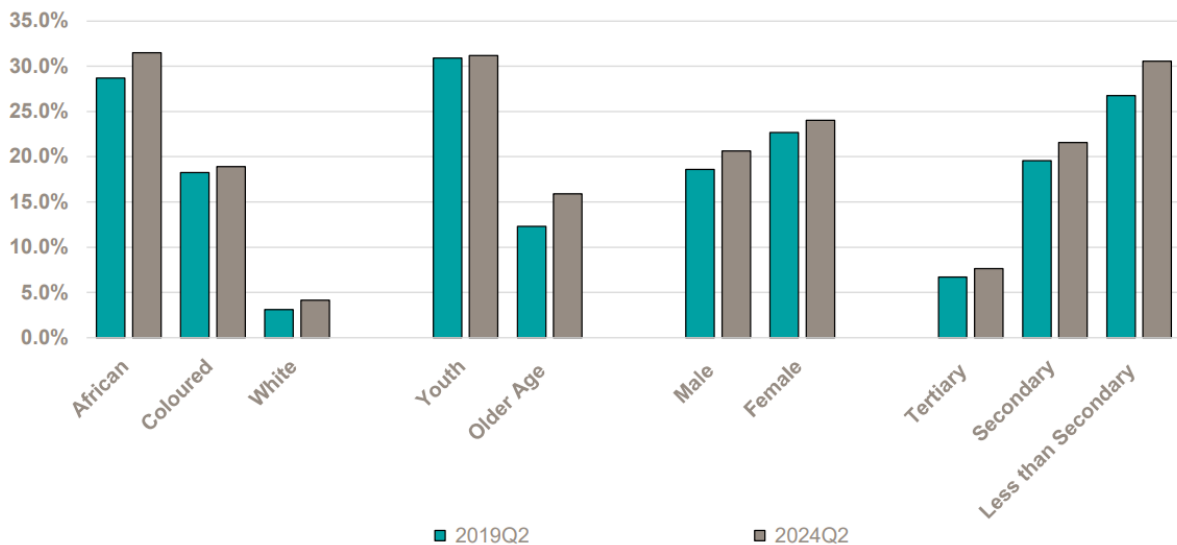
- o Urhulumente udinga abasebenzi bakarhulumente okokuba babe nenguqu. I-DCAS ixhasa ulwakhiwo lobume benguqulelo yaye isoloko inkqenqazeza phambili kwinqanaba leenguqulelo – isebenza noluntu lonke yaye isebenza kwiiprojekti ezinqamlezileyo. I-DCAS iqhuba ngokunjalo i-ajenda yeNguqu yeDijithali ngokusetyenziswa kwe-MyContent.
- o Uyilo lothelelwano lukarhulumente nolwangasese lokunikezelwa kweenkonzo kwinkonzo yolutsha kunye nophuhliso lwemidlalo.
- o Uphuhliso kwezithethe nemigangatho yenkonzo yolutsha.
- o Ukwakha isimo sorhulumente osabelayo kuzo zonke iinkonzo zethu.
- o Ukwakhiwa sobume bokufunda ngokusetyenziswa kwamathala eencwadi, inkonzo yolutsha, oovimba kunye namaziko olondolozo lwembali.
- o Ukufakwa kwidijithali kweerekhodi zoovimba ukwandisa ulondolozo nofikelelo.
- o Ukuqhutywa kwemiboniso ye-intanethi kunye neenkqubo zolwazi zoluntu.
- o Ukumiliselwa kokhenketho oluqhutywa ngobuxhaka-xhaka bekhompyutha
- o Urhulumente ulindeleke okokuba abe phandle, avuleleke, yaye anxibelelane nabemi bakhe, lirekhodi, kunye nobungqina ezibuqulathileyo, zizixhobo abathu oorhulumente babe nakho ukukhuthaza ukuthembeka kubemi ze abonise ukuzibophelela ngokupheleleyo kulawulo olulungileyo. Ukuqiniswa kwenkqubo yoLawulo lweRekhodi ze-Elektroniki enoxanduva yolawulo olufanelekileyo nolucwangcisiweyo lokuyilwa, lolwamkelo, lolongo, lokusetyenziswa nokulahlwa kweerekhodi ze-elektroniki, kubandakanywa neenkqubo zokucholwa-cholwa nokugcinwa kobungqina, kunye nengcaciso emalunga nemisebenzi yoshishino kunye neentengiselwano.
- o Uqeqesho olukwi-intanethi lwaBaphathi beeRekhodi kunye nooMabhalane beendawo ekugcinwa kuzo iiRejista.
- o Ukusetyenziswa okuqhubekayo nololongo loFikelelo kwiNgqiqo (AtoM) kusenzelwa ulungiselelo nenkcazelo yeerekhodi zovimba.
- o Ukumiliselwa kwepotali yewebhu yooVimba eya kuxhobisa uluntu ukuqhuba uphando olukwi-intanethi.
- o Ukumiliselwa kweemvavanyo zohlolo ezikwi-intanethi kulungiselelwa ii-ofisi zabaxhamli beNkonzo yooVimba kunye neeRekhodi zeNtshona Koloni.
- o Ukubonelelwa kweenkonzo zooVimba ezilungiselelwe abangaboniyo nabo baxhamli bangaboni kakuhle.
- o Ukuqaliswa koLawulo oluhlangeneyo lokuQulathiweyo lweShishini.
- o Ukwandiswa kwabasebenzi abanikezelwe yinkqubo yoLawulo lokuQulathiweyo lweShishini (ECM) ukunceda ishishini ekufezekiseni ulawulo olungcono lwamaxwebhu kunye nolawulo lweerekhodi.
- o Inkqubo yokubhukisha ekwikhompyutha amaziko enkcubeko.
- o Inkqubo yezicelo ezikwi-intanethi ezilungiselelwe iNkxaso-mali yoNyaka yoBugcisa.
- o Uyilo lothelelwano nolwenkxaso-mali kwiYearBeyond.
- o UHambo lweNkcubeko kunye noVavanyo lweBarrett ukwandisa isimo sombutho weDCAS esithi sancede impilo-ntle yombutho wayo.
- o Amalinge othelelwano loPhuhliso lwemidlalo anxulunyaniswe neNkqubo yoLonwabo, inkqubo yeMOD kunye neNkqubo yeMidlalo yeSikolo abonelela ngamathuba asemgangathweni olonwabo, emidlalo, obugcisa, nawenkcubeko. Ezi nkqubo, ngokuhlangene nelinge lamaziko olwabelwano, angamalinge aguqulayo ngokohlobo lwawo.

INguqulelo, iNkcubeko, kunye noLawulo

- o I-Sport Gymnasium ibonelela ngofikelelo kwiinkqubo kubasebenzi boRhulumente weNtshona Koloni kunye noluntu. Ngentsebenziswano kunye namanye amasebe kunye noluntu.
- o Ubhubhane unike ithuba lokusekwa kweMidlalo ekwi-Intanethi kwiingingqi zoluntu, isebe lisebenza ngokusondeleyo neeklabhu zemidlalo ekwi-intanethi yaye zinxibelelana kwiingxoxo nemibutho emanyeneyo ngokumalunga nokwandiswa kophuhliso lwemidlalo ekwi-intanethi kuyo yonke iNtshona Koloni.
- o Ukuqinisekiswa konikezelo lwenkonzo olunomiliseko olufanelekileyo lweentlanganiso zekomiti ezibanjwa ngohlobo lobuxhaka-xhaka bekhompyutha ezibanjelwa kwiindawo ezininzi.
- o Inkqubo yokufunyanwa kwi-intanethi kwezicelo zeLifa leMveli.
- o Uhlaziyo olukhoyo kusetyenziswa upapasho lweselula/amaqela kaWhatsApp ngenkqubela phambili yemiba ye-ajenda eyandlaliweyo.
- o Ukuqaliswa kweekowudi zeQR ezinqinisekisa abathathi-nxaxheba ngofikelelo olulula kula maqela emiyalezo.
- o Ukukhuthazwa kwamathala eencwadi njengamaziko obugcisa oluntu asetyenziselwa izinto ezininzi njengeziko lokufumana/lenkonzo kulungiselelwa ezinye iinkonzo zikarhulumente.
- o IProjekti yoThungelwano lwamaThala eeNcwadi asemaPhandleni ibonelela ngofikelelo olusimahla lwe-intanethi kumathala eencwadi oluntu. Amathala eencwadi oluntu abonelela ngenkxaso noncedo kuluntu ukulungiselela ukufikelela kwiinkonzo zikarhulumente ze-intanethi.
- o Amathala eencwadi oluntu abonelela ngofikelelo kwiincwadi ezikwi-intanethi, kwiincwadi ezimanyelwayo, kunye nezibonelelo ezikwi-intanethi ezinikezela ngofikelelo olulula, amathuba aguquka lula okufunda, ukwenza ingcaciso nkonwatyiswa kufikeleleke kumntu wonke, nangaliphi na ixesha nakuyiphi na indawo.

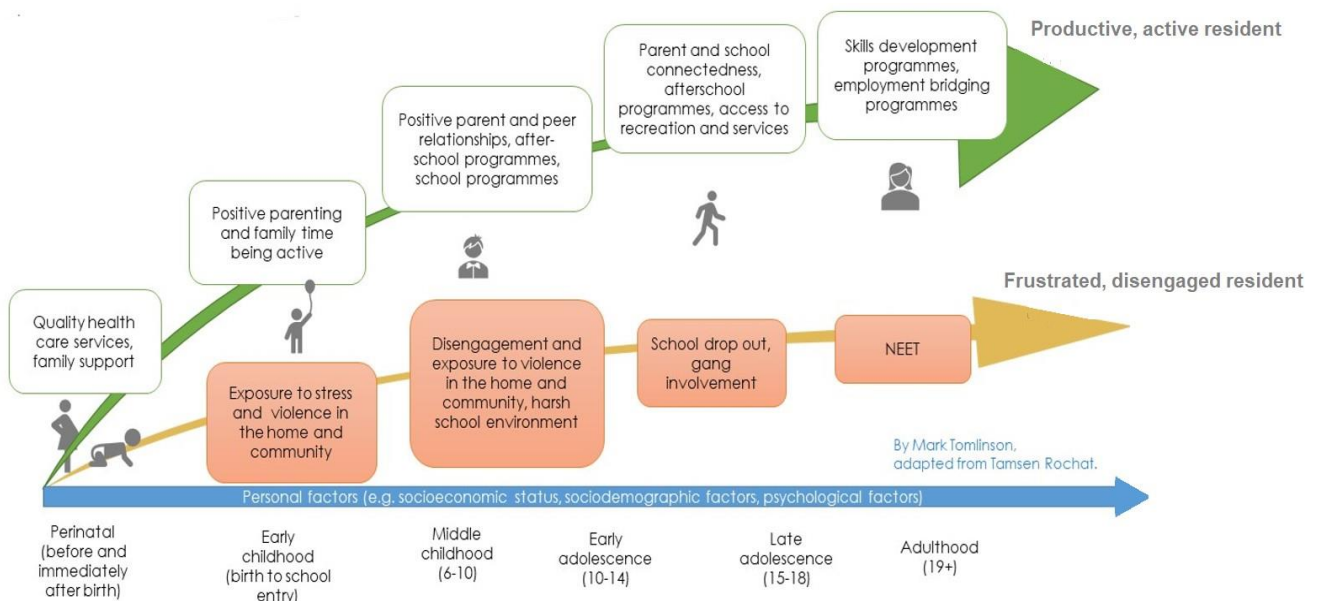
Izigqibo zoqulunqo zeSebe zokumiliselwa kokuphambili kwePhondo zisabela kubume boqoqosho lwentlalo kwiPhondo. Ulutsha lusala lusesichengeni kwimarike lunenani elinyukileyo lolutsha olungekho ngqeshweni, emfundweni naseluqeqeshweni (iiNEET), yaye intswela ngqesho yeyona ichazwayo phakathi kolutsha. Itswela ngqesho ikwinqanaba eliphezulu kumanqanaba asezantsi emfundo, yaye aphezulukwabo bangenaso isiqinisekiso sematriki njengoko kuthelekiwa nabo banemfundo enomsila. Obu bume buboniswe kwigrafu engasezantsi:

Imilinganiselo yentswela ngqesho yeNtshona Koloni ngokwamahlakani, 2Q2019 - 2Q2024



Umthombo: PERO (UVavanyo ngokutsha loQoqosho lwePhondo kunye neMbonakalo) 2024

Amangenelo eDCAS asekwke kwindlela yongenelelo lwangethuba apho iSebe lijolise ekwandiseni ufikelelo luye kwimiba ekhuseleyo kubomi babantu ukulungiselela ukubabeka kwindlela yokuba ngabantu abanemveliso, abemi abasebenzayo, njengoko kubonisiwe ngasezantsi:



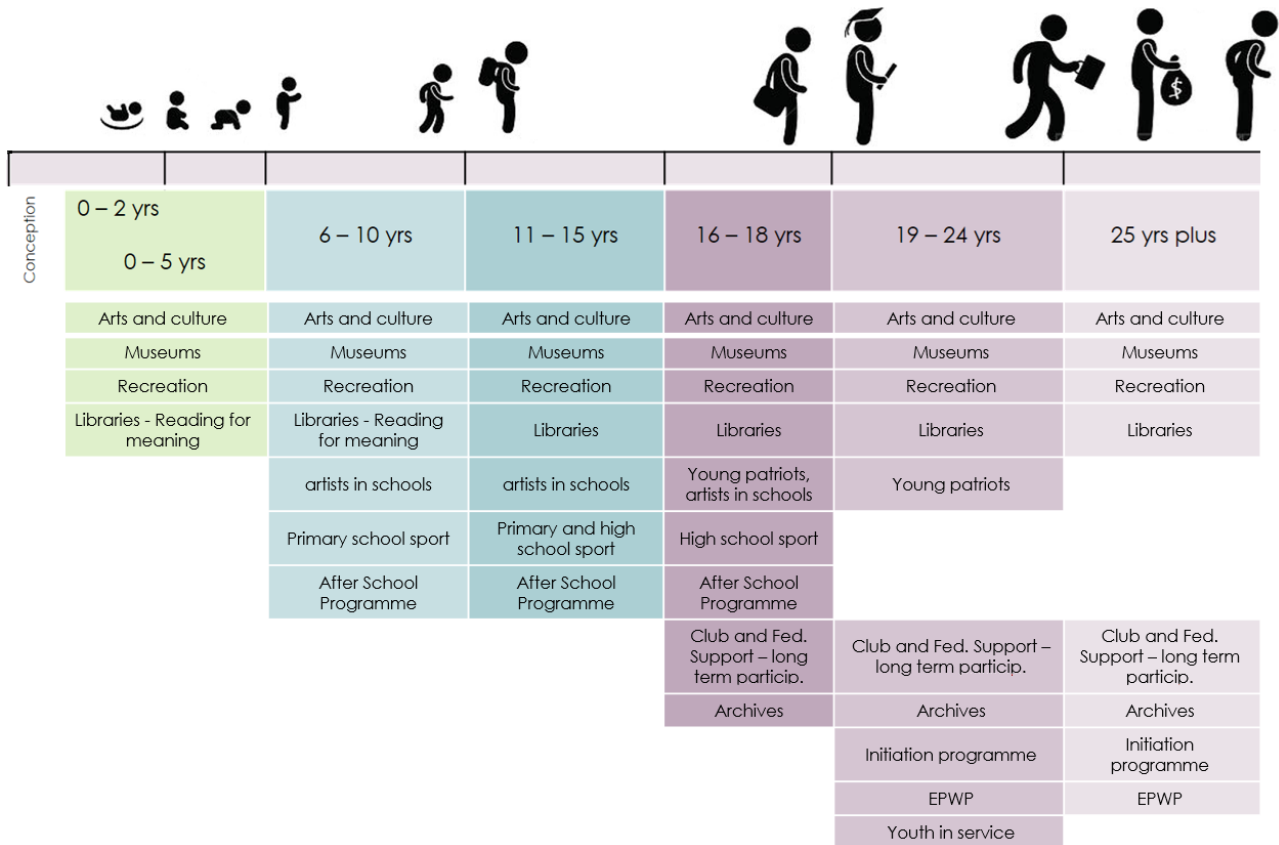
ISebe lizibophelele ekuqinisekiseni ngokuqhubekela kwenkxaso ukunciphisa umngcipheko.

INkqubela phambili kuFundo lweHlabathi lokuFunda nokuBhala (PIRLS) lubonisa into yokuba asikukuphela kuba iyinyaniso into yokuba ama-81% abantwana boMzantsi Afrika beGreyidi 4 abakwazi ukufunda ngentsingiselo okanye babe nakho ukukhupha ingcaciso nje elula kwisifundo ukuze baphendule imibuzo elula, kodwa kuyinyaniso ngokunjalo okokuba malunga nabo bonke babo bantwana baphuma kuluntu oluhluphekileyo apho bangenakho ukufikelela kwimathiriyeli yokufunda esikolweni nasekhaya yaye ama-63% amakhaya apho bangenakho ukufikelela kwimathiriyeli yokufunda ekhaya yaye ama-65% amakhaya inabantwana abangaphantsi ubudala neminyaka eli-10 ekungekho nencwadi enye enemifanekiso.

Inyathelo lokuqala lokulungiswa kwale miba kukugququlwa kwendlela esiyibona ngayo imfundo. Ukufunda akuphelelanga koko kufunyanwa ngabantwana bethu esikolweni phakathi kwentsimbi yesi-8 kusasa nentsimbi yesi-2 emva kwemini. Ngokwenyani, kwenzeka kubume bobomi obupheleleyo, obo apho abantwana bachanatywa 'kwikharithulam' ebanzi kakhulu, ukuze bafumane uvuselelo olunemilinganiselo emininzi. Oku kubandakanya ukufundwa kwesifundo sokusebenza kunye nokomelela kumabala emidlalo okanye kumanqanaba okusebenza, indlela yokusinda ngethuba bekampishe kwindalo, kulunyeke ukufunwa kolwazi ngokutyelela kwiindawo ezahlukeneyo nokuba amabali amalunga nabanye abantu – ikhono lokuyila livuthiswa kukubona izinto ezintsha nezahlukeneyo. Le yindlela ulangazelelo, ukuba ngumntu okwazi ukuzicingela, osebenzisanayo, nokuba nolwazi lwentlalo nokunxibelelana nabantu olulolongwa yaye luphuhliswe ngayo. Le yimpembelelo yentlanganisela yala mava ethi abonelele abantwana avela, yaye anomphumela kuncedo lwemfundo kubantwana abaminyaka mine ukuya kwemithandathu phakathi kwabo kunye namahlakani abo angenazo izibonelelo ezaneleyo (uvavanyo kwakhona lwesimpoziam yophando kwasemva kokuphuma kwesikolo 2019, iYunivesity yaseStellenbosch).

I-PSP ithatha ngokunjalo indlela yesifundo sobomi ukuya kunikezelo olubeka abantu embindini ngokuthathela iinguqu ezidingeka okokuba zenzeke kubo bonke ubomi babemi. Iportfoliyo yeMpilo-

ntle, iSebe libonelela ngokunjalo ngeenkono ezilungiselelwe nalo naliphi na inqanaba kumjikelo wobomi bomntu ngamnye, njengo kubonisiwe apha ngasezantsi:



IQhinga loPhuhliso loLutsha eNtshona Koloni:

IQhinga loPhuhliso loLutsha leNtshona Koloni lijolose ekuboneleleni ngenkxaso, ngamathuba kunye neenkono kubo bonke abantu abatsha okokuba banxibelelane ngcono kunye nesimo sabo yaye babe ngabantu abathatha uxanduva, bazimele babe ngabantu abadala abazinzileyo. Injongo yeqhinga yeyokuba ulutsha eNtshona Koloni luvuseleleke, lube lolufundileyo, luthathe uxanduva, luzimele yaye lube ngabantu abasempilweni, abanemveliso, abanosapho nobudlelwane bentlalo bekwiminyaka yobudala engama-25. Iqhinga lisembindini kwiintsika ezintlanu ezingasezantsi:

INTSIKA	INJONGO	IINKQUBO
Iziseko zosapho	Ukuba nezininzi esibalulekileyo sabazali abanezakhono zobuzali ezisebenzayo kunye nothungelwano lwenkxaso ukuxhasa uphuhliso olulungileyo lolutsha	<ul style="list-style-type: none"> Inkxaso yosapho neyobuzali Iinkono zempilo nezengqondo yoluntu Imfundo yezempilo Inkqubo yokuzakuzela uyilo lwabantu ekunokujongwa kubo luluntu
Imfundo noqeqesho	Ukuqinisekisa okokuba ulutsha luya kwazi ukufunda, ukubala nokuzilungiselelela ubom nomsebenzi	<ul style="list-style-type: none"> Imfundo elungileyo Ukugcinwa esikolweni Imisebenzi ecwangcisiweyo yasemva kokuphuma kwesikolo Uphuhliso lwezakhono noxabangelo Ufikelelo lwe-intanethi kuluntu Uqeqesho usemsebenzini nololongo Uthungelwano oluphuculweyo phakathi kolutsha nemisebenzi nokufunda ngokuyilwa kwamava omsebenzi onentsingiselo Inkqubo yomsebenzi exhaswa ngemali Iinkozo zoxabangelo zengqesho Ukufundwa kwezemali
Amathuba oqoqosho	Ukubonelela ngamathuba ukulungiselela ulutsha okokuba afumane umsebenzi owandisiweyo nezibonelelo zemarke yabasebenzi	<ul style="list-style-type: none"> Inkqubo yomsebenzi exhaswa ngemali Iinkozo zoxabangelo zengqesho Ukufundwa kwezemali

INTSIKA	INJONGO	IINKQUBO
Ukuzazi ukuba ungubani na nokuba yinxalenye	Ukuqinisekisa okokuba ulutsha lunakho ukuzazi ukuba lungobani na ngeempembelelo ezilungileyo kubomi balo ezithi zikhuthaze ingqiqo yokuba yinxalenye	<ul style="list-style-type: none"> Inkxaso yamahlakani nothungelwano Amathuba emidlalo, omculo, obugcisa kunye nawenkubeko njengesixhobo sophuhliso Iindawo zolutsha nothungelwano Imiboniso elungileyo yolutsha Uphuhliso lobunkokheli Ukubonelela ngofikelelo kwiirekhodi ezigcina ingcaciso yomnombo neyembali
Amathuba okunxulumana kwakhona	Ukuququzelela ukunxulumana kwakhona kolutsha ngokubonelela ngeenkongo ezisebenzayo kunye nenkxaso ukulungiselela ukunxibelelana kwakhona, ukuqinisa ukomelela nokuncedisa kuphuhliso olulungileyo	<ul style="list-style-type: none"> Iinkqubo ezisebenzayo ukuhlangana nolutsha olunganxulumananga Iinkqubo zamanyathelo alungileyo Izakhono nomsebenzi woxabangelo

ISebe linikela kwintsika nganye kwezintlanu zeqhinga, ingakumbi, kwiMfundo noQeqesho, ngokubonelela ngemisebenzi ecwangcisiweyo yasemva kokuphuma kwesikolo kunye namathuba engqesho ngokusetyenziswa koLonwabo, kweMidlalo yeSikolo, neNkqubo yeMOD, iNkqubo yoPhuhliso lweKlabhu, neNkqubo yeMfundo yeMidlalo kunye neMisitho enguNdoqo; ithuba lengqesho ngokusetyenziswa kolutsha olukwinkqubo yenkongo; iYearBeyond; kunye nokuZazi ukuba ungubani nokubayinxalenye, ngokubonelelwa kwamathuba olonwabo, emidlalo, omculo, obugcisa kunye nenkcubeko njengezixhobo zophuhliso. Iinkqubo zobuzali kunye nomsebenzi we-ECD ubonelela ngesiseko esomeleleyo, yaye ukubandakanywa kolutsha lweNEET olungenayo imatriki kubonelela ngamathuba okunxulumana kwakhona.

a) Amangenelo ajolise kumntwana

Amathala eencwadi adlala indima ebalulekileyo ekuxhaseni ingcaciso, iimfuno zemfundo nezokukwazi ukufunda zabantu abatsha kuluntu lwabo. Nangona oku kuyinto abesoloko eyenza amathala eencwadi, kwezi ntsuku uhlobo nobubanzi beenkongo zethala leencwadi buyaguquka ukubonisa iimfuno ezintsha, ezahlukileyo nezikhulayo zabantwana nolutsha. Njengoko ikhompyutha zikhule ngokubalulekileyokakhulu kubomi bemihla ngemihla, amathala eencwadi asabele ngokufanelekileyo. Kwabo bangenakho ukufu=ikelela kwiikhompyutha ekhaya okanye esikolweni, ithala leencwadi ithala leencwadi lithuba labo ekukuphela kwalo lokufunda ukuyisebenzisa, ukuziqhelekisa kwabo neenkqubo ezahlukeneyo zekhompyutha, ze baqaliswe ngokungena kwi-intanethi.

Amathala eencwadi oluntu zindawo ezithandwayo zokuhlangana kwabantwana kunye nolutsha emva kokuphuma kwesikolo, enikezela ngeempendulo kwimibuzo ekukhangelwe kuyo nokuhlangabezana neemfuno zophando. Abanye bezela ukufumana uncedo kumsebenzi wabo wasekhaya, ngeli thuba kwabanye abantu abatsha, ithala leencwadi libonelela ngebhulorho esuka kwisicwangciso semfundo esesikweni ukuya kukufunda kobomi bonke obuqhutywa ngomntu ngokwake. Sisibonelelo sengcaciso ngamathuba ekhono noqeqesho lomsebenzi, ngokunjalo nazo zonke iintlobo zemidla yomntu nekhono alilandelayo.

Ngokusetyenziswa kweenkqubo zalo zolutsha nezaseemva kokuphuma kwesikolo iSebe linceda ukuphucula ufikelelo olulinganayo kunye nenkxaso kwimfundo ngokubanzi yabantwana, liyile iindawo ezikhuselekileyo zabantwana zokuhlangana emva kokuphuma kwesikolo, nokubonelela kubantwana okokuba bafumane yaye balandele abanomdla kuko.

Ngokusetyenziswa kweenkqubo zayo zolwazi loluntu, ooVimba, bachanaba abafundi kwingcaciso yembali elondolozwe kwiindawo ekugcinwa kuyo izinto. Iintetho ngomsebenzi wooVimba zenziwa kwizikolo ezahlukeneyo kunye nakumaziko emfundo ephakamileyo; abafundi bamabanga aphantsi nabafundi bemfundo ephakamileyo batyelela ngokunjalo ooVimba. INkonzo yooVimba inikezela ngezibonelelo ezinexabiso zemfundo zabantu abatsha, ngokufunda imithombo eziphambili, ulutsha lufumana ingqiqo kubume bezembali, izakhono zokucinga ezibalulekileyo, kunye nengqiqo enzulu yeenguqu zoluntu. Ukunxibelelana noovimba kunakho ukuxhobisa abantu abatsha okokuba bahlole ukuba bangoobani na, ilifa lemveli, kunye neengcambu zenkcubeko.

b) Amangenelo ajolise kulutsha

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

Ulutsha lubekwe phambili ngendlela elandelayo yiDCAS:

- Utyalo-mali lokuqaliswa kweenkqubo ezahlukeneyo zokufunda nokubhala kunye nokufunda ezilungiselelwe abantwana abakumaziko e-ECD, ezikolweni, kumathala eencwadi nakuluntu ngokusetyenziswa kweNkonzo zayo zeThala leeNcwadi kunye nezeYearBeyond. Ezi zijolise ekwakheni isimo sokuthanda ukufunda nokuphuculwa kokufunda ngentsingiselo kubudala beminyaka eli-10.
- Utyalo-mali kuphuhliso olupheleleyo lomntwana ngokugxila ekuqinisekiseni okokuba abantwana bachanatywe kuluhlu lwemisebenzi yemidlalo, yobugcisa neyenkcubeko yaye baxhasiwe ekufumaneni nasekulandeleni izinto abazithandayo ngokusetyenziswa kweNkqubo zaseMva kokuPhuma kweSikolo kubandakanywa iMOD, iNHS kunye neYearBeyond.
- Utyalo-mali ekwakhiweni kwengqiqo yolutsha yokuba yinxalenye ngokuyilwa "kwamaqela angamahlakani alungileyo" ngemidlalo, ngobugcisa, ngenkcubeko nokunikwa kolutsha ufikelelo kwizibonelelo zelifa lemveli kusetyenziswa amaziko ethi olondolozo lwembali kunye nezakhiwo zoluntu.
- Ulutsha luyaxhaswa ekuphuhliseni ubuchule kwimidlalo nakubugcisa, bencedwa ukulola iitalente zalo nokwakha ukuzithemba kumakhono alo, ikhono elikhokhelela kumathuba okufumana isiqinisekiso kula macandelo.
- Ngothelwano neWCED, amaZiko eMOD abonelela ngenkxaso yesondlo eyimfuneko kulutsha, eqinisekisa ukuba londleke kakuhle okokuba lungathabatha inxaxheba kwimisebenzi yokuthamba neyokufunda.
- Ukunika ingqwalasela kukubaluleka okukhulayo kwempilo yengqondo, iinkqubo ezihlangeneyo zeDCAS ezithi zikhuthaze impilo-ntle yomphefumlo, ukomelela, nokulawulwa koxinzelelo lomphefumlo. Ngokusetyenziswa kwamalinge, ulutsha lufundiswa iindlela zokumelana nobunzima lokulungisa imingeni olujamelene nayo, ukuphuculwa ngokupheleleyo kwempilo yalo yengqondo nokuluxhobisa okokuba lube ngamalungu oluntu anemveliso.
- I-DCAS isebenza ngamandla ukuyila iindawo ezikhuselekileyo ezilungiselelwe ulutsha okokuba luhlangane kwimisebenzi elungileyo kumaziko ayo awahlukeneyo, kwiinkqubo, kunye nothelwano. Ngokunikezelwa kwale mimandla yolonwabo, yemidlalo, kunye neyenkcubeko, isebe lidlala indima ephambili ekunciphiseni ukuchanabeka kolutsha kubundlobongela nakulwaphulo-mthetho, linikela kuluntu olukhuselekileyo.
- I-DCAS ibeka uxinzelelo olomeleleyo kuqeqesho lobunkokheli nakuphuhliso lomntu ngamnye olulungiselelwe ulutsha ngokusetyenziswa kweenkqubo ezifana neNkampi zoLutsha nangothelwano, olujolise ekuxhobiseni abantu abatsha ngezakhono zobomi, amakhono okukhokhela, nokomelela ekoyiseni imingeni yoqoqosho lwentlalo. Oku kunceda ulutsha okokuba babe ngabantu ekujongwe kubo yaye lube zinkokheli zoluntu.

ISebe liya kuqhubeka ngokuphakamisa iqondo lolwazi olumalunga neNguqu yeSimo seZulu ngokusebenzisa amalingi awahlukeneyo abandakanya: 1) ukuyilwa kwesiXhobo seNguqu yeSimo seZulusibekelwe ukusetyenziswa ngamaThala eeNcwadi oLuntu, amaThala eeNcwadi eZikolo nabanye abachaphazelekayo ngeembono zokuyila ulwazi ngeNguqu yeSimo seZulu; 2) uphuhliso nokuhanjiswa kweePosta ze-Intanethi ezingeNguqu yeSimo seZulu athi amathala eencwadi, amaziko olondolozo lwembali kunye namaziko anakho ukuzishicilela ze azixhome eludongeni kunye 3) Nokuyilwa kwencwadi ye-intanethi yeNguqu yeSimo seZulu enoqokelelo olulodwa olunge-Libby.

Ukuguquka kweepateni zesimo sezulu nokwanda kweenguqu kwizinto ezidala uxinzelelo kwisimo sezulu ezifana nokunyuka kwamaqondo obushushu, ukuna kwemvula, ukufuma, imimoya kunye nomlilo zinakho ukuba nempembelelo kwimbonakalo yenkcubeko, imigaqo yembonakalo yelizwe, iindawo zelifa lemveli, amaziko elifa lemveli kunye neendawo ezinxulunyaniswa nezenzo zemveli. Impembelelo enjalo inakho ukukhokhelela kumonakalo wezakhiwo uye kwizibonelelo yaye unokuba nempembelelo kukunikezelwa kweenkonzo. ISebe likunika ingqwalasela ukubaluleka kokulondolozwa kwelifa lemveli elityebileyo leNtshona Koloni elibandakanya ilifa lemveli elingabambekiyo, elifana neendawo ezingcwele neendawo zolwalulo. ISebe liyalibona ixabiso lokusebenza nabachaphazelekayo kulo lonke iPhondo ukumisela iindlela ezilungileyo zolawulo lolondolozo lweendawo. Umsebenzi weshishini lalo, iLifa leMveli leNtshona Koloni, ukulondolozwa nokulawula izibonelelo ezibalulekileyo zelifa lwemveli kwiPhondo, linikele kwiqhinga.

Kukho umthetho osele ukho ofana noMthetho weSizwe weZibonelelo zeLifa leMveli, onguNombolo 25 we-1999 kunye noLwulo lweSizwe lweNdalo: uMthetho weMimandla eKhuselweyo onguNombolo 57 wama-2003, onikezela ngolawulo lwezibonelelo zendalo nezelifa lenkcubeko. Kule meko, ukuphuhliswa nokumiliselwa kwezicwangciso zolawulo lolondolozo sele zikho kwiindawo ezifana neDiepkloof Rock Shelter eseWest Coast kunye nePinnacle Point Site ekunxweme lwaseSouthern Cape. Ezi zindawo ezibonisa izinto zamandulo kuluhlu lweendawo zelifa leMveli leHlabathi. Ezi ndawo zinezicwangciso ezibanzi ezihlanganisiweyo zolawulo lolondolozo ezithi zilungise imingcipheko yendalo ze zibonelele ngemiqathango yothintelo. Umzekelo, ngomngcipheko womlilo kwiDiepkloof Rock Shelter, ukusekwa kommandla womlimandlela uya kunceda ekuthinteleni umngcipheko nobukhulu bomonakalo. Ukwanda kokufuma, okuqhelekileyo kwiPinnacle Point, kudinga ukulolongwa kwemijelo yokuphambukisa nokusekwa kwemiqathango emitsha yolondolozo kwindawo elungiselelwe ukugrunjwa kwezakudala. Iinkqubo zamaqumrhu, iLifa leMveli leNtshona Koloni kunye neKhomishini yeNkcubeko zixhasa iinzame zeSebe zokuphakamila iqondo lolwazi ngokubaluleka kolawulooluzinzileyo lwezibonelelo zelifa lemveli lenkcubeko kulo lonke iPhondo.

Amalinge okubhangisa nokulungisa achazwe ngasezantsi:

Ukubhangiswa	Ukulungiswa
Izakhiwo eziluhlaza umz., amathala eencwadi	Ukukhusela izakhiwo/uqokelelo loovimba
Ukuguqulwa kwezinto eziyinkunkuma zibe zezibe nokusetyenziswa kwakhona (ngaphakathi nakumathala eencwadi)	Amabala emidlalo adityanisiweyo
Ukugxila kwimidlalo engasekwanga emanzini	Uququzelelo lokwabelana lwamandla esola kunye nokwenziwa kwamanzi

UBUME BECANDELO LOMGAQONKQUBO

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

- UMthetho oYilwayo weeNkonzo zeThala leeNcwadi loLuntu kunye neNgcaciso, 2019
IKhabhinethi yeSizwe yavumela upapasho loMthetho oYilwayo weeNkonzo zeThala leeNcwadi likarhulumente kunye neNgcaciso, 2019 kulungiselelwa ukufunyanwa kwezimvo zoluntu. UMthetho oYilwayo uzama ukulungisa imiba yenguqu ekunikezelweni kwamathala eencwadi karhulumente kuluntu ingakumbi uluntu olwaluvinjwe amathuba ngaphambili. Ukhuthaza ngokunjalo ulawulo lwentsebenziswano nolungelelwaniso kuwo omathathu amacandelo karhulumente ngokuphathelele ithala leencwadi likarhulumente kunye neenkonzo zengcaciso. ISebe leSizwe leMidlalo, uBugcisa neNkcubeko landlale iindleko zokumiliselwa koMthetho oYilwayo kwiCandelo leSizwe loLawulo-mali (kwintlanganiso ehlangeneyo yamacandelo olawulo-mali elesizwe nawamaphondo) ngomhla we-17 kweyoMqungu 2020. ICandelo leSizwe loLawulo-mali lichaphazele into yokuba ngenxa yezithintelo ezikhoyo zemali kucetyiswa okokuba umiliseko loMthetho oYilwayo malulityaziswe. I-DCAS ithe kamva yathabatha isigqibo sokululibazisa umiliseko.
- IPhepha leNgcaciso yoMgaqo-nkqubo eliHlaziyiweyo loBugcisa, leNkcubeko nakwiLifa leMveli
IPhepha leNgcaciso yoMgaqo-nkqubo elihlaziyiweyo lavunywa yiKhabhinethi ngowama-2018 kulandelwa uVavanyo lweMpembelelo yoQoqosho lweNtlalo oluqhutywe yiSouth African Cultural Observatory. Lwandlelala iinjongo zomgaqo-nkqubo ezisekelwe lixabiso leqhinga lobugcisa, lenkcubeko, nelifa lemveli. Ziqinisekisa ngohlanguaniso olungenasinxibelelo seNDP, uHambelwano lweNtlalo kunye neQhinga loLwakhiwo lweSizwe olunceda umbono neenjongo zeqhinga zeSebe.
- Ukuvavanywa ngokutsha koMthetho wooVimba beSizwe neNkonzo yeeRekhodi woMzantsi Afrika, onguNombolo 43 we-1996
Ukuvavanywa ngokutsha koMthetho wooVimba beSizwe neNkonzo yeeRekhodi woMzantsi Afrika, onguNombolo 43 we-1996 okuqale kunyakamali wama2023/24 uya kuba nempembelelo ebonakalayo kwindima nakubungakanani beNkonzo yoVimba bePhondo neeRekhodi.
- IsiCwangciso seSizwe seMidlalo noLonwabo
ISebe leSizwe liya kuqhubeka ngokuhlaziywa kweNSRP ngowama2025/26.

UBUME BUKAMASIPALA

ISebe liyaqhubeka ngokuqinisa indima yalo kwiJDMA yephondo kunye namaqonga alo awahlukeneyo ephondo entlanganiso. I-JDMA yephondo iqinisekisa ngocwangciso olulungelelanisiweyo ukunyina uphinda-phindo, yandise uphawu lwenkonzo nokuqinisekisa okokuba uluntu luyazifikelela iinkonzo zikarhulumente. La maqonga akhokhela ucwangciso olulungelelanisiweyo lweDCAS kunye norhulumente wesizwe nomasipala yaye ngokusetyenziswa kwendlela yothungelwano lwawo olulawulwayo aqinisa uthelwano kunye nabachaphazelekayo abahlukeneyo kuzo zonke izithili ngokuphathelele kwiinkonzo ezithile, umz., amathala eencwadi, iintlanganiso zarhoqo zemidlalo, kunye neenkonzo zoovimba nezolawulo lweerekhodi. ISebe lixhasa

oku kulandelayo kuphambili ngokusebenzisa iinkonzo zalo: ulawulo lwezakhiwo, ulawulo lweziko; ukuhlanguka nabemi; ulungelelaniso lochwangciso loorhulumente, ulawulo lweenkcukacha zamanani kunye nokusebenzisana/uthelelwano/neenkonzolwabelwano.

ISebe line-ofisi zemidlalo zesithili kwiSithili ngasinye, kunye nee-ofisi ezisixhenxe zengingqi zeNkonzo yeThala leeNcwadi kulo lonke iphondo, liqinisekisa ngocwangciso oluhlangeneyo nomiliselo phakathi kweSebe, oomasipala bengingqi kunye nabanye abachaphazelekayo. Inzame ehlangeneyo ifezekise impembelelo enkulu ngokuphathelele kuthatyatho lwenxaxheba olwandileyo noluzinzileyo kwiinkqubo zethu.

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

2. Uhlaziyo kwiMigaqo-nkqubo namaQhinga eZiko

2.1. Iindlela zeZiko

UYilo loThungelwano oLawulweyo

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

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

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

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

Ngaphezulu, uthungelwano olulawulweyo luvumela uDCAS okokuba asebenzise yaye ahlanguka noluhlu olubanzi lobungcungela bobugcisa, benkcubeko, bemidlalo, bolonwabo nobelifa lemveli eMzantsi Afrika nakwiphondo, ngokunjalo nokutsala kwimibutho enokuzibona ngokwakaloku nje

ibandakanyeka ngqo kwicandelo lethu kodwa enolwazi olufanelekileyo, izakhono, kunye namava okunikela kufezekiso lweenjongo zecandelo. Injongo kukukhuthaza ukusebenza okulungileyo kakhulu ekuhlanganiseni uqoqosho loyilo nemidlalo kusetyenziswa izibonelelo ezinqongopheleyo zemali karhulumente, ukuphucula ulwabelwano ngengcaciso nolwazi, nokusebenzisa ikhono elahlukeneyo lenkcubeko loMzantsi Afrika ngokubhekiselele kwiinjongo zeNDP, iMDTP, kunye nePSP.

ISebe linophawu lokunikezelwa kwenkonzo kulo lonke iPhondo, ngokusetyenziswa kwamathala eencwadi alo, amaziko olondolozo lwembali kunye namaziko alo awahlukeneyo obugcisa, awenkcubeko, awemidlalo, nawolonwabo.

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

Inguqu

I-DCAS ijolise ekwandiseni impembelelo yakhe ngokuqinisekisa ngento yokuba iinkqubo zifezekisa iinjongo ezininzi. Enye yezo nguqulelo zinjalo ziinkqubo ezenzelwe iinjongo ezimbini. Umzekelo, uninzi lwamathala eencwadi karhulumente asebenza njengamathala asetyenziselwa iinjongo ezimbini ukunceda ngentsilelo yamathala eencwadi ezikolo, ngeli thuba enikezela ngenkonzo kuluntu oluwangqongileyo. Uninzi lamathala eencwadi karhulumente akhoyo emaphandleni, ngokunjalo nawo onke amathala eencwadi amatsha acwangcisiweyo aze akhiwa, akhiwe kwindawo ekufutshane kwesikolo okanye kwezikolo ezininzi, kusandiswa indima yawo yokusetyenziselwa iinjongo ezimbini njengamathala eencwadi esikolo/oluntu. KwiYearBeyond, iSebe linikezela ngamava omsebenzi okuqala yaye kwangaxesha linye livala isithuba sokufunda. I-ICT Yeboneers ebekwe kumathala eencwadi karhulumente yiprojekti ebe yimpumelelo ethi incede uluntu ngokufikelela kwi-ICT ze ilungise umahluko kwidijithali. Njengenxalenye yofikelelo lwawo, uninzi lwamathala eencwadi ayila okuqulathiweyo kwedijithali nokusetyenziswa kopapasho lweselula.

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

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

ISebe lifumene ibhaso lesinyithi kumaBhaso okuGqwesa kweNkonzo yeWCG yowama-2022 kwiYearBeyond ze lanikwa ibhaso lesilivere kumaBhaso eSizwe eNkonzo kaRhulumente eYearBeyond kwinkqubo enye.

I-DCAS ithathe indlela esebindini yoluntu, ihlanganise ii-asethi zoluntu kunye nenkunzi yoluntu, ihlanganisa amandla enguqulelo, ukuthatyathwa kwenxaxheba sisininzi, imidlalo yesikolo, ukuqaliswa kweklabhu, imidlalo, ubugcisa, nenkcubeko njengesithuthi sophuhliso olupheleleyo loluntu olukhuthaza:

- Ingqiqo yokuba yinxalenye engummangaliso;
- Ingqiqo yokuba ungubani na emiliselwe kwiinqobo ezisesikweni zoluntu;
- Ubandakanyo lwentlalo, apho iyantlukwano ikhunjulwayo;
- Ukuzibophelela kumsebenzi wobomi bonke—ukwakhiwa "kweSizwe esiSebenzayo"; kunye
- Nokutyalwa kwengqiqo egqwesayo—ukwakhiwa "kweSizwe esiGqwesayo."

Inkqubo zayo zijolise ngqo kuphuhliso kwabantwana abakwinqanaba lokuba bangene esikolweni ezisesikweni kunye nolutsha osele luhamba isikolo olubudala buphakathi kweminyaka emi-3 ukuya kweli-18, kujoliswe kubumelwane kuyo yonke iNtshona Koloni. Inkqubo igxininiso kukubaluleka kophuhliso lobuntwana kwangethuba, ngexesha leeyure zesikolo nakwimisebenzi yasemva kokuphuma kwesikolo, eculathe umdlalo, imfundo yokuthamba, ezolonwabo, imisebenzi yangaphakathi nangaphandle nesekelwe ezikolweni, nothatho nxaxheba kwinqanaba elilandelayo, ubuchule nemisebenzi esekwe kwikhondo kunye nemisebenzi yobungcali. Injongo kuyila uhambo oluqhubekayo lophuhliso olususela ebuntwaneni ukuya kubuntu obudala, lungqongwe ubuchule bomntu nokukhula.

Kumbindi woluntu ngalunye, kulele indlela yeziko ekwabelwana ngalo, apho amaziko asekelwe ezikolweni aphuculwa okanye aphuhliswa ngokutsha esetyenziselwa ingezizo izikolo zodwa kodwa luluntu ngokubanzi. La maziko aba zindawo ezikhuselekileyo anikezela ngeendawo ezihlanganisayo nezifikelekayo ezithi zikhuthaze ukuhlangana okuqhubekayo nokuthatyathwa kwenxaxheba kwimisebenzi eyahlukeneyo yolonwabo neyemfundo.

Umba ophambili wempumelelo yenkqubo ulele kuthelelwano lwayo lweqhinga kunye nezikolo, imibutho yoluntu, oomasipala, kunye necandelo langasese. Olu thelelwano luzisa ubuchule obangezelelweyo, izibonelelo, kunye nenkxaso ukuqinisekisa ngento yokuba inkqubo izinzisiwe yaye iyafikeleleka. Intsebenziswano ne-NGO kunye namaziko yamabanga aphakamileyo, iSebe liqinisekisa ngento yokuba ulutsha luyfikelela kuluhlu olwahluykeneyo lweenkonzo kunye namathuba ophuhliso, betyebisa ngaphezulu impembelelo yenkqubo.

Ngale nkqubo ibanzi - ehlanganiswe nophuhliso lwezakhono zobomi, nokuthunyelwa kwemiyalezo elungileyo, kunye nokuqiniswa kothlelwano - ulutsha kubumelwane ngabunye obuchongiweyo luza kuba nendlela yeminyaka eli-15. Kolu hambo, lufumana izibonelelo, isikhokhelo, kunye nenkxaso edingekayo eziza kubenza bakwazi babe ngabantu abaphuhliswe ngokupheleleyo. Inkqubo iyaluxhobisa ukuze babe ngabemi abathanda ilizwe labo, abanxulumene ngokunzulu kwiingcingqi zoluntu lwalo, yaye babe ngamalungu oluntu anemveliso axhotyiselwe ukuphumelela kubomi balo bubuntu nakobobugcisa. Le ndlela ipheleleyo, yomelela intsebenziswano kunye nothlelwano oluqhutywa luluntu, inekuko kuphela ukuxhotyiswa komntu ngamnye kodwa kuqiniseke indlela elungileyo yokuziphatha koluntu lwabo bonke ubumelwane, kuqhutywa inguqu elungileyo nehlala ixesha elida.

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

ISebe lisebenzisa iinkqubo zezicelo zenkxaso-mali ezikhutshelwa nge-intanethi kwimibutho emanyeneyo yemidlalo kwimibutho yobugcisa neyenkcubeko yaye liya kuqhubeka licokisisa

iinkqubo kunyaka-mali wama-2025/26. ISebe lisebenzisa irejista yabatyeleli ekwi-intanethi kumaZiko oLondolozo lweMwali amanyeneyo. Irejista ekwi-intanethi inika ithuba abatyeleli kumaziko olondolozo lwembali okusayina besebenzisa iselula, ithabhulethi okanye ikhompuyutha zabo. Zonke iinkcukacha zamanani ziyazingenela kwirejista yabatyeleli ekwi-intanethi ebekwe embindini.

Ilinge leNguqulelo yeMpembelelo yeSebe leNkulumbuso lixhasa ukusetyenziswa kweDesign Thinking kumathala eencwadi karhulumente, iwenze ine nokuqhelaniswa, inomsebenzisi osembindini, yaye ifanele ixesha elizayo. Baququzelele uthelwano neNkonzo yeThala leeNcwadi yeNtshona Koloni kunye neHasso Plattner School of Design Thinking Africa yeYunivesiti yaseKapa ngendlela eguqulweyo yokusombulula ingxaki ngokusetyenziswa komngeni weFoundation Phase Design Thinking. NgeThala leencwadi laseWellington kuMasipala waseDrakenstein njengendawo yolingo, le ndlela engqonge umsebenzisi yasetyenziswa ukukhuthazwa kokulingwa, ukwakhiwa kokuzithemba kuyilo, nokwamkelwa kwekamva lenguqulelo. Le projekti ibeke isiseko sentsebenziswano yexesha elizayo kunye nothelwano kunye neDesign School ngenzame zokwandiswa kweenkonzo nokuhlangabezana nezidingo ezivelayo zoluntu.

I-DCAS iqalise ngokuhlanganisa ulawulo lweendawo zayo zenkonzo ukwandisa ufikelelo olufanelekileyo noluphuculweyo.

Inkqubo yokubhukisha kwi-intanethi kwandiswa kulungiselelwa ukugcinwa kweendawo nakuwaphi amaziko asixhenxe eNkcubeko afumanekayo kuluntu apho iinkqubo, iinkomfa okanye iiseshoni ezilungisa imiba yempilo-ntle inakho ukwandlalwa.

Inkqubo ye-intanethi yokwenziwa kwesicelo senxaso-mali yobugcisa yamiliselwa ngowama-2021/22 ezenza inkxaso-mali ifumaneka kwimibutho yobugcisa, kubantu ngabanye kunye neenkampani zobugcisa kwiphondo.

INdlela yoRhulumente ePheleleyo (WOGA) kunye neNdelela yoLuntu ePheleleyo (WOSA)

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

INkqubo yoLuntu luPhela (i-WOSA) yinkqubo enqamlezileyo yocwangciso esekelwe kuluntu ejolise ekuqondeni nasekusombululeni imiceli mngeni yezentlalo nezozoqosho "ngaphakathi" koluntu, endaweni yemiceli mngeni jikelele "engaphakathi" kuluntu, ngaphandle nje kokuthathela ingqalelo imimngeni yoluntu, ukuvuma okokuba uluntu ngalunye lunemingeni yalo eyodwa.

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

ISebe libe nobudlelwane bokusebenza obomeleleyo kunye neWCED ngokuphathelele kwiMidlalo yeSikolo, kwiMOD kunye namaziko olwabelwano. Oku kubandakanya isithli, iphondo kunye nemidlalo yasehlotyeni neyasebusika, inkqubo yokutyisa, inkqubo yokufunda yomthambo kunye

nolawulo lokusebenza kwamaziko olwabelwano. Inkqubo inothelelwano olomeleleyo oluhlangeneyo kunye neMibutho eManyeneyo yeMidlalo kunye nemibutho yoluntu.

Isibonelelo senkonzo kwidolophu/kumaphandle

Iinkonzo zeSebe zinikezelwa kwimimandla yomibini eyasedolophini nakumaphandle yePhondo. Ngokusetyenziswa kweenkqubo zobugcisa, zenkcubeko nezelifa lemveli, iSebe liqinisekisa ngokugcinwa kwenkcubeko nelifa lemveli, nokukhuthazwa kobugcisa kwizithili ezisemaphandleni ezinamaziko olondolozo lwembali nawobugcisa njengendawo zokuhlangana. ISebe linikezela ngeendawo zenkonzo yethala leencwadi kuninzi lweengingqi ezincinane kakhulu zoluntu (ezinabemi babantu abangamakhulu ambalwa okanye ngaphezulu). Uninzi lwamaziko amancinane ethala leencwadi asemaphandleni abonelelwange-intanethi esimahla ngokusetyenziswa kweProjekti yoThungelwano lweThala leeNcwadi laseMaphandleni (RLCP). Kuninzi lwezi ngingqi zoluntu kuphela kofikelelo kwi-intanethi olukhoyo. Ukuqinisekisa ngento yokuba abantu abangaboniyo nabo bangaboni kakuhle kulo lonke iPhondo bayafikelela kwimathiriyeli yokufunda esimahla, iSebe, ngentsebenziswano neSouth African Library for the Blind, liqalise amaThalana eencwadi amaNcinane angama-37 alungiselelwe iMfama, asasazwe kuyo yonke imimandla yasemaphandleni. ISebe line-ofisi zemidlalo nolonwabo kuzo zozithandathu izithili kuyo yonke iNtshona Koloni. Ii-ofisi ziseKapa, ePaarl, eVredenburg, eCaledon, e-Oudtshoorn naseBeaufort West, kunye nee-ofisi ezimbini ezixhomekeke kwiGeorge naseVredendal. Ngokusetyenziswa kwentsebenziswano yeqhinga, iinkqubo zophuhliso lobugcisa nenkcubeko zimiliselwa kuzo zonke izithili zasemaphandleni.

Amaziko olondolozo lwembali amanyeneyo akuyo yonke iNtshona Koloni, ama-24 ala maziko olondolozo lwembali akwimimandla yasemaphandleni, anikela kukukhuthazwa kobandakanyo lwentlalo kunye nophuhliso loqoqosho kule mimandla. La maziko olondolozo lwembali abandakanya iZiko loLondolozo lweMbalali laseBeaufort West, iZiko loLondolozo lweMbalali iCP Nel (e-Oudtshoorn), iZiko loLondolozo lweMbalali laseGeorge, iZiko loLondolozo lweMbalali iBartolomeu Dias (eMossel Bay), iZiko loLondolozo lweMbalali laseWorcester, iZiko loLondolozo lweMbalali iWheat Industry (eMoorreesburg njl.njl.).

Ngokusetyenziswa kweNkonzo yooVimba bePhondo neeRekhodi, ISebe liqhubekile ukunceda amaqumrhu karhulumente, kubandakanywa oomasipala, ukulawula iirekhodi ukuphucula ukuthatyathwa koxanduva nolawulo olulungileyo. Ulawulo olulungileyo lwerekhodi lunceda amaziko karhulumente okokuba alawule ingcaciso yawo ngokufanelekileyo, azalisekise isigunyaziso sawo, ayikhusele ekumangalelweni, alondolozwe ingqiqo yawo yequmrhu nokukhuthaza ukuba phandle, ukuthatyathwa koxanduva nolawulo olulungileyo.

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

Ukubekwa phambili kwesini, ulutsha, kunye nabantu abakhubazekileyo

Isebe liqhubekile ngokubeka phambili imiba yamalungelo abantu kwiinkqubo zalo. Limelwe kwiforam yephondo yamalungelo abantu ethi inikezele ngesikhokhelo kuwo onke amasebe ekuphuculeni iinkqubo zalo zokubekwa phambili kwamalungelo abantu. I-DCAS isebenzisa iinkqubo zayo ukukhuthaza iyantlukwano yokuthatyathwa kwenxaxheba, ukumela inguqu yendlela yokuziphatha nokuzisa abantu abasesichengeni libabuyise eziphelweni zentlalo.

Ngokusebenzisa iinkonzo zethala leencwadi, iDCAS ikhuthaza ukuxhotyiswa nenguqu yendlela yokuziphatha ngokuphathelele kwiGBV ngokuqinisekisa okokuba iincwadi zalo zibonelela ngamabali kunye nengcaciso kubaxhamli balo. Amathala eencwadi awahlukeneyo namahlakani awo aneenkqubo zofikelelo ezijolise kukuxhotyiswa kwamanina nokukhuthazwa kwemisebenzi yeNyanga yamaNina, imisebenzi yeNyanga yoLutsha kunye ne-16 Day of Activism echasene neGBV.

ISebe likhokhelwa yimigaqo-nkqubo eyahlukeneyo yecandelo loluntu ukuhambelana nokulingana ngokwesini nokubekwa phambili. Umgaqo-nkqubo wokuxhatshazwa uqinisekisa ngento yokuba isebe liyila ubume obungenako ukuxhatshazwa ngokwesondo nokuphathwa kakubi. IsiCwangciso sokuSebenza seMithetho-siseko esi-8 seHODsikhokhela isebe ekuqiniseni imisebenzi ebekwe phambili yesini ngoqeqesho, ngomelo, ngocwangciso lweprojekti nokunikwa kwengxelo.

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

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

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

Iintlangano zarhoqo zamaNina kwiMidlalo zibanjwa kulo lonke iPhondo rhoqo ngonyaka ukuxoxa ngezithintelo namalinge omgaqo-nkqubo wamanina kwimidlalo nesicwangciso somliso.

ISebe liqhubekile ngokuxhasa ukuKhusela kwiPhondo ngokusetyenziswa kweenkqubo zalo. Okunye okunikezelweyo kwethu kwinkqubo yamaNina namaNtombazana ngoMgaqo-nkqubo woKhuselo ojolise ekukhuseleni impilo nempilo-ntle, amalungelo oluntu omntu ngamnye, ukugxila kubantwana nabantu abatsha. Ngowama-2019 uMibutho oManyeneyo weMidlalo woMzantsi Afrika kunye neKomiti ye-Olimpiki (SASCOC) useke waze wamilisela uMgaqo-nkqubo weSizwe woKhuselo olungiselelwe iMidlalo.

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

I-DCAS isebenze ngokusondelelana neKhomishini yoKhuselo yoMbutho oManyeneyo weMidlalo yePhondo leNtshona Koloni ukuphuhlisa isicwangciso soqeqesho esenziwa ngamanqanaba samaGosa oKhuselo kwiiklabhu nakwimibutho emanyeneyo yemidlalo. Njengenxalenye yeli linge, iSebe likwinkqubo yokuhlanganisa uVimba woKhuselo wePhondo ukulandela uqeqesho nokuqeshwa kwamagosa atyunjiweyo okhuselo kwiiklabhu, kwizikolo, nakwimibutho emanyeneyo, liqinisekisa ngento yokuba ukhuselo lwenziwa inxalenye ebalulekileyo yamacandelo emidlalo.

Ukwangezelela kwezi nzame, iDCAS ibonelela ngenkxaso eqhubekayo kubantu abakhubazekileyo ngokusetyenziswa kweenkqubo zayo zesebe ngezabelo zenkxaso-mali yonyaka kwimisebenzi esekwe kuluntu, kukhuthazwa ubandakanyeko olukhulu nokuthatyathwa kwenxaxheba kubo bonke ububanzi bamaqela abevinjwe amathuba ngaphambili. ISebe lixhase ngemali iNPO evelisa amaxwebhu omculo kwibreyile kulungiselelwa abangaboni kakuhle. Oku kunike abantu ithuba lokufunda amaxwebhu omculo nokwandisa ulwazi lwabo lokufunda umculo.

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

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

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

ISebe limelwe kwiforam yephondo yesicwangciso somiliselelo lweGBV. Le foram ikhokhelwa loSebe loPhuhliso loLuntu kunye neenzame zeentshatsheli zephondo ukubhangisa iGBV. Rhoqo ngekota iDCAS inika iingxelo kwiforam ngomnikelo wayo kumiliselelo kugxilwe kwinguqu yendlela yokuziphatha kuluntu.

Ngokuhambelana nomgaqo-nkqubo wolutsha weNtshona Koloni isebe lizibophelele ekuhlanganiseni ndawonye zonke iinkonzo zalo kunye nemisebenzi. Isebe lizibandakanye kumisebenzi wothintelo ajolise kubantwana kunye nabalolongi babo, lixhasa abafikisayo ngeenguqulelo nangokunikezela ngenkxaso ethe ngqo ngolutsha abakwiNEET okanye olusemngciphekweni.

UMgaqo-nkqubo wokukhethwa kokuluncedo

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

Kukwandiswa kwenkonzo, iSebe liya kudinga iingxowa-mali ezangezelelweyo zezibonelelo, abasebenzi kunye nemathiriyeli yethala leencwadi kunye nokwandiswa okuya kulinceda okokuba lilolonge inkonzo entsha eyandisiweyo. Ngoko, umdilili wokunyuka kwisithuba seminyaka emihlanu edlulileyo ube kuphela yi-1.2% njengoko kubonisiwe ngasezantsi, yaye kungoko iSebe likhethe

ukujolisa kukulunga kwenkonzo nokufikelela kunokuba lizandise. Umnikelo wandile kancinane kunyaka-mali wama-2024/25 yaye kulindeleke okokuba ukhule kakhulu kunyaka-mali wama-2025/26.

Uhlalo lwabiwo-mali loMnikelo oneMiqathango lweNkonzo yeThala leeNcwadi loLuntu (2018/19 – 2024/25):

Ipesenti yokunyuka/yokuhla:

UNYAKA	%	
2018/19	3%	
2019/20	5%	
2020/21	-23%	Inkxasomali yoncedo lweCOVID ethatyathiweyo
2021/22	20%	Umnikelo ongafunyanwanga phambi kweCOVID
2022/23	1%	Ukusebenza ngemali encitshisiweyo
2023/24	2%	
2024/25	4%	

ISebe livavanye isigunyaziso salo soMgaqo-siseko nesiseMthethweni, okubenomphumela kwezi nguqu zilandelayo:

1. Amabhaso elivo – Lo msitho uya kubanjwa kuphela rhoqo kwisithuba seminyaka emithathu.
2. Iintsuku zeMidlalo noLonwabo – Ezi zibe zintsuku zomsebenzi ezisetyenziselwa imidlalo nolonwabo eziya kuthi ngoku ziqukaniswe kwiinkqubo zempilo-ntle zeSebe.

Ngaphezulu, iinkqubo zeholide zahlanganiswa kwiinkqubo zethu esele zikho ezimalunga nothungelwano olulungileyo loontanganye yaye amahlakani asele echo aya kunikezela ngokunjalo inkqubo yeholide yaye akusayi kubakho bantu babizelwa iinkqubo zeholide. Oku kuqinisekisa ngokuba iinkqubo zeholide asiyomisitho eyenziwa kube kanye nento yokuba sigcina abantwana abathabahe inxaxheba kwiinkqubo zasenva kokuphuma kwesikolo bekhuselekile ngethuba leeholide ngokunjalo.

2.2. IsiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo

IsiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo (SDIP) esijolise ekuqinisekiseni nokunikezelwa kwenkonzo okusebenzayo nokufanelekileyo. I-SDIP entsha siya kuqala ukusetyenziswa ukususela ngomhla woku-1 kuTshazimpuzi 2025 yaye iya kujolisa kumsebenziweNkonzo yeSebe yoLawulo lweZibonelelo zeLifa leMveli.

2.3. Amalinge acwangcisiweyo oMgaqonkqubo

Ngokwemiqathango yecandelo 156(1)(b) loMgaqo-siseko, umasipala unelungelo lokulawula nawuphi na umcimbi onikezelwe ngumthetho wephondo. Umthetho wePhondo uyimfuneko ngoko ukunikezela umcimbi ongaphandle kweCandelo B leShedyuli 4 kunye neCandelo B leShedyuli 5 koomasipala. I-DCAS ikwinqanaba eliphambili kuphuhliso lomthetho wephondo. UMthetho oYilwayo weeNkonzo zeThala leeNcwadi likaRhulumente weNtshona Koloni wapapashwa kulungiselelwa ukunikwa kwezimvo luluntu ngomhla wesi-8 kweyeThupha 2024. UMthetho oYilwayo ujolise ekulawuleni isibonelelo seenkonzo zethala leencwadi loluntu kwiPhondo; ukunikezela kulungelelwaniso loxanduva lweenkonzo zethala leencwadi loluntu; ukunikezela ngobhaliso lwamathala eencwadi oluntu; ukwenza isibonelelo sokunikezelwa kwemisebenzi ethile kumaBhunga kaMasipala oMphathiswa wePhondo ngokuphathelele kumathala eencwadi oluntu; ukumiselwa kwemisebenzi yabalawuli bethala lweencwadi loluntu; nokunikezela kwimiba ebingalindelwanga ngoko. Ngokwakaloku nje, iSebe lingene kwiZivumelwano zoMiliselo ngokwemiqathango yecandelo 35 loMthetho wesiCwangciso-nkqubosoBudlelwane Phakathi kooRhulumente, 2005 (uMthetho 13 wama-2005) kunye neMemorandum yeZivumelwano kunye noomasipala ngabanye ngokusekwe kwimithetho-siseko yomsebenzi wesigqeba.

INkonzo yamaZiko oLondolozo lweMwali iqhubela phambili ngophuhliso loMthetho oYilwayo wamaZiko oLondolozo lweMwali weNtshona Koloni, ojolise ekuboneleleni ngesicwangciso-nkqubo esenziwe sasela maxesha kulungiselelwa ukuphathwa nokulawulwa kwamaziko olondolozo lwembali kulo lonke iphondo. Eli linge lisemthethweni lizama ukwandisa ukufaneleka kokusebenza, uzinzo, kunye nesikhokhelo seqhinga samaziko olondolozo lwembali, liqinisekisa ngento yokuba ahlala esisibonelelo esibalulekileyo senkcubeko nemfundo. UMthetho oYilwayo ocetywayo uya kulungisa imingeni yeloo xesha kwicandelo, ubeke phambili ukuphathwa kweziko, nokukhuthaza ufikelelo olubandakanyayo kwilifa lemveli ngeli thuba ulungelelaniswa nemigangatho yesizwe kunye neendlela zokusebenza ezilungileyo kulawulo lwamaziko olondolozo lwembali. Le nzame ibonisa ukuzibophelela kweNtshona Koloni ekulondolozeni ilifa layo lemveli elityebileyo lenkcubeko nokukhuthazwa ukuhlangana koluntu okunzulu kunye nee-asethi zembali yephondo.

ISebe, ngenkxaso yeLifa leMveli leNtshona Koloni, lizibophelele ekuphuhliseni iQhinga elihlaziyiweyo lokuThengisa noNxibelelwano elijolise ekuphuculweni kwengqiqo yoluntu ngolondolozo lwelifa lemveli kwiphondo. Eli qhinga liya kugxila ekuphakamiseni iqondo lolwazi malunga nokubaluleka kokugcinwa kwelifa lemveli, ukukhuthazwa ukuxatyiswa okunzulu kweendawo zenkcubeko nezembali, nokukhuthazwa kokubandakanyeka koluntu. Ngokuhlanganiswa kwamaqonga ala mazesha onxibelelwano kunye namaphulo achongiweyo, ilinge liya kuqaqambisa ixabiso lokukhuselwa kwelifa lemveli kulungiselelwa izizukulwana zexesha elizayo ngeli thuba kulungiswa ukungaqondwa kakuhle okumalunga neenzame zolondolozo. Iqhinga lijolise ngokunjalo ekwandiseni ukubonakala, ukubandakanyeka, nokufikelela kwizibonelelo zelifa lemveli, liqinisekisa ngento yokuba zihlokoma nababukeli abahlukeneyo kuyo yonke iNtshona Koloni.

ISebe liya kuxhasa ngamandla iLifa leMveli leNtshona Koloni ekuhlanganeni noogunyaziwe bengingqi okokuba bathabathe indima enkulu ekulawuleni izibonelelo zelifa lemveli ezinguGreyidi III, ngokuhambelana noMthetho weSizwe weZibonelelo zeLifa leMveli (NHRA). Le ntsebenziswano ixhibe ekuqiniseni ikhono lengingqi nokuqinisekisa ngento yokuba oomasipala baxhotyiswe ngezakhono eziyimfuneko kunye nezibonelelo ukongamela ukhuseleko nolondolozo lweendawo zelifa lemveli ezibalulekileyo kwingingqi. Ngokukhuthazwa kothelwano kunye noomasipala, iSebe lizama ukuthobela ulawulo kumanqanaba asezantsi lwelifa lemveli lunceda kukuthatyathwa kwezigqibo okufanelekileyo nokubhekuselelwe ngqo kubume kwinqanaba likamasipala. Le nzame yinxenye yeqhinga ngokubanzi lokukhuthaza ulondolozo oluzinzileyo lweembonakalo zenkcubeko

eyahlukeneyo yeNtshona Koloni ngeli thuba ilungelelaniswa nesicwangciso-nkqubo somthetho weNHRA.

3. Uhlaziyo kwiZigwebo zeNkundla eziFanelekileyo

Ityala leNkundla	Isalathisi	Impembelelo kuDCAS
<i>UMbutho kaSihlalo v noMphathiswa wezobuGcisa neNkcubeko [kowama-2007] SCA 44 (RSA)</i>	INkundla ePhakamileyo yeziBheno inombolo yetyala 25/2006	Esi sigwebo sicacisa ukuba yintoni equlunqa uthethwano olwaneleyo kunye noluntu lwengingqi kunye nabanye abachaphazelekayo malunga notshintsho olucetywayo lwamagama eendawo. I-DCAS kunye neKomiti yamaGama eeNdawo yePhondo eNtshona Koloni esekwe nguMEC ngabathathi nxaxheba ababalulekileyo ekusetyenzisweni komthetho ofanelekileyo, ngakumbi ngokubhekiselele ekuququzelelweni kothethwano nabachaphazelekayo noluntu. Esi sigwebo kufuneka sithathelwe ingqalelo xa kusenziwa iinguqu kumagama eendawo.
<i>Qualidental Laboratories v ILifa leMveli leNtshona Koloni [2007] SCA 170 (RSA)</i>	INkundla ePhakamileyo yeziBheno inombolo yetyala 647/06	Esi sigwebo singqinisisa amagunya anikezelwe kuMEC kunye neLifa leMveli leNtshona Koloni ukunyanzelisa imiqathango kuphuhliso ngokuhambelana necandelo lama-48 loMthetho weZibonelelo zeLifa leMveli leSizwe, we-1999.
<i>Top Performers (Pty) Ltd v UMphathiswa weMicimbi yeNkcubeko noLonwabo</i>	INkundla ePhakamileyo yeNtshona Koloni inombolo yetyala 5591/05	Esi sigwebo saba nefuthe elingummangaliso kwiinkqubo zokubhena zeenkundla zamatyala ezityunjwe nguMEC ngokwecandelo lama-49 loMthetho weSizwe weZibonelelo zeLifa leMveli, we-1999, ofundwa noMmiselo we-12 wePN yama-336 yowama-2003. I-DCAS kunye noMEC bathabathe amanyathelo okulungisa ukuqinisekisa ngeenkqubo zolawulo ezilungileyo kwaye zenza isibonelelo sokwamkelwa kobungqina obutsha kwingxelo yenkqubo yenkundla, ngokunjalo nokuthotyelwa okungcono kwemithetho yobulungisa ngokwemigaqo yokuphulaphulwa kobungqina bamacala omabini owaziwa njengee-audi alteram partem maxim.
<i>Willows Properties (Pty) Ltd v UMphathiswa weMicimbi yeNkcubeko neMidlalo</i>	INkundla ePhakamileyo yeNtshona Koloni inombolo yetyala 13521/08	Ummangali wangenisa isimangalo esingxamisekileyo kwiNkundla ePhakamileyo ukuba inyanzelise uMEC ukuba enze isigqibo okanye, endaweni yoko, akhuphe iRekhodi yesiGqibo malunga nesibheno esifakwe kuMEC ngokuphathelele kwicandelo lama-49 loMthetho weSizwe weLifa leMveli, we-1999, ufundwe nommiselo we-12(7) wePN yama-336 yama-2003. Ifuthe lesigwebo kwiDCAS kukuba kufuneka iqinisekise ukuba iinkundla zikhupha iRekhodi yesiGqibo ngexesha elifanelekileyo. Amanyathelo okulungisa sele ephunyeziwe.
<i>Waenhuiskrans Arniston Ratepayers Association kunye noMnye v Verreweide Eiendomsontwikkeling (Edms) Bpk naBanye 1926/2008 [2009] ZAWCHC 181.</i>	INkundla ePhakamileyo yeNtshona Koloni inombolo yetyala 1926/2008	INkundla yaqwalasela ukuba ingaba i-Arhente yaseMzantsi Afrika yeZibonelelo zeLifa leMveli okanye iLifa leMveli eNtshona Kapa inokulawula na malunga neziza esele zigangathiwe yiSAHRA njengeziza zeBanga loku-1 ngokwecandelo lama-35 nelama-36 loMthetho weLifa leMveli kaZwelonke, we-1999. INkundla yafumanisa ukuba kwiimeko ezinjalo, iSAHRA inegunya. Okuthethwa sesi sigwebo kwiDCAS kukuba iSebe kufuneka linikezele ngoncedo lwezomthetho kwilifa leMveli eNtshona Koloni ukutolika umthetho, kwaye kufuneka liqinisekise ukuba iHWC isebenza ngokwegunya layo elisemthethweni.
<i>UMbutho kaSihlalo wase Louis Trichardt v UMphathiswa</i>	ICandelo laseGauteng leNkundla	INkundla ikubekela bucala ukutshintshwa kwegama leLouis Trichardt eMakhado kulandela isisombululo ngaphandle kwenkundla phakathi kwamaqela. Oku kunegalelo kwindlela

Ityala leNkundla	Isalathisi	Impembelelo kuDCAS
<p><i>wobugcisa neNkcubeko kunye neBhunga laMagama eeNdawo loMzantsi Afrika</i></p>	<p>ePhakamileyo yoMzantsi Afrika 2014</p>	<p>iDCAS kunye neKomiti yamaGama eeNdawo yePhondo eNtshona Koloni eqinisekisa ngayo ukuba iinkqubo ezifanelekileyo zokubonisana ziyahanjiswa kwaye zibhalwe ngokubhekisele kutshintsho olucetyiweyo, ukumiselwa komgangatho okanye ukuphindwaphindwa kwegama lendawo.</p>
<p><i>Peter Gees v UMphathiswa wePhondo weMicimbi yeNkcubeko neMidlalo, eNtshona Koloni, uSihlalo, iNkundla eZimeleyo yokuBhena, iLifa leMveli leNtshona Koloni, iSixeko saseKapa, City Bowl Ratepayers; & Residents' Association</i></p>	<p>ICandelo leNtshona Koloni leNkundla ePhakamileyo yoMzantsi Afrika inombolo 6205/2015</p>	<p>Imiqathango inokunyanzeliswa kwimvume yokudilizwa kwesakhiwo esele sikho esingaphezulu kweminyaka engama-60 ngomiqathango yecandelo 34(1) loMthetho weSizwe weZibonelelo zeLifa leMveli (uMthetho wama-25 we-1999).</p>
<p><i>IKomiti yeNgingqi yasePiketberg yeLifa leMveli kunye naBanye v Liebco Vleishandelaars Edms Bpk and others (UMmangalelwa wesibini iLifa leMveli leNtshona Koloni)</i></p>	<p>ICandelo leNtshona Koloni leNkundla ePhakamileyo yoMzantsi Afrika inombolo 1103 2016</p>	<p>Isimangalo sokuphononongwa kwesigqibo seKomiti yeHWC yoBume boLwakhiwo neMbonakalo yoMhlaba (BELCom). Imvume yanikezelwa yiBELCom ukuba idilize isakhiwo kwiSiza 207 Piketberg. IKomiti yeLifa leMveli yasePiketberg ifake isimangalo kwiNkundla ePhakamileyo yokujonga isigqibo njengoko izibonelelo zePAJA zingalandelwanga. INkundla iqwalasele umgaqonkqubo weHWC wokufuna ukubonisana kuphela namaqumrhu abhalisiweyo olondolozo kwaye yabamba ukuba, njengoko izigqibo ezithathiweyo zazinamandla okuchaphazela amalungu oluntu ngokubanzi, ukubonwa koluntu ngokubanzi kuyafuneka</p>

ICANDELO B: ESIJOLISE KUKO KWEQHINGA

4. Ukuhlaziywa kohlahlelo lweSimo

4.1. UHlahlelo lwaNgaphandle lweSimo

UBUME BEZOPOLITIKO

Ngokusetyenziswa koYilo loThungelwano oLawulwayo, iSebe liqhubile ukugcina amanganelo entsebenziswano kunye noomasipala ingakumbi kukunikezelwa kweenkonzo zeThala leeNcwadi loLuntu. Oomasipala bebandakanyiwe ngokwembali, yaye basabonelela yaye belawula, amathala eencwadi, ngenkxaso yentsebenziswano enkulu evela kwiSebe ngohlobo lweentlawulo ezikhutshelweyo ukuxhasa ukusebenza kweendawo zethala leencwadi ezingama-377. ISebe lixhasa ngemali ngokupheleleyo oomasipala abali-15 ze lixhase oomasipala abaseleyo abali-10 ngokusetyenziswa koMnikelo oneMiqathango, iNgxowa-mali yeMbuyekezo kaMasipala kunye noMnikelo weMetro weThala leeNcwadi

ISebe lineziVumelwano zoMiliselo ngokwemiqathango yeCandelo 35 loMthetho wesiCwangciso-nkqubo soBudlelwane phakathi kooRhulumente, 2005 (uMthetho 13 wama-2005) kunye neMomarandam yeziVumelwano kunye noomasipala ngabanye esekwe kwimithetho-siseko somsebenzi onikezelweyo wesigqeba. Ngokwemiqathango yeCandelo 156(1)(b) loMgaqo-siseko, umasipala unelungelo lokulawula nawuphi na omnye umba onikezelwe kuye ngumthetho wephondo. Umthetho wephondo ngoko uyimfuneko ukuba unikezele umcimbi ongaphandle kweCandelo B leShedyuli 4 kunye neCandelo B leShedyuli 5 koomasipala. I-DCAS ikwinqanaba eliphambili kakhulu lophuhliso lomthetho wephondo.

Ukunganeliseki zinkonzo zikarhulumente kusoloko kukhokhelela kuqhankqalazo oluthi ngamanye amaxesha lube nempembelelo kwiinkonzo zamathala eencwadi, kwezamaziko olondolozo lwembali kunye namanye amaziko eDCAS. Unyulo loomasipala lowama-2026 lusenkuba nempembelelo kumiliselelo lweenkqubo ngenxa yenguqu ezingakho kukucandwa kukaMasipala, ukudityaniswa neenguqu kwigama lwabanye oomasipala. Ezi zinakho ukuchaphazela amalungiselelo nenkcazelo kunye nezicwangciso zefayile. Ukutshintshwa rhoqo kwamaGosa aNika iNgxelo kubume bukamasipala kuchaphazela ukumiliselwa kolawulo lweerekhodi nokunikwa kwengxelo.

UBUME BOQOQOSHO

Ngaphezulu kweshumi leminyaka elidlulieyo (2014 - 2023), umndilili womlinganiselo wonyaka wokukhula weGDP wawuyi-0.8 yepesenti, unganelanga ukubonelela abemi abandayo kunye nabasebenzi, yaye awanele ukunciphisa isifo esikhoyo selizwe somlinganiselo ophezulu wentswela ngqesho. Kwangesi sithuba sinye, uqoqosho lweNtshona Koloni lube nomndilili womlinganiselo wokukhula oyi-0.9%, ubukhulu kwabo kwanikezelwa liCandelo leMali (0.7%) kunye neenkonzo zoLuntu, uRhulumente, amaCandelo oThutho neloLimo lilinye linikela ngamanqako epesenti ayi-0.1. Imbonakalo yoqoqosho loMzantsi Afrika ijamelene nemingcipheko yehlabathi neyalapha elizweni ethi ibandakanye imingcipheko yepolitiki zendawo, inguqu yesimo sezulu kunye nezehlo ezikhulayo zesimo sezulu esibi, intlekele yombane nokucandwa kwakhona okungakho kokucinywa kombane kuphungulwa umthwalo wosetyenziso, intlekele yamanzi edinga utyalo-mali olukhulu lwenkunzi ukubuyisela esimeni sangaphambili izibonelelo, uhlobo olulungileyo lukamasipala nokunikezelwa kwenkonzo, yaye amanqanaba etyala anyina utyalo-mali lukarhulumente kwizibonelelo neenkonzo, ebangela imingcipheko yemali karhulumente (Provincial Economic Review and Outlook, 2024).

Kwisithuba seminyaka emihlanu edlulileyo, ingqesho ngokupheleleyo inyuke ngesi-7.1%, yaye ingqesho yolutsha eNtshona Koloni yenyuka nge-3.6% (Provincial Economic Review and Outlook, 2024). Amanqanaba aphezulu ngolo hlobo entswela ngqesho abeka uxinzelelo kwinkcitho yomthengi, anciphisa izibonelelo zikarhulumente, yaye yandisa iingxaki ezifana nolwaphulo-mthetho nemiba yempilo yengqondo. Uninzi lolutsha olungaqeshwanga lwePhondo luvela kumakhaya nakwiingingqi zoluntu eziphawulwe kukuhluthwa koqoqosho lwentlalo (okt., imigangatho ephantsi yokuphila, iziphumo eziphantsi zemfundo, imilinganiselo ephozulu yentswela ngqesho, kunye neziphumo zembilo embi) yaye lujamelene namathuba anciphileyo emva kokuphuma esikolweni. Inkqubo yeSebe yeNkonzo yolutsha ijolise ekulungiseni lo mba ngokuyila amathuba olutsha okufumana amava omsebenzi onentsingiselo nokufikelela kwinkxaso eza kukugqithisela emsebenzini okanye kwimfundo.

Ubume boqoqosho kunye nemiqathango engqongqo eqhubekayo kunciphisa ikhono leSebe lokubonelela ngokupheleleyo ngemisebenzi engundoqo elithe iSebe langunyaziswa nguMgaqosiseko okokuba liyenze. Ukuncitshiswa kohlahlo lwabiwo-mali lweMbuyekezo yaBasebenzi kukhokhelele kukungakwazi ukuxhasa ngemali izithuba ezibalulekileyo kubume apho ibango leenkono limiselwe okokuba linyuke. Into yokuba unikezelo kwiDCAS iqhutywa yimicimbi yabasebenzi eyenza imicimbi ibe mandundu ngakumbi. OoVimba bePhondo kunye neNkonzo zeRekhodi zachatshazelwa kakubi yaye abasay kuba nakho ukuxhasa ngemali izixhobo ezidingeka kakhulu, abasebenzi kunye nezibonelelo. Iimpembelelo zoqoqosho ziviwe ngawo onke amacandelo axhaswa liSebe, kunye namanye amahlakani angundoqo aseicini lokuvala. Ukusabela kwizibonelelo zemali ezinyiniweyo, iSebe liya kujolisa kulungelelaniso kwakhona lweqhinga kulungiselelwa intsebenziswano eqinisiweyo kunya namaziko afanelekileyo ecandelo lentlalo nelikarhulumente kunye namalinge ukuxhathisisa izibonelelo kulungiselelwa impembelelo enkulu kusetyenziswa uYilo loThungelwano oluLawulwayo

ISebe liya kusabela ngokunjalo kubume obunozithintelo boqoqosho nokugxila okwandileyo kulwakhiwo lothelelwano lweqhinga nokukhuthazwa kophuhliso lokushishina kumacandelo emidlalo, awobugcisa, nawolonwabo. Ngokukhuthazwa kweemeko ezihlanganisiweyo zempumelelo yeemarike, ezifana nokuveliswa kwesixhobo ezizodwa kunye nempahla kulungiselelwa imidlalo yemveli, iDCAS inakho ukuvuselela amashishini engingqi, ukuqhuba ukuyilwa kwemisebenzi, nokunikela kukomelela koqoqosho lwephondo. Ezi nzame ziya kubaluleka ekuxhaseni uvuselelo lweNtshona Koloni nokukhula, ingakumbi ukusetyenziswa koqoqosho olusesikweni nolokuyila ukwakha ikamva loqoqosho elizinze kakhulu nelibandakanyayo.

Ukuhla koqoqosho okanye inguqu kokuphambili kukarhulumente kunakho ukukhokhelela kunyino olungaphezulu lohlahlo lwabiwo-mali, okuchaphazela ikhono lokugcinwa kwezibonelelo zethala leencwadi loluntu, abasebenzi, kunye neenkono nangona kukho imilinganiselo ephozulu yentswela ngqesho, ingakumbi phakathi kolutsha, kwenza amathala eencwadi abe ngamaziko ayimfuneko kukufunwa kwemisebenzi, kuphuhliso lwezakhono, nokuqhutyelwa phambili kwemfundo. Amathala eencwadi asebenzela iingingqi zoluntu ezahlukeneyo ezinamanqanaba oqoqosho lwentlalo awahlukeneyo. Kwingingqi zoluntu oluhluphekileyo, amathala eencwadi oluntu ayimfuneko njengoko ebonelela ngofikelelo olusimahla kwiincwadi, kwimathiriyeli yemfundo, nakwi-intanethi, nto leyo ibesenokungafikelelwa ngabantu. Ngoko, kwimimandla etyebileyo, amathala eencwadi angasese okanye awezikolo anakho ukunciphisa ukuxhomekeka kumathala eencwadi oluntu.

Ukulondolozwa nokukhuthazwa kwelifa lemveli ngokusetyenziswa kweLifa leMveli leNtshona Koloni (HWC) kunye namaziko olondolozo lwembali kudlala indima ebalulekileyo ekuphakamiseni ubume boqoqosho beNtshona Koloni. Ngokugcinwa nokuboniswa kwee-asethi ezityebileyo zenkcubeko nezembali zengingqi, la maziko atsala bonke abatyebile bengingqi nabehlabathi, eqhuba ukukhula kumacandelo anxulumene nokhenketho afana neendawo zokuhlala, ezentengiso nezothutho. Ngaphezulu, iindawo zelifa lemveli kunye namaziko olondolozo lwembali ayila amathuba okuyilwa

kwemisebenzi, ukuphuhliswa kwezakhono, namalinge okushishina, ingakumbi kuluntu olwaluvinjwe amathuba ngaphambili. Ukukhuthazwa kwelifa lemveli kunakho ngokunjalo ukukhuthaza ukuzingca kwentlalo nohambelwano lwentlalo, kwandise ukomelela koluntu nokukhuthazwa kweendlela ezizinzileyo zoqoqosho ezithi zilungelelaniswe nokhuseleko lwezibonelelo zenkcubeko. Ngothelwano lweqhinga, olufana naloo magcisa engingqi namashishini, iHWC kunye namaziko olondolozo lwembali iyanikela kukwahlulwa-hlulwa koqoqosho lwengingqi, iqinisekisa ngembonakalo enamandla, etyebileyo lilifa lemveli ethi ibonelele abahlali kunye nabatyeleli.

UBUME BENTLALO

UkuBalwa kwaBantu kowama-2022 kuvelise into yokuba abemi beNtshana Koloni banyuke besuka kwizigidi ezi-6 ukuya kwizigidi ezisi-7.4 zabantu ukususela ngowama-2011 ukuya kowama-2022 ze yaba liphondo lwesithathu elinabemi abaninzi kakhulu kwilizwe. Ukukhula okungaphezulu kubemi bephondo kulindelwe okokuba kubeke uxinzelelo olwangezekileyo kumabango eenkonzo zeSebe. Ukukhuthazwa kobandakanyeko lwentlalo kuluntu kusasele kungumsebenzi obalulekileyo weSebe. Njengoko uluntu lwasedolophini lukhula, amaziko enkcubeko nawelifa lemveli anendima ebalulekileyo ekuphakamiseni iqondo lolwazi nasekuphuhliseni ingqiqo yokuba yinxalenye ngeencoko ezibandakanyayo ezibonisa amava obomi. Umdla woluntu kwembali yeLizwe nakwilifa lemveli ubandakanye umdla onzulu phakathi kolutsha kwimiba yoguqulelo lwembali nokufaneleka kwayo. Oku kubonisa ikhono elingummangaliso lwamaziko olondolozo lwembali amanyeneyo lokubanga ukubaluleka kwawo wentlalo kwiingingqi zoluntu ngothethwano kule miba, ukubonelelwa kweenkqubo ezifanelekileyo, nangokusetyenziswa kendlela ebandakanyayo kunikezelo lwnkonzo. Amacandelo amaZiko oLondolozo lweMwali, aweLifa leMveli naweNkcubeko aya kudlala indima ebalulekileyo ethi iqinisekise ngento yokuba amaqonga ayilelwe ingxoxo, enokuthi ivule isithuba apho iincoko ezininzi zinobakh kunye – kubekwe ngokutsha iindawo zelifa lemveli njengodawo ekungaxoxelwa kuyo apho iincoko ezikhuphisanayo zinokucamngca.

ISebe liyaqhubeka ngeenkqubo zalo zolwazi loovimba, imiboniso kunye nokhenketho oluqhutywa ngobuxhaka-xhaka bekhompyutha ukulungiselela ukuphucula ingqiqo yexabiso leerekhodi zovimba, kunye nenkubandakanywa ukutshiswa kwezakhiyo dima yoovimba. Kubekho uzondelelo kwilinge leMwali yoMlomo yaye ngoko le nkqubo iya kuqhubeka. Abantu abadala kuluntu ngamagosa aphambili ngokubanzi enkcubeko yemveli nelifa lemveli equlathe uluntu. Inkqubo yembali yomlomo idlala indima ebelulekileyo ekuqinisekiseni ngento yokuba amasalela aethe-ethe exesha elidlulileyo ayagcinwa yaye akhuselewe.

Njengoko uluntu luye luvuseleleka kwiimpembelelo zentlalo zeCOVID-19, impilo-ntle yengqondo neyomzimba iya kuba ngumncedi ophambili. Umsebenzi othi wenziwe yiDCAS ubheka ngasentla ngokohlobo lwawo kuba uthintela iingxaki phambi kokuba zenzeke, okanye kungenjalo, unciphisa ngendlela emisiweyo ingozi ebangelwa zezo ngxaki. Ukufundisa abantwana ukudadaAs communities recover from the social impact umzekelo yindlela elungileyo yokubheka ngasentla ukuthintela ukurhaxwa, yaye ukuhlala besempilweni ngomzimba yindlela elungileyo yokunciphisa kwakuqalwa izifo ezingasuleliyo ezifana nesifo seswekile. Ukuguqula izinto nokunceda uluntu ekuphuculeni isimo sabo sempilo-ntle yengqondo neyomzimba, iSebe liya kuyiguqula ingqwalasela yalo ukuze likwazi ukuqonda indlela elingenza ngayo uluntu lube sempilweni yaye lukhuseleke ngaphandle kokuba kucelwe iSebe okokubaindlela elingasabela kwiingxaki ezenza uluntu lungabikho mpilweni entle yaye lugakhseleki emva kokuba zihlile.

INgxelo yeProfayile yeNtlalo yoLutsha ngowama-2024-2020 eyenziwe yiStatistics South Africa ibonisa into yokuba ulutsha lujamelene nomngcipheko omkhulu wokuba sesichengeni kulwaphulo-mthetho. Ngaphezulu, abantu abatsha babonise ukuphelelwa lithemba kurhulumente nakumaziko karhulumente. ISebe ngoko likhawulezise ukugxila kwalo kwiinkqubo zophuhliso lolutsha ezikumacandelo obugcisa, enkcubeko, olwimi, nakwimidlalo, nolonwabo nakwawasemva

kokuphuma kwesikolo. Imibutho yoluntu inamacandelo anxulumene nemidlalo kuzo zonke izithili zopolitiko lwendawokwiPhondo. Umsebenzi weSebe kukunikezela ngethuba okokuba bonke abantu kufuneka babandakanywe kumsebenzi owakhayo wentlalo ngokubhekiselele ekuyilweni kwemiqathango yentlonipho nokunyamezelana kuluntu lwethu.

INTshona Koloni likhaya kumaqela awahlukene ngolwimi, ngobuhlanga, nangenkcubeko. Amathala eencwadi adingeka okokuba anikezele ngezibonelelo kwiilwimi ezahlukeneyo, kubandakanywa isiBhulu, isiNgesi, kunye nesiXhosa, ukulungiselela lonke uluntu. Oku kudinga ucwangciso olunonophelweyo lweemathiriyeli noqeqesho lwabasebenzi. INTshona Koloni inenani elikhulu labemi abangabafundi, kubandakanywa abantwana abasahamba isikolo kunye nabafundi baseyunivesiti, uninzi lwabo oluxhomekeke kumathala eencwadi oluntu ukufumana imathiriyeli yokufunda kunye nofikelelo kwi-intanethi. Amathala eencwadi adlala ngokunjalo indima ephambili kwimifundo yabantu abadala nakwiinkqubo zokufunda ubomi bonke. Kwimimandla, kukho iyntlukwano ecacileyo yedijithali, apho abantu abakuluntu oluhluphekileyo basenokungabinakho ukufikelela kwitheknoloji ekhaya. Amathala eencwadi ayasizalisa esi sithuba ngokubonelela nge-intanethi esimahla nofikelelo kwikhompyutha.

INTshona Koloni ijamelene neningeni yentlalo ekhulayo, ebandakanya imiba yempilo yengqondo yolutsha, ukuchwethelwa bucala kwentlalo, nokunqongophala kohambelwano lwentlalo. Kwisithuba seminyaka emihlanu esizayo, iDCAS iya kujolisa ekulungiseni le miba ngokusetyenziswa kweenkqubo zemidlalo nolonwabo, eziya kusebenza njengamaqonga abalulekileyo okuhlangana kolutsha, okubandakanyeka kwentlalo, kunye nempilo-ntle yengqondo. Okuphambili okungundoqo iya kuba kukuxhaswa kophuhliso lweentsapho ezomeleleyo kunye nolutsha, kugxilwe ekukhuthazweni kobudlelawane obulungileyo nokuyilwa kobume obukhuselekileyo, obuxhasayo.

I-DCAS iya kubeka phambili ngokunjalo ubundlobongela obusekwe kwisini (GBV) ngokuhlanganisa iinkqubo zayo ukuphakamisa ulwazi nokukhuthazwa koluntu olukhuselekileyo, olubandakanyayo kakhulu. Ngokwandisa amalinge ayo kwiingingqi yoluntu olwaluvinjwe amathuba ngaphambili nokuhlanganisa amandla enkubeko nemidlalo, iDCAS iya kuqhuba ngamandla ubandakanyeko lwentlalo nohambelwano. Le ndlela ipheleleyo ayandisi nje kuphela impilo-ntle yomntu ngamnye kodwa idlala ngokunjalo indima ephambili ekwakheni iintsapho ezomeleleyo noluntu. Ngokuhlangana okusoloko kuqhutywa kwimisebenzi esempilweni netyebisayo ngokwentlalo, iDCAS iya kuqinisa indlela elungileyo yokuziphatha yentlalo yephondo, enempebelelo elungileyo kwiintsapho nakulutsha.

UBUME BETHEKNOLOJI

ISebe likhawulezise isibonelelo salo seenkonzo ze-intanethi emva kobhubhane weCOVID-19 okube nomphumela wokuncipha kokuhlangana kwentlaloyaye liya kuqhubeka ngokwandisa uncedo lweenkonzo ze-intanethi ngesithuba sowama-2024/25.

Ukukhula kwetheknoloji kunikezela ngamaqonga amatsha okuhlangana kwabemi, yaye kuvumela ukuyilwa kokuqulathiweyo okuneencamba, kusenza kube nokuqhutyekwa ngokuhlaziywa kokutolikwa kwezinto ezibunjiweyo kunye nemisitho yembali. Zindlela ezingabizi kakhulu ngokunjalo zokwabelana ngeembali kungekho zithntelo zendawo yaye zivumela iSebe ukuba lenze njalo kwilwimi ezininzi.

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

kumalungu amathala eencwadi abhalisiweyo bekulonwabo lwabo emakhayeni awo okanye baboniswe ngobuxhaxhaka bekhomyutha nakuyiphi na indawo. Kwesekuqaleni, iqonga ledijithali lethala leencwadi okt., i-Overdrive, ebandakanya iincwadi ezikwi-intanethi kunye neencwadi ezimanyelwayo, usetyenziso lwande kakhulu. IProjekti yoThungelwano lweThala leeNcwadi lasemaPhandleni (RLCP), iMzantsi Libraries Online, kunye nokuQaliswa kweBroadband namalinge eWi-Fi ayaqhubeka ngokubonelela uluntu ngofikelele kwi-ICT.

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

Ukubonelelwa kweNkonzo yoLawulo lweRekhodi kusoloko kunikelwa ngeentlanganiso zobuso ngobuso; nangona kunjalo, uphuhliso lwetheknoloji kutyhalele kwiinguqu kuyilo lokunikezelwa kwenkonzo. Oku kubandakanya ukubonelelwa ngoqeqesho kwi-Intanethi kunye neentlanganiso. Amaqonga oqeqesho akwi-intanethi amiliselwe, kuvumela ukufikelelwa okukhulu kubaxhamli. Itheknoloji idlala indima ebalulekileyo ekulawuleni iirekhodi zedijithali, iqinisekise ngokhuseleko lweenkcukacha zamanani, nokumiliselwa kwezisombululozobuchulekulungiselelwa ulawulo lweerekhodi. INkonzo yoVimba iya kuqalisa neenkonzo ezilungiselelwe abangaboniyo nabaxhamli abangaboni kakuhle.

Itheknoloji ivumela ukumiliselwa kwamaqonga entsebenziswano e-intanethi ukukhuthaza ufikelelo kwengcaciso ngokusetyenziswa kwemiboniso ye-intanethi, ukusetyenziswa kweeKhowudi zeQR, uphandoplubanzi kwimimandla yemetadata, ukhenketho oluqhutywa ngobuxhakaxhaka bekhomyutha luza kupapashwa kwiwebhusayithi/kwizithuba zokusebenza ezahlukeneyo zesebe. Uluntu, ingakumbi ulutsha, luthabatha inxaxheba ngokwandileyo kwimisebenzi ye-intanethi, lusebenzisa ingcaciso esekwe kwi-intanethi kunye nemithombo yokonwabisa. Iyimfuneko okokuba amaziko olondolozo lwembali okokuba aqinisekise ngento yokuba imiboniso yayo kunye neenkqubo zikarhulumente ziyafikeleleka ngothungelwano lwe-intanethi ukulungiselela ukuhlala lufanelekile.

Ngaphezulu koko, njengoko kuchaziwe kwisiCwangciso-nkqubo seQhinga sesiCwangciso seQhinga sePhondo sowama-2019 ukuya kowama-2024, kukho ukungalingani kokukhula kwabafundi kunye neziphumo zezifundo. Ngokwembali, abafundi kwiindawo ezihlwempuzekileyo bebengathathi ntweni ukufikelela kwiinqubo ezisemgangathweni zasemva kokuphuma kwesikolo (ezinjengemisebenzi yemidlalo, neyenkcubeko), bafumana amagumbi okufundela ezele ngenxa yokukhula kwamanani okufuduka kwabafundi, banezithintelo ezikhoyo kukuchanatywa kwabo kumathuba okufunda e-e-Learning, banofikelelo oluncinci kwizifundo ezisemgangathweni eziqhutywa ngaphandle kwexesha lesikolo, kwaye lunamathuba ambalwa okuthatha inxaxheba kwiihambo zesikolo. Ezi meko zinxulunyaniswa nokuqhuba kakubi ezifundweni. Ukugxila okupheleleyo

(okt. kwizifundo, ezemidlalo, ubugcisa nenkcubeko) kweenkqubo zasemva kokuphuma kwesikolo zinika abafundi ithuba lokufunda ngolingo, oluchongwe njengolubalulekileyo kuHlaziyo lwezobugcisa besigaba sesi-4 sobuxhakaxhaka (i-4IR). ISebe liya kuthi ke ngoko liqhubeke nokubonelela ngofikelelo kwimidlalo, ubugcisa nenkcubeko, kunye neminye imisebenzi yasemva kokuphuma kwesikolo, kunye nenkxaso yokufunda namaphulo enkuthazo ekuxhaseni iziphumo zemfundo. Emva kweCovid-19 imisebenzi eqhutywa ngonxibelelwano lobuxhaka-xhaka bekhompyutha neqhutywa kwiindawo ezahlukeneyo ngaxeshanye yobugcisa, yenkcubeko, yemidlalo neyolonwabo kunye neyasemva kokuphuma kwesikolo ibe yinxalenye yokunikezelwa kwenkonzo.

ICandelo leNkqubo yaseMva kokuPhuma kweSikolo isebenzise itheknoloji ngokufanelekileyo ukubonelela ngoqeqesho kwiingcali, ukusingatha imisitho ye-intanethi nokulandela ukuzimasa kolutsha nabafundi beYearBeyond.

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

Ubhubhane unike ithuba lokusekwa kwemidlalo ye-intanethi kuluntu yaye iSebe lisebenza ngokusondeleyo kunye neeklabhu zemidlalo ye-intanethi yaye lingene kwiingxoxo kunye nemibutho emanyeneyo malunga nophuhliso lokwandiswa kwemidlalo ye-intanethi kuluntu kuyo yonke iNtshona Koloni.

Ukukhula okukhawulezileyo kwebango lezakhono zedijithali nokuthembela okwandileyo kumaqonga edijithali kunikezela amathuba kunye nemingeni kuDCAS. Kwisithuba seminyaka emihlanu ezayo, iDCAS iya kuhlenganisa amaqonga ayo edijithali ukwandisa ufikelelo nolukufaneleka kweenkqubo zayo, iqinisekisa abathathi-nxaxheba bayafikelela kwizixhobo zala maxesha nakwiteknoloji. Ukuhlanganiswa kwengqiqo eyenziweyo kulungiselelwa ukuphuculwa kokufaneleka kokusebenza, kunye nokukhula kokubaluleka kwemidlalo ye-intanethi, kuya kuvulela indlela ezintsha zokuhlanguka kolutsha, kuxutywa iteknoloji kunye nkuthamba nolonwabo.

Ngaphezulu, ukuqhutyelwa phambili kukuveliswa kweteknoloji, efana ne-in-house 3D printing elungiselelwe imidlalo, ulonwabo, kunye nesixhobo sobugcisa, kuzisa iindleko ezinkulu kunye namathuba okulondolozwa kwexesha kulungiselelwa ukuxhaswa kweenkqubo zeDCAS. Ngokulawulwa ngokufanelekileyo kwezi zibonelelo zeteknoloji nokuqinisekisa ngofikelelo olulinganayo, iDCAS ingazibeke njengenkoheli kubandakanye lwedijithali kumacandelo emidlalo nawolonwabo. Le ndlela iphambili yokucinga iya kuxhobisa abathathi-nxaxheba ngezakhono kunye nezixhobo abazidingayo ukuqhubela phambili kwihlabathi elandileyo ledijithali ngelishesha bagcine indima yeDCAS ekukhuthazeni uluntu olusebenzayo nolunxibeleleyo.

IMIBA YENDALO

Izigrogriso ezibini zenguqu yesimo sezulu nokunqongophala kombane ziza kuba phakathi kweyona mingeni esiya kujamelana nayo kwizizukulwana ezizayo. Nokokuba sicamngca ukusabela okukhawulezileyo nokuzilungiselela, uqoqosho lwethu, ulawulo lwethu, oakanye ingakumbi ubume bethu esibakhileyo kunye nezibonelelo, sijamelene nokubakho "kwesiqhelo" esitsha esiqiniseke kancinane ngako, kodwa nokuba kunjalo kufuneka sikulungiselele, kumanqanaba karhulumente, kwaweziko, kushishini, nakwelasekhaya.

EMzantsi Afrika sele sinentlekele etshabalalisayo yombane yaye sesibone inguqu ebonakalayo kwisimo sezulu ngeempuphum ezimbi ezithe gqolo ukwenzeka kwiPhondo lakwaZulu-Natal kunye nembalela embi echo rhoqo kwiPhondo leNtshona Koloni.

Inxalenye enkulu yotyalo-mali lwezibonelelo eyenziwe nguDCAS ibe kwiiNkonzo zaMathala eeNcwadi ngokwaxhiwa kwamathala eencwadi amatsha, nokulungiswa nokuhlaziywa

kwamathala eencwadi amadala oluntu. Njengawo onke amashishini kunye namaziko akwimimandla kamasipala, iinkqubo zamathala eencwadi oluntu zintsonkothile kakhulu yaye imisebenzi yawo isebenzisa umbane kakhulu exhomekeke kukuqukuqela kwemathiriyeli ngaphakathi nangaphandle. Iincwadi zawo ezibalulekileyo zenziwa kwihlabathi, iphepha lazo elivela emahlathini elifunyanwa ngeetraka ezigalelwa idizili, okanye imizi-mveliso eguqula inkunkuma ibe zizinto ezinokusetyenziswa kwakhona. Rhoqo, iitraka zethu "zeeNcwadi ezisendleleni" zithutha ngokunjalo imathiriyeli phakathi kwamasebe, yaye amathala eencwadi avelisa iigesi ezibalulekileyo zendlu eluhlaza ngokutsala abatyeleli bethala leencwadi abafika ngezithuthi ngenxa yokuba inkqubo yothutho kawonke wonke ayanele. Ukunikezelwa kombane kumathala eencwadi amaninzi luxhomekeke kwiintsimbi ezineentambo zombane ezibekwe embindini ngumasipala kunye namandla engingqi ka-Eskom. Imbalela kunye nokunqongophala kwezibonelelo zamanzi kunakho ukuchaphazela imisebenzi yeSebe. Ukhenketho lwezemidlalo luya kuchaphazeleka apho imibutho emanyeneyo ingenakho ukubamba imisitho ngenxa yemeko yendalo. Imbalela eqhubekayo iza kuchaphazela amaziko ezemidlalo njengoko ulolongo luya kuba ngumceli mngeni. Ngaphezulu koko, amanyathelo okongiwa kwamanzi aqalisiwe kulo lonke iSebe, umz., kumaziko enkucubeko, eemyuziyam nawemidlalo. ISebe liya kuphanda eminye imihlaba engaxhomekekanga kumanzi kunye neminye imithombo.

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

Kwesi simo sokuguquka kwesimo sezulu, iDCAS kufuneka ihlanganise ngamandla uzinzisolwendalo kwiinkqubo zayo nakwimisebenzi. Impembelelo engummangaliso yenguqu yesimo sezulu kwiinkonzo nakwizibonelelo, kuqukaniswe nokunqongophala kweendawo eziluhlaza ezilungiselelwe ulonwabo kwimimandla yasedolophini, inyanzelisa okokuba iDCAS ibeke phambili izibonelelo zokomelezwa kwesimo sezulu kucwangciso lwayo kwisithuba seminyaka emihlanu elandelayo.

Ngokusetyenziswa kwemidlalo nolonwabo njengamaqonga okuhlangana kwendalo, iDCAS inakho ukuphakamisa iqondo lolwazi ze ivuselele umsebenzi kwimiba yenguqu yesimo sezulu kwangaxesha linye kuphuculwe impilo nempilo-ntle yoluntu. Imbonakalo eyodwa yendawo yaseNtshona Koloni inikezela ngamathuba amaninzi emidlalo yangaphandle kwendlu, kodwa le kufuneka ilawulwe kakuhle ukuqinisekisa ngokulondolozwa kwendalo kulungiselelwa izizukulwana ezizayo.

Uzinziso luya kuba sembindini kucamngco lohlahlo lwabiwo-mali lwenkqubo, kunye neendleko zeminikelelo yendalo ezihlanganiswe kuwo onke amalinge kaDCAS. Ngokwendelelisa uzinziso kwiinkqubo zayo, iDCAS iqinisekisa ngento yokuba amalinge ayo awaboneleli nje kuphela abathathi-nxaxheba abakhoyo kodwa ayanyikela ngokunjalo kubugosa bendalo bexesha elide kulo lonke iphondo.

UBUME BOMTHETHO NOLAWULO

Ubume boLawulo lweSixokelelwano soNikezelo sele ilawulwe kakhulu ukuqinisekisa ngenkxaso kumaShishini aMancinci, aPhakathi kunye nasaKhulayo. Iziphumo ebezingalindelekanga zobu bume bulawulwa kakhulu zezokuba zibeka uxinzelelo olungumangaliso kwikhono labasebenzi ukuqinisekisa okokuba iSebe liyakwazi ukusabela kubume obuguqukayo.

Umthetho okhoyo okhokhela isibonelelo senkonzo yethala leencwadi loluntu eNtshona Koloni uphelelwe lixesha. ISebe likwinkqubo yokuyila umthetho oYilwayo weNkonzo zeThala leencwadi loluntu kunye neNgcaciso weNtshona Koloni. Umthetho omtsha uya kunceda iSebe okokuba lingene kwizivumelwano zesigqeba kunye noomasipala, libeke esikweni ngokomthetho isibonelelo sentsebenziswano yeenkonzo zethala leencwadi loluntu kwimbonakalo yomthetho ekhoyo.

Ukuhambelana nemimiselo yomthetho, uhambelwano nemithetho yabasebenzi, kunye nolungelelwano neemfuno zeCCMA kuya kusala kubalulekile kwiDCAS kwisithuba seminyaka emihlanu elandelayo. Njengoko ukuntsokotha kothelwano nezivumelwano zisanda – ingakumbi ezo zibandakanya abachaphazelekayo abaninzi – isebe kufuneka lilungelelanise izigunyaziso zalo zomgaqo-siseko ukuqinisekisa ngokhuseleko lomthetho kulungiselelwa abathathi-nxaxheba nokunikezelwa kwenkqubo.

Iinkonzo zomthetho zeDCAS ziya kujolisa kulawulo lothelwano kunye nokuhlolwa ngononophelo kwazo zonke izivumelwano nanaxwebhu ukuqinisekisa ngokuba phandle, ukuthatyathwa koxanduva, nohambelwano. Ukunyanzeliswa ngamandla kweendlela zokhuseleko ziya kuba yimfuneko ukukhusela ulutsha nabanye abathathi-nxaxheba abasesichengeni kuzo zonke iinkqubo.

Ngaphezulu, ukusekwa kweememoradam zengqiqo ezintsha (iiMOU) nabachaphazelekayo abaphambili, kubandakanywa iSebe leMfundo kunye neSebe leMidlalo, uBugcisa, kunye neNkcubeko, kuya kuqinisekisa ngolungelelwano nenkxaso yamalinge kaDCAS, kuyilwa isiseko esomeleleyo somthetho kulungiselelwa unikezelo lwenkqubo ezinzileyo nothelwano.

UBUME BOKHUSELO NOKHUSELEKO

Njengoko kuchaziwe kwisiCwangciso-nkqubo seQhinga sesiCwangciso seQhinga sePhondo sowama- 202019-2024, uluntu lweNtshona Koloni luyaqhubeka ukuchaphazeleka ngqo nangokungathanga ngqo kulwaphulo mthetho olunobundlobongela. Iinkqubo zeSebe ezemidlalo, ezobugcisa nenkcubeko ezixhasa iziphumo zemfundo nezengqesho, kunye neenkqubo ezibonelela ngemisebenzi elungileyo yeqela loontanganye ethi ibonelele ngokhuseleko lwentlalo kubantu abatsha, inkxaso yonke kuphuculo kobume bokhuselo.

ISebe liya kusebenzisa abantu balo, amaziko, kunye nezibonelelo ukuyila iindawo ezikhuselekileyo nokukhuthaza inkcubeko nelifa lemveli kunye nengqiqo yokuba yinxalenye.

Umngcipheko omkhulu wokhuseleko lokungenelwa kwengcaciso ekwikhompuyutha inikezela ngesigrogriso sokhuseleko lwamaxwebhu, lweerekhodi nolwengcaciso. Oku kwenziwa mandundu ngokusetyenziswa kweeselula, iikhompuyutha zabantu kunye nee-imeyle zangasese kulungiselelwa imiba enxulumene nomsebenzi. U-MyContent yinkqubo evunyiweyo yolawulo lweerekhodi ze-elektroniki yeWCG.

ISebe lamkele isiCwangciso sokuQhubeka koShishino (BCP) esikhoyo. Injongo epheleleyo yeBCP kukukhusela abasebenzi, izibonelelo zikarhulumente, nokuqinisekisa ukuba isebe linakho ukusebenza ngokufanelekileyo kwimeko yophazamiso olukhulu.

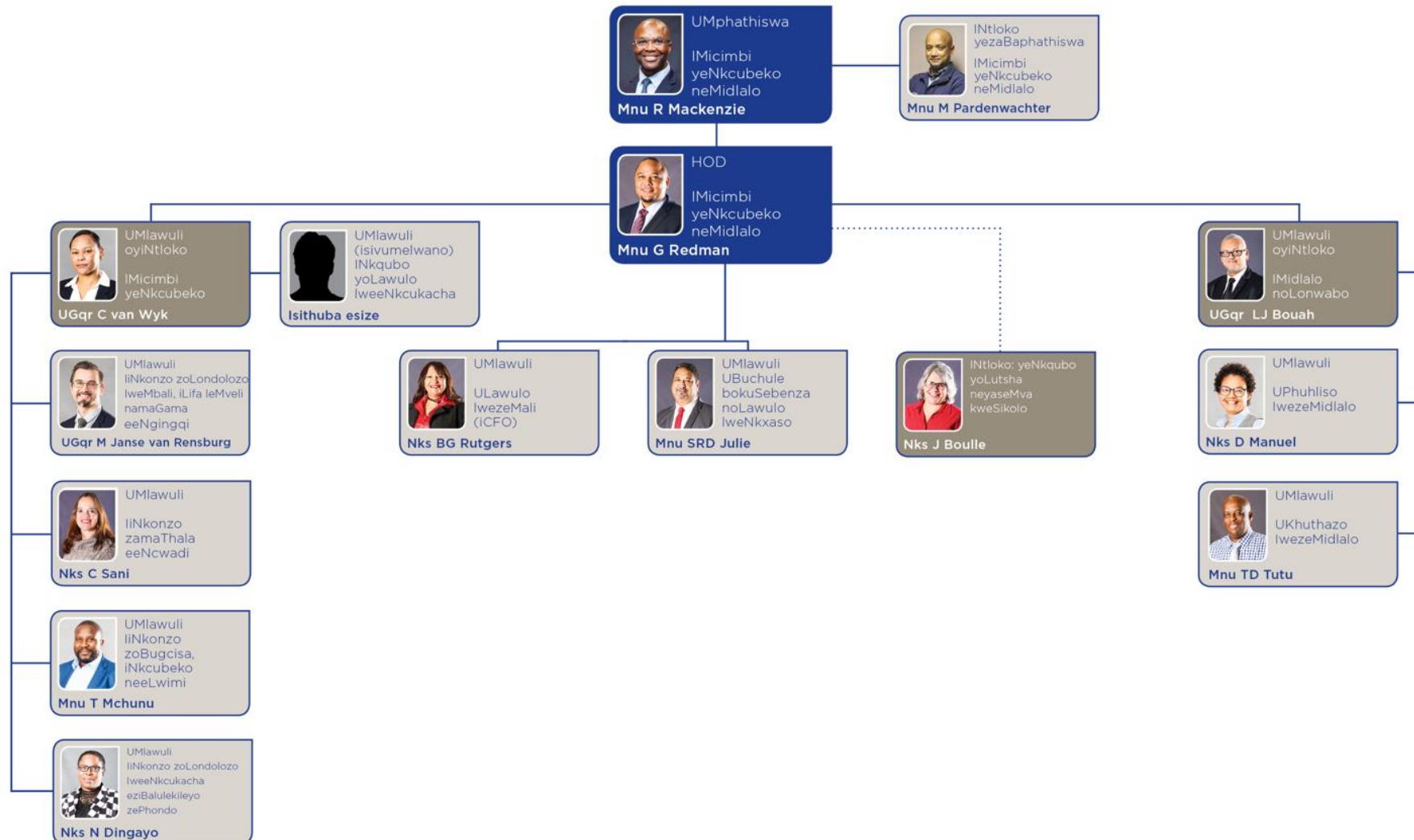
Ukuqinisekisa ngokhuseleko lwabo bonke abathathi-nxaxheba, ingakumbi uyilo, kuya kokubekelwe phambili kwiinkqubo zikaDCAS kwisithuba seminyaka emihlanu ezayo. Imilinganiselo enyukileyo yolwaphulo-mthetho, kubandakanywa ubundlobongela obusekwe kwisini (GBV), nokuvela kwezigrogriso ezivela kumaqela emigulukudu kulwakhiwo nakuthutho kwimimandla ethile kwenze kwayimfuneko ukuphuhlisa kweqhinga lokuseleko elihlangeneyo. Eli qhinga liya kujolisa ekukhuseleni abathathi-nxaxheba ngethuba besesithubeni nokumiliselwa kwemiqathango yokhuselo olusekwe kuluntu kuyo yonke imisitho.

Ukusebenzisana kunye nonyanzeliso lomthetho, imibutho yoluntu, ukhuseleko lwabachaphazelekayo luya kuba yimfuneko ukuthintela le mingcipheko ngokufanelekileyo. Ngaphezulu, izivumelwano zokhuselo ziya kusekwa ukukhusela abathathi-nxaxheba bolutsha, kuqinisekiswa ngento yokuba banakho ukuhlangana kwiinkqubo zikaDCAS bengenaloyiko lobundlobongela, lokuxhatshazwa, okanye lokwenzakaliswa. Ukhuseleko lomzimba nolomphefumlo lwabathathi-nxaxheba akusayi kuthethwana ngalo yaye ukugxila okungundoqo kuko konke ukucwangcciswa kwexa elizayo, ukuyilwa kobume obukhuselekileyo nobuxhasaya kulungiselelwa ukuhlangana okulungileyo.

Ulonandolozo lwelifa lemveli nokukhuthazwa ngokusetyenziswa kweLifa leMveli leNtshona Koloni (HWC) kunye namaziko olondolozo lwembali lunakho ukunikela kakhulu kubume bokhuselo nokhuseleko eNtshona Koloni. Ngokubuyiselwa esimeni sangaphambili nokugcinwa kweendawo zelifa lemveli, la maziko akhuthaza ukuhlanguka koluntu nokumilisela ingqiqo yokuzingca noxanduva olubhekiselele kwimbali yengingqi kunye neempawu zenkcubeko. Le ngqiqo yobunini inakho ukukhuthaza uhambelwano olomeleleyo loluntu, ukunciphisa ukonakaliswa ngabom okunokwenzeka, ubusela, kunye nolunye ulwaphulo-mthetho kwezi ndawo. Iindawo zelifa lemveli ezigcinwe kakuhle yaye ezikhunjulwayo zitsala ngokunjalo abatyelili, okukhokhelele oku kukucupha okungaphezulu, oonogada abahamba ngenyawo, kunye nemiqathango yokhuseleko esesikweni, eya kuthintela imisebenzi yolwaphulo-mthetho. Ngaphezulu, amalinge emfundo yelifa lemvelianceda ekumiliseleni iinqobo ezisesikweni zentlonipho nobugosa kubantu abasebatsha, ekhuthaza ubume bokuthatyathwa koxanduva okunikela kukhuselo olubanzi loluntu. Ngokutyalwa kwemali kulondolozo nokhuthazwa ngamandla kwelifa lemveli, uluntu lunakho ukuyila iindawo zoluntu ezikhuselekileyo, lukhuthaze unxibelelwano olulungileyo lwentlalo nokudunyazwa kwendlela yokuziphatha echaseneyo noluntu.

4.2. UBume bangaphakathi

Isicwangciso sobume esikhoyo seSebe sinjengolu hlobo lulandelayo:



Izithuba zengqesho nezithuba ezingazaliswanga

Ingqesho nezithuba ezingazaliswanga zomsebenzi ngokweNkqubo, ngokomhla wama-31 kweyoKwindla 2024			
Inkqubo	Inani lezithuba ezikhoyo	Inani lezithuba ezizalisiweyo	Ipesenti yomlinganiselo wezithuba ezingazaliswanga
Inkqubo 1	91	86	5,5
Inkqubo 2	164	156	4,9
Inkqubo 3	192	189	1,6
Inkqubo 4	68	68	-
Zizonke	515	499	3,1

Ingqesho nezithuba ezingazaliswanga zomsebenzi ngokwenqanaba lomvuzo, ngokomhla wama-31 kweyoKwindla 2024			
Inqanaba loMvuzo	Inani lezithuba ezikhoyo	Inani lezithuba ezizalisiweyo	Ipesenti yomlinganiselo wezithuba ezingazaliswanga
Abanezakhono eziphantsi (Amanqanaba 1-2)	87	84	3,4
Abanezakhono (Amanqanaba 3-5)	152	151	0,7
Abagumgangatho ophezulu wezakhono (Amanqanaba 6-8)	173	165	4,6
Abakulawulo oluphezulu lwezakhono (Amanqanaba 9-12)	91	87	4,4
Abaphathi abakhulu (Amanqanaba 13-16)	12	12	-
Ewonke	515	499	3,1

Ingqesho nezithuba ezingazaliswanga zemisebenzi ngokokubaluleka komsebenzi, ngokomhla wama-31 kweyoKwindla 2024			
Izithuba ezibalulekileyo	Inani lezithuba ezikhoyo	Inani lezithuba ezizalisiweyo	Ipesenti yomlinganiselo wezithuba ezingazaliswanga
Umgcini woovimba	18	17	5,6
IGosa leNkcubeko	5	5	-
IGosa leLifa leMveli	10	7	30,0
USozilwimi	8	8	-
UNoncwadi	21	19	9,5
IGosa lokuKhuthaza iMidlalo	15	15	-
UMlawuli weZiko/weProjekti	2	2	-
UMphandi	1	1	-
Zizonke	80	74	7,5

ISebe liya kusebenzela ukunciphisa umlinganiselo walo wezithuba ezingazaliswanga kunye nexesha elithatyathwayo ukuzalisa izithuba. Ukulungiselela ukulungisa intsilelo yezakhono ezibalulekileyo, ubuchule obubalulekileyo buya kubekelwa phambili kwisiCwangciso seZakhono zeNdawo yokuSebenza (WSP) ukulungisa ukuphakanyiswa kweqondo lezakhono zabasebenzi kunye nemimandla yokufunda ephambili iya kuhlangukanyiswa kwiinqobo zokukhetha kulwabiwo lwebhasari.

ISebe linenkqubo ebanzi ekhoyo yokuqeqesha abasebenzi besenkonzweni. Le nkqubo iya kuqhubeka ukulungiselela iSebe okokuba libe nesizinda sezakhono apho lingafumana khona izakhono eziphambili nezibalulekileyo.

IsiCwangciso saBasebenzi

IsiCwangciso saBasebenzi sangaphambili seSebe saphuhliswa ngowama-2018-2023 ukubandakanye isithuba esisusela kumhla woku-1 kuTshazimpuzi 2018 ukuya kumhla wama-31 kweyoKwindla 2023 yaye ekupheleni konyaka wesithathu somiliselelo lwaso. Ngoko, ngenxa yolungelelwaniso lweqhinga kwinqanaba lePhondo ngenxa yophuhliso oluphathelel kubhubhane weCOVID-19, kunyanzelise uphuhliso lwesiCwangciso esitsha saBasebenzi bawo onke amasebe eWCG kulungiselelwa isithuba: esisula kumhla woku-1 kuTshazimpuzi 2021 ukuya kumhla wama-31 kweyoKwindla 2026. IsiCwangciso saBasebenzi saphuhliswa ngenjongo yokunceda iSebe ekuhlangabezani iinjongo zalo zeqhinga. Silungelelaniswe kumbono nomnqophiso weSebe ngokunjalo nokugxila kweqhinga kweQhinga lephondo loLawulo lwaBantu ngexesha.

Okuphambili okulandelayo kwesithuba sowama-2021-2026 kwachongwa ze kwaphunyezwa:

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

OKUPHAMBILI	ISIPHUMO
izigqibo zeSebe zokuFunwa nokuKhefwa kwaBasebenzi beSebe.	ze-EE ngokuphathelele kumaqela ayevinjwe amathuba ngaphambili.
Ukunikezelwa kwamangenelo/kweenkonzo zeMpilo neMpilo-ntle ukuxhasa impilo-ntle yabasebenzi.	Abasebenzi abasempilweni nabazinikeleyo.
Ukuphuhlisa nokumilisela kweNguqulelo kwiNdlela entsha yokuSebenza / iprojekti yeWCG yobume bokubekwa kwabemi embindini.	Ubume bokusebenza obubeka abemi embindini.

liNkqubo kunye ne-IT

ISebe liza kuqhubeka ukuxhasa iiprojekthi ze-IT ezilandelayo ngexesha lonyaka-mali wam2025-26:

1. Inkxaso yenkqubo yeNAAIRS, i-AtoM, iSLIMS kunye neenkqubo ze-ECM liSebe liSebe leMidlalo, uBugcisa kunye neNkcubeko kunye ne-Arhente kaRhulumente yeTheknoloji yeNgcaciso, ngokwahluka-hlukeneyo.
2. Ukumiliselwa kwenkqubo yeNkxaso-mali yoNyaka yeMicimbi yeNkcubeko ukunceda ekulawuleni ngokufanelekileyo inkqubo yenkxaso yonyaka elungiselelwe amaqela enkcubeko adinga inkxaso-mali kwiSebe.
3. Ukumiliselwa kweNkqubo yoLawulo lweJim ukulungiselela ukufikelela ngcono kwijim yoRhulumente waseNtshona Koloni.
4. Ukwandiswa kwenkqubo yokwenziwa kwesicelo senkxaso-mali yeMidlalo kwi-intanethi.
5. Inkqubo yeencwadi ezikwi-intanethi
6. Ukwandiswa kwenkqubo yokubhukisha kwi-intanethi kumaziko eNkcubeko
7. INkqubo yokuBhaliswa kwamaGisa eSiko loLwaluko

Indawo yokuhlala

ISebe ngokwakaloku nje likwii-ofisi eziqeshiweyo ezili-10 kunye nezakhiwo ezingama44 kwizahlulo zomhlaba ezili17 zezakhiwo eziphantsi kolawulo lukaRhulumente eNtshona Koloni. Ezi zakhiwo zinceda iSebe okokuba lizalisekise injongo yalo yeqhinga.

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

- Ekwakheni iziko lonyango lolondolozo nolungiso ukugcina okuqokelelweyo okutsha nokugcina iimathiriyeli ezinexabiso lezinto zakudala ukugcina, ukulondolozwa nokukhusela izinto eziqingqiweyo ngabantu ezinexabiso zamaziko olondolozo lwembali kunye nemathiriyeli yezinto zakudala engenazo iingcingo zombane ngethuba lokugrunjwa kwezinto zakudala eNtshona Koloni. Oku kuya kuququzelela uphuhliso, ulondolozo nokukhuthazwa kwelifa lemveli leNtshona Koloni ngolawulo olusebenzayo nolufanelekileyo lwezinto ezenziwe ngabantu nokuseleyo kwakudala ngentsebenziswano namaziko olondolozo lwembali amanyeneyo kunye neLifa leMveli leNtshona Koloni.
- Ekwakheni, ekuqeshiseni okanye ekunikezeleni ngesithuba esifanelekileyo njengenye indawo yesakhiwo esidala saseStandard Bank esilungiselelwe iinkonzo zamaZiko oLondolozo lweMwali nezeLifa leMveli nokuhlaliswa kweZiko loLondolozo lweMwali okucetywayo eKapa.
- Ukukhuthaza, nokulondolozwa ilifa lemveli ngokusetyenziswa kweenkonzo zeziko lolondolozo lwembali kunye nemibutho; ukunikezela kulondolozo, kwinkuthazo nakuphuhliso lwenkcubeko nelifa lemveli; nokunceda ngaphezulu amaziko olondolozo

Iwembali amanyeneyo ngokumiliselwa koMmiselo wamaZiko oLondolozo lweMbalu we-1975.

- Ekuphuhliseni isibonelelo sokhenketho kwindawo yezinto zakudala yeDiepkloof Rock Shelter ukuqinisekisa ngento yokuba iNdawo engakho yeLifa leMveli leHlabathi iyafumaneka kubatyelile nokumiliselwa kweenjongo zeCradle of Human Culture.
- Ekufumaneni indawo eyangezelelweyo kwi-Ofisi eyiNtloko kulungiselelwa ukwandiswa kweYunithi yoLawulo lweMali.
- Ekufumaneni indawo eyangezelelweyo kwiCBD, ukulungiselela ukugcinwa nokwamkelwa kwe-asethi nempahla.
- Iimfuno zendawo yokuhlala zesebe zezokuqinisekisa ngoququzelelo olufanelekileyo lobudlelwane obahlukeneyo nolawulo olusebenzayo lwemibutho emanyeneyo yemidlalo neyenkcubeko kunye neendawo zokuhlangana zoluntu. Iprofayile ephezulu yesebe kwiphondo ithetha ukuba indawo zokuhlala kufuneka ifikeleleke kakhulu yaye isebenze.
- Ekufumaneni indawo kwiNtshona Koloni kulungiselelwa iZindlu ezi-6 zeMidlalo ukunceda imibutho emanyeneyo emininzi okokuba ihlangabezane nezigunyaziso zayo ezahlukeneyo kwidolophu ezilandelayo: iBeaufort West, i-Oudtshoorn, iCaledon, iPaarl, iKapa kunye neVredenburg.
- Ukuqhubela phambili nokubeka phambili kokwandiswa kweNkonzo yooVimba neeRekhodi yeNtshona Koloni okuya kunikela kuwo onke amaSebe eNtshona Koloni naweSizwe kubandakanya abachaphazelekayo.
- Ekufunyanweni kwendawo yokugcinwa kwempahla eyangezelelweyo kwiProtea Assurance Building, ekufuneka isetyenzisiwe njengeziko elisisitora ukugcina izixhobo ze-elektroniki nezixhobo zokhuseleko lomntu.
- Ekuqulunqweni ngokutsha okanye ekulungelelanisweni kwezithuba ezikhoyo zokusebenza ukuthintela ukusasazeka ngomoya kwezifo ezifana neCOVID-19.
- Ekufunyanweni kwendawo entsha okanye eyenye yeThala leeNcwadi leNgingqi yaseBeaufort West eyathi yatshatyalaliswa ngumlilo ngomhla woku-01 kweyeNkanga 2022.
- Ukuhlaziywa kwesiFudumezi sase-Artscape, ukuNgena nokuPhuma komoya kunye nesilungisi-moya (HVAC), isixokelelwano sokusasaza amanzi ukucima umlilo kunye nesilawuli sokulungiswa komoya kunye neenkqubo zokubekwa iliso.
- Ekwakhiweni, kwingqeshiso okanye kunikezelo lwesithuba esikhulu kulungiselelwa iJimnazyam yePhondo kuthatyathelwa ingqalelo izifundo ezifundiweyo ngethuba lobhubhane weCOVID-19, apho ukunqongophala kwesithuba kube nempembelelo kwimisebenzi yejim.
- Ukwenziwa libe lela maxesha icandelwana lokuKhuthazwa kweMidlalo kumgangatho wesi-5.
- Ekufunyanweni kwenye indawo ye-ofisi yabasebenzi bakaDCAS (eyeyakhe) abakwiProtea Assurance Building.

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

ICANDELO C: UKULINGANISWA KOKWENZA KWETHU UMSEBENZI

UMbono weSebe:

INTshona Koloni ehlanganisayo, eyilayo, esebenzayo nethungeleneyo.

Iinqobo ezisesikweni zeSebe:



Caring



Competence



Accountability



Integrity



Innovation



Responsiveness

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

Ngokuhlangeneyo, umbono wamaSebe, umnqophiso kunye neenqobo ezisesikweni ziyanikela kwimpilo-ntle yamaqela abekwe phambili olutsha, awamanina, kunye nabantu abakhubazekileyo ngenxa yokugxila kwawo kubandakanyeko lwentlalo nokubandakanywa “komntu wonke” kwiinkonzo zalokunye necandelo.

IMpembelelo yeSebe:

Ingxelo yempembelelo

INTshona Koloni ehlanganisayo, eyilayo, esebenzayo nethungeleneyo.

IiNngxelo nesiPhumo seSebe:



PARTICIPATION

Increased participation and active engagement in reading, recreation, sport, culture, arts, and heritage contribute to improved personal wellbeing and overall community vitality.

PLATFORMS

Social inclusion and lifelong development are fostered through platforms that enhance access to knowledge and engagement, leading to more inclusive and empowered communities.



PATHWAYS

Communities are safe, resilient, healthy, and cohesive, with increased access to pathways and opportunities in arts and sport.

INgxelo yesiPhumo	UMgqalisela wesiPhumo
<p>Ukuthatyathwa kwenxaxheba okunyukileyo nokuhlangana okusebenzayo kukufunda, kulonwabo, kwimidlalo, kwinkcubeko, kubugcisa kunye nelifa lemveli kunikela kukuphucuka kwempilo-ntle yomntu nokomelela okupheleleyo koluntu. (UKUTHATYATHWA KWENXAXHEBA)</p>	<p>1. UkuThatyathwa kweNxaxheba okunyukileyo nokuhlangana kweNkcubeko ngokusetyenziswa kweNkcibeko, iMidlalo kunye noLonwabo</p>
<p>Ubandakanyeko lwentlalo nophuhliso lobomi bonke lukhuthazwa ngokusetyenziswa kwamaqonga athi andise ufikelelo kulwazi nokuhlangana, okukhokhelela kubandakanyeko olungaphezulu noluntu oluxhotyisiweyo. (AMAQONGA)</p>	<p>2. Ukunyuka kwinqanaba eziKhuselekileyo ezilungiselelwe uLutsha noLuntu</p>
	<p>3. Inani lamangenelo enxaso ukuvuselela uqoqosho kunye/okanye impembelelo yemisitho nemisebenzi kubugcisa, kwinkcubeko, kwimidlalo nolonwabo.</p>
	<p>4. Inani lamaqonga eentlangano zolwazi nohambelwano lwentlalo</p>
<p>Uluntu lukhuselekile, lomelele, lusempilweni, yaye luyahambelana, lunofikelelo olwandileyo kwiindlela namathuba kubugcisa nemidlalo. (IINDLELA)</p>	<p>5. Ukunyuswa kooqoqosho nolwenkxaso kwiimbaleki nakumagcisa</p>
	<p>6. UkuYilwa kweMisebenzi nokuXhotyiswa ngoQoqosho kumaCandelo eMidlalo, oLonwabo, oBugcisa naweNkcubeko</p>

Imigqalisela yokusebenza enxulumene neziphumo ibandakanyiwe kumacandelo okusebenza kwenqubo ngasezantsi.

5. INkqubo 1 INgcaciso yokuSebenza

INkqubo 1: ULawulo

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

Uhlahlelo ngokwenkqutyana:

INkqutyana 1.1: I-Ofisi yeMEC

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

INkqutyana 1.2: IiNkonzo zoLawulo lweMali

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

INkqutyana 1.3: IiNkonzo zoLawulo

Ukubonelela ngomsebenzi wenkxaso yolawulo kwiNtloko yeSebe ngokunikezela ngenkonzo esebenzayo yonxibelelwano kunye neqhinga nenkonzo yenkxaso yokusebenza, kubandakanywa nenkonzo yokubekwa kweliso novavanyo, ukumiliselwa kwamalinge ophuculo lonikezelo lwenkonzo, ubudlelwane obusebenzayo bomxhamli, okanye ulawulo olusebenzayo lobudlelwane phakathi koorhulumbente noboorhulumente, nokwenziwa kwesibonelelo esinyiniweyo seemfundo zolawulo kunye nezendawo yokuhlala.

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

Isiphumo	Umphumela wenkqubo	Inombolo	uMgqalisela yoMphumela weNkqubo	Unxulunyanis o lweMIDP	Unxulunyanis o lwePSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
So nke	IsiCwangciso soNyaka soPhuculo (MIP)	1.2.1	Inani lezicwangciso ezimiliselweyo ukuphuculwa kweziphumo zophicotho-zincwadi nokuncitshiswa kokufunyenwe kuphicotho-ncwadi okuphakanyiswe nguMphicothi-zincwadi Jikelele kunye noMphicothi-zincwadi waNgaphakathi ukufezekisa inkqubo egqwesayo	1,2,3	Lonke	1	1	1	1	1	1	1
So nke	IINGxelo yokuNikezelwa kweNkonzo kunye/okanye nePhepha lamaLungelo ungeniso olwamkelweyo	1.3.1	Inani lamaxwebhu eBatho Pele aqulunqiweyo	1,2,3	Lonke	2	2	2	2	2	2	2
So nke	IINGxelo zarhoqo ngekota zokuSebenza	1.3.2	Inani leengxelo zokubekwa kweliso kumsebenzi zarhoqo ngekota eziqulunqiweyo	1,2,3	Lonke	4	4	4	4	4	4	4
So nke	IINGxelo zeNgqinsekiso zarhoqo ngekota	1.3.3	Inani leNgxelo zeNgqinsekiso zarhoqo ngekota eziqulunqiweyo	1,2,3	Lonke	-	-	4	4	4	4	4
So nke	IsiCwangciso seSebe sokuQhubeka koShishino	1.3.4	IsiCwangciso seSebe sokuQhubeka koShishino sihlaziywa rhoqo ngonyaka ze silungelelaniswe njengoko kuyimfuneko	1,2,3	Lonke	1	1	1	1	1	1	1

IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2025/26	Ikota 1	Ikota 2	Quarter 3	Quarter 4
1.2.1	Inani lezicwangciso ezimiliselweyo kulungiselelwa ukuphuculwa kweziphumo zophicotho-zincwadi nokuncitshiswa kokufunyenweyo kuphicotho-zincwadi okuphakanyiswe kuMphicothi-zincwadi Jikelele kunye noMphicotho-zincwadi waNgaphakathi ukufezekisa ukugqwesa kwenkonzo	1			1	
1.3.1	Inani lamaxwebhu ophuculo lweBatho Pele aqulunqiweyo	2		1		1
1.3.2	Inani leengxelo zarhoqo ngekota zokubekwa kweliso kumsebenzi eziqulunqiweyo	4	1	1	1	1
1.3.3	Inani leengxelo zoqinisekiso zarhoqo ngekota eziqulunqiweyo	4	1	1	1	1
1.3.4	IsiCwangciso seSeba sarhoqo ngonyaka sokuQhubekeka koShishino esivavanyiweyo saze salungelelaniswa xa kuyimfuneko	1				1

5.1. Inkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi

Umnikelo womphumela wenkqubo obhekiselele kwiziphumo nempembelelo

Ulawulo olulungileyo lusekela wonke umsebenzi weSebe yaye ngoko, iNkqubo 1 inikela kufezekiso lwazo zonke izifuzekiso zeSebe.

Inkcazelo yomsebenzi ocwangcisiweyo

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

Uxanduva lweNkqutyana 1.3: iiNkonzo zoLawulo lubandakanya ukumiliselwa kwamalinge eBato Pele kwiSebe, ukubekwa kweliso komsebenzi weSebe ngokusetyenziswa kokuBekwa kweLiso kuMsebenzi Rhoqo ngeKota kunye neeNgxelo zeNgqinisekiso.

5.2 Iingqwalasela zezibonelelo zenkqubo

Inkcitho eqikelelweyo

Inkqubo 1: Ulawulo

Inkqutyana	Isiphumo zeNkcitho			ULwabiwo -mali oluHlenga hlengisiwe yo	Uqikelelo lwenkcitho lwesithuba eaiphakathi		
	2021/22	2022/23	2023/24		2024/25	2025/26	2026/27
R amawaka							
I-ofisi kaMEC	8 919	8 674	9 198	8 379	9 702	10 154	10 360
IiNkonzo zoLawulo lweMali	33 969	34 139	33 057	34 425	41 008	43 193	45 178
IiNkonzo zoLawulo	22 174	26 138	25 700	28 218	28 819	30 023	31 610
Zizonke	65 062	68 951	67 955	71 022	79 529	83 370	87 148

Uhlelo ngokoqoqosho

Iintlawulo ezikhoyo	61 660	64 413	64 841	66 537	75 135	80 061	83 948
Imbuyekezo yabasebenzi	50 784	52 689	53 180	55 337	62 406	67 307	70 955
Impahla neenkonzo	10 876	11 724	11 661	11 200	12 729	12 774	12 993
Okukhutshelweyo nenkxaso-mali eya:	66	1 130	672	1 511	23	24	24
Kwii-arhente zesebe nee- akhawunti	22	21	23	20	23	24	24
Amaziko angenzi ngeniso		1					
Ezasekhaya	44	1 108	649	1 491			
Iintlawulo zee-asethi ezinkulu	3 319	3 393	2 418	2 966	4 371	3 265	3 176
Oomatshini nezixhobo	3 319	3 393	2 418	2 966	4 371	3 265	3 176
Iintlawulo zee-asethi zemali	17	15	24	8			
Lulonke	65 062	68 951	67 955	71 022	79 529	83 370	87 148

Umnikelo wezibonelelo obhekiselele kufezekiso lemiphumela

Isabelo sohlahlo lwabiwo-mali sinyukile nge-11.97 sepesenti oknye nezigidi ezisi-R8.507 ngowama-2025/26, ukususela kwigidi ezingama-R71.022 ngowama-2024/25 (uqikelelo oluhlaziyiweyo) ukuya kwizigidi ezingama-R79.529 ngowama-2025/26. Ukunyuka kubalelwa kubonelelo oluhlenga-hlengisiweyo lweeNdleko zokuPhila (CoLA) zaBasebenzi.

5.3 IMingcipheko ePhambili eHlaziyiweyo

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Ukungabinakho ukunikezela kwiinkonzo zesebe ezisemthethweni kunye nezinye ezinxulumene nazo ngenxa kuphazamiseko	<p>IQhinga loNxibelelwano lweBCP kwabachaphazelekayo.</p> <p>Njengxalenye yovavanyo lonyaka lwemida yokhuseleko lothungelwano olunqamlezileyo. I-WCG ifumene ingqinisekiso yokokuba ulawulo lukho ukulawula ukhuseleko lothungelwano lwanele.</p> <p>Uqeqesho oluQhubekayo lwe-IT lunikezele kwiCE-I kunye namaSebe, Uhlolo lweCe-I olweziwa ngamathuba athile nokuhlolwa kwezibekelwe ukuxhasa luyaqhutywa.</p> <p>Iinkqubo ezizenzekelayo zokubekwa kweliso nokuhlakaniphisa.</p>
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Ikhono elinyiweyo ukufezekisa iziphumo zesebe	<p>Iinkampani ezimanyeneyo ziyamenywa ukulungiswa kwabasebenzi ekulawulweni kwemali yomntu ngobulumko.</p> <p>Ukumiselwa kwezithuba eziphambili.</p> <p>Abaqeqeshwa besengqeshweni abatyunjweyo kunye nabaxhamli be-EPWP ukunceda ngokumiliselwa kweshishini.</p> <p>Ukukhokhelela kwakhona iingxowa-mali kwiinkonzo eziphambili.</p> <p>Iinkonzo zempilo-ntle ziyakhuthazwa ze zichazwe kubo bonke abasebenzi nabaphathi. Iintsuku ezintathu zokuphila kunye namathuba engcaciso rhoqo ngenyanga eculathe izihloko ezahlukeneyo zabanjwa.</p> <p>Ukumiliselwa kwesicwangciso sokuthengwa kwempahla.</p> <p>Ukubekwa kweliso kumiliseko lwesicwangciso sokuthengwa kwempahla.</p>
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Ungquzulwano olungakho lomdla	<p>Ikhawudi yokuziphatha ikhutshwa rhoqo ngonyaka kumagosa eSCM.</p> <p>Izibhengezo zemali ziqukunjelwa ngamagosa eSCM rhoqo ngonyaka.</p> <p>Iinkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye kunxilelwana ngokuqhubekayo kubasebenzi xa idingeka.</p> <p>Amathuba oqeqesho nolwazi ayenziwa ngaphakathi ngamathuba angalungelelaniswanga kulungiselelwa abasebenzi. I-PT inikela ngoqeqesho nemfundo kubanikezeli benkonzo.</p> <p>IQhinga leSebe leeNqobo ezisesikweni laphuhliswa, lavunywa laza lachazwa kuwo onke amagosa.</p> <p>Njengxalenye yophuhliso lwabanikezeli benkonzo, amathuba olwazi aqhutywa yiPT kulungiselelwa abanikezeli benkonzo ngokuqhubekayo.</p> <p>Ithemplati eyandisiwe yaze yamiliselwa yokuthengwa kwempahla ukubandakanya igatya lesibhengezo esilungiselelwe abasebenza kwelo candela.</p> <p>Iinkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye iyachazw ngokuqhubekayo kubasebenzi xa kudingeka.</p> <p>Amagosa achaphazelekayo nabandakanyekayo ziinkqubo zeSCM kunye neminye imisebenzi yemali ubhengezo lwemisebenzi yemali lwenziwa ngokusetyenziswa kwenkqubo yobhengezo lwekhompyutha.</p> <p>Abagwebi kudingeka okokuba basayine izivumelwano zemfihlo</p>

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
		<p>Bonke abasebenzi kwiNtlawulo yoKhutshelo lokuhanjiswa komsebenzi kufuneka batyikitye isiBhengezo soMdla.</p> <p>Izibhengezo zemali ziqukunjelwa ngamaqosa ogunyaziso rhoqo ngonyaka.</p> <p>Ukufakelwa kwegatya 'lokunganyanyezelwa konke-konke koBuqhophololo, uBusela noRhwaphezulu' kufakiwe kuzo zonke iziVumelwano zeNtlawulo eKhutshelweyo.</p> <p>Indlela yokuziphatha isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla sisayinelwa intlanganiso nganye.</p> <p>Ikhowudi yokuziphatha elungiselelwe amalungu ekomiti yokuNgeniswa kwaMaxabiso (BID) isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla esisayinelwa intlanganiso nganye.</p>

6 Inkqubo 2 Ingcaciso yomsebenzi

Inkqubo 2: IMicimbi yeNkcubeko

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

Uhlahlalelo ngokwenkqubo nganye:

INkqutyana 2.1: ULawulo

Ukubonelela ngenkxaso yeqhinga lwabaphathi kwiMicimbi yeNkcubeko.

INkqutyana 2.2: UBugcisa neNkcubeko

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

INkqutyana 2.3: IiNkonzo zeZiko loLondolozo lweMwali

Ukukhawulezisa inguqu yelifa lemveli leNtshona Kapa ngokubonelela ngeenkonziso zembali ukulondolozwa, ukuphuhlisa nokukhuthaza ilifa lemveli lePhondo ngokusebenzisa amaziko olondolozo lwembali amanyeneyo.

INkqutyana 2.4: IiNkonzo zoLawulo lweZibonelelo zeLifa leMveli

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

INkqutyana 2.5: IiNkonzo zoLwimi

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

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

Qaphela: IMigqalisela eseMgangathweni yeCandelo leSizwe iboniswe apha ngoshicilelo olucacisiweyo.

UMgqalisela wesiPhumo	IsiPhumo	Inani	UMgqalisela womphula wenkqubo	Unxulunyanis o lweMTPD	Unxulunyanis o lweSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
7	Amathuba omsebenzi we-EPWP	2.1.1	Inani lamathuba omsebenzi we-EPWP eliyiliweyo	1	EHACS	366	431	520	425	425	425	425
6	IiNkqubo zolwakiwo lweKhono	2.2.1	Inani lamagcisa afumeneyo kumathuba olwakiwo lwekhono	1, 2	G4J, EHACS, ICG	245	315	360	270	300	325	350
5	Iincoko/iingxoxo zoluntu ezibanjiweyo ukukhuthaza unxibelelwano lwentlalo	2.2.2	Inani lincoko/iingxoxo zoluntu ezibanjiweyo ukukhuthaza unxibelelwano lwentlalo ngonyaka ngamnye	2	G4J, EHACS, SAFETY, ICG	3	3	3	3	4	4	4
5	Ukukhunjulwa kosuku olubalulekileyo lweSizwe/Iwembali	2.2.3	Inani leentsuku zesizwe ezibalulekileyo/zembali elikhunjulweyo	2	G4J, EHACS, SAFETY, ICG	3	3	4	4	7	7	7
3	UNcedo lweMali oluya kwiMibutho yoBugcisa neNkcubeko, kubantu nakwiiNkampani	2.2.4	Inani leMibutho yoBugcisa neNkcubeko, abantu neeNkampani elixhasiweyo	1, 2	G4J, EHACS, ICG	103	107	108	70	108	108	108
5	Amaqonga okubonisa nawokukhuthaza	2.2.5	Inani leeprojekti lokuphuhlisa nokukhuthaza ubugcisa nenkcubeko	1, 2	EHACS	15	20	19	15	14	14	14
5	UNcedo lweMali oluya kwiKhomishini yeNkcubeko	2.2.6	Inani leeKhomishini zeNkcubeko elixhasiweyo	2	G4J, EHACS, ICG	1	1	1	1	1	1	1
5	Amalinge ngemiqondiso yesizwe kubandakanywa nephulo elaziwa ngokuba I am the flag	2.3.1	Inani lamangenelo okukhuthaza imiqondiso nemiyalelo yesizwe	2	EHACS	4	3	3	7	7	7	7

UMgqalisela wesiPhumo	IsiPhumo	Inani	UMgqalisela womphula wenkqubo	Unxulumanis o lweMIDP	Unxulumanis o lweSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
2	Inkxaso yemali nolawulo kumaziko olondolozo lwembali amanyeneyo	2.3.2	Inani lamaziko olondolozo lwembali amanyeneyo elixhasiweyo	1, 2	EHACS, SAFETY	32	30	32	32	32	32	32
5	Amaqonga okwabelana ngolwazi azinyaswe ngamaZiko oLondolozo lweMbalali amanyeneyo kunye naBameli beQumrhu eliLawulayo	2.3.3	Inani lamaqonga eZiko loLondolozo lweMbalali okwabelana ngolwazi elisingathiweyo	3	EHACS, ICG	1	1	1	1	1	1	1
5	Ukunikezelwa kweenkqubo zemfundo kumaziko olondolozo lwembali amanyeneyo	2.3.4	Inani leenkqubo zemfundo kumaziko olondolozo lwembali elinikezelweyo	2	EHACS	4	4	4	3	3	3	3
5	Inlawulo ekhutshelweyo yonyaka kugunyaziwe wezibonelelo zelifa lemveli lephondo	2.4.1	Inani loogunyaziwe bolawulo lwezibonelelo zelifa lemveli lephondo elixhasiweyo ngokusetyenziswa kweentlawulo ezikhutshelweyo	1,2	G4J, EHACS, ICG	3	1	1	1	1	1	1
5	Inkxaso yemali eya kwiKomiti yoLwimi yeNtshona Koloni	2.5.1	Inani lamacandelo olungelelwaniso lolwimi elixhasiweyo ngokusetyenziswa kweentlawulo ezikhutshelweyo	2	G4J, EHACS, SAFETY, ICG	1	1	1	1	1	1	1
5	Iiprojekti ezigqityiweyo ezikhuthaza ukusetyenziswa kweelwimi zonke, iilwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe lweSA	2.5.2	Inani leeprojekti eziqwalasela isigunyaziso sowiso-mthetho sokukhuthaza ukusetyenziswa kwazo zonke iilwimi, iilwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe lweSA	2	G4J, EHACS, SAFETY, ICG	6	7	8	6	6	6	6

UMgqalisela wesiPhumo	IsiPhumo	Inani	UMgqalisela womphula wenkqubo	Unxulumyanis o lweMIDP	Unxulumyanis o lweFSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
5	linkonzo zenkxaso yolwimi ezinikezelwe ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni kunye noLwimi lweMInwe lweSA	2.5.3	Inani leenkono zenkxaso yolwimi elinikezelwa ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni kunye noLwimi lweMInwe lweSA	2	G4J, EHACS, ICG	521	664	448	448	500	500	500

IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2025/26	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.1.1	Inani lamathuba omsebenzi e-EPWP ayiliweyo	425				425
2.2.1	Inani lamagcisa abonelelweyo kumathuba olwakhiwo lwekhono	300	60	130	80	30
2.2.2	Inani leencoko/leengxoxo zoluntu ezimiliselweyo ukukhuthaza unxibelelwano lwentlalo ngonyaka ngamnye	4	1	1	1	1
2.2.3	Inani leentsuku zesizwe nezembali/ezibalulekileyo ezikhunjulweyo	7	3	2	1	1
2.2.4	Inani lamangenelo enxaso kwimisitho nemisebenzi kubugcisa nenkcubeko	108		30	45	5
2.2.5	Inani leeprojekti zokuphuhliswa nokukhuthazwa kobugcisa nenkcubeko	14	2	6	4	2
2.2.6	Inani leeKhomishini zeNkcubeko ezixhasiweyo	1		1		
2.3.1	Inani lamalinge amiliselweyo ukuphakamisa iqondo lolwazi lwemiqondiso yesizwe	7		3	2	2
2.3.2	Inani lamaziko olondolozo lwembali amanyanisiweyo axhasiweyo	32	24	2		6
2.3.3	Inani lamaQonga oLwabelwano ngoLwazi lwamaZiko oLondolozo lweMwali asingethweyo	1			1	
2.3.4	Inani leenkqubo zemfundo zamaziko olondolozo lwembali ezinikezelweyo	3		1	1	1
2.4.1	Inani loogunyaziwe bolawulo lwezibonelelo zelifa lemveli lephondo abaxhasiweyo ngokusetyenziswa kweentlawulo ezikhutshelweyo	1	1			
2.5.1	Inani lamacandelo olunelelwaniso lolwimi axhasiweyo	1	1			

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2025/26	Ikota 1	Ikota 2	Ikota 3	Ikota 4
2.5.2	Inani leeprojekti ezilungisa isigunyaziso sowiso-mthetho ukukhuthaza ukusetyenziswa kweelwimi ezininzi, iilwimi zemveli ezazijongelwe phantsi ngaphambili kunye noLwimi lweMinwe lweSA	6	1	2	2	1
2.5.3	Inani leenkondo zenkxaso yolwimi ezinikezelwa ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni noLwimi lweMinwe lwe-SA	500	120	130	120	130

6.1 Inkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi

Umnikelo wemiphumela yenkqubo ebhekiselele ekufezekisweni kweziphumo nempembelelo

Umnikelo obhekiselele ekuFezekisweni kweMiphumela kunye neMpembelelo

ISebe lizibophelele ekwandiseni ufikelelo nokuyila amathuba okuthatyathwa kwenxaxheba okunentsingiselo kumacandelo oBugcisa, eNkcubeko, oLwimi, kunye neLifa leMveli. Eyona njongo yethu yokugqibela kukuvuselela ukukhula koqoqosho, ukwandisa ukhuselo loluntu kunye nohambelwano, nokukhuthazwa kweyantlukwano yenkcubeko nobandakanyeko ekufuneka lufezekiswe ngokusetyenziswa:

a) Kokukhuthazwa nokubekwa kweliso kubandakanyeko ngenkuthazo eqhubekayo nokubekwa kweliso kuMgaqo-nkqubo woLwimi weNtshona Koloni.

b) Kokubonelelwa kweenkonzo zokusetyenziswa kwazo zonke iilwimi kwiilwimi ezintathu ezisesikweni zeNtshona Koloni kunye noLwimi lweMinwe loMzantsi Afrika (SASL), kukhuthazwa unxibelelwano olubandakanyayo kulo lonke iPhondo.

c) Kokuququzelelwa kweenkqubo kunye neeprojekti ukukhuthaza ukusetyenziswa kwazo zonke iilwimi nokuqhutyelwa phambili kweelwimi zemveli ebezisengelwe phantsi ngaphambili kunye neSASL ngokusetyenziswa koYilo loThungelwano oluLawulwayo lokusebenzisana neminye imibutho kwicandelo lolwimi.

d) Kwenkxaso yamaqumrhu aphambili angala, iLifa leMveli leNtshona Koloni, iKomiti yeeLwimi yeNtshona Koloni, kunye neKhomishini yeNkcubeko yeNtshona Koloni ngokusetyenziswa kweentlawulo ezikhutshelweyo, ngolawulo, kunye nenkxaso yokuphatha ukuwanceda okokuba azalisekise ngokufanelekileyo izigunyaziso zowiso-mthetho.

e) KoYilo loThungelwano oluLawulwayo ukwandisa uthelwano lweqhinga ukuqinisa uphuhliso lobugcisa kuluntu. Ngokusetyenziswa kweNkqubo yoBugcisa neNkcubeko, injongo kukuxhasa nokuqinisa uphuhliso lobugcisa boluntu ngokunikezela ngemisebenzi yokwakhiwa kwekhono, kuxhaswa amalinge engingqi obugcisa, nokuyila amaqonga akhuthaza ukunyanga, impilo yengqondo, ubandakanyeko lwentlalo, kunye namathuba oqoqosho. Le ndlela ilungelelaniswe nesiphumo sokukhuthaza ubandakanyeko lwentlalo, uphuhliso lobomi bonke, kunye noluntu oluxhotyisiweyo ngofikelelo kwizibonelelo zenkcubeko.

f) Kwenkxaso-mali kumashishini enkcubeko nawokuyila ngenkqubo yonyaka yenkxaso-mali, exhasa ukukhula kwamacandelo enkcubeko nokuyila ngokulolonga italente entsha, ngokukhuthaza iilwimi zemveli ebezisengelwe phantsi ngaphambili, nokuxhasa ubugcisa obunenguqulelo nokuveliswa kwekhono lokuyila nokubonisa umboniso weqonga. Le nkqubo iqhubela abantu abangenayo, ubuchule kwiinqobo zobugcisa, nokuphakanyiswa kweqondo lazo zontathu iilwimi ezisesikweni, ingakumbi ukuqhutyelwa kwewonga leelwimi zemveli ebezisengelwe phantsi ngokwemali kunye neSASL.

g) Kokukhuthazwa kokhenketho lwenkcubeko ngokuxhaswa kwemisitho engundoqo yobugcisa nenkcubeko, ebonisa ilifa lemveli lenkcubeko lengingqi, kunye nobugcisa belo xesha ukuyila amathuba oqoqosho kulungiselelwa amagcisa kunye noluntu. Le misitho, ukususela kubugcisa obuvela benzeka esitalatweni ukuya kwiminyhadala elungiselelweyo, ukuqiniswa kokuba nguwe kwenkcubeko, iyantlukwano, nokubonelela ngamaqonga obandakanyeko lwentlalo, uphuhliso lobomi bonke, kunye nokukhula koqoqosho. Isebe lixhasa iintlobo eziphambili zemisitho yobugcisa: imisitho evuselelweyo esebenza njengongqa phambili wokwakhiwa kwenkunzi yoyilo (intlalo, inkcubeko, abantu); imisitho yokuqinisekisa kulungiselelwa ukuba nguwe kwenkcubeko okanye ilifa lemveli, imisitho yokonwaba enikezela ngamava olonwabo, okuzonwabisa nawokhenketho; imisitho

etyebisayo eyila amathuba okukhula komntu kunye/okanye ukuthengisa imveliso okanye amava, kunye nemisitho yokuvuyisana kokuba nguwe kwenkcubeko kunye neyantlukwano.

h) Kokunikela kuthintelo lobundlobongela nokhuselo ngeenkqubo eziphambili zokuthintelwa kobundlobongela ezikhuthaza iingcingqi zoluntu ezikhuselekileyo nohambelwano lwentlalo.

Amalinge eSebe axhobisa abemi ngonikezela ngofikelelo kwizibonelelo zenkcubeko, zolwimi, nezobugcisa, kubandakanywa unxibelelwano ngolwimi lwenkobe, okuyimfuneko kunxibelelwano, kwimfundo, nobandakanyeko lwentlalo. Ulwimi aluxhasi nje kuphela okungundoqo kurhulumente kuwo onke amacandelo kodwa lulondoloza iyantlukwano yenkcubeko, ulwazi, kunye neenqobo ezisesikweni kulungiselelwa izizukulwana zexesha elizayo.

Emva kwesilungiso somgaqo-siseko sowama-2023 esenza uLwimi lweMinwe loMzantsi Afrika lube lulwimi olusesikweni, iSebe lisala lizibophelele ekukhuthazeni nasekuxhaseni iSASL ukuqinisekisa ngokuba uluntu oluzizithulu luyafikelela kwiinkonzo nakumelo kulo lonke iphondo. ISebe lilungelelanise ngokunjalo kunye ne-United Nations' International Decade of Indigenous Languages (2022–2032), libeka phambili ulondolozo nokuvuselelwa ngokutsha kweelwimi ebezisengelwe phantsi ngaphambili.

Iinkqubo zethu zobugcisa nezenkcubeko zixhobisa imibutho yobugcisa yoluntu ngokwakha ikhono nokukhuthazwa kothelwano, ingakumbi ubonelelo lwabantwana, ulutsha, amanina, kunye nabantu abakhubazekileyo. Ngaphezulu, iinkqubo zijolise ekuxhaseni imibutho yobugcisa yoluntu kumiliselelo lweenkqubo zophuhliso lobugcisa ngothelwano lweqhinga kubandakanywa ukuqiniswa kothungelwano lwemibutho yobugcisa. La malinge andisa izibonelelo zobugcisa zengingqi nolungelelaniso lwenkxaso kunye neziCwangciso eziHlangeneyo zoPhuhliso zikamasipala (ii-IDP), ekhuthaza ulondolozo lwenkcubeko nokuqhuba ukukhula koqoqosho lwengingqi okulungelelaniswe kukhenketho.

Ukuxhaswa kweLifa leMveli leNtshona Koloni (HWC) kuqinisekisa ngokuchongwa okuqhubekayo, ngokhuseleko, nokukhuthazwa kwezibonelelo zelifa lemveli, ukuthantanyiswa kolondolozo kunye nophuhliso olulungileyo. Ngokuqwalaselwa kwezicelo ezinxulumene nophuhliso kunye nentsebenziswano nabachaphazelekayo, iHWC ikhuthaza ukugcinwa kwezibonelelo ezibalulekileyo zelifa lemveli ngeli thuba ivumela ukukhula okufanelekileyo okuxhasa impilo-ntle yoluntu yaye inikela kuphuhliso loqoqosho lwephondo.

Inkcazelo yomsebenzi ocwangcisiweyo

Iziphumo zesebe ziya kufezekiswa ngokuyilwa kwamathuba ofikelelo athi akhuthaze ukubonakaliswa kwenkcubeko, ukukhuthazwa kohambelwano lwentlalo, nokuqiniswa kolwabelwano lolwazi. Ezi njongo ziya kuzalisekiswa ngokusetyenziswa kweziphumo ezingundoqo ezinxulunyaniswe namalinge athe ngqo.

Ukuthatyathwa kwenxaxheba:

- Ukwandiswa kofikelelo kumathuba enkcubeko alungiselelwe amagcisa, amachule kunye nolutsha nokukhuthazwa kweencoko ezibandakanyayo zoluntu kunye neengxoxo, ukukhuthazwa konxibelelwano loluntu, nokuyilwa kweendawo zokuthatyathwa kwenxaxheba.
- Ukuhlangana koluntu kwimisitho yenkcubeko neyelifa lemveli ngokukhunjulwa kweentsuku zesizwe nezembali kunye namalinge athi aphakamise iqondo lolwazi lweiqondiso yesizwe.
- Iiprojekti ezixhasayo kunye neenkqubo ezikhuthaza ubugcisa nenkcubeko, kubandakanywa iKhomishini yeNkcubeko, naokwandiswa kokuthatyathwa kwenxaxheba ngokusetyenziswa kwenkxaso-mali yamashishini oyilo.

- Ukuqinisekiswa kofikelelo loluntu kukufunda kwenkcubeko nembali ngokuxhaswa kwamaziko olondolozo lwembali amanyeneyo, ukusingathwa kwamaqonga olwabelwano ngolwazi, nokunikezelwa kweenkqubo zemfundo yamaziko olondolozo lwembali.
- Ukukhuthazwa konxibelelwano olubandakanyayo kunye nenkcubeko yokuzazi ukuba ungubani na ngoxhaswa amacandelo olungelelwaniso lolwimi, ukuqhutyelwa phambili kokusetyenziswa kweelwimi zonke, nokunikezelwa kweenkonzo zenkxaso yolwimi kwiilwimi ezintathu ezisesikweni kunye noLwimi lweMinwe loMzantsi Afrika.

Amaqonga:

- Iindawo ezifikelekayo zokuboniswa kobugcisa kunye nolwabelwano lolwazi ziya kuyilwa ngokusetyenziswa kwenkxaso-mali elunfiselelwe amaShishini eNkcubeko noYilo ajolise ekukhuthazeni ubandakanyeko, iyantlukwano, nokuthatyathwa kwenxaxheba kuqoqosho, ukuxhotyiswa kwabantu okokuba banxibelelane nenkcubeko yabo kunye nelifa lemveli ngeli thuba kukhuthazwa uluntu oluhambelanayo.
- Uthungelwano lobugcisa boluntu luya kwandiswa ngothelelwano lweqhinga nokuboniswa kwamathuba. Ngokusebenzisana nemibutho yobugcisa yoluntu ethi iqhube uphuhliso lobugcisa, iindawo zofikelelo ziya kwenziwa kulungiselelwa ukdaniso, idrama, umculo, uluncwadi kunye nobugcisa beqonga, kukhuthazwa ukubonakaliswa koyilo nokuhlangana.
- Ukukhunjulwa kwesizwe, kwembali, nehlabathi ngokunjalo namalinge okuphakanyiswa kweqondo lolwazi lwemiqondiso yesizwe, kusebenza njengamaqonga okuhlangana, okuqiniswa kokuzazi kwentlalo nokuthatyathwa kwenxaxheba okuhlangeneyo.
- Indawo entsha esandula ukuphawulwa ye-UNESCO World Heritage Site on the Emergence of Modern Human Behaviour iya kukhuthaza imfundo, uphando, nokukhula okuzinzileyo koqoqosho. Ukusekwa kweGunya loLawulo lwendawo kokuphambili kwindawo.
- Ukuxhaswa kwamaziko olondolozo lwembali amanyeneyo nokunikezelwa kweenkqubo zemfundo ukuqinisekisa ngofikelelo kwilifa lemveli lenkcubeko.
- ISebe liya kunikezela ngeenkonzo zenkxaso yolwimi ukukhuthaza ukuthethwa kweelimi zonke nokuqinisekisa ngonxibelelwano olubandakanyayo kwiilwimi zontathu ezisesikweni zephndu. Liya kuxhasa ngokunjalo uMgaqo-nkqubo woLwimi weNtshona Koloni ngoncedo lwemali eya kwiKomiti yoLwimi yeNtshona Koloni.

Uluhlu lwamanyathelo

- Ukubonelelwa kolwaxhiwo lwamakhono namathuba ophuhliso kumagcisa kunye namachule enkcubeko, kubandakanywa ngokusetyenziswa kwe-EPWP, kuya kuxhasa uphuhliso lwezakhono nokukhuthazwa kobugcisa, inkcubeko nelifa lemveli.
- Ukukhuthazwa kokuthethwa kweelwimi zonke nokunikezelwa kweenkonzo zenkxaso zolwimi ukuyilwa koluhlu lwamanyathelo onxinelelwano olubandakanyayo nofikelelo kumathuba olawulo nokuhlangana kwenkcubeko. Kuya kugxila ekulondolozweni kweelwimi zemveli nokuvuyelwa kweenkcubeko ezahlukeneyo, kuxhaswa iilwimi zeNtshona Koloni ewonga lazo libe mfiliba ngokwembali ngokusetyenziswa kofikelelo kuluntu, ngeenkqubo zolwimi, kunye nothelelwano kunye nemibutho yenkcubeko.

6.2 Iingqwalasela kwizibonelelo zenkqubo

Uqikelelo lwenkcitho

Inkqubo 2: IMicimbi yeNkcubeko

Inkqutyana	Isiphumo zeNkcitho			ULwabiwo-mali oluHlengahl engisiweyo	Uqikelelo lwenkcitho lwesithuba eaiphakathi		
	2021/22	2022/23	2023/24		2024/25	2025/26	2026/27
R amawaka							
Ulawulo	2 841	4 266	4 159	3 795	5 108	4 931	4 894
UBugcisa neNkcubeko	38 216	41 136	47 825	48 749	49 241	51 353	55 995
IiNkonzo zamaZiko oLondolozo lweMbalu	65 765	67 403	69 092	65 149	68 148	68 018	70 830
IiNkonzo zeZibonelelo zeLifa leMveli	9 145	11 159	11 622	12 319	13 815	16 039	16 675
IiNkonzo zeeLwimi	4 478	5 547	6 223	6 091	6 251	6 617	6 850
Zizonke	120 445	129 511	138 921	136 103	142 563	146 958	155 244

Uhlalo ngokoqoqosho

Iintlawulo ezikhoyo	69 095	77 654	79 625	85 854	93 464	101 319	106 561
Iimbuyekiso kubasebenzi	59 718	64 533	64 676	70 060	74 919	83 214	87 701
Iimpahla neenkonzo	9 377	13 121	14 949	15 794	18 545	18 105	18 860
Okukhutshelweyo nenkxaso-mali eya:	49 216	49 386	56 847	47 683	46 085	43 243	46 061
Kwii-arhente zesebe nee-akhawunti	3 564	2 952	4 664	4 891	2 220	2 507	2 480
Amaziko angenzi ngeniso	44 170	43 506	49 573	41 443	43 865	40 736	43 581
Ezasekhaya	1 482	2 928	2 610	1 349			
Iintlawulo zee-asethi ezinkulu	2 122	2 464	2 439	2 557	3 014	2 396	2 622
Oomatshini nezixhobo	2 122	2 464	2 439	2 557	3 014	2 396	2 622
Iintlawulo zee-asethi zemali	12	7	10	9			
Lulonke	120 445	129 511	138 921	136 103	142 563	146 958	155 244

Umnikelo wezibonelelo obhekiselele kufezekiso lwemiphumela

Isabelo sohlahlo lwabiwo-mali sinyuke nge-4.75 sepesenti okanye ngzigidi ezi-R6.460 ngowama-2025/26, ukususela kwizigidi ezili-R136.103 ngowama-2024/25 (uqikelelo oluhlaziyiweyo) ukuya kwizigidi ezili-R142.563 ngowama-2025/26. Ukunyuka kubalelwa ikakhulu kubonelelo oluHlengahlengisiweyo lweNdleko zokuPhila (CoLA) zaBasebenzi.

6.3 IMingcipheko ePhambili eHlaziyiweyo

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Ukungabinakho ukunikezela kwiinkonzo zesebe ezisemthethweni kunye nezinye ezinxulumene nazo ngenxa kuphazamiseko olungacwangciswa, olukhulu.	<p>IQhinga loNxibelelwano lweBCP kwabachaphazelekayo.</p> <p>Njengenxalenye yovavanyo lonyaka lwemida yokhuseleko lothungelwano olunqamlezileyo. I-WCG ifumene ingqinisekiso yokokuba ulawulo lukho ukulawula ukhuseleko lothungelwano lwanele.</p> <p>Uqeqesho oluQhubekayo lwe-IT lunikezele kwiCE-I kunye namaSebe, Uhlolo lweCe-I olweziwa ngamathuba athile nokuhlolwa kwezibekelwe ukuxhasa luyaqhutywa.</p> <p>Iinkqubo ezizenzekelayo zokubekwa kweliso nokuhlakaniphisa.</p>
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Ikhono elinyiweyo ukufezekisa iziphumo zesebe.	<p>Iinkampani ezimanyeneyo ziyamenywa ukulungiswa kwabasebenzi ekulawulweni kwemali yomntu ngobulumko.</p> <p>Ukumiselwa kwezithuba eziphambili.</p> <p>Abaqeqeshwa besengqeshweni abatyunjweyo kunye nabaxhamli be-EPWP ukunceda ngokumiliselwa kweshishini.</p> <p>Ukukhokelela kwakhona iingxowa-mali kwiinkonzo eziphambili.</p> <p>Iinkonzo zempilo-ntle ziyakhuthazwa ze zichazwe kubo bonke abasebenzi nabaphathi. Iintsuku ezintathu zokuphila kunye namathuba engcaciso rhoqo ngenyanga equlathe izihloko ezahlukeneyo zabanjwa.</p> <p>Ukumiliselwa kwesicwangciso sokuthengwa kwempahla.</p> <p>Ukubekwa kweliso kumiliselwa lwesicwangciso sokuthengwa kwempahla.</p>
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Ukungabinakho kwamaziko olondolozo lwembali ukulondolozisa ngakwaneleyo ze anike ingxelo ngee-sethi zelifa leMveli.	<p>I-AGSA iqhube uphicotho-zincwadi olubalaseleyo obelusemva lweemyuziyam ezancedwa liphondo. Amanganelo eqhinga adingeka emva kokufunyenweyo yaye asaphuhliswa. (Inkonzo yenkxaso yemyuziyam isebenza kunye neeBhodi zeMyuziyam).</p> <p>Inkxaso-mali eyangezelelweyo ifunyenwe ukuseka isakhelo solawulo esiqikelelwa okokuba similisele iimyuziyam zengingqi. Ngokuhambelana nolu yilo isebe liqeshe umphathi wengingqi wemyuziyam kuMasipala oMbaxa waseKapa/waseWest Coast.</p> <p>Ukuhlangana okuqhubekayo kunye neCandelo loLawulo-mali lePhondo kunye noMphicothi-zincwadi Jikelele okuphathelelene nemingeni kukunikwa kwengxelo kwezemali (ngokuhambelana nePFMA namaqumthu asemthethweni ophicotho-zincwadi afana neemyuziyam ezimanyeneyo nolawulo kwabanjwa).</p> <p>ISimpoziam yeMyuziyam yoNyaka kunye nabameli beQumrhu lolawulo kunye neeNtloko zeeMyuziyam apho imiba yolawulo ifumana ingqwalasela ethe ngqo (umz., imiba yothintelo loBuqhetseba, eyokunikezelwa kwengxelo yemali, neyolawulo).</p> <p>Amanganelo eqhinga abandakanya uluhlu lweempahla oluqokelelweyo lwafakwa kwikhompyutha yeSAHRIS nokuphuculwa kokubekwa kweliso kokuqokelelweyo okusemngciphekweni. Inkxaso-mali eyangezelelweyo iyafumaneka kulungiselelwa le njongo.</p>

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
<p>UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo</p>	<p>Ungquzulwano olungakho lomdla.</p>	<p>Ikhawudi yokuziphatha ikhutshwa rhoqo ngonyaka kumagosa eSCM.</p> <p>Izibhengezo zemali ziqukunjelwa ngamagosa eSCM rhoqo ngonyaka.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye kunxilelwana ngokuqhubekayo kubasebenzi xa idingeka.</p> <p>Amathuba oqeqesho nolwazi ayenziwa ngaphakathi ngamathuba angalungelelaniswanga kulungiselelwa abasebenzi. I-PT inikela ngoqeqesho nemfundo kubanikezeli benkonzo.</p> <p>IQhinga leSebe leeNqobo ezisesikweni laphuhliswa, lavunywa laza lachazwa kuwo onke amagosa.</p> <p>Njengenxalenye yophuhliso lwabanikezeli benkonzo, amathuba olwazi aqhutywa yiPT kulungiselelwa abanikezeli benkonzo ngokuqhubekayo.</p> <p>Ithemplati eyandisiwe yaze yamiliselwa yokuthengwa kwempahla ukubandakanya igatya lesibhengezo esilungiselelwe abasebenza kwelo candela.</p> <p>INkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye iyachazw ngokuqhubekayo kubasebenzi xa kudingeka.</p> <p>Amagosa achaphazelekayo nabandakanyekayo ziinkqubo zeSCM kunye neminye imisebenzi yemali ubhengezo lwemisebenzi yemali lwenziwa ngokusetyenziswa kwenkqubo yobhengezo lwekhompyutha.</p> <p>Abagwebi kudingeka okokuba basayine izivumelwano zemfihlo</p> <p>Bonke abasebenzi kwiNtlawulo yoKhutshelo lokuhanjiswa komsebenzi kufuneka batyikitye isiBhengezo soMdla.</p> <p>Izibhengezo zemali ziqukunjelwa ngamaqosa ogunyaziso rhoqo ngonyaka.</p> <p>Ukufakelwa kwegatya 'lokunganyanyezelwa konke-konke koBuqhophololo, uBusela noRhawaphilizo' kufakiwe kuzo zonke iziVumelwano zeNtlawulo eKhutshelweyo.</p> <p>Indlela yokuziphatha isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla sisayinelwa intlanganiso nganye.</p> <p>Ikhawudi yokuziphatha elungiselelwe amalungu ekomiti yokungeniswa kwamaxabiso (BID) isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla esisayinelwa intlanganiso nganye.</p>

7. Inkqubo 3 Ingcaciso yomsebenzi

Inkqubo 3: IiNkonzo zeThala leeNcwadi nooVimba

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

Uhlahlelo lwenkqutyana:

Inkqutyana 3.1: ULawulo

Ukunikezela ngolawulo lweqhinga nenxaso yeNkqubo 3.

Inkqutyana 3.2: INkonzo yeThala leeNcwadi

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

Inkqutyana 3.3: OoVimba

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

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

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

UMgqalisela wesiPhumo	IsiPhumo	Inani	UMgqalisela womphula wenkqubo	Unxulunyanis o lweMTDP	Unxulunyanis o lwePSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
2	Iincwadi zethala leencwadi ezithengiweyo	3.2.1	Inani leencwadi zamathala eencwadi ezithengiweyo	1, 2	EHACS, ICG	3107	14 290	120 217	80 000	95 000	95 000	80 000
2	Utyelelo lokubekwa kweliso olwenziweyo	3.2.2	Inani lotyelelo lokubekwa kweliso olwenziweyo	1, 2	ICG	1 190	1 172	1550	1 179	1 190	1 190	1 190
5	IiNkqubo zoLwazi zoLuntu	3.2.3	Inani lotyelelo lokubekwa kweliso olwenziweyo	3	EHACS	11	10	11	11	10	10	10
2	IiNkqubo zoqeqesho	3.2.4	Inani leenkqubo zoqeqesho ezinikezelwe kubasebenzi bethala leencwadi likarhulumente	3	EHACS, ICG	37	28	25	18	21	21	21
2	Amathala eencwadi anezibonelelo ze-intanethi yoluntu	3.2.5	Inani lamathala eencwadi elinezibonelelo ze-intanethi yoluntu	2, 3	G4J, EHACS, ICG	229	228	229	232	232	232	232
2	Indawo yeNkonzo yamaThala eeNcwadi	3.2.6	Inani leeNdawo zeNkonzo zeThala leeNcwadi	1, 2	G4J, EHACS, SAFETY, ICG	375	375	376	377	373	373	373
2	Inkxaso yenkxaso-mali yoomasipala abakwinqanaba B3	3.2.7	Inani loomasipala benqanaba le-B3 elifumana iintlawulo ezikhutshelweyo zenkxaso-mali yomelo kulungiselelwa abasebenzi, ezomsebenzi kunye/okanye inkcitho yesakhiwo kumathala eencwadi	2	G4J, EHACS, SAFETY, ICG	15	15	15	15	15	15	15

UMgqalisela wesiphumo	Isiphumo	Inani	UMgqalisela womphula wenkqubo	Unxulumyanis o lweMTPD	Unxulumyanis o lweSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
2	Inflawulo yomnikelo wethala leencwadi loMasipala oMbaxa	3.2.8	Inani loMasipala abafumana iintlawulo ezikhutshelweyo zoMnikelo weThala leeNcwadi loMasipala oMbaxa ezilungiselelwe uhlaziyo nololongo lwamathala eencwadi	1, 2, 3	G4J, EHACS, SAFETY, ICG	1	1	1	1	1	1	1
2	Abasebenzi abaxhaswe ngemali	3.2.10	Inani lezithuba zabasebenzi bethala leencwadi ezixhaswe ngemali yenkxaso-mali yomelo	1, 2	EHACS, ICG	240	241	254	242	242	242	242
2	Utyelelo lokubekwa kweliso kunye neentlanganiso eziqhutywa nge-intanethi kooMasipala bengqanaba leB3	3.2.11	Inani lotyelelo lokubekwa kweliso neentlanganiso ezibanjwa ngobuxhaka-xhaka bekhompyutha kooMasipala abakwinganaba B3	3	EHACS, ICG	15	30	45	45	45	45	45
5	Iinkqubo zolwazi loluntu eziqhutyweyo malunga neenkonzo zooVimba	3.3.1	Inani leenkqubo zolwazi loluntu eziqhutyweyo ezimalunga neenkonzo zoovimba	2	EHACS, ICG	5	13	43	20	21	22	25
5	Okurekhodiweyo kwembali yomlomo okuqokelelweyo	3.3.2	Inani lokurekhodiweyo kwembali yomlomo okuqokelelweyo	2	EHACS, ICG	4	5	32	22	22	21	21
6	Amangenelo oqeqesho amiliselweyo	3.3.3	Inani lamangenelo oqeqesho amiliselweyo	2, 3	EHACS, ICG	11	13	9	7	8	9	10
2	Imibuzo eqwalaselweyo	3.3.4	Inani lemibuzo eqwalaselweyo	2, 3	EHACS, ICG	5 232	4 428	4 690	3 560	3 580	3 620	3 650
1	Utyelelo olwenziwa ngabaphandi kooVimba	3.3.5	Inani lotyelelo olwenziwa ngabaphandi kooVimba	2	EHACS, ICG	4 196	5 282	5 069	3 962	4 005	4 010	4 030
2	Oovimba ababuyiselwe esimeni sangaphambili	3.3.6	Inani lamaxwebhu ooVimba abuyiselwe esimeni sayo sangaphambili	2	EHACS, ICG	599	577	576	575	576	576	577

UMgqalisela wesiphumo	Isiphumo	Inani	UMgqalisela womphula wenkqubo	Unxulunyanis o lweMTPD	Unxulunyanis o lwePSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
2	Imilinganiselo yemitha elungiselelweyo	3.3.7	Inani lemlinganiselo yemitha elungiselelweyo	2	EHACS, ICG	259	270.24	250.42	243	243	243	244
2	Ukuqaliswa kwe-MyContent ebanzi	3.3.8	Inani lamaSebe ukufumana ukuqaliswa kwe-ECM	3	EHACS, ICG	2	3	1	2	1	0	0
2	Iinkqubo ezivavanyiweyo kunye / okanye ezivunyiweyo zokuhlala	3.3.9	Inani leenkqubo ezivavanyiweyo kunye / okanye ezivunyiweyo zokuhlala	3	EHACS, ICG	185	222	148	80	100	110	120
5	Uhlolo oluqhutyiweyo	3.3.10	Inani lohlolo oluqhutyiweyo	3	EHACS, ICG	31	33	34	31	32	33	33
5	Amagunya okulahla akhutshiweyo	3.3.11	Inani lamagunya okulahla akhutshiweyo	3	EHACS, ICG	19	15	10	4	4	4	4
5	Uluhlu lempahla oluqulunqiweyo ze lwahlaziywa	3.3.12	Inani loluhlu lempahla oluqulunqiweyo ze	2	EHACS, ICG	8	8	9	10	8	8	8

IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2025/26	Ikota 1	Ikota 2	Ikota 3	Ikota 4
3.2.1	Inani leencwadi zamathala eencwadi ezithengiweyo	80 000	20 000	20 000	20 000	20 000
3.2.2	Inani lotyelelo lokubekwa kweliso elenziweyo	1 190	387	294	305	204
3.2.3	Inani leeNkqubo zoLwazi zoLuntu eziqhutyiweyo ezimalunga neenkonziso zethala leencwadi nokukhuthazwa kokukwazi ukufunda nokubhala	10	2	1	4	3
3.2.4	Inani leenkqubo zoqeqesho ezinikezelwe kubasebenzi bethala leencwadi	21	4	7	8	2
3.2.5	Inani lamathala eencwadi ene-Intanethi efikelelwa luluntu	232				232
3.2.6	Inani leeNdawo zeNkonzo yeThala leeNcwadi	373				373
3.2.7	Inani loomasipala abakwinqanaba B3 abafumana inkxaso-mali yomelwano yeentlawulo ezikhutshelweyo ezilungiselelwe abasebenzi, inkcitho yokusebenza kunye/okanye yenkunzi yamathala eencwadi	15				15
3.2.8	Inani loomasipala abafumana iintlawulo ezikhutshelweyo zoMnikelo weThala leeNcwadi loMasipala ombaxa	1				1
3.2.9	Inani lezithuba zabasebenzi bethala leencwadi ezixhaswa ngemali ngenkxaso-mali yomelo	242				242
3.2.10	Inani lotyelelo lokubekwa kweliso kunye neentlanganiso ezibanjwa nge-intanethi kooMasipala abakwinqanaba B3	45	15		15	15
3.3.1	Inani leenkqubo zolwazi zoluntu eziqhutyiweyo malunga neenkonziso zoovimba	21	6	6	4	5
3.3.2	Inani lokurekhodiweyo kwembali yomlomo eliqokelelweyo	22	6	6	6	4
3.3.3	Inani lamangenelo oqeqesho	8	2	2	2	2
3.3.4	Inani lemibuzo eqwalaselweyo	3 580	890	897	903	890

Inani	IMigqalisela yemveliso	Ekujoliswe kuko konyaka 2025/26	Ikota 1	Ikota 2	Ikota 3	Ikota 4
3.3.5	Inani lotyelelo oluqhutywa ngabaphandi kooVimba	4 005	1 000	1 044	1 044	917
3.3.6	Inani lamaxwebhu ooVimba agciniweyo	572	143	143	143	143
3.3.7	Inani lemilinganiselo yeemitha elungelelanisiweyo	243	60	65	53	65
3.3.8	Inani lamaSebe aza kufumana ukuqaliswa kwe-ECM	1				1
3.3.9	Inani leenkqubo zokuhlelwa kweerekhodi ezivavanyiweyo kunye/okanye ezivunyiweyo	100	30	30	20	20
3.3.10	Inani lohlolo oluqhutyiweyo	32	8	8	10	6
3.3.11	Inani lamagunya okulahlwa kwempahla akhutshiweyo	4	1	1	1	1
3.3.12	Inani loluhlu lwempahla oluqulunqiweyo ze lwahlaziywa	8	2	2	2	2

7.1 Inkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi

Umnikelo wemiphumela yenkqubo ebhekiselele kufezekiso lweziphumo nempembelelo

Amathala eencwadi adlala indima ebalulekileyo ekukhuthazeni uluntu olukhuselekileyo, olomeleleyo, noluhambelanayo ngokunikezela ngofikelelo kulwazi, ngokukhuthazwa kokufunda ubomi bonke, nokukhuthazwa kobandakanyeko lwentlalo. Ngamathala eencwadi oluntu angaphezulu kwama-370 kuyo yonke imimandla eyasedolophini neyasemaphandleni, la mathala eencwadi asebenza njengesithuba esibalulekileyo apho abantu bahlanganela ukufunda, imfundo, kunye nemisebenzi yolonwabo ethi yandise impilo-ntle. Ngokusetyenziswa kweenkonzo ezahlukeneyo kunye nezibonelelo, kubandakanywa ufikelelo kwidijithali nakwingcaciso esimahla, amathala eencwadi oluntu axhobisa abantu okokuba baqhagamshelane nenkcubeko yabo kunye nelifa lemveli, ekugqibeleni akhuthaze uhambelwano lwentlalo nokuhlangana koluntu.

Inkxaso eqhubekayo yesebe kunye nololongo lolu thungelwano lubanzi lwethala leencwadi iqinisekisa ngento yokuba lonke uluntu, nokokuba imvelaphi yalo yendawo okanye yentlalo, luyafikelela kwizibonelelo eziyimfuneko. The department's continued support and maintenance of this extensive library network ensures that all communities, regardless of geographic or social background, have access to essential resources. Ngokuguqulwa kwamathala eencwadi njengeendawo zokuhlangana nowandiswa kweenkonzo zedijithali, isebe likhuthaza ukuthatyathwa kwenxaxheba okukhulu kwimisebenzi yemfundo neyenkcubeko, Ngaphezulu, ukufakwa kwidijithali kweerekhodi zoovimba kunye neenkqubo eziphuculweyo zolawulo lweerekhodi kwandisa ufikelelo kulwazi lwembali, kuqinisekisa ngokuba lulondolozwe yaye kwabelwana ngalo ngokubanzi.

OoVimba bePhondo badlala indima ebalulekileyo ekukhuthazeni ubandakanyeko lwentlalo ngokunikezelwa kofikelelo kwiirekhodi okuphembelela ngokungummangaliso impilo yabantu kunye nempilo-ntle. OoVimba banceda abantu ukuba bakuqonde kakuhle ukuba bangobani na, bakhuthaza ingqiqo eyomeleleyo yokuba yinxalenye, isidima, yaye ngokupheleleyo, impilo-ntle. Ngokukhuthazwa koovimba ababandakanyayo, isebe liqinisekisa ngento yokuba ingcaciso iyafikelelwa nguye wonke umntu, kuvalwa isithuba kulwazi nakukuxhotyiswa koluntu. Iinkqubo zofikelelo zikhuthaza ngaphezulu ukusetyenziswa kweerekhodi zoovimba, ukunikela kuhambelwano lwentlalo.

Amalinge okwakhiwa kwekhono aqhutywa ngokusetyenziswa kwamaqonga afana neMicrosoft Teams aqinisekisa ngofikelelo olulula kuqeqesho, kuxhotyiso lwamaqumrhu karhulumente nabachaphazelekayo ukuphucula iindlela zawo zokulawula iirekhodi. La malinge andisa impembelelo epheleleyo yamathala eencwadi kunye noovimba, eqhuba ukuhlangana okungaphezulu, ufikelelo kwingcaciso nokubandakanyeka kwentlalo.

Ngokusetyenziswa kwezi nzame zihlangeneyo, amathala eencwadi kunye noovimba anikele ekuyilweni koluntu olubandakanyiweyo, oluxhotyisiweyo. Indima yawo ekwandiseni ufikelelo kulwazi, ukukhuthazwa kokufunda kobomi bonke, nasekuxhaseni ukuhlangana koluntu iqhuba ubume bokuthanda ukufunda, ubandakanyeko lwentlalo, kunye nempilo-ntle. Ngaphezulu, iinkqubo zolwazi kunye neenkonzo ziqinisekisa ngento yokuba amathala eencwadi kunye noovimba ayaqhubeka ukusebenza njengezibonelelo ezinamandla zobandakanyeko lwentlalo, ukuzazi ukuba ungowesiphi isizwe, kunye nedemokhrasi kwiphondo.

ISebe liya kugcina ukuzibophelela kwalo ekuncedeni oomasipala ekunikezeleni ngeenkonzozethala leencwadi loluntu kuyo yonke iNtshona Koloni, ligxile ngokweqhinga:

- Ekuqinisekiseni ngofikelelo jikelele kwingcaciso esimahla.
- Ekukhuthazeni ukufunda nokubhala, imfundo, ukuhlangana kwengqiqo.
- Ekuxhaseni ukukhula kweenkonzo zedijithali.
- Ekuyileni kwakhona amathala eencwadi njengeendwo zentlangano ezinamandla zoluntu kunye nezithuba ezisetyenziselwa izinto ezininzi.
- Ekuqhubeleni phambili amathala eencwadi oluntu njengobume obukhuselekileyo, obamkelayo.
- Ngaphezulu, amalinge olwazi aqhubekayo aya kumiliselwa ukukhuthaza ubandakanyeko lwentlalo, ukukhuthazwa kokuzazi ukuba ungowesiphi isizwe, nokuqiniswa kwedemokhrasi kwiphondo. Iinzame zokufaka kwidijithali kweemathiriyeli zoovimba ziya kuqhutywa, ngokusetyenziswa koFikelelo kwiNgqiqo (AtoM) nokuqaliswa kwewebhusayiti yoovimba, ukwenzela lula abasebenzisi behlabathi okokuba bafikelele kwiirekhodi zoovimba.
- Uqeqesho luya kusala luphambili, kunye nophuhliso oluqhubekayo lwabasebenzi bakarhulumente kulawulo lweerekhodi, olwandiswe ngohlolo olwenziwa rhoqo ukuqinisekisa ngoyilo olululo lwerekhodi nololongo kuwo wonke umjikelo wobomi bazo.
- Isebe liya kugxila ngokunjalo:
 - Kukuthengwa nokunikezelwa kwentlobo ezahlukeneyo zemathiriyeli yethala leencwadi, eshicilelweyo nekwidijithali, ukulolonga ubume bokufunda nokufunda okuqhubekayo.
 - Ukwandiswa kofikelelo kwi-intanethi esimahla kumathala eencwadi asemaphandleni.
 - Ukulawulwa kweNgxowa-mali yeZakhiwo kaMasipala (MRF), uMnikelo oneMiqathango, kunye neNgxowa-mali yeThala leencwadi loMasipala oMbaxa ukuxhasa abasebenzi kunye zezidingo zokusebenza.
 - Ukwandiswa kwezakhono zabasebenzi bethala leencwadi ngeenkqubo ezahlukeneyo zophuhliso lobugcisa.
 - Ukusekwa kwamathala eencwadi amancinane ukulungiselela ukusebenzela abantu abangaboni kakuhle okanye abakhubazeke ngokoshicilelo.
 - Iinzame eziqhubekayo zenkuthazo ukuxhasa ukusetyenziswa kwethala leencwadi.
 - Ukuqaliswa kwepotali yewebhu yoovimba ukwandisa ufikelelo loluntu kwingcaciso noovimba, kwangaxesha linye neenkonzozeziqhubekayo zegumbi lokufundela ukwandisa ngaphezulu ufikelelo koovimba.
- Iindlela zokulawulwa okomeleleyo kweerekhodi ezikumamaqumrhu karhulumente ziya kusekela ulawulo olulungileyo, ziqinisekisa ngokuthatyathwa koxanduva nokukhuselwa kwamalungelo abantu. Oku kuya kuxhaswa:
 - Ngeenkonzozeziphuculweyo zolawulo lweerekhodi ezikumasebe karhulumente,
 - Ngokulondolozwa kweemathiriyeli yoovimba kulungiselelwa izizukulwana zexa elizayo.
 - Ukuhanjiswa okwandisiweyo notshintshiselwano lolwazi lwembali.
 - Intsebenziswano nabachaphazelekayo abaphambili ukwandisa ulwabelwano ngolwazi.
 - Ukuhlaziywa kweenkqubo zolawulo loovimba kunye neerekhodi ukuphuculwa kofaneleko kunye nofikelelo.

Inkcazelo yomsebenzi ocwangcisiweyo

Isebe linikela kuluntu olukhuselekileyo nolomeleleyo ngenkxaso yalo eqhubekayo nokugcinwa kothungelwano olukhulu lwethala leencwadi loluntu kwilizwe elinamaziko eencwadi oluntu angaphezulu kwama-370 athe saa kuyo yonke imimandla eyasedolophini neyasemaphandleni.

Ukuthatyathwa kwenxaxheba:

- Isebe liya kuba phambili ukuxhotyiswa kwabathathi-nxaxheba abasebenzayo ngokubonelela ngofikelelo olusimahla kwi-intanethi kumathala eencwadi asemaphandleni kunye nokwanda kwenani lamathala eencwadi amancinane alungiselelwe abangaboniyo nabangaboni kakukhle. La malinge aqinisekisa ngokuba onke amalungu oluntu, kubandakanywa nalawo akwimimandla yasemaphandleni kunye nabantu abakhubazekileyo, babe nethuba lokuhlangana ngamandla kunye yaye bafumane kwiinkonzo ezinikezelwayo.
- INkonzo yeThala leeNcwadi yeNtshona Koloni izibophelele ekunikezeleni ngofikelelo olulinganayo kuluhlu olubanzi lwezibonelelo zengcaciso kulungiselelwa uphando, imfundo, kunye nophuhliso lomntu ngokusetyenziswa kwamathala eencwadi oluntu. Injongo yeyokubeka amathala eencwadi njengebanikezeli abakhokheleyo bokuqinisekisa, abafanelekileyo, kunye nofikelelo kwingcaciso, simahla kuye wonke umntu. Oku kuya kufezekiswa ngokuthengwa kwemathiriyeli eyahlukeneyo yethala leencwadi, kubandakanywa iikopi ezishicilelweyo, iincwadi ze-elektroniki, iimagazini, kunye neencwadi ezimanyelwayo, kuqinisekiswa ngento yokuba amathala eencwadi asebenza njengamaqonga aphambili kufikelelo loluntu kulwazi oluyimfuneko nakwizibonelelo.

Amaqonga:

- Ukuqinisekisa ngonikezelo lwenkonzo oluphuculweyo, ukubekwa kweliso kweenkonzo kuya kugcinwa ngotyelelo lwendawo kunye neentlanganiselo ezibanjwa nge-intanethi kunye noomasipala namathala eencwadi oluntu.
- Isebe liya kuxhobisa ukuntu ngokusetyenziswa kwenguqulelo yedijithali ngokunikezelwa kwe-intanethi esimahla kumathala eencwadi asemaphandleni ngokusetyenziswa kweProjekti yoThungelwano lweThala leeNcwadi laseMaphandleni. Ngothelwano neZiko le-e-Innovation leSebe leNkulumbuso (Cel), iindawo zenkoko zethala leencwadi ziya kuguqulelwa kwiindawo zokuhlangana zenkonzo yedijithali, zinikezele kubemi ngofikelelo kwiinkonzo zikarhulumente nokuphucula ufikelelo nokufaneleka kweenkonzo zikarhulumente.
- Isebe liya kuqhubeka lipapasha iCape Librarian, ijenali ekhutshwa kabini ngenyanga ethi iqaqambise inzululwazi yethala leencwadi, ulawulo, uhlaziyo lwencwadi, ukukhuthazwa kolwabelwano ngolwazi, nokukhuthazwa kothando lokufundo, liyenza ibe kuphela kopapasho olwenziwa kabini ngenyanga lethala leencwadi lephondo eMzantsi Afrika.
- Isebe liya kunikezela ngeenkonzo zegumbi lokufundela kuloo ndawo nokumilisela inkqubo yoovimba yoFikelelo kwiNgqiqo (AtoM) ukuphucula ufikelelo nokulondolozwa kweerekhodi zoovimba. Ukufakwa kwidijithali okwandisiweyo kuya kuxhasa ufikelelo lwexesha elide kwilifa lemveli. Iinkqubo zofikelelo, kubandakanywa notyelelo lwesikolo kunye neentetho ezikwi-intanethi, ziya kuqhubeka ngokufundisa uluntu, ingakumbi ulutsha, nokuphakamisa iqondo lolwazi kulo lonke uluntu olumalunga nokubaluleka kwezibonelelo zoovimba.
- Isebe liya kuqhubeka ngokuqokelela okurekhodiweyo kwembali yomlomo ukwandisa imbali ebhaliweyo, liyilondolozela ufikelelo loluntu kunye nophando koovimba nakumathala eencwadi. Uhlolo lweerekhodi kumaqumrhu karhulumente luya kuqhutywa, ngaxesha linye neemvavanyo ezikwi-intanethi ukuxhasa le nkqubo. Isebe liya kumilisela iindlela ezifanelekileyo zolawulo lweerekhodi kulo lonke iphondo, kunye nophicotho olucwangcisiweyo lweerekhodi ezingama-32 ukubeka iliso kuzo zonke iindlela zokurekhoda kunye nokulawulwa kwengcaciso.

Uluhlu lwamanyathelo:

- Njengexalenye yokwaxhiwa kwekhono kunye nophuhliso lwezakhono, iinkqubo zoqeqesho kubasebenzi bethala leencwadi loluntu ziya kuqhubeka ngokunikezelwa, kubandakanywa amanganelo oqeqesho akwi-intanethi.

- Uqeqesho oluqhubekayo, kubandakanywa amangenelo akwi-intanethi, luya kunikezelwa ukwandisa izakhono kuqokelelo lwembali yomlomo.
- Izifundo kulawulo lweerekhodi ze-elektroniki ziya kunikezelwa kubasebenzi, kuxhaswa inguqulelo yokusuka kukugcinwa kwerekhodi kwiphepha ukuya kwi-elektroniki.

Ukuqinisekiswa kolawulo olulungileyo kunye nolongamelo, iSebe liya kuqhubeka ngokusebenza ngokusondeleyo noomasipala kunye neentlawulo ezikhutshelweyo ezivela kwiNgxowa-mali yeZakhiwo kaMasipala, kuMnikelo oneMiqathango kunye neNgxowa-mali yeThala leeNcwadi yoMasipala oMbaxa ezinenjongo engundoqo ebhekiselele ekuqeshweni kwabasebenzi.

7.2 Iingqwalasela zesibonelelo senkqubo

Uqikelelo lwenkcitho

Inkqubo 3: IiNkonzo zeThala leeNcwadi nooVimba

Inkqutyana	ISiphumo zeNkcitho			ULwabiwo-mali oluHlengahl engisiweyo	Uqikelelo lwenkcitho lwesithuba eaiphakathi		
	2021/22	2022/23	2023/24		2024/25	2025/26	2026/27
R amawaka							
ULawulo	6 959	7 815	9 082	7 901	8 591	9 034	9 444
IiNkonzo zeThala leeNcwadi	413 332	379 336	394 706	403 675	401 139	416 999	437 504
OoVimba	21 644	44 587	21 910	32 756	43 042	40 692	42 336
Zizonke	441 935	431 738	425 698	444 332	452 772	466 275	489 284

Uhlelo ngokoQoqosho

Iintlawulo ezikhoyo	115 535	121 915	116 356	137 050	141 683	145 303	151 724
Iimbuyekazo yabasebenzi	68 936	73 991	75 615	82 127	87 625	93 115	97 909
Iimpahla neenkonzo	46 599	47 924	40 741	54 923	54 058	52 188	53 815
Okukhutshelweyo nenkxaso-mali eya:	316 394	285 222	301 130	293 551	297 589	303 860	319 024
Kumaphondo noomasipala	310 412	279 558	295 251	287 879	292 133	297 600	312 550
Amaziko angenzi ngeniso	5 337	4 499	5 412	5 048	5 456	6 260	6 474
Ezasekhaya	645	765	467	624			
Iintlawulo zee-asethi ezinkulu	9 975	24 576	7 301	13 731	13 500	17 562	18 536
Oomatshini nezixhobo	9 941	24 576	7 301	13 681	13 500	17 562	18 536
Iinkqubo zekhompyutha nezinye ii-asethi ezingabambekiyo	34			50			
Iintlawulo zee-asethi zemali	31	25	911				
Zizonke	441 935	431 738	425 698	444 332	452 772	466 275	489 284

Umnikelo wezibonelelo obhekiselele kufezekiso lwemiphumela

Isabelo sohlahlo lwabiwo-mali sinyuke nge-1.9 yepesenti okanye ngezigididi esisi-R8.440 ngowama-2025/26, ukususela kwizigididi ezingama-R444.332 ngowama-2024/25 (uqikelelo oluhlaziyiweyo) ukuya kwizigididi ezingama-R452.772 ngowama-2025/26. Ukunyuka kubalelwa ikakhulu lubonelelo oluhlanga-hlengisiweyo lweendleko zokuphila (CoLA) olulungiselelwe aBasebenzi.

7.3 IMingcipheko ePhambili eHlaziyiweyo

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
<p>UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo</p>	<p>Ukungabinakho ukunikezela kwiezigunyaziso ezisemthethweni eziphathelwe kubonelelo lweenkonzo zethala leencwadi loluntu.</p>	<p>Umsebenzi weNkonzo zeThala leNcwadi loLuntu uya kwabelwa ngokusesikweni (uya kwabiwa ngokungaphelelanga) kooMasipala</p> <p>INxaso-mali enemiqathango enikezelwe ngesigunyaziso esingaxhaswanga ngemali soMasipala abaukumanqanaba B1 kunye noB2 kwisithuba seMTEF (inkxaso-mali engaphelelanga kwisigunyaziso esingaxhaswanga ngemali).</p> <p>Ulwabiwo oluqhubekayo nolwandisiweyo oluvela kwiCandelo loLawulo-mali leSiswe kwisabelo somnikelo onemiqathango kulungiselelwa ukunikezela kweenkonzo zethala leencwadi loluntu kumaphondo. Isabelo somnikelo esandisiweyo kwisithuba seMTEF (IsiCwangciso-nkqubo seNkcitho seSithuba esiPhakathi).</p> <p>Ukuphembelela okuqhubekayo kwenxaso-mali (umz., kwiSizwe, kwiPhondo nakwiSebe, kwiMTEC, kwiNtlanganiso zesiCwangciso soMnikelo oneMiqathango kunye neDAC kunye nakwiNtlanganiso zeTIC kunye neeDG).</p> <p>UMnikelo wePT Metro Library (MLG) ochongelwe izabelo zeSixeko saseKapa (iminyaka emithathu) kulungiselelwa ukuhlaziywa nokulolongwa kwamathala eencwadi.</p> <p>Inkxaso-mali yomelo lomasipala wePT echongelwe izabelo zamathala eencwadi akwinqanaba B3 (iminyaka emithathu) – uhlahlo lwabiwo-mali lokusebenza nolwabasebenzi, kubandakanywa uhlaziyo oluncinane.</p> <p>I-DCAS uya kuba neentlangano eziqhubekayo noomasipala ukuqhubeka ngokubonelelwa kweenkonzo zethala leencwadi. Iintlangano eziqhubekayo neeforam ezahlukeneyo. Oomasipala abafumana inkxaso-mali yomelo banomdla wokuqhubeka ngeenkonzo zethala leencwadi.</p> <p>Isixhobo sokulinganisa esiphuhlisiweyo ngaxeshanye neSebe looMasipala (DLG) ukumisela ikhono likamasipala lokulawula inkxaso-mali kunye nomsebenzi eliwabelweyo wethala leencwadi.</p> <p>Ukubekwa phambili kohlaziyo olushedyuliweyo ngokuhambelana nokungxamiseka nokubaluleka.</p>
<p>UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo</p>	<p>Indawo kwisakhiwo enganelanga zokugcinwa kwazo zonke iirekhodi ezifunyenweyo ezivela kumaziko karhulumente</p>	<p>Amagosa olawulo lweerekhodi enza uhlobo kwiirekhodi ezigcinwe kwiindawo zabaxhamli ngokunjalo nakumaziko okugcina angaphandle ze enze izindululo ngokungahanjelwana nomthetho.</p> <p>Ukuhlangana nePT (iCandelo loLawulo-mali lePhondo) kunye neSebe lezoThutho neMisebenzi kaRhulumente kulungiselelwa inkxaso-mali ukwandiswa kwendawo yovimba (elinye icala). Eli lingenelo eliqhubekayo.</p> <p>Ukunqongophala kwendawo kwisakhiwo/imiba iyaxoxwa kwiintlanganiso zezibonelelo zarhoqo ngekota kunye neSebe lezoThutho neMisebenzi kaRhulumente.</p> <p>Ukulungiswa kwemiba yeziko looVimba.</p>

ISiphumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
		<p>limfuno ziboniswe kwi-UAMP (isiCwangciso IsoLawulo lwee-Asethi zoMsebenzisi). Ukulungelelanisa zonke iingcebiso ezivela kubaphathi kabini ngonyaka, Kuqaliswa ngokuhlangana neTPW ngokuphathelele kwinkcukacha.</p> <p>Ukuphakanyiswa komngcipheko wesithuba esinganele kwiRejista yoMngcipheko yePhondo.</p>

8. Inkqubo 4 Ingcaciso yomsebenzi

Injongo: Ukunikezela ngemisebenzi yemidlalo nolonwabo elungiselelwe abahlali beNtshona Koloni.

Uhlalelo ngokwenkqutya:

Inkqutya 4.1: Ulawulo

Ukunikezela ngenkxaso yeqhinga kwicandelo lemidlalo nolonwabo.

Inkqutya 4.2: IMidlalo

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

Inkqutya 4.3: ULonwabo

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

Inkqutya 4.4: IMidlalo yeSikolo

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

Inkqutya 4.5 INkqubo yeMOD

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

Inkqutya 4.6 liNkqubo zoLutsha

Ukuphenjelelwa kolutsha kwiPhondo, ukwaxhiwa kwekhono lecandelo nokunikezela ngamathuba enkonzo kulutsha kunye nezixhobo ukuqinisekisa ngeenkqubo ezilungileyo. Oku kubandakanya iinkqubo zotyetyiso ezijolise kubafundi abasesesikolweni kunye neenkqubo zolutsha olungekho sikolweni. Ekujoliswe kuko kuya kuba kwiinkqubo ezinikezela ngamathuba nezibonelelo ezintlangothi-mbini kunye neendlela ezikhokhelela kwilizwe lengqesho okanye lokufunda ezilungiselelwe ulutsha iNEET (olungekho kwiQesho, olungekho kwiMfundo okanye olungekho kuQesho) kwiNtshona Koloni.

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

Qaphela: IMigqalisela eseMgangathweni yeCandelo leSizwe iboniswe apha ngoshicilelo olucacisiweyo.

UMgqalisela wesiphumo	Isiphumo	Inani	UMgqalisela womphula wenkqubo	Unxulunyano lweMTPD	Unxulunyano lwePSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
1	Ubonelelo lwempahla yokudlala kunye nezixhobo	4.2.1	Inani lezikolo, izizinda kunye neeklabhu ezinikezelwe izixhobo kunye/okanye impahla yokudlala ngokwezithethe nemigangatho esekiweyo.	1, 2	EHACS, SAFETY	514	534	534	529	529	529	529
3	Inkxaso kwimibutho emanyeneyo yemidlalo yesithili	4.2.2	Inani lemibutho emanyeneyo yemidlalo yesithili exhasiweyo	1, 2	G4J, EHACS, SAFETY	143	134	131	120	120	125	125
3	IMisitho yemidlalo	4.2.3	Inani lemisitho yemidlalo exhasiweyo	1, 2	G4J, EHACS	104	135	121	80	100	100	100
1	Iinkqubo zempilo-ntle nokomelela	4.2.4	Inani leenkqubo zempilo-ntle nokomelela eziquzelelwe yijimneziyam	2	EHACS	4	4	4	4	6	8	8
5	IMisitho yamaBhaso	4.2.5	Inani leenkonziso zamabhaso ezibanjiweyo	2	EHACS	1	2	1	1	1	1	1
6	Abantu bemidlalo abaqeqeshiweyo	4.2.6	Inani labantu bemidlalo abaqeqeshiweyo	1, 2	G4J, EHACS, SAFETY	158	176	154	150	150	200	250
6	Inkxaso yeembaleki	4.2.7	Inani leembaleki ezixhaswe ngeenkqubo zokusebeza ezikwiqondo eliphezulu lehlabathi	1, 2	G4J, EHACS, SAFETY	45	50	70	40	50	50	50
2.3	Iiprojekti zamanina namantombazana kunye okanye iinkqubo ezixhasiweyo	4.2.8	Inani lamangenelo lamanina namantombazana axhasiweyo	1, 2	EHACS, SAFETY	4	10	11	6	6	10	12
2.3	Iiprojekti zabakhubazekileyo kunye/okanye iinkqubo ezixhasiweyo	4.2.9	Inani lamangenelo alungiselelwe abantu abakhubazekileyo axhasiweyo	1, 2	EHACS, SAFETY	-	-	4	4	4	4	4

UMgqalisela wesiphumo	Isiphumo	Inani	UMgqalisela womphula wenkqubo	Unxulumyaniso lweMTDP	Unxulumyaniso lwePSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
6	Inkqubo yophuhliso lweembaleki	4.2.10	Inani leenkqubo zophuhliso lweembaleki ezixhasiweyo	1, 2	G4J, EHACS, SAFETY	210	219	230	210	4	4	4
1,6	Amanina namantombazana axhotyisiweyo	4.3.1	Inani lamanina namantombazana axhotyisiweyo okokuba anikezele ngemidlalo nolonwabo	1, 2	G4J, EHACS, SAFETY	-	-	-	-	200	200	200
1	Amacandelo ekhowudi yeMidlalo yeMveli axhasiweyo	4.3.1	Inani lamacandelo ekhowudi yeMidlalo yeMveli axhasiweyo	1, 2	EHACS, SAFETY, ICG	7	7	7	8	8	8	8
1,4	Abathathi-nxaxheba abaxhasiweyo okokuba bathabathe inxaxheba kwiiTumente zeMidlalo yeMveli	4.3.2	Inani labathathi-nxaxheba abaxhasiweyo okokuba bathabathe inxaxheba kwiiTumente zeMidlalo yeMveli	1, 2	EHACS, SAFETY	-	-	-	-	2 200	2 350	2 500
1,2	IiKampu zoLutsha lweSithili ezibanjiweyo.	4.3.3	Inani zeeKampu zoLutsha ezisekwe kwiSithili ezibanjiweyo	2	EHACS, SAFETY	-	-	-	-	2	2	2
1,2	AmaZiko oLonwabo axhasiweyo	4.3.4	Inani lamaZiko oLonwabo axhasiweyo	1, 2	EHACS, SAFETY	25	25	25	25	25	25	25
1,2,7	Amathuba emisebenzi kwiNkqubo yoLonwabo	4.3.5	Inani lamathuba emisebenzi ancediweyo kwiNkqubo yoLonwabo	1, 2	G4J, EHACS, SAFETY	50	50	41	50	50	50	50
2,7	Amathuba emisebenzi kwicandelo leMidlalo yeSikolo	4.4.1	Inani lamathuba emisebenzi elincediweyo kwicandelo leMidlalo yeSikolo (ULawulo lweZiko)	1, 2	G4J, EHACS, SAFETY	-	-	-	-	20	30	30
1, 2, 4, 7	Ukuxhasa ulawulo lokusebenza nololongo lwamaZiko oLwabelwano	4.4.2	Inani lamaZiko oLwabelwano axhasiweyo	1, 2, 3	EHACS, SAFETY	-	-	-	-	6	7	7
1, 2, 7	AmaZiko eMOD axhasiweyo	4.5.1	Inani laAmaZiko eMOD axhasiweyo	1, 2	EHACS, SAFETY	181	181	181	181	315	315	315
1, 2, 7	Amathuba emisebenzi kwiNkqubo yeMOD	4.5.2	Inani lamathuba emisebenzi elincediweyo kumaziko eMOD	1, 2, 3	G4J, EHACS, SAFETY	470	470	362	362	496	496	496

UMgqalisela wesiphumo	Isiphumo	Inani	UMgqalisela womphula wenkqubo	Unxulumyaniso lweMTPD	Unxulumyaniso lwePSP	Umsebenzi ophicothiweyo/umsebenzi onguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwesithuba esiphakathi		
						2021/22	2022/23	2023/24		2025/26	2026/27	2027/28
6	Amathuba oqeqesho ukwakha ikhono lamagcisa	4.6.1	Inani lamagcisa athabathe inxaxheba kuqeqesho	1, 2	G4J, EHACS, SAFETY	710	709	502	500	500	500	500
7	Amathuba enkonzo kulutsha	4.6.2	Inani lamathuba kulutsha osele lusenkonzweni eliyililweyo	1, 2	G4J, EHACS, SAFETY	1 385	3017	3 080	3 000	3 000	3 000	3 000
5	Iintlangano zabachaphazelekayo	4.6.3	Inani leentlangano zabachaphazelekayo bangaphandle	1, 2, 3	G4J, EHACS, SAFETY	9	8	8	8	8	8	8
1, 2	Abantwana abasemngciphekweni abathabatha inxaxheba rhoqo nangokuzinzileyo kwii-ASP	4.6.4	Inani Labantwana abathabatha inxaxheba rhoqo ngangokuzinzileyo kwii-ASP	1, 2	G4J, EHACS, SAFETY	3 033	6205	8 116	8 000	8 000	8 000	8 000

*Lo mgqalisela ubale abathabathi-nxaxheba ukuya kutsho ngowama-2024/25 ze watshintshela ekubaleni iinkqubo ngowama-2025/26.

IMigqalisela yemveliso: ekujoliswe kuko konyaka nokwarhoqo ngekota

Inani	UMgqalisela wemveliso	Ekujoliswe kuko konyaka 2025/26	IKota 1	IKota 2	IKota 3	IKota 4
4.2.1	Inani lezikolo, iindawo zokuhlangana kunye neeklabhu ezinikezelwe izixhobo kunye/okanye impahla ukuzinceda zithabathe inxaxheba kwimidlalo nolonwabo.	529			529	
4.2.2	Inani lemibutho emanyeneyo yemidlalo yesithili elixhasiweyo	120	10	40	50	20
4.2.3	Inani lemisitho ephambili exhasiweyo	100	5	30	40	25
4.2.4	Inani lamaphulo omthambo nawezempilo-ntle ngokwejimneziyam	6	1	2	2	1
4.2.5	Inani lemisitho yamabhaso elibanjiweyo	1			1	
4.2.6	Inani labantu bemidlalo abathabathe inxaxheba kuqeqesho	150			75	75
4.2.7	Inani leembaleki ezibaleka kwinqanaba eliphezulu elixhasiweyo elithabatha inxaxheba kwinqanaba lehlalathi	50		20	20	10
4.2.8	Inani lamangenelo amanina namantombazana elixhasiweyo	6	1	2	2	1
4.2.9	Inani lamangenelo alungiselelwe abantu abakhubazekileyo elixhasiweyo	4	1	1	1	1
4.2.10	Inani leenkqubo zophuhliso lweembaleki elixhasiweyo	200	20	70	90	20
4.3.1	Inani lamacandelo ekhowudi yeMidlalo yeMveli elixhasiweyo	8				8
4.3.2	Inani labathathi-nxaxheba elixhasiweyo okokuba lithathe inxaxheba kwiNkqubo yePhondo yeMidlalo yeMveli	2 200	2 200			
4.3.3	Inani leeNkampu zoLutsha ezisekwe kwiSithili elibanjiweyo	2			2	
4.3.4	Inani lamaZiko oLonwabo elixhasiweyo	25				25
4.3.5	Inani lamathuba emisebenzi encediweyo kwiNkqubo yoLonwabo	50				50

Inani	UMgqalisela wemveliso	Ekujoliswe kuko konyaka 2025/26	IKota 1	IKota 2	IKota 3	IKota 4
4.4.1	Inani lamathuba emisebenzi encediweyo kwiCandelo leMidlalo yeSikolo (uLawulo lweZiko)	20				20
4.4.2	Inani lamaZiko oLwabelwano elixhasiweyo	6		6		
4.5.1	Inani lamaZiko eMOD elixhasiweyo	315		315		
4.5.2	Inani lamathuba emisebenzi ancediweyo kumaziko eMOD	496		496		
4.6.1	Inani lamagcisa athabathe inxaxheba kuqeqesho	500	125	125		250
4.6.2	Inani lamagcisa athabathe inxaxheba kuqeqesho	3 000			3 000	
4.6.3	Inani leentlanganiso zabachaphazelekayo bangaphandle	8	2	2	2	2
4.6.4	Inani labantwana elithabatha inxaxheba rhoqo nangokuzinzileyo kwii-ASP	8 000				8 000

8.1 Inkcazelo yomsebenzi ocwangcisiweyo kwisithuba esiphakathi

Umnikelo wemiphumela yenkqubo ebhekiselele ekufezekisweni kweziphumo kunye nempembelelo

ISebe lixhibe ukufezekisa isigunyaziso salo sowiso-mthetho (1) ngokuhlanganisa abemi kunye nabafundi okokuba bakhuthale ngokusetyenziswa kweenkqubo zalo zemidlalo nolonwabo, (2) ukuxhasa iimbaleki ezikwiqondo eliphezulu ukuqinisekisa ngokuba iPhondo kunye nesizwe siba sisizwe esigqwesayo ngenkxaso elungiselelwe ukuthatyathwa kwenxaxheba kwinqanaba elilandelayo. Ngaphezulu, iSebe liya kusivala isithuba sethuba sabafundi abangabonelelwa ngokwaneleyo ngokukhuthazwa nokunikezelwa kweenkqubo zasemva kokuphuma kwesikolo kunye neenkampu zolutsha kunye nethuba elilungiselelwe ulutsha ngenkqubo yolutsha olusenkonzweni

ICandelo lesiBini (2015-2017) loBume beNkqubo yoPhando lweminyaka emininzi beMidlalo (2012-2017) libonise okokuba impembelelo yamangenelo emidlalo nawophuhliso ayaqhubeka ukunyuka, yaye nento yokuba iindlela ezithile nemikhwa zithe zacaca kule minyaka mibini idlulileyo. Ezi ndlala zibandakanya ukusetyenziswa yinkitha okukhulileyo ngokunjalo nobuchule obuphuculweyo kwimimandla eyahlukeneyo yemidlalo nenxulumene nayo. Ezinye zeziphumo ezibalulekileyo zophando zibandakanya ukunyuka okubonakalayo kwiimbaleki ezibhalisiweyo kunye nabathabathi-nxaxheba bemidlalo abathabatha inxaxheba kwiMibutho eManyeneyo yeMidlalo. Ngokubhekiselele kukuthatyathwa kwenxaxheba kwiZiko leMOD, ukusebenza kwemibutho emanyeneyo yemidlalo kuphuhliso nenguqu, ngokunjalo nokubaluleka kwamalinge awahlukeneyo eqhinga abonakalisiwe kwipotfoliyo yobume bokufunda obuphuhlise kule ngxelo.

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

Ukuthatyathwa kwenxaxheba – UkuXhotyiswa koLuntu olusebenzayo

Inkqubo zemidlalo nolonwabao ziqhuba ukuthatyathwa kwenxaxheba ngokunikezela ngamathuba ofikelelo kubantu ngabanye okokuba bahlangane kwimisebenzi yokuthamba, eyenkubeko, neyempilo-ntle. Ngokusetyenziswa kwamalinge afana neNkqubo yoLonwabo kunye neMOD, amawaka abafundi axhaswa kwimisebenzi ecwangcisiweyo yemidlalo nolonwabo ethi yakhe imikhwa yokuziphatha yobomi bonke yokuhlangana okusebenzayo. Ukuququzelelwa kweenkqubo zempilo-ntle kwijim, inkxaso kwimibutho emanyeneyo kunye neeklabhu, ukubonelelwa kwezixhobo nempahla yokudlala kwizikolo, kwiindawo zeendibano, kunye neeklabhu, nokuxhotyiswa kwamanina kunye namantombazana okokuba inikezele ngamalinge emidlalo nolonwabo kuyila ubume obubandakanyayo apho izithintelo zokuthatyathwa kwenxaxheba zisuswayo. Ngaphezulu, amangenelo abantu abakhubazekileyo kunye nemisebenzi yenkcubeko efana neeNtshatsheli ziMidlalo yeMveli yePhondo zonwabela iyantlukwano, ziqinisekisa ngokuba bonke abantu, nokokuba yiyiphi na imvelaphi yabo okanye amakhono, banakho ukuthabatha inxaxheba ngamandla. Ezi nzame azikhuthazi mpilo-ntle yomntu nje kuphela kodwa ziqinisa ngokunjalo uhambelwano loluntu nokomelezwa.

Amaqonga – Ukuyilwa kwezithuba ezikhuselekileyo nezibandakanyayo

Imidlalo nolonwabo iyila amaqonga athi akhuthaze ukubandakanywa kwentlalo, uphuhliso lobomi bonke, nokuxhotyiswa ngeendawo ezikhuselekileyo nezigcinwe kakuhle. AmaZiko eMOD, amaZiko oLonwabo, iindawo zeYearBeyond, iiKlabhu kunye namaZiko oLwabelwano anikezela ngobume

obucwangcisiweyo apho ulutsha lunakho ukuhlangana kwimisebenzi elungileyo, kuncitshiswe ukuba sesichengeni ukuya kwiimpembelelo ezimbi. Ezi nzame zixhaswe zizivumelwane zenqanaba lenkonzo ezithi ziqinisekise ngokusebenza okuzinzileyo kwezi ndawo, kuqiniswa indima yazo njengeendawo ezikhuselekileyo zokuhlangana koluntu. Amanina namantombazana axhotyiswa ngaphezulu ngokusetyenziswa kwamangenelo achongiweyo, ngeli xesha iinkampu zolutsha kunye neenkonzo zokunikezelwa kwamabhaso kuvuyelwa izifezekiso yaye kuphenjelelwa ukuthatyathwa kwenxaxheba. La maqonga anikezela ngmathuba kubantu ngabanye okokuba baqhagamshelane, bakhule, bazive benengqiqo yokubandakanyeka, eqinisekisa ngento yokuba uluntu luhlanganiswe kakhulu, lomelele yaye luxhotyiselwe okokuba luhlume.

Uluhlu lwamanyathelo – Ukuvulelwa kwamaThuba okuKhula nokuGqwesa

Imidlalo nolonwabo iyila iindledlana zekhono ezithi zincede abantu okokuba baphuhlise iitalente, bafikelele kumathuba, nokufezekisa impumelelo kwinqanaba ngalinye. Ucwangciso oluhlangeneyo kunye namaqela omsebenzi okunikezela ngenkonzo alungelelanisa iinzame ukuqinisekisa ngophuhliso olusebenzayo lwetalente, oluxhaswe zinkqubo zophuhliso lweembaleki kunye namathuba eziko lemfundo. Iimbaleki ezisebenza kwinqanaba eliphezulu zinikwa izibonelelo ukulungiselela okokuba zikhuphisane kumanqanaba ehlabathi, ngeli thuba amaqonga okhuphiswano enikezela ngeentshathsheli zesithili, zephondo nezesizwe elungiselela italent esaqalayo. Ngaphezulu, imisitho engundoqo yomeleza impembelelo yoqoqosho yaye iyila amathuba alungiselelwe ukhenketho, uphuhliso lwezibonelelo, kunye nokuyilwa kwemisebenzi.

Njengesebe elikhokhelayo kulutsha, inkqubo engungqa phambili yesebe yolutsha iYearBeyond inikezela ngamathuba kulutsha lweNEET okokuba lufumane amava omsebenzi ze lwandiseuthungelwano lwalo loqoqosho. Uqeqesho lwamagcisa emidlalo nawolonwabo kunye yaye amalinge olutsha olusenkonzweni axhobisa ngaphezulu umntu ngamnye ngezakhono kunye namava, eqinisekisa ngendledlana zekhono eziya kukhulisa ubuntu nobuchule. Ezi nzame zihlangeneyo azilolongi italente nje kuphela kodwa zinikela ngokunjalo kuxhotyiso loqoqosho nakukuzingca koluntu.

Inkcazelo yomsebenzi ocwangcisiweyo

Ufikelelo kwimidlalo nolonwabo kubahlali beNtshona Koloni luya kuququzelelwa ngokusetyenziswa kweziphumo zokuthatyathwa kwenxaxheba, amaqonga kunye neendledlana zekhono njengoku kulandelayo:

- Ukuthatyathwa kwenxaxheba – UkuXhotyiswa koLuntu olusebenzayo

Iinkqubo zemidlalo nolonwabao ziqhuba ukuthatyathwa kwenxaxheba ngokunikezela ngamathuba ofikelelo kubantu ngabanye okokuba bahlangane kwimisebenzi yokuthamba, eyenkubeko, neyempilo-ntle. Ngokusetyenziswa kwamalinge afana neNkqubo yoLonwabo kunye neMOD, amawaka abafundi axhaswa kwimisebenzi ecwangcisiweyo yemidlalo nolonwabo ethi yakhe imikhwa yokuziphatha yobomi bonke yokuhlangana okusebenzayo. Ukuququzelelwa kweenkqubo zempilo-ntle kwijim, inkxaso kwimibutho emanyeneyo kunye neeklabhu, ukubonelelwa kwezixhobo nempahla yokudlala kwizikolo, kwiindawo zeendibano, kunye neeklabhu, nokuxhotyiswa kwamanina kunye namantombazana okokuba inikezele ngamalinge emidlalo nolonwabo kuyila ubume obubandakanyayo apho izithintelo zokuthatyathwa kwenxaxheba zisuswayo. Ngaphezulu, amangenelo abantu abakhubazekileyo kunye nemisebenzi yenkcubeko efana neeNtshathsheli ziMidlalo yeMveli yePhondo zonwabela iyantlukwano, ziqinisekisa ngokuba bonke abantu, nokokuba yiyiphi na imvelaphi yabo okanye amakhono, banakho ukuthabatha inxaxheba

ngamandla. Ezi nzame azikhuthazi mpilo-ntle yomntu nje kuphela kodwa ziqinisa ngokunjalo uhambelwano loluntu nokomelezwa.

- Amaqonga – Ukuyilwa kwezithuba ezikhuselekileyo nezibandakanyayo

Imidlalo nolonwabo iyila amaqonga athi akhuthaze ukubandakanywa kwentlalo, uphuhliso lobomi bonke, nokuxhotyiswa ngeendawo ezikhuselekileyo nezigcinwe kakuhle. AmaZiko eMOD, amaZiko oLonwabo, iindawo zeYearBeyond, iiKlabhu kunye namaZiko oLwabelwano anikezela ngobume obucwangcisiweyo apho ulutsha lunakho ukuhlangana kwimisebenzi elungileyo, kuncitshiswe ukuba sesichengeni ukuya kwiimpembelelo ezimbi. Ezi nzame zixhaswe zizivumelwane zenqanaba lenkonzo ezithi ziqinisekise ngokusebenza okuzinzileyo kwezi ndawo, kuqiniswa indima yazo njengeendawo ezikhuselekileyo zokuhlangana koluntu. Amanina namantombazana axhotyiswa ngaphezulu ngokusebenziswa kwamangenelo achongiweyo, ngeli xesha iinkampu zolutsha kunye neenkonzo zokunikezelwa kwamabhaso kuvuyelwa izifezekiso yaye kuphenjelelwa ukuthatyathwa kwenxaxheba. La maqonga anikezela ngmathuba kubantu ngabanye okokuba baqhagamshelane, bakhule, bazive benengqiqo yokubandakanyeka, eqinisekisa ngento yokuba uluntu luhlanganiswe kakhulu, lomelele yaye luxhotyiselwe okokuba luhlume.

- Uluhlu lwamanyathelo – Ukuvulelwa kwamaThuba okuKhula nokuGqwesa

Imidlalo nolonwabo iyila iindledlana zekhono ezithi zincele abantu okokuba baphuhlise iitalente, bafikelele kumathuba, nokufezekisa impumelelo kwinqanaba ngalinye. Ucwangciso oluhlangeneyo kunye namaqela omsebenzi okunikezela ngenkonzo alungelelanisa iinzame ukuqinisekisa ngophuhliso olusebenzayo lwetalente, oluxhaswe zinkqubo zophuhliso lweembaleki kunye namathuba eziko lemfundo. Iimbaleki ezisebenza kwinqanaba eliphezulu zinikwa izibonelelo ukulungiselela okokuba zikhuphisane kumanqanaba ehlabathi, ngeli thuba amaqonga okhuphiswano enikezela ngeentshatsheli zesithili, zephondo nezesizwe elungiselela italent esaqalayo. Ngaphezulu, imisitho engundoqo yomeleza impembelelo yoqoqosho yaye iyila amathuba alungiselelwe ukhenketho, uphuhliso lwezibonelelo, kunye nokuyilwa kwemisebenzi. Uqeqesho lwamagcisa emidlalo nawolonwabo kunye yaye amalinge olutsha olusenkonzweni axhobisa ngaphezulu umntu ngamnye ngezakhono kunye namava, eqinisekisa ngendledlana zekhono eziya kukhulisa ubuntu nobuchule. Ezi nzame zihlangeneyo azilolongi italente nje kuphela kodwa zinikela ngokunjalo kuxhotyiso loqoqosho nakukuzingca koluntu.

8.2 Ingqwalasela yesibonelelo senkqubo

Uqikelelo lwenkcitho

Inkqubo 4: IMidlalo noLonwabo

Inkqutyana	Isiphumo zeNkcitho			ULwabiw o-mali oluHlengahlengisi weyo	Uqikelelo lwenkcitho lwesithuba eaiphakathi		
	2021/22	2022/23	2023/24		2024/25	2025/26	2026/27
R amawaka							
ULawulo	84 516	46 218	16 218	15 889	16 037	13 087	13 442
IMidlalo	61 490	69 957	62 501	66 466	70 382	73 737	77 489
Ulonwabo	17 436	18 239	18 551	20 215	20 473	21 468	22 402
IMidlalo yeSikolo	45 702	45 819	47 031	49 388	47 979	52 986	57 519
UNkqubo yeMOD	52 591	39 488	39 532	67 419	74 153	75 978	77 638
liNkqubo zoLutsha		66 866	57 795	62 129	54 804	53 596	52 800
Zizonke	261 735	286 587	241 628	281 506	283 828	290 852	301 290
Uhlahlelo ngokoqoqosho							
lintlawulo ezikhoyo	104 137	111 562	107 901	149 666	154 093	161 634	170 108
IMbuyekezo kubasebenzi	31 303	31 875	34 278	38 699	42 861	45 972	48 403
Impahla neenkono	72 834	79 687	73 623	110 967	111 232	115 662	121 705
Okukhutshelweyo nenkxaso-mali eya:	150 513	168 541	126 787	123 006	121 823	121 297	122 873
KumaPhondo noomasipala	6 588	2 049	2 934	3 260	2 200	2 321	2 321
Amaziko angenzi nzala	143 847	165 847	123 724	119 483	119 623	118 976	120 552
Ezasekhaya	78	645	129	263			
lintlawulo lwempahla ezinkulu	7 032	6 450	6 902	8 829	7 912	7 921	8 309
Oomatshini nezixhobo	7 032	6 450	6 902	8 689	7 912	7 921	8 309
linkqubo zekhompuyutha nezinye ii-asethi ezingabambekiyo				140			
lintlawulo ze-asethi zemali	53	34	38	5			
Zizonke	261 735	286 587	241 628	281 506	283 828	290 852	301 290

Umnikelo wezibonelelo ezibhekiselele kufezekiso lwemiphumela

Uhlahlo lwabiwo-mali lunyuke ngepesenti e-0.82 okanye ngezigididi ezi-R2.322 ngowama-2025/26, ukususela kwizigididi ezingama-R281.506 ngowama-2024/25 (uqikelelo oluhlaziyiweyo) ukuya kwizigididi ezingama-R283.828 ngowama-2025/26. Ukunyuka kubangelwe kwisabelo esitsha esichongiweyo sezigididi ezi-R3 esilungiselelwe ukuKhula koQoqosho kunye nokuphambili kweMisebenzi kunye neeprojekti ezingungqa phambili (iNkqubo ye-1000 yamaBali amaThala eeNcwadi eYearBeyond).

8.3 Ukuhlaziywa kwemingcipheko ephambili

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
<p>UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo</p>	<p>Ukungabinakho ukunikezela kwiinkonzo zesebe ezisemthethweni kunye nezinye ezinxulumene nazo ngenxa kuphazamiseko olungacwangciswa, olukhulu.</p>	<p>IQhinga loNxibelelwano lweBCP kwabachaphazelekayo.</p> <p>Njengexalenye yovavanyo lonyaka lwemida yokhuseleko lothungelwano olunqamlezileyo. I-WCG ifumene ingqinisekiso yokokuba ulawulo lukho ukulawula ukhuseleko lothungelwano lwanele.</p> <p>Uqeqesho oluQhubekayo lwe-IT lunikezele kwiCE-I kunye namaSebe, Uhlolo lweCe-I olweziwa ngamathuba athile nokuhlolwa kwezibekelwe ukuxhasa luyaqhutywa.</p> <p>Iinkqubo ezizenzekelayo zokubekwa kweliso nokuhlakaniphisa.</p>
<p>UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo</p>	<p>Ikhono elinyiweyo ukufezekisa iziphumo zesebe.</p>	<p>Iinkampani ezimanyeneyo ziyamenywa ukulungiswa kwabasebenzi ekulawulweni kwemali yomntu ngobulumko.</p> <p>Ukumiselwa kwezithuba eziphambili.</p> <p>Abaqeqeshwa besengqeshweni abatyunjweyo kunye nabaxhamli be-EPWP ukunceda ngokumiliselwa kweshishini.</p> <p>Ukukhokhelela kwakhona iingxowa-mali kwiinkonzo eziphambili.</p> <p>Iinkonzo zempilo-ntle ziyakhuthazwa ze zichazwe kubo bonke abasebenzi nabaphathi. Iintsuku ezintathu zokuphila kunye namathuba engcaciso rhoqo ngenyanga equlathe izihloko ezahlukeneyo zabanjwa.</p> <p>Ukumiliselwa kwesicwangciso sokuthengwa kwempahla.</p> <p>Ukubekwa kweliso kumiliseko lwesicwangciso sokuthengwa kwempahla.</p>
<p>UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo</p>	<p>Ungquzulwano olungakho lomdla.</p>	<p>Ikhawudi yokuziphatha ikhutshwa rhoqo ngonyaka kumagosa eSCM.</p> <p>Izibhengezo zemali ziqukunjelwa ngamagosa eSCM rhoqo ngonyaka.</p> <p>Iinkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye kunxilelwana ngokuqhubekayo kubasebenzi xa idingeka.</p> <p>Amathuba oqeqesho nolwazi ayenziwa ngaphakathi ngamathuba angalungelelaniswanga kulungiselelwa abasebenzi. I-PT inikela ngoqeqesho nemfundo kubanikezeli benkonzo.</p> <p>IQhinga leSebe leeNqobo ezisesikweni laphuhlisa, lavunywa laza lachazwa kuwo onke amagosa.</p> <p>Njengexalenye yophuhliso lwabanikezeli benkonzo, amathuba olwazi aqhutywa yiPT kulungiselelwa abanikezeli benkonzo ngokuqhubekayo.</p> <p>Ithemplati eyandisiwe yaze yamiliselwa yokuthengwa kwempahla ukubandakanya igatya lesibhengezo esilungiselelwe abasebenza kwelo candelo.</p> <p>Iinkqubo yeSebe yeGosa eliNika iNgxelo (AOS) isasazwa kuwo onke amagosa yaye iyachazwa ngokuqhubekayo kubasebenzi xa kudingeka.</p> <p>Amagosa achaphazelekayo nabandakanyekayo ziinkqubo zeSCM kunye neminye imisebenzi yemali ubhengezo lwemisebenzi yemali lwenziwa ngokusetyenziswa kwenkqubo yobhengezo lwekhompyutha.</p> <p>Abagwebi kudingeka okokuba basayine izivumelwano zemfihlo</p>

IsiPhumo	UMngcipheko oPhambili	UkuDanjiswa koMngcipheko
		<p>Bonke abasebenzi kwiNtlawulo yoKhutshelo lokuhanjiswa komsebenzi kufuneka batyikitye isiBhengezo soMdla.</p> <p>Izibhengezo zemali ziqukunjelwa ngamaqosa ogunyaziso rhoqo ngonyaka.</p> <p>Ukufakelwa kwegatya 'lokunganyanyezelwa konke-konke koBuqhophololo, uBusela noRhwaphilizo' kufakiwe kuzo zonke iziVumelwano zeNtlawulo eKhutshelweyo.</p> <p>Indlela yokuziphatha isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla sisayinelwa intlanganiso nganye.</p> <p>Ikhawudi yokuziphatha elungiselelwe amalungu ekomiti yokungeniswa kwamaxabiso (BID) isayinwa rhoqo ngonyaka ngokunjalo nesibhengezo somdla esisayinelwa intlanganiso nganye.</p>
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Isigunyaziso esingaxhaswanga ngemali semibutho yemidlalo emanyeneyo. Ukuxhomekeka kumakhono eqhinga nawokusebenza emibutho emanyeneyo kukunikezelwa kwemidlalo ezikolweni.	<p>Ukuqiniswa kweeJDTT kunye neeJPTT.</p> <p>Inkxaso enikezelwe kusetyenziswa ukuhlangana okuqhubekayo kunye namacandelo emidlalo lwesikolo</p>
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Ukunqongophala kokuty okanye kwamaziko adingekayo ukuqhuba i-ASP.	Ukusebenza ngokusondeleyo neWCED kunye nePT ukuqinisekisa ngolungelelwaniso lukarhulumente kwinkxaso yesiphumo.
UkuThatyathwa kweNxaxheba, amaQonga, Uluhlu lwamanyathelo	Inguqu ehla kakhulu kuqoqosho.	Ukuyilwa kweyunithi yenkxaso yokubonisa indlela yokufumana amathuba kwimarike ekhula kakhulu kukhuphiswano ngokusetyenziswa kothelwano kunye namahlakani e-NGO.

9. AmaQumrhu kaRhulumente

Igama leQumrhu likaRhulumente	IsuGunyaziso	IziPhumo	Uhlalo lwaBiwo-mali oluKhoyo loNyaka (R 000)
IKhomishini yeNkcubeko yeNtshona Koloni	UMthetho weKhomishoni yeNkcubeko yeNtshona Koloni kunye namaBhunga eNkcubeko, 1998 (uMthetho we-14 we-1998)	Ukulondoloza, ukukhuthaza nokuphuhlisa ubugcisa nenkcubeko ngokubhaliswa nokupheliswa kobhaliso kwamabhunga enkcubeko, ukulawulwa kwamaziko enkcubeko, bokucebisa ngeeNdlela zokuqhutywa kweNkcubeko.	3 745
IKomiti yoLwimi yeNtshona Koloni	UMgaqo-siseko weNtshona Koloni, 1997 UMthetho weLwimi zePhond leNtshona Koloni, 1998 (uMthetho we-13 we-1998) UMthetho weBhodi yoLwimi yoMzantsi Afrika, 1995 (uMthetho 118 we-1998)	Ukubeka iliso kumiliseko loMgaqo-nkqubo woLwimi weNtshona Koloni, ukucebisa amasebe kunye namaziko oRhulumente weNtshona Koloni ngemicimbi yolwimi kuMphathiswa weMlombi yeNkcubeko neMidlalonokukhuthaza uphuhliso lweelwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe loMzantsi Afrika.	313
ILifa leMveli leNtshona Koloni	UMthetho weSizwe weZibonelelo zeLifa leMveli, 1999 (uMthetho wama-25 we-1999)	Ukuseka nokugcina inkqubo yolawulo oluhlangeneyo lwezibonelelo zelifa lemveli eNtshona Koloni	500

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

10. IiProjekti zeZibonelelo

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

11. UThelelwano lwamaShishini kaRhulumente nawaNgasese

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

ICANDELO A: IINKCAZELO ZEMIGQALISELO YOBUCHULE (TID)

INKQUBO 1: ULAWULO

Inkqutya 1.2: Iinkonzo zoLawulo lweMali

Inombolo yomgqalisela	1.2.1
Isihloko somgqalisela	Inani lezicwangciso ezimiliselweyo ukupgucula iziphumo zophicotho-zincwadi nokunciphisa okufunyenweyo kophicotho-zincwadi okuphakanyiswe nguMphicothi-zincwadi Jikelele kunye noMphicothi-zincwadi wanaPhakathi ukufezekisa inkonzo egqwesileyo
Inkcazelo emfutshane	Inkonzo egqwesileyo ngokubekwa kweliso okusondeleyo kwesicwangciso sophuculo lolawulo lwemali (FMIP)
Injongo	Ukuncitshiswa kokufunyenweyo kophicotho-zincwadi
ABaxhamli abaphambili	Isebe
Umthombo weenkukacha zamanani	Okufunyenweyo koPhicotho-zincwadi kuphicotho-zincwadi lwe-AG kunye neendleko zolawulo; okufunyenweyo kuphicotho-zincwadi kwangaphakathi kwiingxelo zoPhicotho-zincwadi lwangaPhakathi
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukwazisa bonke abachaphazekayo abafanelekileyo ngezithuba ezichongwe kwiintlanganiselo zophicotho-zincwadi. Ukuphuculwa kolawulo kumbutho.
Iindlela zokuqinisekisa	Ungeniso lweFMIP kwicandelo leM&E ukuqinisekisa ubungqina.
Iindlela yokubala	Ukubalwa kwezicwangciso ezimiliselweyo
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Iinkukacha / Idilesi / Ulungelelaniso: Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> HAYI <input checked="" type="checkbox"/> EWE
Uxanduva lomgqalisela	INtloko yoLawulo lwaNgaphakathi
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: NA Inkcazelo yempembelelo yesithuba: NA
Ulwahlulwa-hlulo lwabaxhamli – AmaQela amaLungelo oLuntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abaluphelelo: NA <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> JG4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselelo	Ngokwe-AOP

Inkqutyana 1.3: IiNkonzo zoLawulo

Inombolo yomgqalisela	1.3.1
Isihloko somgqalisela	Inani lamaxwebhu eBatho Pele aqulunqiweyo
Inkcazelo emfutshane	Inani lamaxwebhu aqulunqiweyo ukuququzelela imithetho-siseko yeBatho Pele
Injongo	Ukuququzelela ukunikezelwa kokumiliselwa kwemithetho-siseko yeBatho Pele
ABaxhamli abaphambili	Amalungu oluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: IiNgxelo kunye/okanye iPhepha lamaLungelo/ungeniso oluvunyiweyo Itheyibhile eyiyo yeenkukacha zamanani esetyenzisiweyo (ukuba yinkqubo/yinkqubo yekhompuyutha u-excel): <.....>
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Izibonelelo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
Iindlela zokuqinisekisa	IiNgxelo zokuNikezelwa kweNkonzo kunye/okanye iPhepha lamaLungelo ezingenisweyo
Iindlela yokubala	Ukubala
Uhlobo lokubala	OluKhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa IiBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Iinkukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: N/A Kujoliswe kulutsha: N/A Kujoliswe kubantu abakhubazekileyo: N/A Kujoliswe kubantu abaluphelelo: N/A <input checked="" type="checkbox"/> " Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
INkukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3.2
Isihloko somgqalisela	Inani leengxelo zarhoqo ngekota zokubekwa kweliso kumsebenzi eliqulunqiweyo
Inkcazelo emfutshane	Inani leengxelo zarhoqo ngekota zokubekwa kweliso kumsebenzi eliqulunqiweyo ngezifizekiso ngokwesiCwangciso soNyaka sokuSebenza
Injongo	Ukubekwa kweliso nokunikwa kwengxelo rhoqo ngekota kwizifizekiso ezibhekiselele kokujoliswe kuko okwandlalwe kwisiCwangciso soNyaka sokuSebenza
ABaxhamli abaphambili	Isebe, amaqumrhu oLongamelo kunye noluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: eQPRS Itheyibhile yeenkukacha zamanani ezizizo ezisetyenzisiweyo (ukuba yinkqubo/yinkqubo ye-excel): Inxelo ka-Excel
Ukunywa kweenkukacha zamanani	Akukho
Izenziso	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
Iindlela zokuqinisekisa	IiNxelo zarhoqo ngeKota zoMsebenzi
Iindlela yokubala	Ukubalwa kwenani leengxelo eziqukunqiweyo
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu- ewe , qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3.3
Isihloko somgqalisela	Inani leengxelo zarhoqo ngekota zokuqinisekisa eziqulunqiweyo
Inkcazelo emfutshane	Inani leengxelo zarhoqo ngekota zokuqinisekisa eziqulunqiweyo ngezifekiso ngokwesiCwangciso soNyaka sokuSebenza.
Injongo	Iingxelo zisebenza njengendlela ecwangcisiweyo ukuqinisekisa nokufekisa amaxwebhu, ukunceda iDCAS okokuba ihlale ithatha uxanduva, isenza izigqibo ezisekelwe kwingcaciso, ze ithabathe izezo zokulungisa xa kuyimfuneko. Ngaphezulu, lo mgqalisela unceda ekukhuthazeni ukuba phandle, ubonise uhambelwano neenjongo zeSebe, ze uququzelele unxibelelwano olufanelekileyo olumalunga neziphumo zomsebenzi kwiikota ezichaziweyo.
ABaxhamli abaphambili	Isebe namaqumrhu olongamelo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: IPotfoliyo yobuNgqina Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Excel
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
Iindlela zokuqinisekisa	Iingxelo zokuqinisekisa
Iindlela yokubala	Ubalo lweengxelo eziqulunqiweyo
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input type="checkbox"/> Iindawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3.4
Isihloko somgqalisela	IsiCwangciso seSebe sokuQhubeka koShishino esihlaziywa rhoqo ngonyaka ze silungelelaniswe njengoko kuyimfuneko
Inkcazelo emfutshane	IsiCwangciso seSebe sokuQhubeka koShishino esihlaziywa rhoqo ngonyaka sichaza amanyathelo iSebe eliya kuthi liwathabathe ukuvuselela iinkqubo kunye neenkqubo zofikelelo ezidingekayo ukuqhubeka ngemisebenzi yoshishino ebalulekileyo ngethuba nasemva kwethuba lophazamiseko oluphambili okanye intlekele.
Injongo	Ukuqinisekisa okokuba iSebe liyaqhubeka ngesigunyaziso salo kunye nezinyanzeliso zonikezelo lweenkonzo nokuncitshiswa kwempembelelo embi yophazamiseko oluphambili okanye intlekele.
ABaxhamli abaphambili	Isebe
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: UVavanyo lweMpembelelo yeShishini kunye nesiCwangciso esilandelayo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Izibonelelo ezaneleyo zemali nemicimbi yabasebenzi, ubume obulungileyo bokunikezelwa kwenkonzo.
Iindlela zokuqinisekisa	IsiCwangciso seSebe sokuQhubeka koShishino
Iindlela yokubala	Ukubala okulula (iBCP enye yonyaka)
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiiselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKathalayo <input type="checkbox"/> Inguqu, iInkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

INKQUBO 2: IMICIMBI YENKUBIKO

Inkqutwana 2.1: ULawulo

Inombolo yomgqalisela	2.1.1
Isihloko somgqalisela	Inani lamathuba omsebenzi we-EPWP ayiliweyo
Inkcazelo emfutshane	Inani lamathuba omsebenzi eliyiliweyo leNkqubo eYandisiweyo yeMisebenzi kaRhulumente
Injongo	Ukuyilwa kwamathuba omsebenzi kulungiselelwa abaxhamli njengenxalenye yeNkqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP)
ABaxhamli abaphambili	Abantu abangaqeshwanga
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: uVimba weSizwe weSebe leMisebenzi kaRhulumente (Better Data); lirekhodi zeSebe zezivumelwano zengqesho Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): EPWPRS kunye/okanye irekhodi zeSebe zezivumelwano zengqesho
Ukunyinwa kweenkukacha zamanani	Ufikelelo kuvimba wesizwe we-EPWP Uhlaziyo lovimba weSizwe emva kwesithuba sokunikwa kwengxelo.
Izenziso	Abaxhamli baya kungeniswa kwimarike yomsebenzi
Iindlela zokuqinisekisa	Iingxelo zarhoqo ngenyanga narhoqo ngekota kunye neekopi zezivumelwano zengqesho
Iindlela yokubala	Ukubalwa kwezivumelwano zengqesho
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input checked="" type="checkbox"/> Ufikelelo <input checked="" type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfizeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: NA Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqutya 2.2: UBugcisa neNkcubeko

Inombolo yomgqalisela	2.2.1
Isihloko somgqalisela	Inani lamagcisa elibonelelwayo ngamathuba olwaxhiwo lwesakhono
Inkcazelo emfutshane	ISebe liququzelele amathuba olwaxhiwo lwezakhono kulungiselelwa amagcisa oBugcisa neNkcubeko. IAmagcisa anakho ukuzimasa uqeqesho oluninzi yaye ayabalwa kwithuba ngalinye.
Injongo	Ukunika abaphathi bobugcisa, amagcisa, kunye nokuchanatywa kwamachule obugcisa ukuphuhlisa ikhono labo nokwandisa amathuba anikezelwa bubugcisa.
ABaxhamli abaphambili	Amachule obugcisa nenkcubeko
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: IRejista yokuzimasa, ingxelo Ingcaciso yeSebe Itheyibhile yeenkcukacha ezizizo zamanani esetyenzisiweyo (kwinkqubo/kwinkqubo yekhompuyutha u-excel); u-Word/u-Excel
Ukunyinwa kweenkcukacha zamanani	Akukho
Izenziso	Iprojekti azisayi kuchatshazelwa zizibonelelo ezithintelweyo
Iindlela zokuqinisekisa	Irejista zokuzimasa, ubungqina obufotiweyo, ingxelo
Iindlela yokubala	Ukubalwa kwabazimasileyo
Uhlobo lokubala	Oluhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> lungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokuseyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngowe-AOP

Inombolo yomgqalisela	2.2.2
Isihloko somgqalisela	Inani leencoko/leengxoxo zoluntu elibanjliweyo ukukhuthaza unxibelelwano lwentlalo ngonyaka
Inkcazelo emfutshane	Iincoko zoluntu zingxoxo zentlalo kulo lonke uluntu ezimele ukuphelisa iyantlukwano ekhoyo, phakathi kwezinye, malunga nobuhlanga; iklassi; isini; inkolo; inkcubeko nokwakhiwa kwesizwe kwilizwe.
Injongo	Uknikezela ngeqonga elilungiselelwe iingxoxo zoluntu ukuphakamisa imiba enxulumene nobandakanyo lwentlalo nolwakhiwo lwesizwe, kubandakanywa ubuhlanga, ucalulo, ukuphathwa kakubi kwabantu bamanye amazwe nokunganyamezelani ngokwentlalo kwinqanaba lengingqi.
ABaxhamli abaphambili	Iingingqi zoluntu
Umfthombo weenkukacha zamanani	Umfthombo weenkukacha zamanani: lirejista, inkqubo/i-ajenda kunye nengxelo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A u-Excel/u-Word
Ukunyinwa kweenkukacha zamanani	Ukuxhomekeka kumahlakani entlalo
Izenziso	Isebe lesizwe liya kunikezela ngothelwano. Okokuba uluntu luya kuthabatha inxaxheba.
Iindlela zokuqinisekisa	Iirejista, inkqubo/i-ajenda, ingxelo
Iindlela yokubala	Ubalolo olulula loguqulelo/lwengxoxo
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> lungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKoto <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokuseyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngowe-AOP

Inombolo yomgqalisela	2.2.3
Isihloko somgqalisela	Inani leentsuku zesizwe nezembali/ezibalulekileyo ezikhunjulweyo
Inkcazelo emfutshane	Inkqubo nemisebenzi eyandlalwe liSebe kunye namasebe karhulumente ukukhumbula iintsuku zesizwe nezembali, ukukhuthaza ubuzwe, ukuzingca ngobumi kunye nobandakanyo lwentlalo olungaphezulu nolwakhawo lwesizwe kuluntu. Imisitho emininzi inokuqhutywa kukhunjulwa usuku olunye; lwesizwe nolwembali/olubalulekileyo kodwa zibalwa njengesikhumbuzo. Ukukhunjulwa akudingeki kuqhutywe ngomhla lo Kanye wosuku lwesizwe/lwembali/olubalulekileyo.
Injongo	Ukwandlalwa kweenkqubo nemisebenzi ukukhumbula iintsuku zesizwe nezembali
ABaxhamli abaphambili	Uluntu, imibutho yobugcisa, amachule obugcisa nenkcubeko
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ingcaciso yeSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): NA
Ukuninwa kweenkukacha zamanani	Alukho
Izenziso	Iintsuku zokukhunjulwa ziba nomxholo olungelelaniswe nesebe lesizwe
Iindlela zokuqinisekisa	Inkqubo/i-ajenda, kunye/okanye ingxelo kunye/okanye iposta
Iindlela yokubala	Ukubalwa kweentsuku zesizwe nezembali/ezibalulekileyo zokukhunjulwa
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Lungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	2.2.4
Isihloko somgqalisela	Inani lemibutho yoBugcisa neNkcubeko, abantu ngabanye kunye neenkampani ezixhasiweyo
Inkcazelo emfutshane	Inkxaso yemali enikezelwe kwimibutho, kubantu kunye neenkampani ukumilisela imisebenzi yazo yobugcisa nenkcubeko.
Injongo	Ukubonelela amachule obugcisa, iinkampani kunye nemibutho ebhaliweyo yobugcisa nenkcubeko ngethuba lokufikelela kwizibonelelo, ukuphuculwa konxibelelwano nothungelwano, nokwandiswa kokubonakala kobugcisa kwiingcingqi zoluntu.
ABaxhamli abaphambili	Imibutho yoBugcisa neNkcubeko, abantu ngabanye, kunye neenkampani
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ingcaciso yeSebe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): NA
Ukunyinwa kweenkukacha zamanani	Uvimba ugcinelwe abo benze izicelo zenkxaso-mali
Izenziso	Imibutho abantu ngabanye kunye neenkampani iya kwenza izicelo zoncendo lwemali
Iindlela zokuqinisekisa	Ungeniso oluvunyiweyo, isiVumelwano seNtlawulo eKhutshelweyo (TPA), izijungqe zentlawulo, kunye neshedyuli yentlawulo
Iindlela yokubala	Ukubala imibutho, abantu ngabanye neenkampani ezixhasiweyo
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Lungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu- ewe , qinisekisa ngommandla/ngemimandla ephambili okokuba okunikezelweyo okulinganisiweyo ngokusetyenziswa komgqalisela wayo kuya kuphuculwa (ukukhetha okuphindiweyo kunakho ukwenziwa ngokunjalo): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	2.2.5
Isihloko somgqalisela	Inani leeprojekti zokuphuhlisa nokukhuthaza ubugcisa nenkcubeko
Inkcazelo emfutshane	liprojekti ezinikezelweyo ukukhuthaza, ubugcisa nenkcubeko ukubonisa amathuba.
Injongo	Ukubonelela ngeqonga kwimibutho yobugcisa neyenkcubeko kunye nabantu ngabanye ukubonisa umsebenzi wabo, ufikelelo kubuchwepheshe, nokwandiswa kwekhono.
ABaxhamli abaphambili	Imibutho yobugcisa yoluntu, amachule obugcisa nenkcubeko, amalungu oluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ingxelo yomsitho nokuthengwa kweenkonzo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Word
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Imisithi yokukhuthaza iya kubonisa italente yobugcisa
Iindlela zokuqinisekisa	Ingxelo yomsitho nokuthengwa kweenkonzo
Iindlela yokubala	Ukubalwa kweeprojekti
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> lungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKoto <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	2.2.6
Isihloko somgqalisela	Inani leeKhomishini zeNkcubeko ezixhasiweyo
Inkcazelo emfutshane	I-WCCC liqumrhu lengcebiso kwiMEC yaye liqulunqwe ngabantu abaphuma kuluntu abaqeshwe nguMphathiswa emva kwenkqubo yokutyunjwa. Inlawulo ekhutshelweyo evela kwiSebe isiya kwi-WCCC iyabanceda ekumiliseni imisebenzi abayabelweyo.
Injongo	Ukukhuthaza, ukulondoloza nokupuhlisa ubugcisa nenkcubeko kwiPhondo
ABaxhamli abaphambili	IKhomishini yeNkcubeko
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: UNgeniso olwakelweyo, isiVumelwano seNtlawulo eKhutshelweyo (TPA), kunye nezijungqe zentlawulo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Excel/u-Word
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Izibonelelo zemali ezikhoyo ukunceda iWCCC ukumilisa isigunyaziso sayo.
Iindlela zokuqinisekisa	UNgeniso oluvunyiweyo, isiVumelwano seNtlawulo eKhutshelweyo (TPA), izijungqe zentlawulo, kunye neshedyuli yentlawulo
Iindlela yokubala	Ukubalwa kweeKhomishini zeNkcubeko ezixhasiweyo
Uhlobo lokubala	Ukuphela konyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> lungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

IMIGQALISELA YESIZWE NEYEPHONDO

Inkqut yana 2.3: IiNkonzo zamaZiko oLondolozo lweMbal i

Inombolo yomgqalisela	2.3.1
Isihloko somgqalisela	Inani lamalinge amiliselweyo ukunyusa iqondo lolwazi lwemiqondiso yesizwe
Inkcazelo emfutshane	<p>Imiqondiso yesizwe ingundoqo kukuchazwa kwakhona kwesizwe. Asiyiyo imisebenzi yobugcisa yokuhombisa. Asiyiyo misebenzi yobugcisa yokuhombisa intloko eshicilelweyo yephepha elisesikweni kunye nezakhiwo zikarhulumente kodwa zingxelo eziqinileyo zomqondiso owamkelwe lilizwe ngalinye kunye nabantu bawo njengomba ochaza ubuzwe.</p> <p>Imiqondiso yesizwe inakho ukuchazwa njengaloo mizobo nocengcelezo ethe yachongwa, yanikwa ingqwalasela, yamkelwa ze yabhengezwa njengaloo mizobo isesikweni njengesizwe esithile. Imiqondiso enjalo bandakanaya phambili iflegi, uphawu lukarhulumente kunye nomhobe wesizwe. Imiqondiso enganeno ibandakanya ifona neflora, ngeli thuba imiqondiso yemisitho ebandakanya imeyisi kunye nentonga emnyama. IMigaqo yeSizwe, amabhaso aphezulu elithi ilizwe, ngePrezidanti yalo anikezelwe kubemi balo kunye neentlanga zamanye amazwe ezibalaseleyo, iynxalenye yemiqondiso ywsizwe. Imiqondiso enjalo iba lilifa lemveli lelo lizwe, ze ityhutyhe imbal i yalo.</p> <p>ISebe leMidlalo, uBugcisa kunye neNkcubeko igunyazisiwe okokuba ibalule imiqondiso yesizwe. Kule meko, iSebe liqalise <u>ngamalinge awahlukeneyo</u> phakathi kwawo, ngala alandelayo:</p> <p>Ukwenziwa lusebenze uluntu – (uhlobo olubanzi lwephulo ekuqaleni belubhekiselelwe kulo njenge-, “#I am the Flag Campaign”). Ukwenziwa lusebenze kuyahlukana kuxhonyekekwe kwindawo ekhethiweyo okanye enikezelweyo; kwimarike ekujoliswe kuyo (nokokuba kusoloko kukho intshukumo njengeerengi zeeteki okanye kwenzelwa kwindawo evalelekileyo) kunye nezinye izinto ezizezinye zotshintsho lwentlalo. Kolu tshintsho, ukwenziwa lusebenze kuya kubandakanywa, phakathi kwezinye izinto, imiboniso, amathuba olwabelwano ngengcaciso yemathiriyeli yokuthengisa, (ukukhuthazwa kwayo nayiphi na okanye intlanganisela yemiqondiso). ISebe lithenga iimathiriyeli zokuthengisa, liyaququzelela, yaye lilawula ukwenziwa lusebenze ngentsebenziswano kunye nemibutho engamahlakani (apho kufanelekileyo).</p> <p>Ukunikezelwa kweeflegi ezikolweni – Ukunikezelwa kweeflegi kwizikolo (izicelo ezitsha nokuzaliswa kwakhona) ukwangezelela ummandla wokufunda onxulunyaniswa nemiqondiso yesizwe.</p> <p>Ucweyo – Ukuqhutywa kocweyo ukuqhubela phambili ulwazi phakathi kwabemi ngemiqondiso yesizwe. Ezi zibandakanya iintetho ezicwancisiweyo ngokunjalonokubonelelwa kwemathiriyeli yokukhangela neyokufunda efana neencwadana ezaziwa njengeNational Identity Passport of Patriotism.</p>
Injongo	<p>Amanganelo enkuthazo afana neenkqubo zemfundo zeSebe ukukhuthaza imiqondiso yesizwe kunye nemigaqo yesizwe yeRiphabliki yoMzantsi Afrika.</p> <p>Ukulandelwa kwenkqubela phambili kwinkuthazo yemiqondiso yesizwe nemigaqo.</p> <p>Iflegi kunye neminye imiqondiso yesizwe luhlobo lomboniso weLizwe. Inikezela ngokuzazi okungxabalazileyo kwelizwe lethu. Ukukhuthazwa kweeflegi yesizwe kunye neminye imiqondiso, ngoko, kunekhono lokumanyanisa abantu ngaphandle kweemvelaphi zabo ezahlukeneyo.</p>
ABaxhamli abaphambili	Abafundi abasesesikolweni
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ingxelo yokuvuselelwa kwesithuba ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Uthelelwano luya kwendelelisa impembelelo. Ukukhuthazwa kobuwena besizwe, nokuzingca ekukhuthazeni umanyano.
Iindlela zokuqinisekisa	Ingxelo yasemva kukwenziwa lusebenze uluntu okubandakanywe kwirejista yokuzimasa kunye/okanye inkqubo
Iindlela yokubala	Ubalo olulua lwamalinge amiliselweyo
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Lungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko

Uhlobo lomgqalisela	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko</p> <p>Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p> <p>Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
Indawo yeSithuba yomgqalisela	<p>Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi</p> <p>Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>inkcukacha / Idilesi / Ulungelelaniso: <.....></p> <p>Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p>
Uxanduva lomgqalisela	<p>Umlawuli onoxanduva</p>
Inguqulelo yesithuba	<p>Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....></p>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	<p>Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"</p>
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<p><input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo</p> <p><input type="checkbox"/> "Akukho nanye kwezi zingasentla"</p>
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	<p>Ngokwe-AOP</p>

Inombolo yomgqalisela	2.3.2
Isihloko somgqalisela	Inani lamaziko olondolozo lwembali amanyeneyo axhasiweyo
Inkcazelo emfutshane	INkonzo yeZikolo loLondolozo lweMbalu ixhasa amaziko olondolozo lwembali amanyeneyo ngentlawulo ekhutshelweyo kunye nenkxaso yolawulo.
Injongo	Ukunikezela iintlawulo ezixhaswe ngemali kumaziko olondolozo lwembali ancedwa liphondo, iintlawulo zomnikelo woncedo eziya kumaziko olondolozo lwembali engingqi kunye nenkxaso yolawulo kwamaziko olondolozo lwembali ephondo kunye nemiqolomba yeCango (Cango caves).
ABaxhamli abaphambili	Amaziko olondolozo lwembali amanyeneyo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Izijunge zeentlawulo zesebe ezifunyenwe ngaphakathi nengcaciso yolawulo evela kumaziko olondolozo lwembali. Itheyibhile eyiyo yeenkukacha zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Uthelelwano luya kwendelelisa impembelelo. Amaziko olondolozo lweMbalu ancedwa liPhondo naweNgingqi anyusa ingxowa yemali ngaphezulu kwinxaso evela kwisebe.
Iindlela zokuqinisekisa (POE)	Izijunge zeentlawulo zamaZiko olondolozo lweMbalu ancedwa liPhondo naweNgingqi lingxelo zeBAS zamaZiko olondolozo lweMbalu ePhondo okanye ukungena nokuphuma okuhlanganisiweyo kwemali Imizuzu yeeNtlanganiso yaBagcini beBhodi yeCango Caves
Iindlela yokubala	Ubalo †
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithuba <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezi zingasentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezi zingasentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	2.3.3
Isihloko somgqalisela	Inani lamaQonga oLwabelwano ngoLwazi eZiko loLondolozo lweMwali asingethweyo.
Inkcazelo emfutshane	Umqondiso wokokuba iSebe libonelela ngeqonga kubaphathi beziko loLondolozo lwembali kunye namaqumrhu alawulayo okokuba anxibelelane yaye aqinisekise okokuba izigqibo zeqhinga zithotyelwa kumanqanaba awahlukeneyo olawulo lweziko loLondolozo lwembali. Ukwabelana ngoLwazi kuxabisekile ukukhuthaza ukufunda, ukusebenzisana, inguqulelo, nokuphuculwa kweenkqubo zouthatyathwa kwezigqibo kwiDCAS okanye kuluntu.
Injongo	Unxibelelwano notshintshiselwano ngencaciso phakathi kwamaziko olondolozo lwembali kunye neSebe luyimfuneko ukuqinisekisa ngonikezelo lwenkonzo olufanelekileyo.
ABaxhamli abaphambili	Amaziko olondolozo lwembali amanyeneyo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Inkqubo nerejista yokuzimasa (ekwi-intanethi okanye ebhaliweyo) Itheyibhile eyiyo yeenkukacha zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Uthelelwano luya kwendelelisa impembelelo.
Iindlela zokuqinisekisa (POE)	Inkqubo Irejista yokuzimasa (ekwi-intanethi nebhaliweyo)
Iindlela yokubala	Ukubalwa kwamagonga olwabelwano ngoLwazi asingethweyo
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input checked="" type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , aqinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	2.3.4
Isihloko somgqalisela	Inani leenkqubo zemfundo zeziko lolondolozo lwembali elinikezelweyo
Inkcazelo emfutshane	Iinkqubo zemfundo eziphuhlise yiNkonzo yeZiko loLondolozo lweMbalu ze zaququzelelwa ngamaziko olondolozo lwembali amanyeneyo.
Injongo	Ukunikela kuncomo lwembali yengingqi.
ABaxhamli abaphambili	Abafundi abahm=amba isikolo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Inkqubo yemfundo kunye nerejista yokuzimasa (kwi-intanethi okanye ebhaliweyo). Itheyibhile eyiyo yeenkukacha zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Uthelelwano luya kwendelelisa impembelelo.
Iindlela zokuqinisekisa (POE)	Inkqubo yemfundo Irejista yokuzimasa (ekwi-intanethi nebhaliweyo)
Iindlela yokubala	Ukubalwa kweenkqubo zemfundo Count of education programmes delivered
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input checked="" type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithuba <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqutya 2.4: IiNkonzo zoLawulo lweZibonelelo zeLifa leMveli

Inombolo yomgqalisela	2.4.1
Isihloko somgqalisela	Inani loogunyaziwe bolawulo lwezibonelelo zelifa lemveli lephondo abaxhaswe ngeentlawulo ezikhutshelweyo
Inkcazelo emfutshane	Ukunikezelwa kwezibonelelo zemali kulungiselelwa ulondolozo kunye nolawulo lwezibonelelo zelifa lemveli eNtshona Koloni.
Injongo	Ukunceda ugunyaziwe wezibonelelo zelifa lemveli lephondo ukumilisela icandelo 23 loMthetho weSizwe weZibonelelo zeLifa leMveli (uMthetho 25 we-1999).
ABaxhamli abaphambili	UGunyaziwe weZibonelelo zeLifa leMveli lePhondo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ungeniso olwamkelweyo, imemorandam yesivumelwano evunyiweyo kunye nobungqina bentlawulo eya kwilifa leMveli leNtshona Koloni Itheyibhile eyiyo yeenkukacha zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Uhlahlo lwabiwo-mali olukhoyo
Iindlela zokuqinisekisa (POE)	Ungeniso oluvunyiweyo, imemorandam yesivumelwano evunyiweyo kunye nobungqina bentlawulo kwilifa leMveli leNtshona Koloni.
Iindlela yokubala	Ukubalwa kwezibonelelo zelifa lemveli ngoogunyaziwe bolawulo okuxhasiweyo
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla."
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqutya 2.5: IInkonzo zeLwimi

Inombolo yomgqalisela	2.5.1
Isihloko somgqalisela	Inani lamacandelo olungelelwaniso lolwimi axhasiweyo
Inkcazelo emfutshane	Inflawulo ekhutshelweyo eya kwiKomiti yoLwimi yeNtshona Koloni ukunika isiphumo kwisigunyaziso sayo sokubeka iliso kumiliselu loMgaqo-nkqubo woLwimi weNtshona Koloni
Injongo	Ukuqinisekisa ngento yokuba inani elifunekayo leentlanganiso zekomiti liyabanjwa nokunceda iKomiti okokuba ifezekise imiphumela yayo yokubekwa kweliso kumiliselu loMgaqo-nkqubo woLwimi weNtshona Koloni nokukhuthaza iilwimi zemveli. Amalungu aqeshwa isithuba se-ofisi seminyaka emithathu nguMphathiswa wePhondo. Abasebenzi beSebe banikezela ngenkxaso yolawulo, yokukulathweyo, yolawulo lwenkqubo kunye nemali kwinkxaso kwiKomiti.
ABaxhamli abaphambili	IKomiti yeLwimi zeNtshona Koloni
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: UNGeniso olwamkelweyo, iMoA kunye nezijungqe zentlawulo ekhutshelweyo Itheyibhile eyiyo yeenkukacha zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): NA
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Izibonelelo zemali ziyafumaneka ukunceda iWCLC ukuba iqhube isigunyaziso sayo
Iindlela zokuqinisekisa (POE)	Ungeniso oluvunyiweyo, iMoA kunye nesijungqe sentlawulo ekhutshelweyo
Iindlela yokubala	Ukubalwa kwamacandelo olungelelwaniso lolwimi okuxhasiweyo
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhulayo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input checked="" type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKukacha zamanani omiliselu (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	2.5.2
Isihloko somgqalisela	Inani leeprojekti ezilungisa isigunyaziso esisemthethweni ukukhuthaza ukuthethwa kweelwimi ezininzi, iilwimi zemveli ebezisengelwe phantsi ngaphambili kunye noLwimi lweMinwe lweSA
Inkcazelo emfutshane	Ukuququzelela amathuba ophuhliso lwekhono kulungiselelwa abaxhamli benkqubo okuqhutywa liSebe ukukhuthaza, ukuphuhlisa nokuqhubela phambili iilwimi ezisesikweni zePhondo kubandakanywa i-SASL kunye neelwimi zemveli ebezingasiwe so ngaphambili.
Injongo	Ukumiliselwa kwesigunyaziso somgaqo-siseko ukukhuthaza ukuthethwa kweelwimi ezininzi kuRhulumente weNtshona Koloni.
ABaxhamli abaphambili	lingingqi zoluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo neerejista zokuzimasa ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Word/u-Excel
Ukunyinwa kweenkukacha zamanani	Alukho
Izenzo	Intsebenziswano nabanye abachaphazelekayo kummandla wolwimi iya kuphembelela kakhulu ekufezekisweni kweziphumo
Iindlela zokuqinisekisa (POE)	IiNgxelo, iirejista zokuzimasa
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	2.5.3
Isihloko somgqalisela	Inani leenkonzozo zenkxaso yolwimi elinikezelwe ngeelwimi ezi-3 ezisesikweni zeNtshona Koloni kunye noLwimi lweMinwe lweSA
Inkcazelo emfutshane	Ukubonelelwa kweenkonzo zenkxaso yolwimi ezinikezelwa kumasebe oRhulumente weNtshona Koloni, kubandakanywa noLwimi lweMinwe loMzantsi Afrika.
Injongo	Ukubonelelwa kweenkonzo zenkxaso yolwimi ukuqinisekisa ngento yokuba uMgaqo-nkqubo woLwimi wephondo uyamiliselwa.
ABaxhamli abaphambili	AmaSebe ePhondo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Irejista yemisebenzi Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel
Ukunyinwa kweenkukacha zamanani	Le yinkonzo yokuphendula, ixhomekeke kwizicelo ezifunyenweyo ngamasebe eWCG
Izenziso	Amasebe ephondo anolwazi loMgaqo-nkqubo woLwimi weNtshona Koloni
Iindlela zokuqinisekisa (POE)	IRejista yoMsebenzi
Iindlela yokubala	Ukubalwa kweenkonzo zenkxaso yolwimi ezinikezelweyo
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango ? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP)Yinkonzo yokuphendula. Ingcaciso iya kuqulathwa kwiRejista yoMsebenzi. <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

INKQUBO 3: IINKONZO ZAMATHALA EENCWADI NOOVIMBA

Inkqutwana 3.2: IINKONZO zeThala leeNcwadi

Inombolo yomgqalisela	3.2.1
Isihloko somgqalisela	Inani leencwadi zethala leencwadi ezithengiweyo
Inkcazelo emfutshane	Inani leekopi ezintsha zeencwadi zethala leencwadi ezithengiweyo. Iikopi ezizipho nezininike njengesipho azibandakanywa.
Injongo	Ukulinganisa inani leekopi ezintsha zeencwadi zethala leencwadi ezithengiweyo (ezishicilelweyo, ezimanyelweyo neencwadi zikwi-intanethi) ukulungiselela ukugcinwa koqokelelo olufanelekileyo noluhlaziyiweyo.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: SLIMS, BAS ne-Overdrive Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): SLIMS, BAS ne-Overdrive
Ukunyinwa kweenkukacha zamanani	Kuxhonyekewe kukuchaneka kwengcebiso yeenkukacha zamanani kunye nekhono lenkqubo lokuchonga iziphene.
Izenziso	Inkxaso-mali iyafumaneka ukulungiselela ukuthengwa kwencwadi
Iindlela zokuqinisekisa (POE)	Uluhlu lwe-Excel kunye nee-invoyisi
Iindlela yokubala	Inani leekopi ezintsha zencwadi zethala leencwadi elithengiweyo elibaliweyo
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nzi swa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli Amaqela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Indicator number	3.2.2
Indicator title	Inani lotyelelo lokubekwa kweliso olwenziweyo
Short definition	Inani lotyelelo lokubekwa kweliso eliqhutyiweyo ngabasebenzi bethala leencwadi lengingqi kumathala eencwadi oluntu
Purpose	Injongo yotyelelo lokubekwa kweliso inokubandakanya ukunikezelwa kwenzkonzo okulandelayo, ukubekwa kweliso kulawulo, ukulawulwa kwee-asethi, ukulawulwa koqokelelo, ukuvavanywa kwesimo samaziko ngokunjalo nemigangatho yenkonzo ngokubanzi.
Key Beneficiaries	Amathala eencwadi oluntu
Source of data	Umthombo weenkukacha zamanani: ISebe (iirejista ezisayiniweyo) Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Data limitations	None
Assumptions	Availability of human and financial resources
Means of verification	Registers
Method of calculation	Count of number of visits confirmed by attendance registers .
Calculation type	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Reporting cycle	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Desired performance	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Type of indicator	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi inkukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo Akukho nanye kwezingentla"
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.3
Isihloko somgqalisela	Inani leeNkqubo zoLwazi zoLuntu eziqhutywe malunga neenkonzozethala leencwadi nokukhuthazwa kokufunda nokubhala
Inkcazelo emfutshane	Inani leeprojekti zenkuthazo/leenkqubo zlamathala eencwadi eziqalisiweyo ukwandisa ukusetyenziswa okufanelekileyo kwethala leencwadi nokuyilwa kolwazi lwenkonzo.
Injongo	Ukuphakamisa iqondo lolwazi lweenkonzo zethala leencwadi kulo lonke iPhondo.
ABaxhamli abaphambili	Uluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani:lingxelo kunye/okanye ubungqina bopapasho ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Word
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Ukufumaneka kwabasebenzi nezibonelelo zemali
Iindlela zokuqinisekisa (POE)	lingxelo kunye/okanye ubungqina bopapasho
Iindlela yokubala	Inani leeprojekti zenkuthazo/leenkqubo elibaliweyo.
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kutshi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> iPhondo <input checked="" type="checkbox"/> iSithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> iWodi <input type="checkbox"/> iDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.4
Isihloko somgqalisela	Inani leenkqubo zoqeqesho ezinikezelwe kubasebenzi bethala leencwadi loluntu
Inkcazelo emfutshane	Imisitho yoqeqesho ecwangcisiweyo kunye nocweyo eququzelelwe ngabasebenzi bethala leencwadi lephondo koosozincwadi boluntu.
Injongo	Lo mgqalisela ubonisa inani leenkqubo zoqeqesho ezinikezelwe koosozincwadi boluntu. Enye yeenjongo yenkonzo yethala leencwadi kukwandisa izakhono loosozincwadi ukulungiselela ukufumana amaqanaba aphezulu okunikezelwa kwenkonzo.
ABaxhamli abaphambili	Abasebenzi bethala leencwadi loluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: IiRejista zokuzimasa Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): u-Excel/u-Word
Ukunyinwa kweenkukacha zamanani	Kwezinye iimeko, iinkqubo zoqeqesho zingarhoxiswa okwethutyana ngenxa yeemeko ezingakhange zicingelwe kodwa ziya kuphinda ziqhutywe.
Izenziso	Ukufumaneka kwabasebenzi nezibonelelo zemali
Iindlela zokuqinisekisa (POE)	IRejista yokuzimasa yenkqubo nganye yoqeqesho
Iindlela yokubala	Ukubalwa kweenkqubo zoqeqesho
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziiswa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhatshalayo <input type="checkbox"/> Inguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.5
Isihloko somgqalisela	Inani lamathala eencwadi anesibonelelo se-intanethi yoluntu
Inkcazelo emfutshane	Inani lamathala eencwadi oluntu akwimimandla yasemaphandleni (engeyiyo ekamasipala ombaxa) afakelwe isibonelelo se-intanethi.
Injongo	Ukubonelela nge-intanethi esimahla kumathala eencwadi oluntu kwimimandla yasemaphandleni (engeyiyo umasipala ombaxa).
ABaxhamli abaphambili	Uluntu
Umfthombo weenkukacha zamanani	Umfthombo weenkukacha zamanani: Uluhlu lwe-Excel lamathala eencwadi ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Excel
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukufumaneka kwezibonelelo zabasebenzi nezemali
Iindlela zokuqinisekisa (POE)	Uluhlu lwe-Excel lamathala eencwadi (Uluhlu lothungelwano lweCe-I)
Iindlela yokubala	Inani lamathala eencwadi abonelelwe nge-intanethi abaliwe yaye adityaniswa kwiindawo esele zivulelwe ukusebenza kwiminyaka engaphambili. Apho indawo yenkonzo ivaluweyo, iyathatyathwa kwini.
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindwiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> Uluntu olufundisiweyo, olusempilweni noluKhatlalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.6
Isihloko somgqalisela	Inani leeNdawo zeNkonzo yeThala leeNcwadi
Inkcazelo emfutshane	Inani leendawo zenkonzo zethala leencwadi ezimanyanise/ezibhalise neNkonzo yeThala leeNcwadi leNtshona Koloni. Oku kubandakanya amathala eencwadi abukhulu bahlukeneyo, asingethwe kumaziko awahlukeneyo, umzekelo, kwiitolongonasezikolweni.
Injongo	Ukulinganiswa kobungakanani beenkonzo zethala leencwadi obunikezelweyo kulo lonke iPhondo leNtshona Koloni.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uvimba wesebe (lifomu zoManyaniso/zoBhaliso) ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Excel
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Ukufumaneka kwezibonelelo zabasebenzi nezemali
Iindlela zokuqinisekisa (POE)	lifom zokuManyaniswa/zokuBhaliswa kulungiselelwa ukuvulwa UNgeniso olwamkelweyo kulungiselelwa ukuvalwa
Iindlela yokubala	Inani leendawo ezintsha zenkonzo zibaliwe zaze zadityaniswa kwinani leendawo zenkonzo esele zikho. Apho iindawo zenkonzo zivaliweyo, kufuneka zithatyathwe kwinani.
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
IIndawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> liIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba:
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.7
Isihloko somgqalisela	Inani loomasipala benqanaba B3 abafuman inkxaso-mali ebekelwe ukulungiswa kwezakhiwo ezizintlawulo ezikhutshelweyo zilungiselelwe abasebenzi, imisebenzi kunye/okanye inkcitho yezakhiwo kumathala eencwadi
Inkcazelo emfutshane	Inani loomasipala benqanaba B3 (abasesichengeni) abancedwe yiNkonzo yeThala leeNcwadi ngenkxaso-mali.
Injongo	Ukunceda kunikezelo lwenkonzo yethala leencwadi koomasipala benqanaba B3.
ABaxhamli abaphambili	OoMasipala namathala eencwadi oluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zentlawulo ekhutshelweyo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): u-Excel
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	lingxowa-mali ziyafumaneka
Iindlela zokuqinisekisa (POE)	lingxelo zentlawulo ekhutshelweyo
Iindlela yokubala	Inani loomasipala benqanaba B3 elifumene iintlawulo ezikhutshelweyo libaliwe.
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.8
Isihloko somgqalisela	Inani loomasipala abafumene iintlawulo ezikhutshelweyo zoMnikelo weThala leeNcwadi loMasipala oMbaxa kulungiselelwa uhlaziyo nokulungiswa kwamathala eencwadi
Inkcazelo emfutshane	Inani loomasipala abancedwe yiNkonzo yeThala leeNcwadi ngenkxaso-mali yokuhlaziya nokugcinwa kwamathala eencwadi.
Injongo	Ukuhlaziya nokugcinwa kwamathala eencwadi zomasipala ombaxa.
ABaxhamli abaphambili	Amathala eencwadi oMasipala oMbaxa nawoLuntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zentlawulo ekhutshelweyo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel):
Ukunyinwa kweenkukacha zamanani	Alukho
Izenzo	lingxowa-mali ziyafumaneka
Iindlela zokuqinisekisa (POE)	lingxelo zentlawulo ekhutshelweyo
Iindlela yokubala	Inani loomasipala abambaxa abafumene iintlawulo ezikhutshelweyo libaliwe
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.9
Isihloko somgqalisela	Inani lezithuba zethala leencwadi ezixhaswe ngemali kwinkxaso-mali yolungiso lwesakhiwo
Inkcazelo emfutshane	Inani lezithuba zabasebenzi bethala leencwadi ezixhaswe ngemali ngokhutshelo kooMasipala benganaba B3..
Injongo	Ukunikezela ngenkxaso-mali koomasipala okokuba baqeshe abasebenzi kumathala eencwadi karhulumente.
ABaxhamli abaphambili	OoMasipala nabasebenzi bethala leencwadi likaRhulumente
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: OoMasipala bangenise izicwangciso zabo zoshishino kunye nnengxelo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Excel
Ukunyinwa kweenkukacha zamanani	Ukuhla kwamanani abasebenzi
Izenzo	lingxowa-mali ziyafumaneka
Iindlela zokuqinisekisa (POE)	Izicwangciso zoshishino kunye neengxelo ezivela kooMasipala
Iindlela yokubala	Inani lezithuba ezibaliweyo kwizicwangciso zoshishino
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.2.10
Isihloko somgqalisela	Inani lotyelelo lokubekwa kweliso kunye neentlanganiso eziqhutywa nge-intanethi koomsipala abakwinqanaba B3
Inkcazelo emfutshane	Inani lotyelelo lokubekwa kweliso okuqhutywe koomsipala benqanaba B3 ngabasebenzi benkonzo yethala leencwadi (olwenziwa ngobuqu okanye ngobuxhakaxhaka bekhompyutha)
Injongo	Ukubekwa kweliso kwinkqubela phambili yoomsipala ngenkcitho yomnikelo, ukuhambelana nezithethe nemigangatho nokunikezelwa kwengcebiso yobuchule kunye nenkxaso,
ABaxhamli abaphambili	Oomasipala
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Imizuzu yeentlanganiso ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukufumaneka kwabasebenzi nezibonelelo zemali
Iindlela zokuqinisekisa (POE)	Imizuzu yeentlanganiso
Iindlela yokubala	Ukubalwa kwenani lemizuzu yentlanganiso
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kutshi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqutya 3.3: OoVimba

Inombolo yomgqalisela	3.3.1
Isihloko somgqalisela	Inani leenkqubo zolwazi zoluntu eziqhutywe malunga neenkonzko koovimba
Inkcazelo emfutshane	Umthetho wooVimba, ingakumbi iCandelo 3(h) leNkonzo yeSizwe yooVimba neeRekhodi, uchaza into yokokuba ooVimba beSizwe baya kukhuthaza ulwazi loovimba nolawulo lweerekhodi yaye bakhuthaza imisebenzi yolawulo loovimba neerekhodi kwilizwe. Ukuza kuthi ga ngoku, iinkqubo ezicwangcisiweyo zolwazi zoluntu ziya kukhuthaza ukubaluleka kweendlela zokugcinwa ngokulungileyo kweerekhodi ze zivumele amaluntu oluntu afikelele kwizakhiwo zoovimba ukuze ayiqonde imisebenzi yoovimba kunye neenkonzko. Iinkqubo ziya kuba yenye okanye intlanganisela yoku kulandelayo: iinkqubo yoNyaka yeVeki yooVimba; kunye neNkqubo yoFikelelo/yoLwazi. Uluhlu oluchazwe ngaphambili aluthandabuzeki, yaye amaPhondo anokuthi ngoko aqalise ngeenkqubo zolwazi eziyeyeleneyo. Ngethuba lomilisele lwezi nkqubo, abantu ngabanye phakathi kwezinye izinto, baya kuchanatywa kwindlela ekuqhutywa ngayo uphando koovimba; ziziphi iinkonzko ezinikezelwayo; iinkqubo ezidingekayo zokufikelela kwingcaciso ehleliweyo egcinwe kumaziko oovimba; kunye nendlela imiboniso eyenziwa ngayo kusetyenziswa uqokelelo loovimba.
Injongo	Ukufundisa uluntu, ingakumbi ulutsha, malunga noovimba nangokukhuthazwa kweilfa lethu lemveli loovimba. Iintetho ezimalunga noovimba ezikolweni, kuluntu, nakubatyelili kooVimba. Iinkqubo zya kuba nayiphi na okanye zibe yintlanganisela yokulandelayo: iinkqubo yoNyaka yeVeki yooVimba; iinkqubo yeMwali yoMlomo; kunye neNkqubo yoFikelelo/yoLwazi. Uluhlu oluchazwe ngaphambili aluthandabuzeki, yaye amaPhondo anokuthi ngoko aqalise ngeenkqubo zolwazi eziyeyeleneyo. Ngethuba lomilisele lwezi nkqubo, abantu ngabanye phakathi kwezinye izinto, baya kuchanatywa kwindlela ekuqhutywa ngayo uphando koovimba; ziziphi iinkonzko ezinikezelwayo; iinkqubo ezidingekayo zokufikelela kwingcaciso ehleliweyo egcinwe kumaziko oovimba.
ABaxhamli abaphambili	Uluhlu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lirejista zokuzimasa (ezikwi-intanethi nezibhaliweyo) Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Uluhlu luya kubonelelwa kwiinkqubo zofikelelo eziqhutyweyo.
Iindlela zokuqinisekisa	lirejista zokuzimasa (ezikwi-intanethi nezibhaliweyo)
Iindlela yokubala	Ubalo
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> Iindawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>

Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.2
Isihloko somgqalisela	linani lokurekhodiweyo kwembali yomlomo eliqokelelweyo
Inkcazelo emfutshane	Ukuqokelelwa kokurekhodiweyo okukuko kwembali yomlomo okulungiselelwe ukulondolozwa nofikelelo.
Injongo	Ukulondoloza imbali yomlomo okulungiselela ukusetyenziswa ngabaphandi noluntu.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Okurekhodiweyo kubume obuviwayo nobubonwayo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Okurekhodiweyo okuqokelelweyo kube nempembelelo kufikelelo olwandisiweyo kwembali yomlomo luluntu.
Iindlela zokuqinisekisa	Okurekhodiweyo ngeendlela zokuba nokubona ezidweliswe kuluhlu lwempahla
Iindlela yokubala	Ukubalwa kwezihloko ezirekhodiweyo/kudliwano-ndlebe
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abaluphelelo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.3
Isihloko somgqalisela	Inani lamangenelo oqeqesho
Inkcazelo emfutshane	Ukuqeqeshwa kwabaphathi beerekhodi nabasebenzi begumbi lerejista.
Injongo	Ukuxhotyiswa kwabasebenzi kulawulo olululo lweerekhodi.
ABaxhamli abaphambili	Abasebenzi bolawulo lweerekhodi bamaqumrhu karhulumente
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lirejista zokuzimasa, inkqubo yesifundo kunye nengxelo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel):u-Excel/u-Word
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Abaphathi beRekhodi abachongiweyo kunye nooMabhalane beRejista baya kuboneleleka kwesi sifundo.
Iindlela zokuqinisekisa	lirejista zokuzimasa, inkqubo yesifundo, ingxelo
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abaluphelelo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.4
Isihloko somgqalisela	Inani lemibuzo eqwalaselweyo
Inkcazelo emfutshane	Ukuphendula kwimibuzo efunyenweyo.
Injongo	Ukubonelela ngofikelelo kwiirekhodi zoovimba.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lirejista zemibuzo ebhaliweyo, eyenziwe ngomnxeba nekwidesika yemibuzo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): lirejista
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Yonke imibuzo efunyenweyo iya kusionjululwa.
Iindlela zokuqinisekisa	Ebhaliweyo, eyenziwe ngemfono-mfono kunye neerejista zedesika yemibuzo
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input checked="" type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
INDawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleyo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> Uluntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.5
Isihloko somgqalisela	Inani lotyelelo ngabaphandi kooVimba
Inkcazelo emfutshane	Utyelelo ngabaphandi kooVimba.
Injongo	Ukunikezelwa kofikelelo kwingcaciso.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Reading room visitors' register Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel/Word
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Abaphandi baya kuqhubeka ngokutyelela umthombo wooVimba.
Iindlela zokuqinisekisa	Iirejista zabatyeleli begumbi lokufundela
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abaluphelelo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.6
Isihloko somgqalisela	Inani lamaxwebhu oVimba abuyiselwe esimeni sangaphambili
Inkcazelo emfutshane	Ukugcinwa nokulondolozwa koovimba.
Injongo	Ukugcinwa kwelifa lemveli loovimba.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iirejista zeerekhodi ezibuyiselwe esimeni sazo sangaphambili ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): u-Excel/u-Word
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Amaxwebhu ovimba abuyiselwe kwisimo sangaphambili aya kugcinwa isithuba eside sexesha.
Iindlela zokuqinisekisa	Irejista yeerekhodi ezibuyiselwe esimeni sangaphambili
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleleyo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.7
Isihloko somgqalisela	Inani leemitha zobude ezilungisiweyo
Inkcazelo emfutshane	Ulungiselelo nenkcazelo yeerekhodi.
Injongo	Ukubonelela ngofikelelo olulula kwierekhodi nakuqokelelo olufumanekayo kuluntu.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Irejista yeerekhodi echaziweyo nelungisiweyo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel/Word
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Zonke iirekhodi ezihleliweyo ziya kufikelelwa ngumntu wonke.
Iindlela zokuqinisekisa	Irejista yeerekhodi ichaziweyo yalungiswa, iingxelo zarhoqo ngenyanga
Iindlela yokubala	Ukubalwa kweemitha yobude elungisiweyo
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphiindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleyo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.8
Isihloko somgqalisela	Inani lamaSebe aza kufumana ukuqaliswa kwe-ECM
Inkcazelo emfutshane	Inani lamaSebe aya kuthi afumane ukuqaliswa kwe-ECM.
Injongo	Injongo engundoqo yenkqubo kukuvumela amasebe okokuba amilisele uLawulo lweeRekhodi olufanayo kokuqulathweyo okungacwangciswanga okufana namaxwebhu afakwe kwinkqubo yekhompuyutha engu-word, kuxwebhu olucalulweyo nokuqulathweyo okusingasingiweyo.
ABaxhamli abaphambili	AmaSebe ePhondo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Isatifikethi sokuqukumbela ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): uWord
Ukunywa kweenkukacha zamanani	Akukho
Izenziso	lingxowa-mali ezifumanekayo.
Iindlela zokuqinisekisa	Isiqinisekiso sokugqiba
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleyo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INKcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.9
Isihloko somgqalisela	Inani leenkqubo zerekhodi ezihlaliweyo ezixatyisiweyo kunye/okanye ezivunyiweyo
Inkcazelo emfutshane	Ukuyilwa, ukuvavanywa ngokutsha nokuvunywa kwezicwangciso zefayile, imigaqo-nkqubo yalwulo lweerekhodi, iimanywali zenkqubo yokufakwa kwamaxwebhu kwirejista kunye neeshedyuli zolawulo lweerekhodi zamaqumrhu karhulumente.
Injongo	Ukuqinisekisa ngenfo yokuba iinkqubo zohlelo ziyilwe ngokuhambelana noMthetho wePhondo weNkonzo yooVimba neeRekhodi weNtshona Koloni, 2005 (uMthetho 3 wama-2005).
ABaxhamli abaphambili	Amaqumrhu karhulumente weNtshona Koloni
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lileta Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): uWord
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Onke amaqumrhu karhulumente aya kuthumela izilungiso zawo zeenkqubo zohlelo nohlaziyo.
Iindlela zokuqinisekisa	lileta ezingenayo kunye neeleta eziVunyiweyo/ezingavunywanga kumaqumrhu karhulumente.
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input checked="" type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleyo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.10
Isihloko somgqalisela	Inani lohlobo eliqhutyiweyo
Inkcazelo emfutshane	Imiqathango yohlolo ekugcinwe phantsi kwayo neziphethwe ngayo iirekhodi ngamaqumrhu karhulumente.
Injongo	Ukuqinisekisa ngohambelwano kumthetho wolawulo lweerekhodi, kwimigangatho nemigaqo-nkqubo ngamaqumrhu karhulumente.
ABaxhamli abaphambili	Amamaqumrhu karhulumente weNtshona Koloni noluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zohlolo okanye iifomu zovavanyo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Amamaqumrhu karhulumente aya kuhambelana neendlela zoLawulo lweeRekhodi.
Iindlela zokuqinisekisa	Iingxelo zohlolo okanye iifomu zovavanyo
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input checked="" type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abaluphelelo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.11
Isihloko somgqalisela	Inani lamagunya okulahla akhutshiweyo
Inkcazelo emfutshane	Ukukhutshwa kwemiyalelo yokutshabalalisa okanye yokukhutshelwa.
Injongo	Ukuthintelwa kokutshabalalisa okungagunyaziswanga kweerekhodi zoluntu okanye ukukhutshelwa kweerekhodi ngokuvunywa kwezicelo.
ABaxhamli abaphambili	Amaqumrhu karhulumente weNtshona Koloni
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ileta yokulahla ecelwa kogunyaziwe kunye neleta yokulahla ekhutshwa ngugunyaziwe Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Word
Ukunyinwa kweenkukacha zamanani	Alikho
Izenziso	Akukho qumrhu likarhulumente liya kutshabalalisa iirekhodi ngaphandle kwemvume yooVimba.
Iindlela zokuqinisekisa	Ileta yesicelo sokulahla kunye neleta ekhutshwe ngugunyaziwe wokulahla.
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input checked="" type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: NA Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	3.3.12
Isihloko somgqalisela	Inani loluhlu lwempahla oluqulunqiweyo yaye lwahlaziywa
Inkcazelo emfutshane	Ukurekhoda, ukuchazwa kweerekhodi zoovimba ukuqinisekisa ngofikelelo olulula kunye noluhlu lwempahla oluhlaziyweyo.
Injongo	Ukunikezelwa kofikelelo olulula kumaxwebhu oovimba ngokunikezelwa kwengcaciso engaphezulu kuqokelelo olukhoyo.
ABaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu lwempahla ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Abaphandi baya kubanakho ukufuman izikhokhelo ezilungileyo kumaxwebhu adingekayo.
Iindlela zokuqinisekisa	Uluhlu lwempahla
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input checked="" type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abaluphelelo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

UMNIKELO ONEMIQATHANGO: UMNKELO WETHALA LEENCWADI LOLUNTU

Inombolo yomgqalisela	1.1
Isihloko somgqalisela	Inani lezithuba zethala leencwadi ezixhaswe ngemali ngokusetyenziswa komnikelo onemiqathango
Inkcazelo emfutshane	Inani lezithuba zethala leencwadi ezikumathala eencwadi oluntu ezixhaswe ngemali nomnikelo onemiqathango
Injongo	Ukulinganiswa kwempembelelo yomnikelo onemiqathango kwikhono loomasipala lokuqesha abasebenzi abaneleyo kumathala eencwadi oluntu.
ABaxhamli abaphambili	Abasebenzi beThala leeNcwadi likaMasipala weNtshona Koloni
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Izicwangciso zoshishino ngoomasipala ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): <.....>
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	lingxowa-mali ziyafumaneka
Iindlela zokuqinisekisa	Izicwangciso zoshishino kunye neengxelo zenkcitho zarhoqo ngenyanga ezivela kooMasipala
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kutshi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleleyo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.2
Isihloko somgqalisela	Inani leencwadi zethala leencwadi ezithengiweyo
Inkcazelo emfutshane	Inani leencwadi zethala leencwadi ezithengelwe amathala eencwadi.
Injongo	Ukulinganiswa kwenani leekopi zencwadi ezithengwe ngomnikelo onemiqathango ukulungiselela okokuba uqokelelo luhlale lufanelekile.
ABaxhamli abaphambili	AmaThala eencwadi oluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: li-invoyisi zokuthenga Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): SLIMS kunye neBAS
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Inkxaso-mali iyafumaneka yokuthenga iincwadi
Iindlela zokuqinisekisa	Iingxelo ngeeseti zeenkukacha zamanani kunye nee-invoyisi
Iindlela yokubala	Inani leekopi elithengiweyo libalwa kwii-invoyisi
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3
Isihloko somgqalisela	Inani lotyelelo lokubekwa kweliso lomnikelo onemiqathango koomasipala
Inkcazelo emfutshane	Inani lotyelelo lokubekwa kweliso lomnikelo onemiqathango eliqhutyiweyo koomasipala ngabasebenzi beNkonzo yeThala leeNcwadi
Injongo	Ukubekwa kweliso kwinkcitho yomnikelo nenkqubela phambili kwinkqubela phambili yezibonelelo, uhambelwano nezithethe nemigangatho nokunikezelwa kwengcebiso yobuchule kunye nenkxaso.
ABaxhamli abaphambili	Oomasipala
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Imizuzu yentlanganiso kunye neerejista zokuzimasa ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Ukuthembeka kwengcaciso enikezelweyo
Izenziso	Ukufumaneka kwezibonelelo zabasebenzi nezemali
Iindlela zokuqinisekisa	Imizuzu yeentlanganiso neerejista zokuzimasa
Iindlela yokubala	Ukubalwa kwenani lemizuzu yentlanganiso
Uhlobo lokubala	<input checked="" type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.4
Isihloko somgqalisela	Inani loomasipala elifumana iintlawulo ezikhutshelweyo zomnikelo onemiqathango
Inkcazelo emfutshane	Inani loomasipala elifumana iintlawulo ezikhutshelweyo zomnikelo onemiqathango.
Injongo	Iintlawulo ezikhutshelweyo zomnikelo onemiqathango ezanceda oomasipala ekuqesheni abasebenzi abaneleyo, bahlaziye iinkonzo zethala leencwadi nokulungisa imiba yesigunyaziso sethala leencwadi engaxhaswa ngemali.
ABaxhamli abaphambili	Oomasipala
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo yentlawulo ekhutshelweyo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Ukuthembeka kwengcaciso enikezelweyo
Izenziso	lingxowa-mali zikhona
Iindlela zokuqinisekisa	lingxelo zentlawulo ekhutshelweyo
Iindlela yokubala	Ukubala inani loomasipala elifumene iintlawulo ezikhutshelweyo
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.5
Isihloko somgqalisela	Inani lamaThalana amaNcinane alungiselelwe abantu abangaboniyo elisekiweyo
Inkcazelo emfutshane	Intsebenziswano neSouth African Library for the Blind kulungiselelwa ukusekwa kweenkonzo ezizodwa zamalungu oluntu lwabangaboniyo kunye nabo bangaboni kakuhle kumathala akhethiweyo.
Injongo	Ukunikezelwa kwenkonzo ebandakanyayo yethala leencwadi loluntu olungaboni kakuhle.
ABaxhamli abaphambili	I-South African Library for the Blind (SALB)
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zolawulo lweprojekti Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Ukuthembeka kwengcaciso enikezelweyo
Izenziso	Inkxaso-mali iyafumaneka yokusekwa kwamathala eencwadi amatsha yabangaboniyo
Iindlela zokuqinisekisa	lingxelo yeprojekti kunye neefoto
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Type of indicator	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
INDawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input type="checkbox"/> ISithili <input type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: NA Kujoliswe kulutsha: NA Kujoliswe kubantu abakhubazekileyo: NA Kujoliswe kubantu abalupheleyo: NA <input type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INKcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

INKQUBO 4: IMIDLALO NOLONWABO

Inkqutya 4.2: IMidlalo

Inombolo yomgqalisela	4.2.1
Isihloko somgqalisela	Inani lezikolo, iindawo zokuhlangana kunye neeklabhu elinikezelwe izixhobo kunye/okanye impahla yokudlala ukunceda abathathi-nxaxheba kwimidlalo okanye kulonwabo.
Inkcazelo emfutshane	<p>Lo mgqalisela uhlanganisa inani lezikolo, iindawo zokuhlangana kunye neeklabhu ezinikezelwe izixhobo kunye/okanye impahla yokudlala ukunikezela ngamathuba kubathathi-nxaxheba.</p> <p>Izixhobo: Zibandakanya izixhobo zemidlalo ezisetyenziswa ngabathathi-nxaxheba kumacandelo emidlalo nolonwabo ngethuba lokuziqhelanisa kunye/okanye lokhuphiswano. Izixhobo kufuneka uphindaphindo lwento ethile yezixhobo (umz., iibhola ezili-10 okanye impahla yeqela lebhola ekhatywayo), okanye izinto ezilungiselelwe iikhowudi ezininzi (umz., izinto zebhola yomnyazi, zebhola ekhatywayo, kune neze-erobhiksi). Isixhobo kufuneka sifaneleke kwimisebenzi eqhutywayo kwindawo yokuhlangana, kwiklabhu okanye kwisikolo.</p> <p>Impahla yokudlala: impahla ethi isetyenziswe ngabathathi-nxaxheba ebaleni lemidlalo ngexesha lokuzilolonga kunye/okanye ngokhuphiswano.</p> <p>Iklabhu ngumbutho onjongo zawo zibandakanya ukukhuthazwa kwekhowudi enye okanye ezingaphezulu, ukuthatyathwa kwenxaxheba ngamalungu awo kwezi khowudi kunye nombutho nokuthabatha inxaxheba kwiiligi, kwiitumente kunye okanye kwiintshatsheli. Iklabhu yemidlalo isenokusekwa kuluntu okanye imanyanisiwe neMibutho eManyeneyo yeSizwe yaye ukugxila kwayo kusenokuba kukonwabisa, kukufundisa, kukhuphisana, okanye intlanganisela yezi ntlobozemisebenzi ngokusekwe kumgaqo-siseko.</p> <p>Indawo yokuhlangana ngummandla/liziko elithe lakhethwa yaye likwiphondo/ kwisithili/ kumasipala wengingqi okanye kuluntu apho kuqhutywa khona imisebenzi yokuThatyathwa kweNxaxheba siSininzi kwiMidlalo nakweyolonwabo. Isenokuba kufutshane neziko lemidlalo, kwiziko loluntu, kwisikolo, kwipaki okanye kwibala lemidlalo elineqonga lababukeli yaye ngokwesiqhelo liziko elisetyenziselwa izinto ezininzi. Ngokubanzi, ummandla kufuneka ube sembindini kuluntu ukuqinisekisa ngofikelelo lomntu wonke, kunakho ukubhekiselelwa kuyo njengenowudi ukuba ngaba inezibonelelo ezixhomekeke kuyo kwimimandla ekufutshane. Abaxhamli kunye nabathabathi-nxaxheba banokuza ngamaqela, ngeeklabhu, ngezikolo, ngabanye okanye ngokwemibutho eminye yoluntu esebenza kunye kuluntu lwengingqi, olufuna ukuphuhla nokukhulisa imidlalo nolonwabo enikezelwa kuloo ngingqi yoluntu.</p> <p>Isikolo liziko loluntu lokufundisa abantwana eliphantsi kolawulo lweSebe leMundo yeSiseko kunye namasebe alo emfundo yephondo. Ngenjongo zalo mgqalisela, liqulathe iigreyidi ukusuka kweyo-1 ukuya kweye-12.</p>
Injongo	Ukuphuhlisa izikolo, iindawo zokuhlangana kunye neeklabhu kwiphondo. Izikolo, iindawo zokuhlangana kunye neeklabhu ezithi zibonelelwe ukususela kwizixhobo kunye/okanye ukulungiselela ukuqinisekisa ngophuhliso lwazo.
Abaxhamli abaphambili	Izikolo, iindawo zokuhlangana kunye neeklabhu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Izikolo, iindawo zokuhlangana kunye neeklabhu Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukwakhiwa kwekhono kwizikolo, kwiindawo zokuhlangana kunye neeklabhu ukuqinisekisa ngokuthatyathwa kwenxaxheba
Iindlela zokuqinisekisa	Ukuvunywa kokufunyanwa kunye noLuhlu lwezikolo, iindawo zokuhlangana kunye neeklabhu
Iindlela yokubala	Ukuhlanganiswa kobalo oluvela kwigqalisela elandelayo: 1. Inani lezikolo ezinikwe izixhobo kunye/okanye impahla yokudlala. 2. Inani leendawo zokuhlangana ezinikwe izixhobo kunye/okanye impahla yokudlala. 3. Inani leeklabhu ezinikwe izixhobo kunye/okanye impahla yokudlala.
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko

Uhlobo lomgqalisela	<p>Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe, qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko</p> <p>Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI</p> <p>Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
INdawo yeSithuba yomgqalisela	<p>Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi</p> <p>Ukulungiselela iindawo ezininzi zonikezelo, oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
Uxanduva lomgqalisela	<p>Umlawuli onoxanduva</p>
Inguqulelo yesithuba	<p>Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....></p>
Ulwahlulwa-hlulo lwabaxhamli - AmaQela amaLungelo oluntu	<p>Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"</p>
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<p><input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo</p> <p><input type="checkbox"/> "Akukho nanye kwezingentla"</p>
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	<p>Ngokwe-AOP</p>

Inombolo yomgqalisela	4.2.2
Isihloko somgqalisela	Inani lemibutho emanyeneyo yemidlalo emanyanise kumdlalo wesithili elixhasiweyo
Inkcazelo emfutshane	Ukuxhaswa kwemibutho emanyeneyo ukuyinceda okokuba iphuhle yaye ikhuthaze imisebenzi yemidlalo neyolonwabo kunye neeprojekti.
Injongo	Ukuthatyathwa kwnxaxheba kwimidlalo nokugqwesa kuya kwanda ngeenkqubo ezicwangcisiweyo kunye neeprojekti.
ABaxhamli abaphambili	Imibutho emanyeneyo yemidlalo yesithili
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Izicelo ezifunyenwe zivela kwiMibutho eManyeneyo yeMidlalo yeSithili/yePhondo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukuguqulwa kwembonakalo yoluntu nokwakhiwa kohambelwano kwentlalo
Iindlela zokuqinisekisa (POE)	Ungeniso oluvunyiweyo/ iMOA /IziJungqe zeNtlawulo yeBAS
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.3
Isihloko somgqalisela	Inani lemisitho yemidlalo engundoqo exhasiweyo
Inkcazelo emfutshane	Imidlalo engundoqo exhasiweyo kwiPhondo. Imisitho yemidlalo exhaswe ngokhutshelo oluthe ngqo lwenkxaso-mali kunye/okanye ngokubonelelwa ngeenkonzo zenkxaso yomsitho kwiPhondo
Injongo	Ukunikezelwa kwenkxaso kwimisitho yemidlalo kwiPhondo enikelayo kulwakiwo lwekhono lecandelo, ukuvuselelwa koqoqosho lwengingqi nolwephondo, kunye nenkxaso yemidlalokunye nokhenketho lolonwabo kuphuhliso loqoqosho kunye nenkxaso yokhenketho lwemidlalo.
ABaxhamli abaphambili	IMibutho eManyeneyo yeMidlalo yeSithili/yePhondo/yeSizwe kunye nabaququzeleli bakaRhulumente nabaNgasese, iMibutho eManyeneyo yeMidlalo yeSithili/yePhondo/yeSizwe kunye nabaququzeleli baNgasese bomsitho
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Izicelo ezifunyenwe zivela kwiMibutho eManyeneyo yeMidlalo yeSithili/yePhondo kunye nabaququzeleli bakaRhulumente nabaNgasese, ingxelo yomsitho, intlawulo yeBAS, iMOA, ungeniso olusayiniweyo kunye nesicelo senkxaso-mali Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): iExcel/Word/BAS and event support services invoices
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Izibonelelo ezaneleyo zemali nezabasebenzi, ubume obufanelekileyo bokunikezelwa kwenkonzo.
Iindlela zokuqinisekisa	INGxelo yoMsitho, iintlawulo zeBAS, iMOA, uNgeniso olusayiniweyo; izicelo zenkxaso-mali kunye/okanye ii-invoyisi zeenkonzo zenkxaso yomsitho.
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.4
Isihloko somgqalisela	Inani lamaphulo okomelela nempilo-ntle eliququzelelwe yijimnaziyam
Inkcazelo emfutshane	La ngamangenelo alungiselelwe ukuxhobisa abasebenzi kunye noluntu kwimiba yeenkqubo zempilo yemidlalo kunye nezempilo-ntle.
Injongo	Ukukhuthazwa kwendlela yokuphila esempilweni kwiphondo.
ABaxhamli abaphambili	Abasebenzi borhulumente weNtshona Koloni kunye noluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: INgxelo yoMsitho Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Okokuba abantu bafune ukuphila indlela yokuphila esebenzayo ngokuhlala womelele yaye uphiile.
Iindlela zokuqinisekisa	Ingxelo yomsitho
Indlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.5
Isihloko somgqalisela	Inani lemisitho yamabhaso elibanjliweyo
Inkcazelo emfutshane	Ukuyilwa kweqonga ukubhasela abo bagqwesileyo ngeli thuba bethabatha inxaxheba kwiintsika ezahlukeneyo zemidlalo. Ukuhlonipha nokwamkela abagqwesi beMidlalo abathe banikela kuphuhliso, kwinguqu, kunye nokukhula kwemidlalo eMzantsi Afrika.
Injongo	Ukunikezela ngomsebenzi wokuzinikela nogqwesileyo kunye nomnikelo kwimidlalo.
ABaxhamli abaphambili	limbaleki, amagosa obuchule, abaqeqeshi, abalawuli, kunye namagcisa anamava emidlalo
Umfthombo weenkukacha zamanani	Umfthombo weenkukacha zamanani: Abatyunjwa abafunyenweyo bafakwa kuvimba wesebe ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Izifzekiso zonyaka nezethuba elide kwicandelo lemidlalo neletonwabo elivunyiweyo nelinikwe ingqwalasela.
Iindlela zokuqinisekisa (POE)	INGxelo yoMsitho kubandakanywa uluhlu lwabagqwesileyo
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfizeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <...4.> Kujoliswe kulutsha: <...6.> Kujoliswe kubantu abakhubazekileyo: <....2.> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.6
Isihloko somgqalisela	Inani labantu bemidlalo abathabatha inxaxheba kuqeqesho
Inkcazelo emfutshane	Inani lamagosa emidlalo athe azimasa izifundo ezinxulumene namidlalo.
Injongo	Ukuxhotyiswa kwabantu (iimbaleki, abaqeqeshi, abaphathi, amagosa obuchule, abalawuli kunye nabanye kwimidlalo nolonwabo) ngoqeqesho ukulungiselela ukunikezela ngamandla ngemisebenzi yemidlalo neyolonwabo eNtshona Koloni.
ABaxhamli abaphambili	Imibutho emanyeneyo yemidlalo yephondo nesithili.
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zemibutho yemidlalo emanyeneyo kunye nerejista yokuzimasa Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): NA
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	N/A
Iindlela zokuqinisekisa	IRejista yokuZimasa neNgxelo yoMsitho
Iindlela yokubala	Ukubalwa kwabathabathi-nxaxheba kungenelo ngalunye loqeqesho
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.7
Isihloko somgqalisela	Inani leembaleki elisebenza kwinqanaba eliphezulu elixhasiweyo okokuba lithabathe inxaxheba kwinqanaba lehlabathi
Inkcazelo emfutshane	Ukunikezelwa kwenkxaso kubathathi-nxaxheba beNtshona Koloni abamele ilizwe kwinqanaba lehlabathi.
Injongo	Ukuququzelela umelo kumaqonga ehlabathi.
ABaxhamli abaphambili	Abantu bemidlalo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Izicelo zenkxaso-mali yokuSebenza ngamandla kunye nezijungqe zeNtlawulo yeBAS Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): NA
Ukunyinwa kweenkukacha zamanani	Iqiniselwe yiSASCOC
Izenziso	Ukuqinisekisa okokuba iimbaleki zithabatha inxaxheba kumanganaba aphezulu.
Iindlela zokuqinisekisa	Izijungqe zeNtlawulo yeBAS
Iindlela yokubala	Ukubalwa kwenani labathathi-nxaxheba
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.8
Isihloko somgqalisela	Inani lamangenelo amanina namantombazana elixhasiweyo
Inkcazelo emfutshane	Amangenelo amaNina kunye nanaNtombazana akhuthaza imisebenzi yemidlalo neyolonwabo elungiselelwe eli qela labaxhamli. Amangenelo abandakanya kodwa awaphelelanga kwimisitho, kwiintlangano, amalinge, amaphulo ezipho, imisebenzi, iinkuthazo, njl.njl.
Injongo	Uphuhliso lwemidlalo nolonwabo yamanina namantombazana.
ABaxhamli abaphambili	Amanina namantombazana
Umfthombo weenkukacha zamanani	Umfthombo weenkukacha zamanani: Izicelo ezivela kwimibutho emanyeneyo yemidlalo, irejista yokuzimasa kunye/okanye iingxelo yemisitho Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): NA
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukuxhotyiswa kwamanina namantombazana ukulungiselela ukuthabatha inxaxheba kwimidlalo nolonwabo.
Iindlela zokuqinisekisa	Irejista yokuzimasa kunye/okanye iingxelo zomsitho
Iindlela yokubala	Ukubalwa kweengxelo zomsitho
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.9
Isihloko somgqalisela	Inani lamangenelo alungiselelwe abantu abakhubazekileyo elixhasiweyo
Inkcazelo emfutshane	Iiprojekti zabakhubazekileyo kunye neenkqubo ezithi zikhuthaze imisebenzi yokukhuthazwa kwemidlalo neyolonwabokulungiselelwa eli qela labaxhamli. Amangenelo abandakanya kodwa awaphelelanga kwimisitho, iintlangano, amalinge, amaphulo ezipho, imisebenzi neenkuthazo, njl.njl.
Injongo	Uphuhliso lwemidlalo nolonwabo elungiselelwe abantu abakhubazekileyo. Ukuyilwa kwamathuba kulungiselelwa abakhubazekileyo okokuba bathabathe inxaxheba kwimidlalo nolonwabo
ABaxhamli abaphambili	Abantu abakhubazekileyo kunye nabalawuli bemidlalo abakhubazekileyo kunye/okanye amagosa
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Irejista yokuzimasa kunye/okanye ingxelo yomsitho ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukuxhotyiswa kwabantu abakhubazekileyo okokuba bathabathe inxaxheba kwimidlalo nolonwabo.
Iindlela zokuqinisekisa	Irejista yokuzimasa kunye/okanye iingxelo zomsitho
Iindlela yokubala	Ukubalwa kweerejista zokuzimasa kunye/okanye iingxelo zomsitho
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli - Amaqela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.2.10
Isihloko somgqalisela	Inani leenkqubo zophuhliso lweembaleki elixhasiweyo
Inkcazelo emfutshane	I-DSAC Inikezela ngenkxaso yemali, ngokusetyenziswa koMnikelo oneMiqathango yokuThatyathwa kweNxaxheba siSininzi noPhuhliso lweMidlalo, kumaSebe ePhondo anoxanduva lwemidlalo, ubugcisa nenkcubeko ukuwanceda ekunikezeleni ngeenkqubo zophuhliso nezenkxaso kulungiselelwa iimbaleki ezinetalente nezisebenza kwinqanaba eliphezulu. Iinkqubo zoPhuhliso lweeMbaleki kunye neNkxaso ziphuhliswa ngamaSebe ePhondo anoxanduva lwemidlalo, ubugcisa, kunye nenkcubeko, ngokuhlangene nabachaphazelekayo, abafana namaZiko eMfundo ePhondo yeMidlalo kunye neMibutho eManyeneyo yeMidlalo yePhondo. Iinkqubo ziya kucalula zonke iikhowudi ezidinga inkxaso yokusebenza kwinqanaba eliphezulu. Inkxaso yeembaleki iya kunikezelwa ngokuhambelana nesiCwangciso-nkqubo seQhinga samaZiko eMfundo eMidlalo oMzantsi Afrika kunye neZikhokhelo zoMgaqo-nkqubo.
Injongo	Ukuvavanya inani leenkqubo zophuhliso lweembaleki.
ABaxhamli abaphambili	Iimbaleki
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: AmaZiko eMfundo eMidlalo eSithili kunye neWECSA INkqubo yoPhuhliso lweeMbaleki yePhondo, ingxelo yaRhoqo ngeKota yeNkqubela Phambili esayinwe ngumphathi weprojekti wamaziko emfundo ephondo kubandakanywa nengxelo yenkcitho, ingxelo ehlanganisiweyo yenkqubela phambili esayinwe nguMlawuli oyiNtloko weDCAS okanye igosa eliphezulu kunye nobungqina benkxaso Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel/Word
Ukunyinwa kweenkukacha zamanani	Kuxhonyekeke kwisithili nakwiingxelo zeWECSA
Izenziso	Inkqubo imiliselwe ngokuhambelana nesiCwangciso-nkqubo samaZiko eMfundo eMidlalo
Iindlela zokuqinisekisa	INkqubo yePhondo yoPhuhliso lweeMbaleki, iNkqubo yaRhoqo ngeKota yeNkqubela Phambili esayinwe ngumphathi weprojekti ofanelekileyo wamaziko emfundo emidlalo ephondo kubandakanywa nengxelo yenkcitho, ingxelo ehlanganisiweyo yenkqubela phambili esayinwe nguMlawuli oyiNtloko weDCAS okanye igosa eliphezulu, ubungqina benkxaso
Iindlela yokubala	Ubalo olulula
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhushelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo	Ngokwe-AOP

Inombolo yomgqalisela	4.2.11
Isihloko somgqalisela	Inani lamanina axhotyisiweyo ukulungiselela ukunikezela nemidlalo nolonwabo
Inkcazelo emfutshane	Ukuxhotyiswa kwamanina (iimbaleki, abaqeqeshi, abaphathi, amagosa obuchule, abalawuli kunye namanye akwimidlalo nakulonwabo) ngoqeqesho ukulungiselela ukunikezelwa kwemisebenzi yemidlalo nolonwabo eNtshona Koloni.
Injongo	Ukuxhotyiswa nokuphuhlisa kwamanina emidlalo kwicandelo.
ABaxhamli abaphambili	Amanina azimbaleki, abaqeqeshi, abaphathi, amagosa obuchule kunye namagcisa kwimidlalo nolonwabo.
Umfthombo weenkukacha zamanani	Umfthombo weenkukacha zamanani: Iingxelo zeMibutho eManyeneyo kunye nerejista yokuzimasa kunye neerejista zokuzimasa kunye/okanye uluhlu lwabazimasileyo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Amanina namantombazana axhotyisiwe yaye anikezelwe ngofikelelo kumathuba oqeqesho kwimidlalo nolonwabo.
Iindlela zokuqinisekisa	Irejista yokuzimasa kunye nengxelo yomsitho
Iindlela yokubala	Ukubalwa kwenani labathatbi-nxaxheba kwiirejista
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoXanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqutya 4.3: Ulonwabo

Inombolo yomgqalisela	4.3.1
Isihloko somgqalisela	Inani lamacandelo ekhowudi yeMidlalo yeMveli elixhasiweyo
Inkcazelo emfutshane	Inani lamacandelo ekhowudi yemidlalo yemveli yesithili neyephondo elixhaswe ngemiba yocwangciso lonyaka neyolawulo lwequmrhu.
Injongo	Ukuphuculwa kolwulo lwequmrhu
ABaxhamli abaphambili	Amacandelo ekhowudi yeMidlalo yeMveli Amalungu eklabhu yeMidlalo yeMveli, amalungu eSigqeba namagosa obuchule.
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: IKomiti yeSigqeba yecandelo ngalinye liRejista zokuZimasa ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Amacandelo anikwa ingqwalasela ngamacandelo afanelekileyo esizwe ekhowudi.
Iindlela zokuqinisekisa	liRejista zokuzimasa kunye/okanye imizuzu yeentlanganiso
Iindlela yokubala	Ukubalwa kwenani lamacandelo
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input checked="" type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> liIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> Isithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoXanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.3.2
Isihloko somgqalisela	Inani labathathi-nxaxheba abaxhaselwe ukuthabatha inxaxheba kwiitumente zePhondo zeMidlalo yeMveli
Inkcazelo emfutshane	Inani labathabathi-nxaxheba abaxhasiweyo okokuba bathabathe inxaxheba kwiitumente zemidlalo yemveli.
Injongo	To increase participation .
ABaxhamli abaphambili	Amalungu eklabhu yeMidlalo yeMveli, amalungu eKomiti yamaCandelo eKhowudi yeMidlalo yeMveli kunye namagosa obuchule.
Umthombo weenkukacha zamanani	Iingxelo zomsitho kunye neeregista zokuzimasa. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Bonke abathathi-nxaxheba ngamalungu eeklabbhu/ ayinxalenye yamacandelo ekhowudi kunye / okanye amagosa obuchule.
Iindlela zokuqinisekisa	Iingxelo zomsitho kunye neeregista zokuzimasa zomsitho nganye wesithili.
Iindlela yokubala	Ubalo olulula lwenani labathathi-nxaxheba.
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input checked="" type="checkbox"/> Ngaphezulu kokujoliswe kuko <input type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> Isithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INKcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.3.3
Isihloko somgqalisela	Inani leeNkampu zoLutsha ezisekwe kwiSithili elibanjiweyo
Inkcazelo emfutshane	Inani leenkampu zolutsha ezisekwe kwisithili elibanjiweyo kwiphondo.
Injongo	Ukuxhotyiswa kolutsha ngokusetyenziswa kwemidlalo nolonwabo ngokunikezelwa koqeqesho lobunkokheli, uphuhliso lwezakhono nokufundiswa kolingo.
ABaxhamli abaphambili	Abafundi bezikolo zamabanga aphezulu abathe bathabatha inxaxheba kwiinkqubo zeMOD
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Inxelo yemiba ebalulekileyo ethe ngqo kwikampu kunye neerejista zokuzimasa. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel/Word
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Iinkampu zithatyathwa njengezixhaswe ngamali ngokwaneleyo yaye zibonelelwe ngabasebenzi, iimathiriyeli, iindawo zokubanjelwa kwenkampu, njl.njl., ukuze ziqhuywe ngempumelelo.
Iindlela zokuqinisekisa	Inxelo yokuphela kweNkampu ethile neeRejista zokuZimasa.
Iindlela yokubala	Ukubalwa kwenani leeNkampu elimiliselweyo.
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , aqinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input checked="" type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.3.4
Isihloko somgqalisela	Inani lamaZiko oLonwabo elixhasiweyo
Inkcazelo emfutshane	Inani lamaZiko oLonwabo elixhasiweyo ngokubonelelwa nomqeqeshi kunye/okanye izixhobo.
Injongo	Injongo kukwandiswa kokuthatyathwa kwenxaxheba sisininzi .
ABaxhamli abaphambili	Uluntu lwengingqi .
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu lwamaZiko athe afumana izixhobo kunye/okanye impahla yokudlala, Iphepha lokuhanjiswa kwempahla Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel/Word
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukusebenza kweZiko
Iindlela zokuqinisekisa	Uluhlu lwamaZiko athe afumana izixhobo kunye/okanye impahla yokudlala, Iphepha lokuhanjiswa kwempahla
Iindlela yokubala	Ukubalwa kwenani lamaZiko oLonwabo asekiweyo yaye axhaswa
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.3.5
Isihloko somgqalisela	Inani lamathuba omsebenzi ukunceda kwiNkqubo yoLonwabo
Inkcazelo emfutshane	Inani lamathuba omsebenzi ukunceda kumaZiko oLonwabo.
Injongo	Ukuyilwa kweendledlana zekhono kulungiselelwa ukukhula nokuqesheka. Ukunyuswa kokuthatyathwa kwenxaxheba siSininzi.
ABaxhamli abaphambili	Amaqela achongiweyo athe azimasa imisebenzi yeziko lolonwabo.
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu lwamagama anikezelwe yimibutho engamahlakani ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Imibutho engamahlakani anekhono. Kuya kubakho abasebenzi isithuba sonke sonyaka-mali opholeleyo.
Iindlela zokuqinisekisa	Uluhlu lwamagama anikezelwe yimibutho engamahlakani
Iindlela yokubala	Ukubalwa kwamathuba omsebenzi
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli Amaqela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqutya 4.4: IMidlalo yeZikolo

Inombolo yomgqalisela	4.4.1
Isihloko somgqalisela	Inani lamathuba omsebenzi elanceda kwiCandelo leMidlalo yeSikolo (uLawulo lweZiko)
Inkcazelo emfutshane	Inani lamathuba omsebenzi elanceda amaZiko oLwabelwano.
Injongo	Ukuyilwa kweendledlana zekhono kulungiselelwa ukukhula nokuqesheka. Ukulawulwa nokulungiswa kwezibonelelo zesikolo kulungiselelwa ukusetyenziswa ngabafundi abasesesikolweni.
ABaxhamli abaphambili	Umxhamli wethuba lomsebenzi kunye nabafundi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu lwamagama anikezelwe yimibutho engamahlakani ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izeniso	Imibutho engamahlakani anekhono.
Iindlela zokuqinisekisa	Uluhlu lwamagama anikezelwe yimibutho engamahlakani.
Iindlela yokubala	Ukubalwa kwamathuba omsebenzi.
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.4.2
Isihloko somgqalisela	Inani lamaZiko oLwabelwano elixhasiweyo
Inkcazelo emfutshane	Ukunikezela ngeendawo zemidlalo nolonwabo.
Injongo	Ukunikezela abafundi ngendawo ekhuselekileyo yokuthabatha inxaxheba.
ABaxhamli abaphambili	Abafundi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: IZivumelwano zeNqanaba leNkonzo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Zonke izivumelwano zenqanaba lenkonzo ezisayiniweyo ziya kuhlonitshwa zizikolo, kuqinisekiswa ngemigangatho yokusebenza ezinzileyo, ulolongo olwenziwa ngethuba, kunye nokuthatyathwa koxanduva lokwabelwano elulawulweni kwamaziko ngokufanelekileyo.
Iindlela zokuqinisekisa	IZivumelwano zeNqanaba leNkonzo
Iindlela yokubala	Ukubalwa kweeSLA
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	Umlawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inkqutya 4.5: INkqubo yeMOD

Inombolo yomgqalisela	4.5.1
Isihloko somgqalisela	Inani lamaZiko eMOD axhasiweyo
Inkcazelo emfutshane	Inani lamaZiko eMOD axhasiweyo ngokubonelelwa kwabaqeqeshi kunye/okanye izixhobo.
Injongo	Ukunyuswa kokuThatyathwa kweNxaxheba siSininzi.
ABaxhamli abaphambili	Abafundi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: ISivumelwano seNqanaba leNkonzo (SLA) ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukusebenza nentsebenziswano kwezikolo
Iindlela zokuqinisekisa	IsiVumelwano seNqanaba leNkonzo (SLA) kunye/okanye isivumelwano soMqeqeshi
Iindlela yokubala	Ukubalwa lweeSLA okanye izivumelwano zomqeqeshi
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.5.2
Isihloko somgqalisela	Inani lamathuba omsebenzi ukunceda kumaZiko eMOD
Inkcazelo emfutshane	Inani lamathuba omsebenzi ukunceda kumaZiko eMOD.
Injongo	Ukuyilwa kwendledlana zezakhono kulungiselelwa ukukhula nokuqesheka.
ABaxhamli abaphambili	Umqeqeshi nabafundi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu lwamathuba omsebenzi ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Imibutho engamahlakani inekhono.
Iindlela zokuqinisekisa	Uluhlu lwamagama anikezelwe yimibutho engamahlakani.
Iindlela yokubala	Ukubalwa kwamathuba omsebenzi.
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMLawuli onoxanduva
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.6.1
Isihloko somgqalisela	Inani lamagcisa athabatha inxaxheba kuqeqesho
Inkcazelo emfutshane	Amathuba oqeqesho ayiliweyo ukunyusa inqanaba lezakhono zamagcina.
Injongo	Ukuqinisekiswa kokulunga kwamagcisa kunye neenkqubo – ngokuhambelana nezibonelelo zolutsha.
ABaxhamli abaphambili	Amagcisa asebenzela uRhulumente neeNGO
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lirejista zokuzimasa Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukufumneka kwenxaso-mali. Amagcisa aqhubekela ukusayinela uqeqesho olusekwe kwixabiso eliqikelelwayo elangezelelwe kuqeqesho
Iindlela zokuqinisekisa	lirejista yokuzimasa
Iindlela yokubala	Ukubalwa kwabathathi-nxaxheba ngokomsitho ngamnye woqeqesho
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	I-Ofisi yeNtloko yoLutsha
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INKcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.6.2
Isihloko somgqalisela	Inani lamathuba kulutsha olusengqeshweni ayiliweyo
Inkcazelo emfutshane	Inani lamathuba kulutsha olusengqeshweni ayilelwe olubudala buyiminyaka eli-18 ukuya kwiminyaka engama-25 anikezela kubo ngebhulorho ebagqithisela kuqoqosho.
Injongo	Ukuncitshiswa kwentswela ngqesho kulutsha.
ABaxhamli abaphambili	Ulutsha olungaqeshwanga kunye neeNEETS olubudala buyiminyaka eli-18 ukuya kwengama-25
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lirekhodi zomvuzo (intlawuli) kunye neeMOU ezisayiniweyo ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): NA
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Amahlakani aqhubekile ngokuxhasa ukumiliselwa kwenkqubo.
Iindlela zokuqinisekisa	lirekhodi zomvuzo (intlawuli) kunye neeMOU ezisayiniweyo
Iindlela yokubala	Ukubalwa kwabantu abafumene umvuzo
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	USekela Mlawuli
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhatthalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.6.3
Isihloko somgqalisela	Inani leentlangano nabachaphazelekayo bangaphandle
Inkcazelo emfutshane	Ukusingathwa koluntu lokuziqhelanisa kulwabelwano lwengcaciso, kwizifundo, kwizixhobo nezibonelelo kunye nabachaphazelekayo bangaphandle (amasebe eWCG, iiNGO, aBanikeli, iiNqununu)
Injongo	Ukuququzelelwa kokuhlanganwa kwabachaphazelekayo kunye neependulo
ABaxhamli abaphambili	Abaphathi bendawo, amasebe eWCG, amalungu aBanikeli naweNGO.
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lirejista zokuzimasa Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Abachaphazelekayo bazimisele ekunxibelelaneni nenkqubo.
Iindlela zokuqinisekisa	lirejista zokuzimasa
Iindlela yokubala	Ukubalwa kwenani leentlangano
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	USEkela Mlawuli
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INKcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	4.6.4
Isihloko somgqalisela	Inani labantwana elithabatha inxaxheba rhoqo nangokuzinzileyo kwii-ASP
Inkcazelo emfutshane	Abafundi abasesesikolweni abasengciphekweni abachongiweyo (okt., kwizifundo, kunye/okanye kwindlela yokuziphatha, kunye/okanye kusapho, kunye/okanye kumngcipheko wendawo) abathabatha inxaxheba kwimidlal, kubugcisa, kwizakhono zobomi okanye kwiinkqubo zemfundo zasemva kokuphuma kwesikolo ubuncinane kabini ngeveki ngeli thuba inkqubo iqhubayo.
Injongo	Ukwandiswa kwemiba yokhuseleko kulungiselelwa ulutsha olusemngciphekweni olubonelelwa kwiinkqubo
ABaxhamli abaphambili	Abantwana nolutsha
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lirekhodi zokuzimasa ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): i-Teampact (app) records via Excel
Ukunyinwa kweenkukacha zamanani	Uqhagamshelwano oludingekayo ukufakwa kokuzimasa yaye ngamanye amathuba imingeni kunye noqhagamshelwano.
Izenziso	Ukufumaneka kwezibonelelo zabasebenzi kunye nezemali ukulandela abafundi. Ulwamkelo lwesikolo kwiinkqubo ze ngoko kubekwe phambili iiseshoni zabafundi.
Iindlela zokuqinisekisa	lirekhodi zokuzimasa
Iindlela yokubala	Ukubalwa kolutsha nabantwana abathabatha inxaxheba
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	USekela Mlawuli
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

UMNIKELO WENKQUBO YOKUTHATYATHWA KWENXAXHEBA SISININZI

UPHUHLISO LWEKLABHU

Inombolo yomgqalisela	1.1
Isihloko somgqalisela	Inani labantu abaqeqeshelwe ukunikezela uPhuhliso lweKlabhu
Inkcazelo emfutshane	Inani labantu abafumene uqeqesho njengabaqeqeshi, ngoovulindlela betalente, amagosa obuchule, abalawuli, abaphathi bamaqela okanye imimandla enxulumeneyo ngokusetyenziswa kweenkqubo zoqeqesho ezinqinisekisiweyo ezinikezelelwa ukwandiswa kokuthatyathwa kwenxaxheba. Ngabantu ababonelelweyo kuphela kumnikelo wokuthatyathwa kwenxaxheba sisininzi kunye nophuhliso lwemidlalo ababalwayo. Iinkqubo zoqeqesho olujolise kwimidlalo kufuneka ziqinisekisiwe yimibutho emanyeneyo yemidlalo yehlabathi, ngaphandle kweekhowudi ezingu-IG ezingenalo uqinisekiso. Iinkqubo zoqeqesho zohlobo oluthile kufuneka ziqinisekisiwe yeSETA. Iintlanganiso kunye nocweyo ziya kwamkelwa njengamangenelo oqeqesho, ukuba ngaba izatifikethi zokuzimasa zikhutshiwe.
Injongo	Ukuxhobisa abantu ngoqeqesho oluqinisekisiweyo ukunikezela ngamandla kwiinkqubo zophuhliso lweKlabhu, Ukuzenze zibe zezizinzileyo.
ABaxhamli abaphambili	Abaqeqeshi, oovulindlela betalente, amagosa obuchule, kunye nabalawuli
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iingxelo ezivela kwii-ofisi zesithili ezibandakanya (iirejista zokuzimasa ezisayiniweyo, inkqubo yoqeqesho ecalulweyo, ingxelo yabaququzeleli kunye nobungqina bokuqinisekiswa.) Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): NA
	Uphindaphindo nabaqeqeshwa abangasigqibanga ngempumelelo isifundo
Izenziso	Ukwakhiwa kwekhono malunga neeklabhu zasedolophini nezasemaphandleni
Iindlela zokuqinisekisa	Iirejista zokuzimasa ezisayiniweyo, iinkqubo zoqeqesho okanye ucalulo, ingxelo yabaququzeleli kunye nobungqina bokuqinisekiswa.
Iindlela yokubala	Ukubala okulula
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> Jobs <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKcukacha zamanani omiliselw	Ngokwe- AOP

Inombolo yomgqalisela	1.2
Isihloko somgqalisela	Inani leeligi zengingqi ezixhasiweyo
Inkcazelo emfutshane	Inani leeligi zengingqi ezixhasiweyo ekuqinisekiseni ngokunikezelwa kweenkqubo zemidlalo nakuzinziso lophuhliso lweklabhu. Inkxaso ibandakanya izikhokhelo ezilungiselelwe imisebenzi, ulungiselelo nokhuphiswano. Inkxaso yemali nengeyiyo eyemali inakho ukunikezelwa.
Injongo	Iligi zengingqi ezisebenza njengeqonga kuthatyatho nxaxheba oluzinzileyo, kukuchongwa kwetalente nophuhliso.
ABaxhamli abaphambili	Imibutho emanyeneyo yemidlalo kunye neeklabhu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iligi kunye / okanye iiklabhu nezithili Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompyutha u-excel): NA
Ukunyinwa kweenkukacha zamanani	Ubungqina benkxaso obunikezelweyo (bunakho ukubandakanya ubungqina bentlawulo/ Amagama eeligi ezixhasiweyo, isithuba seligi neziphumo ngomdlalo ngamnye)
Izenziso	Ukuyilwa kwamathuba kwiiklabhu okokuba zidlale kwiiligi okanye kwiitumente
Iindlela zokuqinisekisa	Inani leeligi ezixhasiweyo, Ubungqina benkxaso obunikezelweyo
Iindlela yokubala	Ukubala okulula
Uhlobo lokubala	<input checked="" type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: NA Inkcazelo yempembelelo yesithuba: NA
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3
Isihloko somgqalisela	Inani leeklabhu zoluntu lwengingqi elixhasiweyo
Inkcazelo emfutshane	Inani leeklabhu zengingqi yoluntu elixhasiweyo okokuba lithabathe inxaxheba kwiilingi ezicwangcisiweyo zemibutho emanyeneyo. Inkxaso ibandakanya izikhokhelo zokusebenza, zezibonelelo, zeetumente kunye nokhuphiswano. Inkxaso yemali nengeyiyo imali inakho ukunikezelwa.
Injongo	Ukuxhaswa kweeklabhu zengingqi okokuba zimanyaniswe yaye zithabathe inxaxheba kwiilingi ezicwangcisiweyo ukuphuhlisa ikhowudi yazo yemidlalo .
ABaxhamli abaphambili	Iiklabhu ezikwinqubo yophuhliso lweKlabhu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iiklabhu kunye ne-ofisi yesithili Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinqubo/kwinqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Ukurhoxiswa kunye/okanye ukuyekwa komdlalo
Izenziso	Ukuphuhlisa kwezakhono kwiiklabhu ukukhuthaza ukukhula nokukwazi ukuzimela ungacedwanga
Iindlela zokuqinisekisa	Ubungqina benkxaso enikezelweyo (bonakho ukubandakanya ubungqina bentlawulo, uluhlu lweeklabhu, uluhlu lwemidlalo eza kudlalwa, uluhlu lwamaqela, kunye/okanye iziphumo.
Iindlela yokubala	Ukubalwa okulula
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.4
Isihloko somgqalisela	Inani leeklabhu elinikezelwe izixhobo kunye/okanye impahla
Inkcazelo emfutshane	Inani leeklabhu elinikezelwe izixhobo kunye/okanye impahla (Khangela umgqalisela weSizwe 4.2.1)
Injongo	Ukubonisa inani leeklabhu elincediweyo kunikezelo lwalo lweenkqubo zemidlalo nolonwabo ngokusetyenziswa kwesibonelelo sezixhobo kunye nempahla yokudlala.
ABaxhamli abaphambili	Iiklabhu ezikwinkqubo yophuhliso lweklabhu yoMnikelo oneMiqathango
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iphepha lokuthunyelwa kwezixhobo kunye / okanye impahla yokudlala kunye nefomu yokuvuma ukuba uyifumene Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha): u-excel
Ukunyinwa kweenkukacha zamanani	Izithethe nemigangatho
Izenziso	Ukuxhotyiswa kweeklabhu okokuba zithabathe inxaxheba kwimidlalo eququzelelweyo
Iindlela zokuqinisekisa	Ifomu yokuvuma ukuba ufumene izixhobo nempahla yokudlala kunye noluhlu lweeklabhu
Iindlela yokubala	Ubalo
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.5
Isihloko somgqalisela	Inani lemijikelo yamanqindi yamanina exhasiweyo
Inkcazelo emfutshane	Inani lamanina kwiitumente zemijikelo yamanqindi elixhasiweyo.
Injongo	Ukwandiswa kokuthatyathwa kwenxaxheba nokukhuthazwa komdlalo wamanqindi wamanina
ABaxhamli abaphambili	Amanina akumdlalo wamanqindi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo ezivela kwisithili ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Ubudlelwane phakathi kwamagcisa nabasaqalayo bamanqindi
Izenziso	Ukuxhaswa kophuhliso nokukhula kwamanina akumdlalo wamanqindi
Iindlela zokuqinisekisa	Isicwangciso esicalulweyo seprojekti Amanina akwinkqubo yomjikele womdlalo wamanqindi Irejista yokuzimasa Uluhlu lweembethi-maqindi oluthabathe inxaxheba kumsitho
Iindlela yokubala	Ubalo olulula
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikele wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.6
Isihloko somgqalisela	Inani leeklabhu ezixhasiweyo kukhuphiswano lwesithili
Inkcazelo emfutshane	Iklabhu emanyanise kwiiligi zemibutho emanyeneyo yoluntu lwengingqi ezixhasiweyo okokuba zikhuphisane kukhuphiswano lwesithili
Injongo	Ukuthatha inxaxheba kukhuphiswano, kwimidlalo nakwiitumente kwinqanaba lesithili.
ABaxhamli abaphambili	Iiklabhu zoluntu lwengingqi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iingxelo ezivela kwisithili Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukuyilwa kwamathuba kulungiselelwa iiklabhu ukuba zidlale kwiitumente zesithili nokhuphiswano
Iindlela zokuqinisekisa	Ubungqina benkxaso obunikezelweyo, (uluhlu lweeklabhu zoluntu ezithabathe inxaxheba, izintlu zamaqela, izimemo/uluhlu lwemidlalo eza kudlalwa kunye / okanye isicelo sokuthabatha inxaxheba)
Iindlela yokubala	Ubalo olulula
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , aqinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfizeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.7
Isihloko somgqalisela	Inani leeklabhu ezixhasiweyo kukhuphiswano lwephondo
Inkcazelo emfutshane	Iiklabhu ezimnyanisiwe kwiiligi zemibutho emanyeneyo yoluntu lwengingqi ezixhasiweyo okokuba zikhuphisane kukhuphiswano lwephondo.
Injongo	Ukukhuphisana kukhuphiswano, ukudlala kunye neetumemte kwiphondo.
ABaxhamli abaphambili	Iimibutho emanyeneyo yemidlalo neeklabhu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iingxelo ezivela kwisithili Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukuyilwa kwamathuba kulungiselelwa iiklabhu ukuba zidlale kwiitumente zephondo nakukhuphiswano
Iindlela zokuqinisekisa	Ubungqina benkxaso obunikezelweyo, (uluhlu lweeklabhu zoluntu ezithabathe inxaxheba, izintlu zamaqela, izimemo/uluhlu lwemidlalo eza kudlalwa kunye / okanye isicelo sokuthabatha inxaxheba)
Iindlela yokubala	Ubalo olulula
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , aqinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
INdawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.8
Isihloko somgqalisela	Ukulawulwa kwenkqubo enoMqathango isigxina kwisabelo sesi-7% somnikelo (kubandakanywa iCDP, uLonwabo neMidlalo yeSikolo)
Inkcazelo emfutshane	Inani labasebenzi eliqeshwe isithuba eside okanye eliqeshwe isigxina kwisabelo sesi-7% somnikelo onemiqathango (uluntu, iklabhu abasebenzi beziko lemfundo).
Injongo	Ukuxhaswa kokuyilwa kwemisebenzi kwicandelo lemidlalo nolonwabo.
ABaxhamli abaphambili	Abasebenzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iileta zengqesho/ uluhlu lwamalungu abasebenzi abaqeshiweyo. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): Excel
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukulawulwa kwenkqubo enoMqathango
Iindlela zokuqinisekisa	zivumelwano
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.9
Isihloko somgqalisela	Inani labalungelelanisi bemidlalo yoluntu abahlawulweyo
Inkcazelo emfutshane	Inani labalungelelanisi bemidlalo yoluntu abaqeshwe ngezibonelelo zemali ezabelwe kuphuhliso lweklabhu kuMnikelo woPhuhliso lokuThatyathwa kweNxaxheba siSininzi neMidlalo. Esi sabelo singaphandle kwesabelo sabasebenzi sesi-7%. Aba balungelelanisi bemidlalo boluntu basebenza kwinqanaba lesithili okanye lengingqi.
Injongo	Ukubonisa inani elililo labalungelelanisi bemidlalo yoluntu abaqeshwe ngesabelo
ABaxhamli abaphambili	Abasebenzi
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu lwabalungelelanisi olungenisiweyo ngamaphondo. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Ukulawulwa kwenkqubo enoMqathango
Iindlela zokuqinisekisa	Izivumelwano
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukubala
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

AMAZIKO EMFUNDO

Inombolo yomgqalisela	1.1
Isihloko somgqalisela	Inani lamaziko emfundo yemidlalo elixhasiweyo
Inkcazelo emfutshane	Inani lamaziko emfundo yemidlalo eliqinisekisiweyo (esizwe, athile emidlalo yephondo, nawangasese) axhasiweyo ukunikezela kweenkonzo zemidlalo ukuphuhlisa nokuphucula ukusebenza kweidlalo zoMzantsi Afrika.
Injongo	Amaziko eMfundo emidlalo aqinisekisiweyo axhasa uPhuhliso lwemidlalo yoMzantsi Afrika.
ABaxhamli abaphambili	Amaziko eMfundo yeMidlalo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ubungqina obukumaxwebhu obuqinisekise inkxaso yeZiko leMfundo leMidlalo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukulungela kweembaleki
Iindlela zokuqinisekisa	Inani lamaziko emfundo emidlalo axhasiweyo.
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kutshi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
INdawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiiselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.2
Isihloko somgqalisela	Inani labantu abaqeqeshelwe ukunikezela inkqubo yeziko lemfundo yemidlalo
Inkcazelo emfutshane	Uqeqesho ekufuneka lunikezelwe kumagcisa emidlalo (kubandakanywa abaqeqeshi beziko lemfundo, oovulindlela betalente, iingcali zenzululwazi yemidlalo, abaqeqeshi bezakhono zobomi, izibonelelo zengcebiso zabantu njl.njl.) ukuwaxhobisa okokuba anikezele ngeenkqubo zeziko lemfundo lemidlalo.
Injongo	Uqeqesho (izakhono kunye okanye uphuhliso lwamakhono) luyimfuneko ekuphuhliseni amaziko emfundo ingakumbi ngokuhambelana nemimandla echongwe ngasentla ukuqinisekisa ngozinzo.
ABaxhamli abaphambili	Abantu bemidlalo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Izintlu zabazimasileyo Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ukwakhiwa kwekhono lwabalawuli neembaleki
Iindlela zokuqinisekisa	Irejista yokuzimasa
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kutshi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetfo oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: NA Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3
Isihloko somgqalisela	Inani leenkqubo zophuhliso lweembaleki elixhasiweyo
Inkcazelo emfutshane	I-DSAC inikezela ngenkxaso yemali, ngoMnikelo oneMiqathango woPhuhliso lokuThatyathwa kweNxaxheba siSininzi nakwiMidlalo, kumaSebe ePhondo anoxanduva lwemidlalo, lobugcisa, kunye nolwenkcubeko ukuwanceda ekunikezeleni ngeenkqubo zophuhliso kunye neenkqubo zenkxaso kwiimbaleki ezinetalente nezisebenza kwiqondo eliphezulu. UPhuhliso lweeMbaleki neeNkqubo zeNkxaso luphuhliswa ngamaSebe ePhondo anoxanduva lwemidlalo, lobugcisa, nenkcubeko, ngentsebenziswano nabachaphazelekayo, abafana namaZiko eMfundo ePhondo eMidlalo kunye neMibutho eManyeneyo yePhondo. Iinkqubo ziya kuchaza zonke iikhowudi ezidinga inkxaso yokusebenza kwiqondo eliphezulu. Inkxaso yeembaleki iya kunikezelwa ngokuhambelana nesiCwangciso-nkqubo seQhinga samaZiko eMfundo yeMidlalo soMzantsi Afrika kunye neZikhokhelo zoMgaqo-nkqubo.
Injongo	Ukuvavanywa kwenani leenkqubo zophuhliso lwembaleki
ABaxhamli abaphambili	Iimbaleki
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iinkqubo zoPhuhliso lweeMbaleki zePhondo, ingxelo yarhoqo ngekota yeNkqubela Phambili esayinwe ngumphathi weprojekti yeziko lemfundo elifanelekileyo kubandakanywa nengxelo yenkcitho, ingxelo ehlanganisiweyo yenkqubela phambili esayinwe nguMlawuli oyiNtloko weDCAS okanye igosa eliphezulu, ubungqina benkxaso. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Ukuxhomekeka kumaZiko eMfundo eSithili nawePhondo
Izenziso	Inkqubo imiliselwe ngokuhambelana nesiCwangciso-nkqubo samaZiko eMfundo
Iindlela zokuqinisekisa	Iinkqubo yoPhuhliso lweeMbaleki zePhondo Ingxelo yengxelo yeNkqubela Phambili yarhoqo ngekota esayinwe ngumphathi weprojekti wamaziko emfundo afanelekileyo ephondo kubandakanywa nengxelo yenkcitho Ingxelo ehlanganisiweyo yenkqubela phambili esayinwe nguMlawuli oyiNtloko yeDCAS okanye igosa eliphezulu Ubungqina benkxaso
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngekota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: NA Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo	Ngokwe-AOP

INKQUBO YOKUTHATYATHWA KWENXAXHEBA SISININZI SOLUNTU ISIYADLALA

Inombolo yomgqalisela	1.1
Isihloko somgqalisela	Inani lemisebenzi eququzelelweyo yemidlalo neyolonwabo kuluntu
Inkcazelo emfutshane	Imisebenzi esekwe kuluntu yemidlalo neyolonwabo yiloo misebenzi ethe yaququzelelwa ngqo ngamacandelo oluntu yaze yaxhaswa liSebe ngesabelo somnikelo onemiqathango. Amacandelo asekiweyo oluntu isenokuba yimibutho yemidlalo/yimibutho emanyeneyo yemidlalo; neeNGO; ibhunga lemveli; okanye iINPO.
Injongo	Ukulinganisa inani lemisebenzi emiselwe ngaphambili esekwe kuluntu yemidlalo neyolonwabo kunye/okanye imisitho apho kuza kugqitywa ukuba ngawaphi amathuba emakuthatathwe inxaxheba kuyo yandlalwe khona.
ABaxhamli abaphambili	Abathathi-nxaxheba boluntu
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ingxelo yemiba efanelekileyo yeprojekti, iirejista zokuzimasa eziqinisekisiweyo. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Zonke iingxelo ziya kubonisauhlobo lwenkxaso, nokunikezela inani labaxhamli
Iindlela zokuqinisekisa	Iirejista zokuzimasa kunye nengxelo yemiba ebalulekileyo kwiprojekti
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphiindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: N/A
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INKcukacha zamanani omiliselelo	Ngokwe-AOP

Inombolo yomgqalisela	1.2
Isihloko somgqalisela	Inani leeprojekti zemidlalo ezimiliselweyo yimibutho emanyeneyo yephondo
Inkcazelo emfutshane	Inani leeprojekti zemidlalo nolonwabo ezimiliselweyo ngamaBhunga eMidlalo.
Injongo	AmaBhunga eMidlalo ngamahlakani eqhinga kwiphondo kuphuhliso, kunikezelo nokubekwa kweliso kwimidlalo nolonwabo.
ABaxhamli abaphambili	Abantu bemidlalo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zeprojekti ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....> Ukuhlanguka okunxulumene nomthombo weenkukacha zamanani kuya kuqhubeka
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Ulungelelwaniso lwemisebenzi yeMibutho eManyeneyo yeNgingqi neyePhondo
Iindlela zokuqinisekisa	IMemorandum yeziVumelwano, iiProjekti (Ezenziwa ngobuxhakaxhaka bekhompuyutha/Ngenye indlela)
Indlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3
Isihloko somgqalisela	Inani lemidlalo yemveli eququzelelweyo
Inkcazelo emfutshane	Inani lemidlalo yemveli eququzelelwe kwinqanaba lephondo.
Injongo	Ukukhuthazwa kweMidlalo yeMveli njengenxalenye yokulondolozwa kwelifa lemveli.
ABaxhamli abaphambili	Abathathi-nxaxheba kwimidlalo yemveli
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ingxelo yemiba ebalulekileyo kwiprojekti neerejista zokuzimasa ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Zonke izithili ziya kuba nazo zosithoba (9) iikhowudi ze-IG.
Iindlela zokuqinisekisa	Ingxelo yemiba ebalulekileyo kwiprojekti neerejista zokuzimasa
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphiindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.4
Isihloko somgqalisela	Inani leendawo zokuhlangana ezixhaswe ngeZixhobo kunye/okanye impahla yokudlala
Inkcazelo emfutshane	Inani leendawo zokuhlangana ezixhaswe ngezixhobo kunye/okanye ngempahla yokudlala ekuqinisekiseni ngokunikezelwa kweenkqubo zolonwabo kuluntu.
Injongo	Ukunikezelwa kwezixhobo kwiindawo zokuhlangana ukulungiselela okokuba iindawo zokuhlangana zinikezele imisebenzi kubathabathi nxaxheba.
ABaxhamli abaphambili	Iindawo, amacandelo eMidlalo yeMveli kunye namacandelo emidlalo yaBantu abakhulileyo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lifomu zoluhlu lwempahla kunye/okanye iphepha lokuthunyelwa kwempahla kwezixhobo ngokuhambelana noko kuthunyelweyo ze kwamkelwa kwaze kwaqinisekiswa ngumphathi wendawo/ngumphathi. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Inani leendawo zokuhlangana ezixhaswe ngeZixhobo kunye/okanye impahla yokudlala
Iindlela zokuqinisekisa	Inani leendawo zokuhlangana ezixhaswe ngezixhobo kunye/okanye ngempahla yokudlala ekuqinisekiseni ngokunikezelwa kweenkqubo zolonwabo kuluntu.
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Konyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4 <input type="checkbox"/> Ukhuselo <input type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.5
Isihloko somgqalisela	Inani labalungelelanisi bolonwabo abasebenzayo abahlawulweyo
Inkcazelo emfutshane	Inani labalungelelanisi boLonwabo abaqeshiweyo nabahlawulweyo.
Injongo	Amathuba omsebenzi anyukileyo nokufezekiswa koBandakanyeko lweNtlalo kunye nophuhliso lwezakhono.
ABaxhamli abaphambili	Abasebenzi abaqeshwe okwethutyana
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu lwabalungelelanisi abaszyinwe yiCD okanye yiHOD yephondo, ileta yengqesho esayiniweyo, ingxelo yarhoqo ngenyanga yePersal ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	Kuya kubakho abasebenzi kunyaka-mali ophelileyo
Iindlela zokuqinisekisa	Izivumelwano ezisayiniweyo
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.6
Isihloko somgqalisela	Inani labantu abaqeqeshiweyo kulonwabo oluqhubekayo
Inkcazelo emfutshane	Inani labantu abaqeqeshiweyo njengenxalenye yoLonwabo oluSebenzayo. Abantu abaqeqeshela kwizakhono ezahlukeneyo eziya kuthi zibancede okokuba bamilisele iinkqubo zeMidlao noLonwabo. Uqeqesho lusekwe kwiimfuno. Uqeqesho lunakho ukubandakanya ulongamelo, ukuqeqesha, ulwaulo lomsitho, ukuqalisa ulungelelwaniso lweklabhu lwemisebenzi eqhubekayo yolonwabo njl.njl., kwii-IG, neeGG kunye nezinye iikhowudi apho iindawo zithabatha inxaxheba ngamandla; izakhono zobomi, njl.njl.
Injongo	Ukuxhobisa abantu ngoqeqesho oluginisekisiweyo uklungiselela ukunikezelwa kweenkqubo zolonwabo .
ABaxhamli abaphambili	Amacandelo olonwabo, amavolontiya, abaqeqeshi bendawo kunye nabaqeqeshi abasekwe kuphuhliso lwemidlalo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zoqeqesho ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Uphindaphindo Abaqeqeshwa abangasigqibanga ngempumelelo isifundo.
Izenziso	IsiCwangciso soQeqesho siya kuphuhliswa ngamaPhondo Abaqeqeshwa abachongiweyo baya kuzimasa uqeqesho olushedyuliweyo. Bonke abaqeqeshwa baya kuba nesakhono.
Iindlela zokuqinisekisa	Uluhlu lwabaqeqeshwa kuboniswa uhlobo loqeqesho, umhla, indawo kunye nesithili, kunye neentlanga zabaqeqeshwa (ulwahlulwa-hlulo lube ngamadoda/ngamanina; lulutsha; nganantu abakhubazekileyo INkqubo yoqeqesho Ubungqina bokuqinisekiswa komnikezeli wenkonzo. ABanikezeli boQeqesho kunye neZifundo zisenokba noku kulandelayo: INombolo yeLeta yoQinisekiso, inombolo ye-ID yeSAQA/CATHSETA /yeBhunga lokuLunga loRhwebo kunye neMisebenzi? uQeqesho loPhuhliso lobuGcisa, Isihloko seSifundo esiQinisekisiweyo, iNqanaba leNQF, uHlobo lweNkqubo
Iindlela yokubala	Ubalo olulula Umntu ngamnye kufuneka abalwe kube kanye kwisifundo esinye, nokokuba lithini na inani leenkqubo zoqeqesho abaligqibileyo
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> Isithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselelo	Ngokwe-AOP

INKQUBO YOKUTHATYATHWA KWENXAXHEBO SISININZI KWIMIDLALO YESIKOLO

	1.1
Inombolo yomgqalisela	Inani labafundi elikhuphisana kwiintshatsheli zemidlalo yesikolo yesizwe
Isihloko somgqalisela	Inani labafundi abathabatha inxaxheba kwiintshatsheli zemidlalo yesikolokwinqanaba lesizwe njengesiseko kulungiselelwa abathathi-nxaxheba kwinqanaba elilandelayo kwimidlalo. Inkxaso ibandakanya indawo yokuhlala, izithuthi, nezidlo njl.njl.
Inkcazelo emfutshane	Ukubonisa inani elililo labafundi abathabatha inxaxheba kwinkqubo yemidlalo yesikolo kwinqanana lesizwe.
Injongo	limbaleki ezinetalente ezisesesikolweni kwiphondo.
ABaxhamli abaphambili	Umthombo weenkukacha zamanani: Ukubhaliswa/izintlu zeqela, izintlu zeQela; ingxelo yemiba ebalulekileyo yeprojekti emva komsitho. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....>.
Umthombo weenkukacha zamanani	Akukho
Ukunyinwa kweenkukacha zamanani	limbaleki ziya kufaneleka ngokusekwe kwimigangatho yokufaneleka ngokwemibutho emanyeneyo yemidlalo ngamnye.
Izenziso	Izintlu zeQela ezivela kwiMibutho eManyeneyo
Iindlela zokuqinisekisa	Ubalo olulula lwenani labafundi abathabatha inxaxheba kwiiNtshatsheli zaseKwindla, zaseBUSika, zaseHlotyeni okanye kwiiNtshatsheli zeKhowudi yeMidlalo.
Iindlela yokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Uhlobo lokubala	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Umsebenzi onqwelekayo	<input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nzi swa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: N/A Kujoliswe kulutsha: N/A Kujoliswe kubantu abakhubazekileyo: N/A Kujoliswe kubantu abaluphelelo: N/A <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
INKukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.2
Isihloko somgqalisela	Inani leeprojekti zemidlalo ezimiliselweyo yimibutho emanyeneyo yephondo
Inkcazelo emfutshane	Inani leeprojekti zemidlalo nolonwabo ezimiliselweyo ngamaBhunga eMidlalo.
Injongo	AmaBhunga eMidlalo ngamahlakani eqhinga kwiphondo kuphuhliso, kunikezelo nokubekwa kweliso kwimidlalo nolonwabo.
ABaxhamli abaphambili	Abantu bemidlalo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lingxelo zeprojekti Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): <.....> Ukuhlanguka okunxulumene nomthombo weenkukacha zamanani kuya kuqhubeka
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Ulungelelwaniso lwemisebenzi yeMibutho eManyeneyo yeNgingqi neyePhondo
Iindlela zokuqinisekisa	IMemorandam yeziVumelwano, iiProjekti (Ezenziwa ngobuxhakaxhaka bekhompuyutha/Ngenye indlela)
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko
	Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
	Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.3
Isihloko somgqalisela	Inani lemidlalo yemveli eququzelelweyo
Inkcazelo emfutshane	Inani lemidlalo yemveli eququzelelwe kwinqanaba lephondo.
Injongo	Ukukhuthazwa kweMidlalo yeMveli njengenxalenye yokulondolozwa kwelifa lemveli.
ABaxhamli abaphambili	Abathathi-nxaxheba kwimidlalo yemveli
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Ingxelo yokubalulekileyo kweprojekti kunye neerejista zokuzimasa ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Zonke izithili ziya kuba nazo zosithoba (9) iikhowudi ze-IG.
Iindlela zokuqinisekisa	Ingxelo ngokubalulekileyo kweprojekti kunye neerejista zokuzimasa
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwisa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwe (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.4
Isihloko somgqalisela	Inani leendawo zokuhlangana ezixhaswe ngezixhobo kunye/okanye impahla yokudlala
Inkcazelo emfutshane	Inani leendawo zokuhlangana ezixhaswe ngezixhobo kunye/okanye ngempahla yokudlala ekuqinisekiseni ngokunikezelwa kweenkqubo zolonwabo kuluntu.
Injongo	Ukunikezelwa kwezixhobo kwiindawo zokuhlangana ukulungiselela okokuba iindawo zokuhlangana zinikezele imisebenzi kubathabathi nxaxheba.
ABaxhamli abaphambili	Iindawo, amacandelo eMidlalo yeMveli kunye namacandelo emidlalo yaBantu abakhulileyo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: lifomu zoluhlu lwempahla kunye/okanye iphepha lokuthunyelwa kwempahla kwezixhobo ngokuhambelana noko kuthunyelweyo ze kwamkelwa kwaze kwaqinisekiswa ngumphathi wendawo/ngumphathi. Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Ukusetyenziswa okupheleleyo kwezixhobo
Iindlela zokuqinisekisa	Amaphepha okuthunyelwa kwempahla
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelaniso: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.5
Isihloko somgqalisela	Inani labalungelelanisi bolonwabo abasebenzayo abahlawulweyo
Inkcazelo emfutshane	Inani labalungelelanisi boLonwabo abaqeshiweyo nabahlawulweyo.
Injongo	Amathuba anyukileyo omsebenzi nokufezekiswa koBandakanyeko lweNtlalo nophuhliso lwezakhono.
ABaxhamli abaphambili	Abasebenzi abaqeshweokwethut yana
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Uluhlu labalungelelanisi abasayinwe liphondo ze basayinelwa yiCD yophondo okanye yiHOD, ileta esayiniweyo yengqesho, ingxelo yaRhoqo ngeNyanga yePersal ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Alukho
Izenziso	Kuya kubakho abasebenzi kunyaka-mali opholeleyo
Iindlela zokuqinisekisa	Izivumelwano ezisayiniweyo
Iindlela yokubala	Ukubala
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoko <input checked="" type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input checked="" type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omiliselwa (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

Inombolo yomgqalisela	1.6
Isihloko somgqalisela	Inani labantu abaqeqeshiweyo kulonwabo oluqhubekayo
Inkcazelo emfutshane	Inani labantu abaqeqeshiweyo njengenxalenye yoLonwabo oluSebenzayo. Abantu baqeqeshela kwizakhono ezahlukeneyo eziya kuthi zibancede okokuba bamilisele iinkqubo zeMidlao noLonwabo. Uqeqesho lusekwe kwiifundo. Uqeqesho lunakho ukubandakanya ulongamelo, ukuqeqesha, ulwaulo lomsitho, ukuqalisa ulungelelwaniso lweklabhu lwemisebenzi eqhubekayo yolonwabo njl.njl., kwii-IG, neeGG kunye nezinye iikhowudi apho iindawo zithabatha inxaxheba ngamandla; izakhono zobomi, njl.njl. Ukuxhobisa abantu ngoqeqesho oluqinisekisiweyo uklungiselela ukunikezelwa kweenkqubo zolonwabo .
Injongo	Ukuxhobisa abantu ngoqeqesho oluqinisekisiweyo uklungiselela ukunikezelwa kweenkqubo zolonwabo .
ABaxhamli abaphambili	Amacandelo olonwabo, amavolontiya, abaqeqeshi bendawo kunye nabaqeqeshi abasekwe kuphuhliso lwemidlalo
Umthombo weenkukacha zamanani	Umthombo weenkukacha zamanani: Iingxelo zoqeqesho ltheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Uphindaphindo Abaqeqeshwa abangasigqibanga ngempumelelo isifundo.
Izenziso	IsiCwangciso soQeqesho siya kuphuhliswa ngamaPhondo Abaqeqeshwa abachongiweyo baya kuzimasa uqeqesho olushedyuliweyo. Bonke abaqeqeshwa baya kuba nesakhono.
Iindlela zokuqinisekisa	Uluhlu lwabaqeqeshwa kuboniswa uhlobo loqeqesho, umhla, indawo kunye nesithili, kunye neentlanga zabaqeqeshwa (ulwahlulwa-hlulo lube ngamadoda/ngamanina; lututsha; nganantu abakhubazekileyo INkqubo yoqeqesho Ubungqina bokuqinisekiswa komnikezeli wenkonzo. ABanikezeli boQeqesho kunye neZifundo zisenokba noku kulandelayo: INombolo yeLeta yoQinisekiso, inombolo ye-ID yeSAQA/CATHSETA /yeBhunga lokuLunga loRhwebo kunye neMisebenzi? uQeqesho loPhuhliso lobuGcisa, Isihloko seSifundo esiQinisekisiweyo, iNqanaba leNQF, uHlobo lweNkqubo
Iindlela yokubala	Ubalo olulula Umntu ngamnye kufuneka abalwe kube kanye kwisifundo esinye, nokokuba lithini na inani leenkqubo zoqeqesho abaligqibileyo.
Uhlobo lokubala	<input type="checkbox"/> Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Kunyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhethe oluphindiweyo kunakho ukwenziwa): <input checked="" type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input checked="" type="checkbox"/> Ukusabela <input type="checkbox"/> Imfezeko Ingaba lo nguMgqalisela oQhutywa liBango? <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
Indawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiIndawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> Isithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwaniso: <.....> Uklungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Uwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oluntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abaluphelelo: <.....> <input checked="" type="checkbox"/> " Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input checked="" type="checkbox"/> G4J <input checked="" type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, olusempilweni nolukhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> " Akukho nanye kwezingentla"
INkcukacha zamanani omilisele	Ngokwe-AOP

Inombolo yomgqalisela	1.7
Isihloko somgqalisela	Inani leeNkqubo zaBameli beMidlalo ezixhasiweyo
Inkcazelo emfutshane	Inani leeNkqubo zaBameli beMidlalo ezixhasiweyo kuqinisekiswa ngokunikezelwa kweenkqubo zemidlalo yesikolo kwiphondo. Inkxaso ibandakanye inkxaso yempahla nezixhobo zokusebenza kunye/okanye impahla kunye neenkonziso. Inkxaso yemali nengeyiyo imali inakho ukunikezelwa.
Injongo	Ukubonisa inani elililo leeNkqubo zaBameli beMidlalo elixhasiweyo
ABaxhamli abaphambili	Amacandelo ekhowudi
Umfthombo weenkukacha zamanani	Umfthombo weenkukacha zamanani: INgxelo yaRhoqo ngeKota kunye/okanye ingxelo yokubaluleka kweprojekti Itheyibhile yeenkukacha ezizizo zamanani esetyenzisiweyo (ukuba kwinkqubo/kwinkqubo yekhompuyutha u-excel): N/A
Ukunyinwa kweenkukacha zamanani	Akukho
Izenziso	ABameli beMidlalo baya kuxhaswa ngomaphondo kunye nemibutho emanyeneyo.
Iindlela zokuqinisekisa (POE)	Uluhlu lweprojekti kunye nolwemisebenzi oluxhasiweyo / ubungqina benkxaso enikezelweyo/ ingxelo yokubalulekileyo kwiprojekti
Iindlela yokubala	Ukubala
Uhlobo lokubala	Olukhulayo <input checked="" type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Ekupheleni konyaka <input type="checkbox"/> Olungakhuliyo
Umjikelo wokunikwa kwengxelo	<input checked="" type="checkbox"/> Rhoqo ngeKota <input type="checkbox"/> Kabini ngonyaka <input type="checkbox"/> Rhoqo ngonyaka
Umsebenzi onqwelekayo	<input type="checkbox"/> Ngaphezulu kokujoliswe kuko <input checked="" type="checkbox"/> Kokujoliswe kuko <input type="checkbox"/> Ngaphantsi kokujoliswe kuko
Uhlobo lomgqalisela	Ingaba nguMgqalisela wokuNikezelwa kweNkonzo? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ukuba ngu-ewe , qinisekisa imimandla ephambili yokokuba okunikezelweyo kulinganisiwe ngokusetye nziwa kwalo mgqalisela kuya kuphucula (ukhetho oluphindiweyo kunakho ukwenziwa): <input type="checkbox"/> Ufikelelo <input type="checkbox"/> Ukuthembeka <input type="checkbox"/> Ukusabela <input type="checkbox"/> Imfizeko Ingaba lo nguMgqalisela oQhutywa liBango? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI Ingaba lo nguMgqalisela oBekwe eMgangathweni? <input type="checkbox"/> EWE <input checked="" type="checkbox"/> HAYI
INDawo yeSithuba yomgqalisela	Inani leendawo: <input type="checkbox"/> Indawo enye <input checked="" type="checkbox"/> IiNdawo ezininzi Ubungakanani: <input checked="" type="checkbox"/> IPhondo <input checked="" type="checkbox"/> ISithili <input checked="" type="checkbox"/> UMasipala weNgingqi <input type="checkbox"/> IWodi <input type="checkbox"/> IDilesi Inkcukacha / Idilesi / Ulungelelwano: <.....> Ukulungiselela iindawo ezininzi zonikezelo , oku kuya kwabelwana ngako kwisiCwangciso soNyaka sokuSebenza (AOP) <input checked="" type="checkbox"/> EWE <input type="checkbox"/> HAYI
Uxanduva lomgqalisela	UMphathi weNkqutyana
Inguqulelo yesithuba	Okuphambili kwinguqu yesithuba: N/A Inkcazelo yempembelelo yesithuba: <.....>
Ulwahlulwa-hlulo lwabaxhamli AmaQela amaLungelo oLuntu	Kujoliswe kumanina: <.....> Kujoliswe kulutsha: <.....> Kujoliswe kubantu abakhubazekileyo: <.....> Kujoliswe kubantu abalupheleyo: <.....> <input checked="" type="checkbox"/> "Akukho nanye kwezingentla"
IsiCwangciso sokuMiliselwa kweQhinga lePhondo (PSIP)	<input type="checkbox"/> G4J <input type="checkbox"/> Ukhuselelo <input checked="" type="checkbox"/> ULuntu olufundisiweyo, oluusempilweni noluKhathalayo <input type="checkbox"/> INguqu, iNkcubeko noLawulo <input type="checkbox"/> "Akukho nanye kwezingentla"
INKcukacha zamanani omiliselelo (Okunikezelweyo okuphambili okulinganisiweyo)	Ngokwe-AOP

ISIHLOMELO A: IZILUNGISO KWISICWANGCISO SEQHINGA

Asikho. Owama-2025-26 ngunyaka wokuqala wesiCwangciso seQhinga esitsha sowama-2025 ukuya kowama-2030.

ISIHLOMEO B: IMINIKELO ENEMIQATHANGO

Igama loMnikelo: UMnikelo woLuntu wamaThala eeNcwadi			
Injongo	Iziphumo	UHlahlo Lwabiwo-mali oLukhoyo loNyaka '000	Isithuba soMnikelo
<p>Ukuguqulwa kwezibonelelo zethala leencwadi loluntu lwasedolophini nolwasemaphandleni, amaziko neenkonzelo (ikakhulu ngakumbi kuchongwa iingingqi zoluntu ebezisengelwe phantsi ngaphambili) ngokusetyenziswa kwenkqubo yokusetyenziswa kwemali njengenkunzi kwakhona kwinqanaba lephondo ukuxhasa amalinge kamasipala nawesizwe.</p> <p>Ukwandiswa kokulunga kweenkonzo zethala leencwadi eNtshona Koloni</p>	Njengoko kucalulwe kwiitheyibhile ezingasezantsi.	201 168	2024/25

Igama loMnikelo: UMnikelo weNkqubo yokuThatyathwa kweNxaxheba siSinzi			
Injongo	Iziphumo	UHlahlo Lwabiwo-mali oLukhoyo loNyaka '000	Isithuba soMnikelo
Ukuququzelelwa kokuthatyathwa kwenxaxheba kwimidlalo nolonwabo nokuxhotyiswa kuthelwano nabachaphazelekayo abafanelekileyo.	Njengoko kucalulwe kwiitheyibhile ezingasezantsi.	65 494	2024/25

Isibe lifumene ngokunjalo iingxowa-mali ze-EPWP kusetyenziswa uMnikelo weNkuthazo weCandelo leNtlalo kunye noweCandelo leNdalo neleNkcubeko, kulungiselelwa ingqesho kwiCandelo layo: leenkqubo zoPhuhliso lweMidlalo kunye neenkonzelo zeZiko loLondolozo lweMbali, ngokulandelelana. Iinkonzelo zeZiko loLondolozo lweMbali zisebenzisa umnikelo ukufaka kwidijithali uqokelelo lweziko lolondolozo lwembali lwamaziko olondolozo lwembali amayeneyo ukulungiselela uhambelwano nomgangatho weGRAP 103. Isabelo soMnikelo weNkuthazo we-EPWP simiselwe, ngokusekwe kwiskoro sokusebenza kweSebe kunyaka-mali ongaphambili. Inkuthazo sisabelo esangezelelweyo sohlahlo lwabiwo-mali ngaphezulu nangaphezulu komgca wesiseko esabelwe kwiSebe.

UMnikelo oneMiqathango wamaThala eeNcwadi oLuntu

UMgqalisela woMnikelo oneMiqathango		UNxulunyaniso lwePSP	Umsebenzi ophicothiweyo/oNguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwisithuba esiphakathi							
			2021/22	2022/23	2023/24		2025/26	Isithuba sokunikwa kwengxelo	Ekujoliswe kuko kwarhoqo ngekota				2026/27	2027/28
									Eye-1	Eye-2	Eye-3	Eye-4		
1.1	Inani lezithuba zethala leencwadi ezixhaswe ngemali ngokusetyenziswa komnikelo onemiqathango	EHACS	608	647	628	656	656	Ngonyaka				656	656	656
1.2	Inani leencwadi zethala leencwadi ezithengiweyo	EHACS	32 294	6 611	11 900	5 000	1 000	Ngonyaka				1 000	500	1 000
1.3	Inani lotyelelo lokubekwa kweliso lomnikelo onemiqathango koomasipala	EHACS	44	41	21	21	21	Rhoqo ngekota	18				18	18
1.4	Inani loomasipala elifumene iintlawulo ezikhutshelweyo zomnikelo onemiqathango	EHACS	19	19	19	19	18	Ngonyaka				18	18	18
1.5	Inani lamaThala amaNcinane elisekiweyo elilungiselelwe aBantu abangaboniyo	EHACS	18	18	18	18	18	Ngonyaka				2	2	2

UMnikelo weNkqubo yokuThatyathwa kweNxaxheba siSininzi

UPhuhliso lweKlabhu

UMgqalisela woMnikelo oneMiqathango		UNxulunyaniso lwePSP	Umsebenzi ophicothiweyo/oNguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwisithuba esiphakathi							
			2021/22	2022/23	2023/24		2025/26	Isithuba sokunikwa kwengxelo	Ekujoliswe kuko kwarhoqo ngekota				2026/27	2027/28
									Eyo-1	Eye-2	Eye-3	Eye-4		
1.1	Inani labantu abaqeqeshiweyo ukunikezela ngoPhuhliso lweKlabhu	EHACS	319	356	304	300	300	Rhoqo ngekota	60	100	100	40	300	300
1.2	Inani leeligi zengingqi ezixhasiweyo	EHACS	24	27	32	25	32	Rhoqo ngekota	8	8	8	8	25	25
1.3	Inani leeklabhu zoluntu lwengingqi ezixhasiweyo	EHACS	-	-	-	-	200	Ngonyaka	40	60	60	40	200	200
1.4	Inani leeklabhu ezibonelelwe ngezixhobo kunye/okanye impahla yokudlala	EHACS	180	200	200	200	90	Ngonyaka			90		100	110
1.5	Inani lemijikelo yamanqindi yamanina elixhasiweyo	EHACS	-	-	-	-	1	Rhoqo ngekota			1		1	1
1.6	Inani leeklabhu elixhasiweyo kukhuphiswano lwesithili	EHACS	-	-	-	-	10	Ngonyaka	2	4	4	2	10	12
1.7	Inani leeklabhu elixhasiweyo kukhuphiswano lwephondo	EHACS	-	-	-	-	10	Ngonyaka	2	4	4	2	10	12
1.8	Inani labasebenzi eliqeshwe isigxina kwisabelo se-7% (kubandakanywa iCDP, uLonwabo neMidlalo yeZikolo)	EHACS	12	12	11	12	12	Ngonyaka				12	12	12
1.9	Inani labalungelelanisi bemidlalo yoluntu abahlawulweyo	EHACS	2	4	3	4	4	Ngonyaka				4	4	4

Amaziko emfundo

UMgqalisela woMnikelo oneMiqathango		UNxulu maniso lwePSP	Umsebenzi ophicothiweyo/oNguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwisithuba esiphakathi							
			2021/22	2022/23	2023/24		2025/26	Isithuba sokunikwa kwengxelo	Ekujoliswe kuko kwarhoqo ngekota				2026/27	2027/28
									Eyo-1	Eye-2	Eye-3	Eye-4		
1.1	Inani lamaziko emfundo ezemidlalo axhasiweyo emisebenzi	EHACS	7	7	7	7	7	Ngonyaka				7	7	7
1.2	Inani labantu eliqeqeshiweyo ukunikuzela linkqubo yeziko lemfundo yemidlalo	EHACS	200	206	213	200	200	Rhoqo ngekota	50	50	50	50	200	200
1.3	Inani leenkqubo zophuhliso lwembaleki elixhasiweyo	EHACS	210	219	230	210	4	Ngonyaka				4	4	4

INkqubo yokuThatyathwa kweNxaxheba siSininzi soLuntu iSiyadlala

UMgqalisela woMnikelo oneMiqathango		UNxulu maniso lwePSP	Umsebenzi ophicothiweyo/oNguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwisithuba esiphakathi							
			2021/22	2022/23	2023/24		2025/26	Isithuba sokunikwa kwengxelo	Ekujoliswe kuko kwarhoqo ngekota				2026/27	2027/28
									Eye-1	Eye-2	Eye-3	Eye-4		
1.1	Inani lemisebenzi eququzelelweyo yemidlalo nolonwabo kuluntu	EHACS	-	-	-	100	108	Rhoqo ngekota	27	29	41	11	108	108
1.2	Inani leeprojekti zophuhliso lwemidlalo ezimiselweyo yimibutho emanyeneyo yemidlalo yephondo	EHACS	7	7	7	7	7	Rhoqo ngekota		3	4		7	7
1.3	Inani lemidlalo eququzelelweyo yemveli yephondo	EHACS	-	-	-	7	1	Rhoqo ngekota		1			1	1
1.4	Inani leendawo ezixhaswe ngezixhobo kunye/okanye impahla yokudlala	EHACS				25	25	Rhoqo ngonyaka			25		25	25
1.5	Inani labalungelelanisi abasebenzayo bolonwabo abahlawulweyo	EHACS	2	6	6	6	6	Rhoqo ngekota				6	6	6
1.6	Inani labantu abaqeqeshiwo kwimisebenzi yolonwabo	EHACS	-	-	-	226	226	Rhoqo ngekota	57	119	50		226	226

INkqubo yokuThatyathwa kweNxaxheba siSininzi kwiMidlalo yeSikolo

UMgqalisela woMnikelo oneMiqathango		UNxulu maniso lwePSP	Umsebenzi ophicothiweyo/oNguwo			Umsebenzi oqikelelweyo 2024/25	Ekujoliswe kuko kwisithuba esiphakathi							
			2021/22	2022/23	Ekujoliswe kuko kwarhoqo ngekota		2025/26	Isithuba sokunikwa kwengxelo	Quarterly targets				2026/27	2027/28
									1st	2nd	3rd	4th		
1.1	Inani labafundi abakhuphisana kwiintshatsheli zesizwe zemidlalo yesikolo	EHACS	579	743	1368	650	650	Rhoqo ngekota	250	200	200		650	650
1.2	Inani leenkqubo zemidlalo yesikolo ekwinqanaba lephondo*	EHACS	3981	3 017	4 350	1 680	16	Rhoqo ngekota	4	4	4	4	16	16
1.3	Inani leenkqubo zemidlalo yesikolo exhasiweyo kwinqanaba lesithili nelengingqi *	EHACS	26 867	50 742	42 062	36 000	16	Rhoqo ngekota	4	4	4	4	16	16
1.4	Inani lezikolo ezixhaswe ngezixhobo kunye/okanye impahla yokudlala	EHACS	311	309	309	309	309	Rhoqo ngekota		30	50	229	309	309
1.5	Inani labantu abaqeqeshiweyo kwinkqubo yemidlalo yesikolo	EHACS	694	729	392	380	380	Rhoqo ngekota	95	95	95	95	380	380
1.6	Inani labantu abaqeshiweyo ukunikizela ngenkqubo yemidlalo yesikolo	EHACS	5	5	5	5	5	Rhoqo ngonyaka				5	5	5
1.7	Inani leenkqubo zaBameli beMidlalo elixhasiweyo	EHACS	-	-	-	-	6	Rhoqo ngekota		3	3		6	6

* Igama lomgqalisela kunye nendlela yokubala liguqukile ukususela ngowama-2025/26.

ISIHLOMELO C: IMIGQALISELA EHLANGANISIWEYO

Iziko	Isiphumo soMgqalisela	Ekujoliswe kuko koNyaka	UMthombo weeNkcukacha zaManani
ILifa leMveli leNtshona Koloni	Inani lamaxwebhu angeniswe kwiBhunga elixhasa ulawulo lwezibonelelo zelifa lemveli	1	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani lohlolo lwendawo oluqhutyiweyo kwiindawo zelifa lemveli lephondo	5	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani leentlanganiso zeBhunga ezisingathiweyo kuxhaswa ukumiliselwa umgaqo-nkqubo kunye nesigunyaziso solawulo seHWC	5	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani lemisitho yendawo yelifa lemveli lePhondo elilungiselelwe ukukhuthazwa kwezibonelelo zelifa lemveli	2	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani leenkqubo ezisingathiweyo ukukhuthaza ulawulo lwezibonelelo zelifa lemveli	3	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani lezimemo zoluntu kulungiselelwa ukuchongwa kweendawo zelifa lemveli zephondo	4	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
IKhomishini yeNkcubeko yeNtshona Koloni	Inani lamabhunga enkubeko abhalisiweyo axhaswe ngokusetyenziswa kweentlawulo ezikhutshelweyo	9	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani lamaziko ahlaziyiweyo okanye alolongiweyo ukuqinisekisa ngokufaneleka nokhuseleko lwabasebenzisi	7	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani labasebenzisi elifikelela kumaziko enkubeko	7 254	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
IKomiti yeeLwimi yeNtshona Koloni	Inani lemicimbi ekhuthaza ukumiliselwa koMgaqo-nkqubo woLwimi weNtshona Koloni	1	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani leeprojekti ezikhuthaza iilwimi zemveli	1	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.
	Inani leentlangano ezisesikweni kulungiselelwa ukumiliselwa koMgaqo-nkqubo woLwimi weNtshona Koloni	6	NgokwesiCwangciso soNyaka sokuSebenza seQumrhu likaRhulumente 2025/26.

ISIHLOMELO D: UYILO LOPHUHLISO LWESITHILI

Imimandla yoNgenelo	ISithuba esiPhakathi (Iminyaka emi-3 - MTEF)					
	Inkcazelo yeProjekti	Isabelo soHlahlo Lwabiwo-mali	UMasipala weSithili	Indawo: Ulungelelwaniso lweGPS	Inkokheli yeProjekti	Amahlakani entlalo
UMasipala weSithili saseCape Winelands	Isicelo sokuhlaziywa kwamaZiko eMidlalo nawoLonwabo – Ukuhlaziywa kwamagumbi okutshetshela impahla kwiBala leMidlalo eliseVan Zyl Street	R619,272.37	UMasipala waseCape Winelands	IBala leMidlalo eliseVan Zyl Lat.: -33° 47' 59.99" S Long.: 19° 52' 59.99" E	Umlawuli wokuKhuthazwa kweMidlalo	IBhunga leMidlalo leSithili saseCape Winelands
UMasipala weSithili saseCape Winelands	Ukulungiswa komgangatho wamaBala eMidlalo yoMnyazi nokufakwa kwezitena zokupeyiva.	R 300,000.00	UMasipala waseCape Winelands	Iziko leMidlalo laseKlapmuts	Umlawuli wokuKhuthazwa kweMidlalo	IBhunga leMidlalo leSithili saseCape Winelands
UMasipala weSithili saseCape Winelands	Ukufakwa kwezibane ezikhanyisa akhulu kuMabala aSetyenziselwa izinto ezininzi	R 957,227.63	UMasipala waseCape Winelands	IBala leMidlalo iBella Vista Lat.: -33° 22' 8.00" S Long.: 19° 18' 39.42" E	Umlawuli wokuKhuthazwa kweMidlalo	IBhunga leMidlalo leSithili saseCape Winelands
ISithili saseGarden Route	IziXhobo zeJim engaphandle	R 323,500.00	UMasipala weSithili saseGarden	IBala leMidlalo Uniondale Lat.: 33°39'19.1" S Long.: 23°07'22.88" E	Umlawuli wokuKhuthazwa kweMidlalo	IBhunga leMidlalo lase-Eden
ISithili saseGarden Route	ICandelo loLawulo-mali lePhondo kunye neDCAS baxoxa ngaphezulu ngomba ophathelele kwiVat eli-15% ehlawulwa kuSARS kukhutshelo lukamasipala lwemisebenzi yethala leencwadi okanye kungenjalo yokuncitshiswa kweenkonzo zethala leencwadi. downscaling of library services.	Akukho luhlalo lwabiwo-mali lwabelwe iintlawulo zeVAT ngoMasipala. ISebe likwingxoxo kunye noomasipala beGarden Route ngokubhekiselele kukubonelelwa kweenkonzo zethala leencwadi zoluntu kummandla.	NA	NA	NA	NA

INtloko yezoQhakamshelwano
ISebe leMicimbi yeNkcubeko neMidlalo
Private Bag X9067, eKapa, 8000
ISakhiwo iProtea Assurance, Greenmarket Square, eKapa, 8001
Umnxeba: +27 21 483 9877
[www.westerncape.gov.za /dcas](http://www.westerncape.gov.za/dcas)

Inguqulelo yesiXhosa nesiBhulu yolu papasho iyafumaneka xa uyifuna.
I-imeyile: Dcas.com@westerncape.gov.za



**URhulumente
weNtshona Koloni**

**PR 320/2024
ISBN: 978-1-77997-398-6**