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Western Cape Education Department
ISebe leMfundo leNtshona Koloni

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ISebe leMfundo leNtshona Koloni

INgxelo yoNyaka: 2008/2009

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Le Ngxelo yoNyaka inika irekhodi ebanzi yomsebenzi weSebe leMfundo leNtshona Koloni (*Western Cape Education Department (WCED)*) kunyaka-mali ka-2008/09. Ngenxa yokutshintshwa kolawulo emva koNyulo Jikelele luka-2009, ngako oko ke imiba ekule ngxelo iwela phantsi kwethuba apho ibingamagunya olawulo angaphambili ebebambe iintambo.

Nakuba kunjalo, kukho iqela leeprojekthi eziphambili kunyaka-mali ka-2008/09 ezingqinelanayo neeproyorithi ezibalulekileyo zolawulo lwethu.

Oku kubandakanya ukwandisa kokwazi ukufikelela kuPhuhliso lweMfundo yaBasaqalayo (*Early Childhood Development (ECD)*) kweendawo zoluntu oluthwaxwa yintlupheko, ukuphucula nokulondoloza iziseko zophuhliso zezikolo (*school infrastructure*) ngokuphumeza "iprogram yoPhuculo, uPhuhliso, iNkxaso nokuPhakanyiswa koMgangatho" (*"Quality Improvement, Development, Support and Upliftment programme" (QIDS-UP)*), ukwandisa ukhuseleko lwezikolo, nokuphucula amanqanaba olwazi lokufunda nokubhala nolwazi lokubala kwizikolo eziziprayimari ngokuphumeza iPhulo leZiseko zokuFunda (*Foundations for Learning Campaign*).

Ezinye izinto ezinegalelo elihle zibandakanya ukwanda kokwazi ukufikelela kwiProgram yeSondlo yeZikolo kaZwelonke (*National School Nutrition Programme*) nokuthuthwa kwabafundi.

Sijonge phambili kunyaka-mali ka-2009/10, siya kusebenza nzima ukuphumeza iiproyorithi zethu kuzo zonke ezi nkalo nokwenza igalelo elincomekayo ekuphuculweni komgangatho wemfundo eziklasini zethu, kuphuculwe ubunkokeli nolawulo lwezikolo zethu, nokwandisa inani labafundi abafumana izakhono kwiSayensi, iThekhnoloji, ezeNjineli neMathematika (*Science, Technology, Engineering and Maths (STEM)*).

Sizimisele kwakhona ukuqinisekisa ukuba yonke irandi echithwayo kule bhajethi ijolise ekongezeni ixabiso kwimeko eqhubeka eklasini. Siya kuthi ke ngoko siphonononge, senze umlinganiselo ongumzekelo silinganise inkcitho yokwenza oku kube yinto eyenzeka ngokwenene. Siya kuthi kwakhona sizisiphule neengcambu iimfuno ezisekeleze kwinzuzo (*vested interests*) ezinokunciphisa ubuchule bethu bokuphucula intsebenziswano phakathi komfundi notitshala, kungakhathaliseki nokuba ziphi na.

Donald Grant
UMphathiswa weMfundo wePhondo
ENtshona Koloni

ICandelo 1 – INgcaciso ngokuBanzi

1.1 Ukungeniswa kwengxelo yonyaka kwabasemagunyeni olawulo

Ukwenjenje kukungenisa ngokusesikweni ingxelo yonyaka yeSebe leMfundo leNtshona Koloni yonyaka ka-2008/09 kwabasemagunyeni olawulo abachaphazelekayo.

1.2 Intshayelelo yeNtloko yeSebe leMfundo

Isiganeko esiphambili salo nyaka uphononongwayo yaba kukongezwa kwabasebenzi abatsha, phantsi kwenkqubo “yoHlenga-hlengiso lwaBasebenzi beZiko” (“Redesign”), ukunceda ekuphuculeni ukwenziwa kweenkonzo. Inkqubo yokuzaliswa kwezithuba zengqesho nokwenziwa kwemisebenzi emitsha, okanye eyahlukileyo, kwenza ukuba le nkqubo inike umdla futhi ibe yecela umngeni omkhulu.

Ezinye izinto ezenzekileyo kuphuhliso lweenkqubo ezibalulekileyo kukuba ngo-2008 ibingunyaka wokuqala ngqa wokubhalwa kweemviwo zeSatifikethi seMatriki sikaZwelonke.

Iziganeko zonyaka ophononongwayo zicacisiwe kolu xwebhu luphela.

1.3 Ingcaciso enge-Ofisi yoMphathiswa weMfundo wePhondo

Ukubekwa esweni phambili kwezinto ajolise kuzo uMphathiswa weMfundo (MEC) kukuphuculwa koLwazi lokuFunda nokuBhala kunye noLwazi lokuBala; uHlenga-hlengiso kwaBasebenzi beSebe iWCED; ukuqaliswa ngempumelelo kwekharithulam ye-FET nokwandisa kwecandelo leeKholeji ze-FET; uKhuseleko lweZikolo; ukuphuculwa kweZiseko zoPhuhliso nokuphuhliswa kweZakhono zoLuntu. Ezi zinto, kwakunye nokujolisa kwi-ECD, ABET nokuphuculwa kwezikolo, kushwankathela ezo zinto kugxininiswe kuzo ngakumbi nezibe luphawu lweli thuba liphononongwayo.

1.4 Ingcaciso yomnqophiso (*Mission statement*)

Injongo yeSebe leMfundo leNtshona Koloni kukuqinisekisa ukuba bonke abafundi bafumana ulwazi, izakhono neemfundiso ezisisiseko (*values*) abazifunayo ukwenza oku:

- Ukuphuhlisa iitalente zabo
- Ukuphila ubomi obanelisayo
- Ukwenza igalelo kuphuhliso lwezentlalo nezozoqoqosho
- Ukuthatha inxaxheba ngokupheleleyo kubomi nakwintlalo yeli lizwe
- Ukukhuphisana namazwe ngamazwe ehlabathi, kunye
- Nokwakha uluntu olukwaziyo ukulawula ubomi balo ngempumelelo nangesidima.

1.5 Isigunyaziso somthetho

UMgaqo-siseko weRiphabliki yoMzantsi Afrika, ka-1996 (uMthetho 108 ka-1996), njengoko ufakelwe izilungiso

(*Constitution of the Republic of South Africa, 1996 (Act 108 of 1996), as amended*)

UMgaqo-siseko wePhondo leNtshona Koloni, ka-1998 (UMthetho 1 ka-1998)

(*Constitution of the Western Cape, 1998 (Act 1 of 1998)*)

UMthetho weZikolo waseMzantsi Afrika (uMthetho 84 ka-1996), njengoko ufakelwe izilungiso

(*South African Schools Act, 1996 (Act 84 of 1996), as amended*)

UMthetho woMgaqo-nkqubo weMfundo kaZwelonke, ka-1996 (UMthetho 27 ka-1996)

(*National Education Policy Act, 1996 (Act 27 of 1996)*)

UMthetho weMfundo noQeqesho oluQhubekayo, ka-1998 (otshitsiswe nguMthetho 16 ka-2006)

(*Further Education and Training Act, 1998 (repealed by Act 16 of 2006)*)

UMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi, ka-2001 (UMthetho 58 ka-2001)

(*General Further Education and Training Quality Assurance Act, 2001 (Act 58 of 2001)*)
 UMthetho weNggesho yooTitshala, ka-1998 (UMthetho 76 ka-1998)
 (*Employment of Educators Act, 1998 (Act 76 of 1998)*)
 UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, ka-1997 (UMthetho 12 ka-1997)
 (*Western Cape Provincial School Education Act, 1997 (Act 12 of 1997)*)
 UMthetho woLawulo lweMali kaRhulumente, ka-1999 (UMthetho 1 ka-1999), njengoko ufakelwe izilungiso (*Public Finance Management Act, 1999 (Act 1 of 1999), as amended*)
 UMthetho woKwahlulwa kweNgeniso yoNyaka (*Annual Division of Revenue Act*)
 UMthetho weNkonzo kaRhulumente, ka-1994 (IsiBhengezo 103 sika-1994)
 (*Public Service Act, 1994 (Proclamation 103 of 1994)*)
 UMthetho weGunya eliLawula iZiqinisekiso waseMzantsi Afrika, ka-1995 (UMthetho 58 ka-1995)
 (*South African Qualifications Authority Act, 1995 (Act 58 of 1995)*)

UMthetho weMfundo noQeqesho lwaBadala ka-2000 (UMthetho 52 ka-2000)
 (*Adult Basic Education and Training Act, 2000 (Act 52 of 2000)*)
 INgcaciso yoMgaqo-nkqubo yeBhajethi yesiQingatha soNyaka-mali yowe-2008-2011
 (*Medium Term Budget Policy Statement 2008-2011*)
 ISicwangciso se-iKapa eliHlumayo
 ISicwangciso soPhuhliso lweZakhono zaBasebenzi (*Human Capital Development Strategy*)
 INgcaciso zeKharithyulam kaZwelonke
 ISicwangciso soPhuhliso loQoqosho lwamaShishini amaNcinane (*Micro-economic Development Strategy*)
 IPhepha leNgcaciso yoMgaqo-nkqubo 5 oPhunyeziweyo woPhuhliso lweMfundo yaBaqalayo (*White Paper 5 on Early Childhood Development*)
 IPhepha leNgcaciso yoMgaqo-nkqubo 6 oPhunyeziweyo weMfundo eBandakanya Bonke aBafundi
 (*White Paper 6 on Inclusive Education*)

ICANDELO 2: INDLELA EKHUTHIWE NGAYO

1. Iimali ezabiweyo

Uhlahlo-mali olunguNdoqo	Uhlahlo-mali oluHlenga-hlengisiweyo	Eyona Mali kanye eSetyenzisiweyo	Inkcitho engaphantsi kwaleyo ebindelekile
R9,019,913,000	R9,206,088,000	R9,192,478,000	R13,610,000
UMphathiswa othweswe uxanduva	UMphathiswa wezeMfundo zePhondo		
ISebe eliBambe ezoLawulo	ISebe lezeMfundo		
IGosa elimele ukuphendula ngemicimbi yezemali	INTloko yeSebe, ISebe lezeMfundo laseNtshona-Koloni (iSebe iWCED) (INTsumpa-Jikelele yezeMfundo)		

2. Iinjongo zoLwabiwo-mali

Ukuqinisekisa ukuba bonke abafundi bazuzwa ulwazi, izakhono neemfundiso ezisisiseko abazifunayo ukuze babe nokuphuhlisa iitalente zabo, babe nokwenza igalelo kwintlalo yeli lizwe, babe kumgangatho wokukhuphisana namazwe ngamazwe ehlabathi nokwakha uluntu olukwaziyo ukulawula impilo yalo ngempumelelo nangesidima.

3. Isishwankathelo seeprogram

Icandelo leMfundo lamkele uhlahlo-lwabiwo mali oluhambelana neentlobo zeenkqubo ezibonakalisa ezona nkqubo zibalwa. Imisebenzi ye-WCED ihlelwe ngezi ziprogram zisibhozo zilandelayo.

Iprogram	Iprogram esekeleyo
1. EzoLawulo	1.1. I-Ofisi yoMphathiswa weMfundo wePhondo 1.2. Iinkonzo zezoLawulo 1.3. ULawulo lwezemfundo 1.4. Uphuhliso lwezakhono zabasebenzi 1.5. ISistim yoLawulo lweNgcaciso yezeMfundo (i-EMIS)
2. IMfundo yeZikolo zikaRhulumente eziQhelekileyo	2.1. Izikolo zikaRhulumente zaseprayimari 2.2. Izikolo zikaRhulumente zasasekondari 2.3. Iinkonzo zokufundisa 2.4. Uphuhliso lwezakhono zabasebenzi 2.5. Iprogram yokutyiswa kwabantwana ezikolweni
3. INkxaso-mali yeZikolo eziZimeleyo	3.1. Isigabasaseprayimari 3.2. Isigaba sasasekondari
4. IMfundo yeZikolo zikaRhulumente ezineemfundo zeMfundo eziZodwa	4.1. Izikolo 4.2. Iinkonzo zokufundisa 4.3. Uphuhliso lwezakhono zabasebenzi
5. UQeqesho neMfundo eQhubelekayo	5.1. Amaziko karhulumente 5.2. Iinkonzo zokufundisa 5.3. Uphuhliso lwezakhono zabasebenzi 5.4. Igranti ekhutshwa phantsi kwemiqathango
6. IMfundo noQeqesho lwaBadala olusiSiseko	6.1. INkxaso-mali yamaziko abucala 6.2. Iinkonzo zokufundisa 6.3. Uphuhliso lwezakhono zabasebenzi

Iprogram	Iprogram esekeleyo
7. UPuhliso lwaBantwana abasaQalayo	7.1. IBakala R kwizikolo zikarhulumente 7.2. IBakala R kumaziko oluntu 7.3. Iinkonzo zokufundisa 7.4. Uphuhliso lwzakhono zabasebenzi
8. IiNkonzo eziNcedisayo nezo xiNxulumene nazo	8.1. Iintlawulo ze-SETA 8.2. Iiprojekthi zegranti ekhutshwa phantsi kwemiqathango - ze-HIV/ AIDS 8.3. Iimviwo zangaphandle 8.4. Uqeqesho lootitshala 8.5. iKapa eliHlumayo

4. Isishwankathelo seemeko ezenziwa phantsi kwazo iinkonzo ngo- 2008/09

Baye besanda abantu baseNtshona-Koloni lukususela ngobalo lwabantu (*census*) lwango-2001 kwaye basaqhubeka nokukhula. NgokweSaveyi yoBalo-Jikele lwamaKhaya ka-2008, ekhutshwe liZiko leNkcukacha-manani loMzantsi Afrika (i-Stats SA) ngomhla wama-31 Julayi 2008, iNtshona-Koloni ilikhaya kubantu abamalunga ne-5,262 yezigidi zabantu, nto leyo emele i-10,8% yabantu baseMzantsi Afrika bebonke. INtshona Koloni inabona bantwana baphila ithuba elide bakuba bezelwe, amakhwenkwe namantombazana. Iikhula nge-16,1%, neliliqondo lokukhula eliphezulu kakhulu xa kuthelakiswa namaphondo ewonke eloMzantsi Afrika. Le mfuduko yangaphakathi, xa idityaniswa neqondo lokuzalwa kwabantu eliphezulu, inempembelelo enkulu kakhulu ekwandeni kwentswelo-msebenzi kweli phondo, ngakumbi kubantu abatsha kweli phondo.

IZiko leNkcukacha-manani loMzantsi Afrika (i-Stats SA) lithi olu qikelelo lwephondo luhlanga-hlengiswe kakhulu. Idatha ethathwe kwiiSaveyi zoBalo-Jikele lwamaKhaya malunga nokuzala (*fertility*), ukufa nemfuduko ithetha ukuba ke ngoko amanye amaphondo akhula ngomndilili ongaphantsi kunoko bekusoloko kucingelwa. Imfuduko yabo beza eNtshona-Koloni nayo ibonisa ukuba bekusoloko kucingelwa ukuba ingaphantsi kunoko kunjalo. Le thebhile ilandelayo ibonisa ukwanda/ukuncipha kokukhula koluntu ukususela ngoBalo-bantu lwango-2001 ukuya kuqikelelo loluntu luka-2008:

Iphondo	Ukwanda/ ukuncipha)
Mpuma-Koloni	142 537
Freyistatha	180 925
Rhawuti	1 609 922
KwaZulu-Natala	679 483
Limpopo	1 158
Mpumalanga	467 010
Mntla-Koloni	303 173
Mntla-Ntshona	244 349
Ntshona-Koloni	737 665

Ukutshintsha kwamanani abafundi akunakuqikelelwa. Oku kwenza kube nzima kakhulu ukucwangcisa ukubonelela ngeenkono, ngakumbi amagumbi okufundisa nootitshala.

Idatha yenkqubo yezikolo zikarhulumente eziqhelekileyo eNtshona Koloni ukususela ngo-1995 – 2008 inikwe **kwiThebhile 1** ukubonisa ukukhula kwamanani abafundi apha kweli phondo. Oku kubonisa umngeni wokubonelela ngeenkono elijongene nawo iSebe iSebe iWCED. Lo gama amanye amaphondo ebonisa ukhula kwamanani abafundi ababhalisayo, iSebe iSebe iWCED laye laqhubeka lafumana ukunyuka kwamanani de kwangu-2004. Ukwanda kakhulu okungaqhelekanga ngo-2003 – 2004 ngenani elingu-23 121 lwabangelwa ikakhulu kukuyekelelwa komqathango wokuthathwa/wokwamkelwa kwabafundi beBakala 1 ezikolweni okwaqala ukusebenza ngo-2000 kunye nesizathu sokhula kwamanani abafundi ukususela ngo-1999 – 2000).

ISaveyi yeZikolo yaQho ngoNyaka ka-2005 yabonisa ukungabikho kokwanda kwamanani ukususela ku-2004 kuye ku-2005, ngenxa yokwanda kakhulu okungaqhelekanga ngo-2004. Amanani ka-2006, afunyanwa okokuqala ngqa kwi-CEMIS (*Learner Tracking System*), abonisa ukuhla kakhulu kwamanani ukususela ngo-2005 – 2006. Ukwanda kwamanani ukususela ngo-2006 – 2007 kwabangelwa kukwanda okuqhelekileyo (*normal growth*) nalulawulo olubhetele lwe-CEMIS. Ukuhla kwamanani ngo-2008 kubangelwe lulawulo ngenyameko kunye nezinye izikolo eziye zafumana ubunzima ekulawuleni inkqubo yokulandelelwa kwabafundi (*tracking system*).

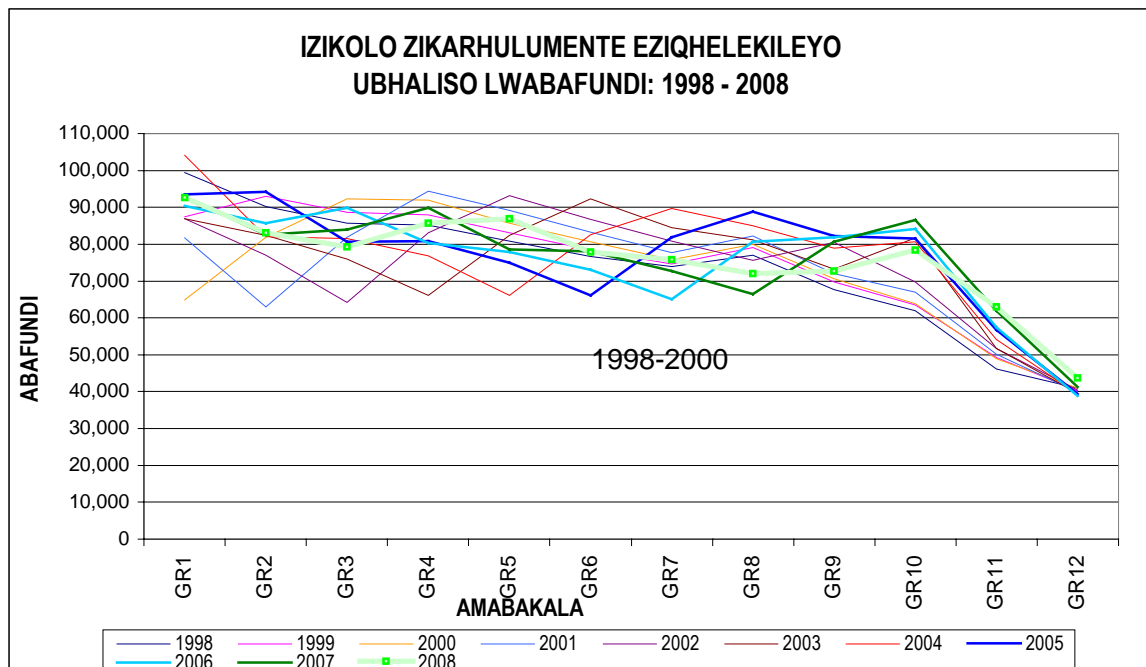
IThebhile 1: Amanani abafundi ababhalise kwizikolo zikarhulumente eziqhelekileyo ukusukela ku-1995-2008

Unyaka	Bakala 1	Bakala 2	Bakala 3	Bakala 4	Bakala 5	Bakala 6	Bakala 7	Bakala 8	Bakala 9	Bakala 10	Bakala 11	Bakala 12	Itotali
1995	99,158	84,963	80,921	79,199	76,789	72,293	68,795	67,473	61,079	50,698	41,124	34,659	817,151
1996	99,998	84,845	81,137	79,996	77,673	74,142	69,474	72,116	62,696	54,440	43,574	36,764	836,855
1997	97,854	84,892	80,608	81,191	76,894	74,368	70,967	73,261	64,892	57,070	44,586	38,940	845,523
1998	99,380	90,168	85,625	85,188	80,881	76,716	73,928	76,949	67,644	61,926	46,115	40,980	885,500
1999	87,436	92,925	88,613	88,014	83,074	78,495	74,661	79,043	69,674	63,479	49,247	40,206	894,867
2000	64,844	81,865	92,343	91,949	85,766	80,658	75,813	80,026	70,634	63,840	48,934	40,996	877,668
2001	81,790	62,960	81,832	94,302	89,254	83,305	77,778	82,190	71,966	67,034	50,206	39,910	882,527
2002	86,969	77,026	64,134	83,022	93,188	86,786	80,865	75,601	80,450	69,752	51,618	40,468	889,879
2003	86,916	82,454	75,931	66,033	82,383	92,341	84,514	81,154	73,200	81,739	51,746	39,644	898,055
2004	104,105	82,130	81,489	76,781	66,060	82,574	89,614	85,053	78,964	80,756	54,199	39,451	921,176
2005	93,515	94,231	80,695	80,809	74,984	66,141	81,953	88,778	82,169	81,577	56,657	39,303	920,812
2006	90,346	85,738	89,955	80,398	77,835	73,096	65,090	80,665	81,869	84,095	57,385	38,845	905,317
2007	92,794	82,548	83,900	89,960	78,658	78,007	72,726	66,403	80,698	86,494	61,938	41,301	915,427
2008	92,591	83,187	79,306	85,664	86,886	77,945	75,902	71,933	72,638	78,418	63,047	43,693	911,210

Umthombo wedatha:

1995 – 2008: ISaveyi yeZikolo yaQho ngoNyaka (IziKolo zikaRhulumente eziQhelekileyo)

Umzobo 1



Umthombo wedatha

1995 – 2008: ISaveyi yeZikolo yaQho ngoNyaka (IziKolo zikaRhulumente eziQhelekileyo)

Iziko leeNkcukacha-manani loMzantsi Afrika (i-Stats SA): Amanani abantu ngo-2008 asekelwe kuBalo Jikelele lwamaKhaya lwango-2007

Kule minyaka mihlanu idlulileyo, iphondo leNtshona Koloni libe nokuphucuka kancinane kumgangatho wemfundo yabasebenzi balo. Asinto ingalindelwanga ukuba iqondo lempangelo kubantu abatsha, ngakumbi kwabo baphantsi kweminyaka engama-25 ubudala, libe ngaphantsi kwelabantu abangebatsha. Oku kungqinwa ngokucacileyo liqondo lengqesho elingaphantsi nje kwe-29,3% kubantu ababudala buphakathi kwe-15 ukuya kuma-24 eminyaka (uninzi lwabo olusafundayo kwinxalenye yale minyaka kuthethwa ngayo) kwakunye ne-69,7% kwabo babudala buphakathi kwama-25 ukuya kuma-34 eminyaka. Kwangokufanayo, kuxhaphakile ukuba abantu abadala babe sele beyekile ukusebenza besidla umhlala-phantsi kwaye neqondo lengqesho kwabo babudala buphakathi kwama-55 ukuya kuma-65 eminyaka liye liye kuma kwisinye esithathwini (32,8%).

Kukho ukungqinelana ngamandla phakathi kweqondo lokungakwazi ukufunda nokubhala kwakunye nezinga lentswelo-ngqesho. Amazinga aphakamileyo okungakwazi ukufunda nokubhala abhaqeka kakhulu kwiindawo ezisemaphandleni. Amazinga okungakwazi ukufunda nokubhala aphakame kakhulu kwimimandla enjengoMbindi Karoo (37%), i-Cape Winelands (28%), i-Eden (26%), i-Overberg (27%) ne-West Coast (29%). UMbindi Karoo unezona zalathisi zeemeko ezingaginyisi mathe ngokuphathelele kwintswelo-ngqesho, ukungakwazi ukufunda nokubhala namaqondo okubhalisela ukufunda asezantsi. NgokoBalo-bantu lwango-2001 iqondo lwentswelo-ngqesho yayilelona liphezulu (nge-36%); iqondo lokungakwazi ukubhala nokufunda liphezulu nge-37% yabantu abangaphezu kweminyaka eli-14 ubudala, ekwakulelona liphezulu, ze iqondo lokubhalisela ukufunda (i-87%) nekwakulelona lisezantsi.

Amanqanaba emfundo nokuqesheka zinxulumene kakhulu (nakuba oku kungathethi ukuba imfundo idala amathuba engqesho). Ngaphezu kwe-70% yabaswele imisebenzi abadlulanga kwiBakala 11. Nakuba lo myinge ungaphantsana nje kowango-2005 kunalowo weminyaka emihlanu engaphambili, inani labantu abaswele umsebenzi abanemfundo ephela phakathi kweBakala le-9 nele-11 liye lenyuka ngokumangalisayo ekuhambeni kwexesha laya kutsho kwi-12,6% ngonyaka. Iqondo elikhulayo elifana neli likwabonakala kwiqela labantu abangaqeshwanga abaneziqinisekiso zeBakala 12.

5. Isishwankathelo seemeko elisebenza phantsi kwazo eli ziko ngo- 2008/09

ISebe iSebe iWCED, ekulelona lingumqeshi omkhulu kuRhulumente wePhondo leNtshona Koloni, lineSebe lezeMfundo lePhondo elikhokelwa liLungu leSigqeba soLawulo eliphathiswe ezeMfundo (i-MEC), i-ofisi kandlunkulu yephondo, ii-ofisi zezithili zemfundo kunye namaziko emfundo, abandakanya izikolo zikarhulumente eziqhelekileyo nezikolo zabafundi abaneemfundo zemfundo ezizodwa, iikholeji ze-FET, amaziko oluntu emfundo yabadala namaziko ophuhliso lwabantwana abasaqalayo (ii-ECD).

Imisebenzi yeSebe iSebe iWCED – imihlaba elifikelela kuyo nobungakanani balo

Abafundi **	945,864
Izikolo zikarhulumente eziqhelekileyo*	1,452
Izikolo zabafundi abaneemfundo zemfundo ezizodwa	72
Amaziko emfundo eqhubekayo noqeqesho (iikholeji zobugcisa)**	6 (amaziko angama-39)
Amaziko oluntu emfundo yabadala *	112 (amaziko angama-301)
Izikol ezizipri-prayimari ezixhaswa ngemali	446
Ii-ofisi zezithili zemfundo	8
Ootitshala	31 619
Abasebenzi benkonzo karhulumente (abasebenzi abavunyiweyo)	8 971

**2008: ISaveyi yeZikolo yaQho ngoNyaka (AmaBakala asusela ngaphambi kweBakala-R kuye ngaphaya kweMatriki)

* Amaziko emfundo alo nyaka (Zonke izikolo zikarhulumente eziqhelekileyo, ngaphambi kweBakala-R kuye ngaphaya kweMatriki).

Ngo-Oktobha 2008, inani lilonke landiswa ngo-3 o.k.t. kwaba zizikolo zizonke eziyi-1455

Umthombo – 2009 Master list ka7 Februwari 2009

INKqubo yokuHlengahlengiswa kwaBasebenzi beZiko (*Organisational Re-design*)

Iye yaqhubeka inkqubo yokuhlengahlengiswa kwabasebenzi beziko (*organisational re-design*). Izinto ekugxilwe kuzo yinkqubo yohlengahlengiswa kukuphuculwa kwezakhono zeziko; ukwandisa ukwenziwa kweenkonzo; nokukhawulezisa inkqubo yobulungisa kwezengqesho (*employment equity*). Ngokwestraksha seziko elitsha, undlunkulu wephondo wahlulwa-hlulwe wangamasebe amakhulu amane (ayemathathu ngaphambili), angala, elezoBuchule noCwangciso (*Strategy and Planning*), eloLawulo lwezeKharityhulam (Curriculum Management), elezoPhuhliso noQuquzelelo lwaMaziko (*Institutional Development and Co-ordination*) neleeNkonzo zeZiko lezoLawulo (*Corporate Services*). Kwiinzame zokusondeza inkxaso kwezolawulo nophuhliso kufuphi nezikolo, kukho ukwanda kakhulu kwini lezikhundla zokunika inkonzo ezikolweni ezisuka ngqo kwii-ofisi zezithili zemfundo.

Kunyaka ophantsi kophononongo abaqeshwa abatsha abayi-283 baqalisa kwizikhundla zabo kumacandelo eziko (*microstructures*). Iinkqubo zokwenziwa koluhlu olufutshane (*short-listing*), ukukhetha, ukuqhelanisa nomsebenzi (*orientation*) nokungenisa esikhundleni (*induction*) – nemingeni ehamba noko yokugcinwa kokuphunyezwa kweenkonzo kumacandelo ayephulukana nabasebenzi ababengena kunyuselo-zikhundleni – kwabangela imingeni emikhulu. Kwaye kwenziwa iZiko lokuGaya nokuKhetha aBasebenzi (*Recruitment and Selection Centre*) ukuncedisa ekuzalisweni ngokukhawuleza kwezikhundla.

Isigaba sokuqala sokuphunyezwa kwale nkqubo sagxila ngakumbi ekusekweni kwamaziko ayi-16 okwenziwa kweenkonzo nakwiikomite zeeseke the zezithili zemfundo eziyi-49 ezintsha – ukusondeza inkxaso ethagetha iimeko ezithile kufuphi namaziko emfundo. Ngokomndilili, izikhundla zeekomite zeeseke the (zizikhundla eziyi-11 kwikomite yeseke the nganye) sele zizalisiwe ukuya kutsho kwi-76%. Uninzi lweekomite zeeseke the zimiselwe ngokufanelekileyo ukunika inkxaso ethagetha iimeko ezithile ngakumbi – ngokukodwa kwizikolo ezingaqhubi kakuhle.

Kulo nyaka uphantsi kophononongo ayi-14 kumaziko ayi-16 asekiwe. Umngeni omkhulu kukufumana indawo efanelekileyo yamaziko okwenza inkonzo eKnysna naseRiversdale. Ngokuphathelele koku iSebe iWCED isebenzisana kakhulu nesebe elihlakani lalo, iSebe lezoThutho neMisebenzi kaRhulumente (*Transport and Public Works*), ukuseka la maziko okwenza inkonzo kwisigaba esilandelayo. Ukufuduka kweWest Coast Education District ePaarl isiwe eMalmesbury kuxhomekeke kwakhona ekufumaneni indawo efanelekileyo eMalmesbury. Lo mngeni uya kusonjululwa kwithuba eliphakathi ukuya kwithuba elide.

6. Isishwankathelo sezinto ezibalulekileyo zomgaqo-nkqubo zonyaka-mali 2008/2009

UMthetho woFakelo lweZilungiso kwiMithetho yeMfundo (*Education Laws Amendment Act*)

Unyaka ka-2008 uzise umngeni omtsha xa bekuphunyezwa uMthetho woFakelo lweZilungiso kwiMithetho yeMfundo, ka-2007 (uMthetho 31 ka-2007) (*Education Laws Amendment Act, 2007 (Act 31 of 2007)*) owaqalisa ukusebenza kunye nokuphunyezwa nge-31 Disemba 2007. Ukuqaliswa nesicwangciso sokulungiselela ukuphunyezwa kugxile kwimiba emine ephambili yoMthetho woFakelo lweZilungiso kwiMithetho yeMfundo – eyile: ukusetshwa ngeqbuliso kwabathile nokohluthwa kwezinto; ukuvavanyelwa iziyobisi; imisebenzi noxanduva lweenqununu; ukuqatshelwa kwezikolo ezingaqhubi kakuhle; imimiselo nemigangatho yeziseko zophuhliso; ukwazi ukufundisa kwezikolo; nezibonelelo zokuncedisa ukufunda nokufundisa.

UMthetho weeKholeji ze-FET (*FET Colleges Act*)

NgokoMthetho weeKholeji ze-FET ka-2006 (*FET Colleges' Act of 2006*), "umqeshi" ezikholejini uba yikholeji endaweni ye-WCED: le yinkqubo esetyenziswa ngoku. Lo Mthetho uwagcinile amandla eGunya lezoLawulo kwiLungu leBhunga loLawulo kwiPhondo (*Member of the Executive Council in the Province*). La magunya, amanye awo anokwenziwa ngemvumelwano noMphathiswa weMfundo kaZwelonke, anako, ngokusebenzisa ukudluliselwa kwamagunya yiMEC kwiNtloko yeSebe leMfundo, ukuba asetyenziswe ngulo wokugqibela – ukongeza kulawo abelwe ngqo i-HOD ngulo Mthetho. Nakuba ikholeji iba yiyo engumqeshi, i-MEC yiyo eqesha abasebenzi kumacandelo ahlukeneyo ize yenze isigqibo ngemibandela enjengenani labasebenzi bekholeji elivunyiweyo elinokuqeshwa; ukuchithwa kwee-asethi ezishenxisekayo nezingenakushenxiseka; ukudityaniswa kweekholeji zikarhulumente; nokwamkelwa kwemigaqo yekholeji.

ISicwangciso soPhuhliso lweZakhono zaBasebenzi (*Human Capital Development Strategy*)

Imigaqo-nkqubo ebanzi, iiphayorithi neenjongo zeSebe iSebe iWCED zachazwa kwiSicwangciso seMinyaka eMihlanu (*Five-Year Plan*) zaza safakwa kwiSicwangciso soPhuhliso lwaBasebenzi (*Human Capital Development Strategy*) (*HCDS*), esaphunyezwa ngoMatshi 2006. Kwelo nqanaba, i-HCDS iwuchaza umsebenzi wayo ngolu hlobo lulandelayo: “Njengokukhuthaza ikhonsephthi “yokuqatshelwa kwezinto ngokupheleleyo” (*holism*)” olu xwebhu lwesicwangciso luya kubandakanya uxwebhu loMbono weMfundo weSebe iSebe iWCED ukuya kutsho ku-2020 (*WCED's Education Vision 2020 document*) neSicwangciso seMinyaka emi-5 salo”. Kodwa ke, ngo-Oktobha 2008 ikhabhinethi yephondo yavuma ngokusesikweni isiphakamiso sokuba iSebe -WCED aliya kuba lisebe elikhokela uphuhliso lwe-HCDS egameni loRhulumente wePhondo. Lo gama lithatha inxaxheba enkulu kwisicwangciso sophuhliso lwabasebenzi sePhondo esibanzi, iSebe iWCED liya kusingatha, njengomsebenzi oluxanduva lwayo ngokukodwa, isicwangciso semfundo sePhondo. Ngenxa yeli nyathelo isicwangciso sokuqala seminyaka emi-5 seSebe i-WCED sabuyela kwimo yaso njengoxwebhu oluphambili.

INGcaciso yeKharityhulam kaZwelonke (NCS)

Ukuphunyezwa kwe-NCS kuye kufika kwiBakala 12 ngo-2008. Ukufundiswa kwezifundo ezitsha, iinguqu ezintsha kwisilabhasi yangaphambili neendlela zovavanyo ezintsha ezidityanisiweyo ukwenza oku kwangumngeni omkhulu kwiSebe leMfundo.

7. IiMali eziFunyenwe liSebe leMfundo

IiMali eziFunyenweyo zifakwe kule Thebhile ST001.

Imali eyingeniso yeSebe leMfundo efikelela kwisixa-mali esiyi-R22,545 yezigidi yamkelwa ngo-2008/09. Eyona mithombo ibalulekileyo yengeniso eyaqokelelwayo yaba yile ilandelayo:

- lintlawulo zezolawulo (iimali eziqokelelweyo zeeprimiyam zee-inshorensi);
- lintlawulo zeenkonzozo zokuvelisa amaxwebhu; kunye
- neentlawulo ezibuyisiweyo zeminyaka egqithileyo nendlela yokusetyenziswa kwemali, o.k.t. ukucinywa kwemali eyilahleko.

8. Iintlawulo zeSebe leMfundo

Iintlawulo zifakwe kule Thebhile ST001

Inkcitho kanye ka-2008/09 xa ithelekiswa neemali ezabiweyo ibiyi-99,9% yebhajethi ehlangahlengisiweyo evunywe ngokusesikweni. Ukuchithwa ngenano komlinganiselo (underexpenditure) kwenzeka ubukhulu becala ngenxa yokuchithwa kancinane kwebhajethi yemali ngenxa yokulibaziseka kwezinye iimvumelwano apho ukwakha bekungakwazi ukuba kuqaliswe ngenxa yokuhlolwa kwendawo leyo bekuza kwakhiwa kuyo. Kwabakho ukulibaziseka kwakhona kwiintlawulo zeNational School Nutrition Conditional Grant and HIV/AIDS Conditional Grant ngenxa yokuba inkqubo ye-BAS yayingasebenzi.

Ukuza kuthi ga ngoku esona sabelo sikhulu kakhulu sendleko ekwangenwa kuzo senzeka kwinkqubo yezikolo eziziprayimari nezizisekondari, kubandakanywa nezikolo ze-ELSEN. Kwinkqubo yezikolo, abaqeshwa babiwa ngokulinganayo (equitably) ngokunxulumene nemimiselo yobonelelo lwezithuba ngokwamanani abafundi anikiweyo, ngokwentlupheko yabahlali nangokwezifundo ezifundiswayo. Ulwabiwo-mali ngokwemimiselo nemigangatho (norms and standards funding) lwenziwa ngokwamanqanaba entlupheko kazwelonke nalapho elona nqanaba lilelona lithwaxwa yintlupheko lafumana, ngokomndilili, ngokuphindwe kathandathu ngaphezu kokuba kunjalo kwezo zingathwaxwa kangako yintlupheko.

Inkcitho yezinto ezinganxulumananga nabaqeshwa ime ku-22,9% yetotali yenkcitho iyonke kunyaka-mali 2008/2009. Inkcitho yezinto ezinganxulumananga nabaqeshwa ibandakanya ulwabiwo-mali ngokwemimiselo nemigangatho; inkxaso-mali yezikolo zikarhulumente eziqhelekileyo nezizisekondari; izikim zothutho lwabafundi neziseko zophuhliso. Ikwabandakanya iintlawulo ezenziwa ngoomatshini eziya kwizikolo ezizimeleyo, kwizikolo zikarhulumente ezineemfundo zemfundo ezizodwa, kwiikholeji ze-FET, kumaziko e-ABET nakwizikolo nakumaziko e-ECD.

IProgram 2: Imfundo kwizikolo zikarhulumente eziqhelekileyo iqhubeka iseyeyona nto kugxilwe kuyo kwinkxaso-mali yesebe lemfundo. Le Program yaya kutsho kuma-80,6% etotali yeenkcitho ngo-2008/09. Ezona nkonzozibalulekileyo ezifakiweyo kule program yimfundo yezikolo eziziiprayimari neziziisekondari kwizikolo zikarhulumente eziqhelekileyo (kubandakanywa nezeziseko zophuhliso), inkqubo yokuxhasa ezolawulo nophuhliso yee-ofisi zezithili zemfundo kumaziko emfundo, uphuhliso lwezakhono zabasebenzi abakumaziko nakwiNational School Nutrition Program Conditional Grant. Ama-55,1% enkcitho yeProgram aye kwizikolo eziziiprayimari aze ama-38,8% aya kwizikolo eziziisekondari.

Ezinye iiProgram ezaba nendleko enkulu xa kuthelakiswa neminyaka egqithileyo yiProgram 5: Imfundo noqeqesho oluqhubelekayo, apho imali inikwe ukuxhasa kwakhona iikholeji ze-FET (re-capitalisation of FET colleges). IProgram 7: Uphuhliso lwemfundo yabasaqalayo (Early childhood development), apho kuye kwabonelelwa ngezibonelelo ezongezelelweyo ukukhuthaza ukuthatha inxaxheba kwiBakala R nokulungiselela i-EPWP ekuboneleleni ngoqeqesho lweengcali ze-ECD kumaziko e-ECD kunye nokubonelela ngeekhithi zoncendo kula maziko, kunye neProgram 8: kwiinkonzo zoncendo nezinxulumene noko, apho kwanikezwa khona ngemali eyayilungiselelwe ngakumbi ukuqaliswa kwe-HCDS, ngokwesicwangciso sophuhliso lwabasebenzi bephondo, iKapa eliHlumayo.

9. ICANDELO, IPROGRAM NOKWENZIWE YIPROGRAM ESEKELEYO

9.0 ICandelo leMfundo yePhondo

linjongo ezilandelayo zinokulinganiswa (▲) nemilinganiselo yentsebenzo (▶) okunxulumene necandelo lemfundo lephondo:

linjongo ezinolinganiswa

Oku kulandelayo ziinjongo ezinokulinganiswa (▲) nemilinganiselo yentsebenzo (▶) okunxulumene necandelo lemfundo:

	linjongo ezinokulinganiswa	Imilinganiselo yentsebenzo
Ukufikeleleka	<ul style="list-style-type: none"> ▲ Ukuqinisekisa ukuba abantwana abakubudala beminyaka enyanzelekileyo ukuba yokuhamba isikolo bayaya ezikolweni ▲ Ukwenza ukuba imfundo ifumaneke ngokwamanqanaba ngamanqanaba kulutsha nakubantu abadala ababudala bungaphezulu kweminyaka esisinyanzelo yokuya esikolweni 	<ul style="list-style-type: none"> ▶ PM001: Ipesenteji yabantwana abakwiminyaka yobudala beminyaka enyanzelekileyo yokuhamba isikolo bayaya ezikolweni ▶ PM002: Ipesenteji yolutsha olungaphezulu kwiminyaka yobudala beminyaka enyanzelekileyo ukuhamba isikolo iyaya ezikolweni nakwamanye amaziko emfundo
Ulingano	<ul style="list-style-type: none"> ▲ Ukuqinisekisa ukuba bonke abathwaxwa yintlupheko bayayinikwa inkxaso karhulumente yezemfundo 	<ul style="list-style-type: none"> ▶ PM003: Inkcitho karhulumente kwabona bafundi bathwaxwa yintlupheko kakhulu njengepesenteji yenkcitho karhulumente kwabona bafundi bangahlwempuzekanga
Ukwnza umsebenzi kakuhle kakhulu	<ul style="list-style-type: none"> ▲ Ukufikelela kwiqondo apho iziphumo zemfundo zikhulayo ngokunxulumene nokufikeleleka nomgangatho, kuxhomekeke kwiibhajethi zemfundo ezifumanekayo 	<ul style="list-style-type: none"> ▶ PM004: Ulwazi lweminyaka olunikwa ngamnye lowo uphumelele i-FETC
Isiphumo	<ul style="list-style-type: none"> ▲ Ukuqinisekisa ukuba isiphumo esiboniswa ngabapasileyo kule nkqubo yemfundo singqinelana neemfundo zoqoqosho nezentlalo 	<ul style="list-style-type: none"> ▶ PM005: Elona nani liphezulu labapasayo kwimfundo yabadala kuluntu
Umgangatho	<ul style="list-style-type: none"> ▲ Ukwakha uluntu olukwaziyo ukufunda nokubhala 	<ul style="list-style-type: none"> ▶ PM006: Ireyithi yolwazi lokufunda nokubhala kubantu abadala

Inkqubela

Ingxelo ngeeproyorithi eziqatshelweyo kwiSicwangciso seNtsebenzo sonyaka sika-2008/09

1) UkuPhucula uMgangatho wokuFunda

a) Inkxaso eqhubeka okokoko yoLwazi lokuFunda nokuBhala noLwazi lokuBala kwizikolo eziziprayimari

Iziphumo kwiimvavanyo zokuqaphela iingxaki (*diagnostic tests*) kumaBakala 3 no-6 zibonisa ukuphucuka okukhulayo kumanqaku oLwazi lokuFunda nokuBhala nezibonisa ukuncomeka kongenelelo ngoncedo lwethu. Amanqaku oLwazi lokuBala kubonakala kunzima ukuba atshintshe kwaye inkqubela ecothayo ikhokelele ekuphindweni kabini kweenzame ukuzisa iziphumo ezibhetele.

Izikolo eziyi-250 zichongiwe ukuba zithathe inxaxheba kwinqanaba lokuqala loNgenelelo ngoNcedo kuLwazi lokuFunda nokuBhala kunye noLwazi lokuBala (ngo-2008 – 2016). Izikolo eziyi-125 zifakwe kwiinkqubo zongenelelo ngoncedo zoLwazi lokuFunda nokuBhala zaze zayi-125 ezoLwazi lokuBala. Ukuphelelelwa ngokusesikweni kwePhulo leZiseko zokuFunda (*Foundations for Learning Campaign*) kwenziwa ngoNovemba ekwakuze kwesi siganeko abameli abaphantse babe yi-2000 ababevela ezikolweni kwiphondo liphela.

b) Ukunatyiswa ngakumbi kwe-QIDS-UP, kuthagethwe ezona zikolo zihlwempuzeke kakhulu kumanqanaba 1, 2 nelesi-3 okuhlwempuzeka kuzwelonke ngo-2008/09 ukuqinisekisa ukuba ezi zikolo zifumana izibonelelo ezingundoqo ezincinane eziphathekayo, zokufunda nokufundisa, ezoluntu nezemali ukwenza ukuba ukufunda nokufundisa okusemgangathweni kwenzeka.

I-QIDS-UP yayandisa inkxaso yayo ngo-2008/09 yayisa kwizikolo eziziiprayimari nakwezizisekondari kwiNqanaba leNtlupheko 3 likaZwelonke (*National Quintile 3*).

Isicwangciso songenelelo ngoncedo lwe-QIDS-UP ngo-2008/09 sazama ukusombulula iimpazamo nemingeni eqatshelweyo ngokuthi kubalwe izibonelelo (eziziimpahla, izakhiwo nabasebenzi) kwizikolo ezisi-405 ezikumanganaba entlupheko 1 & 2 kazwelonke (NQ 1 & 2) nakwi NQ 3 ezingabizi fizi. Esi sicwangciso sagxininisa ekuphuculeni ukufundisa okusemgangathweni kootitshala, ukudala umoya waseklasini ovumela ukufunda nokufundisa, nokunika amathuba alinganayo eNtshona Koloni ngokusebenzisa iprogram yokulungisa ubugwenxa bexesha elidlulileyo (*redress*). I-QIDS-UP yiprogram yokulungisa ubugwenxa bexesha elidlulileyo eye ithi, ngokusebenzisa inkqubo emiselweyo, izame ukunika izibonelelo ezingundoqo ezinjengezixhobo zokusebenza, izinto ezisetyenziswa zikhawuleze ziphele, ukulungiswa kweziseko zophuhliso, izinto zokufunda zaselayibrari nezinto zokuncedisa ikharityhulam kwizikolo ezizezona zihlwempuzekileyo.

Lo gama injongo ye-QIDS-UP ikukwenza ukuba izikolo ezithwaxwa yintlupheko zilingane nezinye izikolo ezinezibonelelo ezaneleyo, eyona njongo kanye ekujongwe ukufikelelwa kuyo ekugqibeleni kukuphuculwa komgangatho wokufunda nokufundisa.

Iinjongo eziphambili ke ngoko zezi zilandelayo:

1. Ukuxhasa nokudibanisa izicwangciso ezisetyenziswayo ngoku zoLwazi lokuFunda nokuBhala noLwazi lokuBala zeSebe i-WCED
2. Ukungaphinda-phindi, okanye ukungongezi,, amaphulo eSebe i-WCED, kodwa endaweni yoko kuphuculwe yaye kwenziwe bhetele izicwangciso ezisetyenziswayo ngoku zokufunda, zokufundisa neenkqubo zovavanyo
3. Ukujongisisa iimfuno zezikolo nendima edlalwa yile projekthi ngokusebenzisa iinkqubo ezisetyenziswayo ngoku zokuphonononga nokuhlola ngaphakathi kwiSebe i-WCED, o.k.t. iinkqubo ze-IQMS
4. Ukuvuma iziphumo zobuhlwempu ekuboneleleni ngemfundo esemgangathweni njengeyona mpembelelo iphambili ekwenzeni nasekuphunyezweni kwale projekthi
5. Ukuqinisekisa ukuba owona mlinganiselo usezantsi wezibonelelo zoncedo uyaqinisekiswa kuzo zonke izikolo ukwandisa ukupasa kwabafundi
6. Ukomeleza iNgcaciso yeKharityhulam kaZwelonke kumaCandelo e-GET nawe-FET
7. Ukuphucula ukufundisa eklasini ngokuqinisekisa imeko efanelekileyo neyenza kube mnandi eklasini
8. Ukuqinisekisa ukuba iiklasi zizele zizinto yimifanekiso ngokubonelela ngezancedisi zokufunda eziya kuxhasa ukufunda nokufundisa
9. Ukubeka esweni nokuxhasa ngempumelelo ii-ofisi zezithili zemfundo nezikolo ekuhlanganisweni kwenkqubo yeKharityhulam nezibonelelo zokufunda

c) Ukusetyenziswa ngempumelelo kweNgcaciso yeKharityhulam kaZwelonke (*National Curriculum Statement*) (NCS) kwiBakala 12 ngo-2008

Ngo-2008, iimviwo zokuqala zeSatifikethi seMatriki sikaZwelonke (*National Senior Certificate*) (NSC) zabhalwa ngabafundi abayi-43 953 kuwo onke amaziko eemviwo ayi-408. Kwabakho, nakuba kunjalo, ukuhla nge-2% xa kuthelekiswa nereyithi yokupasa ye-80.6% efunyenweyo ngo-2007 kwiimviwo zeSatifikethi seMatriki sikaZwelonke (kwiNgxelo 550).

Itotali yabaviwa abayi-14 522 (33.04%) bapasa i-NSC ebabeka ethubeni lokwamkelwa kwiSidanga sokuQala, lo gama abayi-7 182 abaviwa bapasa i-NSC ebabeka ethubeni lokufundela iSatifikethi esiPhakamileyo, baze abayi-12 851 abaviwa apasa i-NSC ukufumana ithuba lokufundela iDiploma. Ngokomgangatho wokupasa, abaviwa abayi-4 222 ngaphezulu bakulungela ukungena eyunivesithi ngo-2008 kunokuba kwakunjalo ngo-2007. Oku kuzisa ithemba kwikamva leli phondo.

Itotali yabaviwa abayi-19 957 babhala iMathematika ngo-2008, yaza itotali yabaviwa abayi-13 612 babhala iFizikhali Sayensi. Kwaba ngabaviwa abayi-13 003 (65%) abapasa iMathematika ngo-30%, baze abaviwa abayi-9 691 (71%) bapasa iFizikhali Sayensi ngo-30%. Itotali yabaviwa abayi-8 031 bapasa iMathematika ngo-50% okanye ngaphezulu, baze abaviwa abayi-4 351 bapasa iFizikhali Sayensi ngo-50% okanye ngaphezulu.

d) Ukomeleza isiCwangciso sokuPasa kwaBafundi ngoMyinge oMiselweyo sikaZwelonke (National Learner Attainment Strategy) ukunciphisa inani lezikolo ezifumana nganeno kwe-60% kwiimviwo zesiqinisekiso seMatriki

Ukuba ubani uphonononga iziphumo zango-2008 zezikolo zikarhulumente eziyi-54 ezaqhuba nganeno kunokuba bekulindelwe ngo-2007 ubani angabona ukuba:

- Izikolo eziyi-23 kweziyi-56 (54 ezikarhulumente) zaliphucula inqanaba lokupasa kwazo laya kutsho ngaphezulu ko-60%.
- Izikolo eziyi-30 kweziyi-56 (54 ezikarhulumente) zaziphucula iziphumo zazo ngokwamaqondo ahlukehlukeneyo.
- Izikolo eziyi-24 zabonisa ukwehla kwiziphumo zawo zokugqibela xa kuthelekiswa nezango-2007.

Amagosa eSebe i-WCED anika inkxaso ebanzi kwizikolo zikarhulumente eziyi-54. Uthotho lweenkqubo zongenelelo ngoncedo, ezisekelwe kwiimfuno zesikolo, ngokunjalo namaphulo aququzelelwa liphondo, lwaba sisiseko sesi sicwangciso. Isicwangciso seSebe i-WCED ngo-2008 sagxila kwiinkalo ezingundoqo ezi-3, ekuzezi, ezoLawulo nezobuNkokeli, ukuFunda nokuFundisa kunye nokuQhagamshelana kwaneNtsebenziswano.

e) Ukuqhubeka nokuqeqeshelwa umsebenzi kweenqununu nootitshala (Advanced Certificate in Education) (ACE) neNational Professional Diploma in Education (NPDE)), apho iinqununu zibhalisele i-ACE yeminyaka emibini, bona ootitshala babhalisele iindidi ngeendidi zezifundo

Ngo-2008, iSebe i-WCED labhalisa iinqununu eziyi-289, amasekela-nqununu neentloko zamacandelo ezifundo kumaziko emfundo ephakamileyo amathathu kwiphondo lonke kwi-ACE for School Leadership. Kwikota yokuqala ngo-2009 kongezwa abhaliswayo abayi-100.

f) Ukuziswa kwezinye izibonelelo zeekhompyutha eziyi-200 njengenxalenye yeKhanya Technology in Education Project

Ukuza kuthi ga ngoku, zizikolo eziyi-1 007 zizonke, ezanikwa izibonelelo zethekhnoloji, iilebhu zeekhompyutha eziqhelekileyo, ezineekhompyutha eziyi-25 ukuya kwi-40 ilebhu inye (enxityelelaniswe nge-LAN enayo ne-Intanethi). Kwenziwa amalungiselelo eziseko zophuhliso kwezinye izikolo eziyi-150. Eziyi-39 022 ii-PC zisiwe kwezi zikolo zingasentla. Ootitshala abayi-21 500 bafumene uqeqesho olusisiseko kwi-IT. Malunga ne-750 000 abafundi banako ukusebenzisa ithekhinoloji yonke imihla. Inkcitho ka-2008/2009 yayiyi-R93 yezigidi. U-2009/2010 ubhajethelwe izigidi eziyi-R98.

g) Ukuqaliswa kwezifundo ezililinge zabaphathi bezolawulo lwemicimbi yesikolo ngo-2008

Le program yavunywa ngokusesikweni yi-ETDP-SETA kwaye eli linge laqala ngo-Agasti 2008. Icwangciselwe ukuba isebenze kude kube nguNovemba 2009.

h) Zonke izikolo ziya kuqulunqa izicwangciso zokuphuculwa kwesikolo (school improvement plans) (SIP)), eziya kusebenza njengengesiseko senkxaso enikwa ngabasebenzi benkxaso bee-ofisi zezithili zemfundo, novavanyo lwesikolo siphela (whole school evaluation) (WSE) lwezikolo ubuncinane eziyi-30 ngonyaka

Zonke izikolo zazinezicwangciso zokuphuculwa kwesikolo neethagethi zika-2008. Zonke izikolo eziphakamileyo zamisela iithagethi zokupasa kwabafundi kwiBakala 12. Ukukhokelela kwii-SIPs zika-2009, kwaqeqeshwa ngokukodwa iikomiti zolawulo lwezikolo nabasebenzi bee-ofisi zezithili zemfundo ngendlela yokumisela iithagethi ezizizo. Kwizikolo eziyi-61 ezavavanywa ekupheleni kukaMatshi 2009, eziyi-31 kuzo yayizizikolo ze-QIDS-UP.

i) Ukuphuhliswa kwezakhono zootitshala (kuyaqhubeka ngokukhawuleza ukuphuhliswa kootitshala) – ngokusebenzisa iinkqubo zongenelelo ngoloncedo lwe-WSP nolwe-CTLI, kuqinisekiswa ukuba badlala eyona ndima ephambili kwaye banoxanduva lokuphendula ngabakwenzayo ngokwe-Integrated Quality Management (IQMS).

Inkqubo yokuphononongwa kwentsebenzo yootitshala kwenzeka kuzo zonke izikolo ezikwiphondo.

j) Isigaba sokugqibela sokuxhaswa kwakhona ngemali kwazo zoyi-6 iikholeji ze-FET, kugxilwe ekwandisweni kwesakhiwo seWest Coast College, ukuqinisekisa uphuhliso lwezakhono ezinxulumene ne-MEDS kunye neemfuno zesizwe, njengoko kuchaziweyo kwiSicwangciso soPhuhliso lwaBasebenzi sikazwelonke (national Human Resource Development Strategy).

Abahloli nabaphathi baqeqeshwe kwimiba enxulumene neNational Certificate (Vocational) (NC(V) baza bona abasebenzi bezolawulo bafumana uqeqesho kulawulo lwe-MIS. Bekuye kwakho nokuhlaziywa kweesistim ngokutsha. Iiworkshop zobunjinieli, amakhitshi, iiklasi neeworkstations zeekhompyutha zahlaziywa ngokutsha. Kwaye kwakhiwa iiklasi ezintsha neeworkshop. Iiworkshop nee-ofisi zaxhotyiswa ngokutsha. Iiprogram eziyi-14 ze-NC(V) ziphunyezwe kwiphondo lonke kwathengwa neencwadi zezifundo (textbooks). IVredendal nesigaba sokuqala seVredenburg Campus eWest Coast College sigqitywe. Izigaba zokwakha ezingezinye zixhomekeke kubukho bemali. Izakhiwo ezibini ezitsha i-Centres of Excellence (o.k.t. Boatbuilding eFalse Bay neCreative Arts and ICT eKapa – zaqala njengenxalenye yegalelo le-WCED kwi-Integrated Creative Arts Initiative yephondo) ziqhuba kakuhle.

k) Ukwandiswa kwamanqanaba okuthatha inxaxheba kwiMathematika, kwiFizikhali Sayensi neThekhnoloji ngokufundiswa qho kwizikolo ekugxilwe kuzo, nokwanda kwenani lezikolo zeDinaledi, nokuphucuka kwamanqanaba okupasa kwiMathematika neSayensi yeBakala 12.

Ukubhaliswa kwabafundi ababekade bevinjwe amathuba ngaphambili kwiMathematika nakwiFizikhali Sayensi kwizikolo zeDinaledi kuphindwe kabini kwiminyaka emihlanu edlulileyo, ngakumbi inani labafundi ababhinqileyo nabangamadoda abenza ezi zifundo. Ukubhalisa okuye kusanda ngamanani yinto ekugxilwe kuyo neqhubeka okokoko. Inani lezikolo zeDinaledi landile ukuya ku-48, ukongeza kwezisi-8 zeMathematika, iSayensi neThekhnoloji (Mathematics, Science and Technology) (MST) ekugxilwe kuzo.

Ngo-2008 ithagethi yephondo ye-8000 yokupasa iMathematika kwinqanaba eliphakamileyo kwagqithiswa kuyo, oko kwafaka igalelo ekuphunyezweni kwethagethi kazwelonke ye-50 000 yokupasa kwiiMviwo zika-2008 zeSatifikethi seMatriki sikaZwelonke (National Senior Certificate Examination)

Izikolo zeDinaledi neze-SMT zenza i-1398 (17.4%) yethagethi yephondo ukulungiselela ukupasa iMathematika kwinqanaba eliphakamileyo elingu-50% nangaphezulu. Abafundi abayi-761 (17.5% bapase kwinqanaba eliphakamileyo kwiFizikhali Sayensi bapasa nge-50% nangaphezulu.

l) Ukwanda kwabafundi be-ABET kusetyenziswa izifundo zekharithulam ezilungiswe ngokukodwa zeNqanaba 1 no-2.

Iqela leendlela zongenelelo ngoncedo zenziwa licandelwana lekharithulam elisandula kusekwa (curriculum subdirectorates). Izicwangciso zezifundo zaqulunqwa kunye nabacebisi ngezekharithulam kwaza kwenziwa noqeqesho. Kulindeleke ukuba izicwangciso zezifundo zinatyselwe kuwo onke amaziko emfundo yoluntu ngenjongo yokuba ziphunyezwe. Kwenziwe imisebenzi yovavanyo oluqhubekela ezikolweni (site-based assessment) (SBA) kuwo onke amaziko emfundo oluntu ngenjongo yokuba iphunyezwe. Onke amaziko emfundo yoluntu afundisiwe ngokusetyenziswa kwala maxwebhu. Ii-SBA zaguqulelwa kwiAfrikansi zaza zathunyelwa kuzo zonke ii-CLCs. Ukongeza koku ngasentla, iRevised Unit Standards yaguqulelwa kwiAfrikansi yaza zathunyelwa kuzo zonke ii-CLC.

2) Ukuphuculwa kweesistim nenkxaso

a) *Kunyaka ophantsi kophononongo kwaphunyezwa oku kuphuculwa kulandelayo kwiisistim:*

Isistim yokuRekhoda iKhefu laBasebenzi (*Human Capital Leave System*) enezi modyuli zilandelayo

- Ukufakwa kwikhompyutha kwabaqeshwe abaqeshwe phantsi kwemvumelwano (CAT)
- Irejista yokubakho emsebenzini
- Ukuboniswa kwePesali kubaphathi bamacandelo
- Ilinge (*piloting*) lokusetyenziswa kwe*Control Paysheet*
- Ilinge lokuqokelelwa kweziqinisekiso zemfundo (kwizikolo eziyi-200)

b) *Ukuphuhliswa ngakumbi kwemigaqo-nkqubo nezicwangciso eziphambili zezemfundo kweki phondo, njengoko kubonisiweyo yi-odithi yomgaqo-nkqubo eya kuqhutywa liCandelo lokuQuquzelelwa kweMigaqo-nkqubo (Directorate of Policy Co-ordination) elisandul' ukusekwa*

ISigaba 1 soku-Odithwa kweMigaqo-nkqubo (*Policy Audit*) sagqitywa ekupheleni konyaka-mali ka-2008/09, ngokwemigaqo-sikhokelo ebhalwe kwisicwangciso somsebenzi. Kwenziwa iRejista yeMigaqo-nkqubo (*Policy Register*) apho yonke imigaqo-nkqubo enxulumene nemisebenzi yeSebe i-WCED iya kufakwa khona. Ukuza kuthi ga ngoku yimigaqo-nkqubo eyi-284 eseyifakwe kwiRejista yeMigaqo-nkqubo, eyi-42 yayo yimigaqo-nkqubo kazwelonke. Isiphumo esiphambili seSigaba 1 soku-Odithwa kweMigaqo-nkqubo sesokuba kubekho iikopi ezingamaphepha nezisekhompyutheni zayo yonke imigaqo-nkqubo njengangoku eboniswa kwiRejista yeMigaqo-nkqubo. Uku-Odithwa kweMigaqo-nkqubo kuya kuba nezi Zigaba zilandelayo:

1. Ukuqokelelwa kwe-inventri yoku-odithwa kwemigaqo-nkqubo, eyayicwangciselwe ukuba gqitywe ekupheleni konyaka-mali ka-2008/09
2. Ukuphononongwa nokuhlaziywa kwemithetho nemigaqo-nkqubo – ecwangciselwe unyaka-mali ka-2009/09
3. Ingxelo ekubhalwe kuyo iingcebiso zokuqaliswa, ukuphononongwa, ukulungelelaniswa nokucaciswa kwezizathu zemigaqo-nkqubo – ecwangciselwe unyaka-mali ka-2009/10
4. Ukulungiselela nokuququzelela inkqubo yokuqulunqa imigaqo-nkqubo kulandelwa ufakelo lwezilungiso ekuvunyelweneyo ngalo
5. Ukulungiselelwa kokuphunyezwa komgaqo-nkqubo, obandakanya ukuqeqeshwa kwabo bonke abathathi-nxaxheba (*role-players*) abachaphazelekayo nabanebango (*stakeholders*) - kuyaqhubeka
6. Ukubeka esweni nokuphonononga - kuyaqhubeka

Uku-odithwa kwemigaqo-nkqubo kuya kuzisa ukwenziwa kwenkonzo ngempumelelo nangobuchule, ngokuqinisekisa ukuba imigaqo-nkqubo echaphazelekayo iyangqinelana omnye nomnye nomthetho kunye nemigaqo-nkqubo kazwelonke kunye nokuba imigaqo-nkqubo iyahambelana ngaphakathi kwaye ingqinelana noMgaqo-siseko.

c) *Ukuqinisekisa ukuba isistim yokulandelela inkqubo yabafundi (learner tracking system) isebenza ngempumelelo, kwaye iqala ngokuqaliswa kwe-Further Education and Training Management Information System (FETMIS) kwiikholeji ze-FET*

Isistim yokulandelela inkqubo yabafundi yezikolo zikarhulumente eziqhelekileyo iyasebenza kwaye iza kugcinwa isebenza. Izigqibo zabaphathi ezinjongo ikukwabiwa kwemali ngokwemiMiselo neMigangatho (*Norms and Standards funding*), nokubonelelwa kwezithuba zengqesho, kusekelwe kwingcaciso ethathwe kwisistim yokulandelela inkqubo yabafundi (*learner tracking system*) (CEMIS). I-CEMIS idityaniswe nenkqubo yokulandelela abafundi kazwelonke (LURITS). Idatha yabafundi ye-CEMIS ifakwa kwiziko ledatha leLURITS ngokusebenzisa injini ekuthumela kweli ziko ledatha. Isistim yolawulo lwezikolo kazwelonke (*national school administration system*) SASAMS) isalungiselelwa ukuba ifumaneka kwiziko lewebhu ukuze idityaniswe nesistim yokulandela inkqubo yabafundi. I-i-SAMS efumaneka kwiziko lewebhu kufuneka ilingwe ekuyeni ekupheleni kowe-2009. Izikolo eziyi-100 zisalinga ukuyisebenzisa i-SASAMS. Ukuqaliswa kokusetyenziswa ngelo xesha yenzeka ngayo i-SAMS kucwangciselwe uJanuwari 2010. Isistim yangoku i-*Business Intelligence (BI)*, i*EduInfoSearch*, ethatha idatha yayo kwiqela lamaziko edatha yangaphakathi, yandisiwe ukwamkela iqela leengxelo ezinokusetyenziswa ukunceda ekuthathweni kwezigqibo ngabaphethayo.

I-FETMIS: ISebe iWCED lizama ukufumana iFET Business Management System libambisene ne-DoE. Isicwangciso sokusebenzisa i-FET College Business Management (BMS), ebandakanya isistim yokulanda inkqubo yabafundi yeekholeji, iqalisiwe njengenxalenye yelinge likazwelonke.

likholeji ze-FET zaseNtshona Koloni ngoku ziphanda indlela iziseko zazo zophuhliso lothungelwano lwe-ICT ezingqinelanayo ngayo neemfuno ezingummiselo zesistim entsha. Kuqikelelwa ukuba kuya kusetyenziswa eyona poyinti yothungelwano ikufutshane kakhulu ye-SITA ukunxibelelana neziseko zonxibelelwano ezincedisayo zelinge likazwelonke (*national pilot back-end infrastructure*). Uthetha-thethwano nabathathi-nxaxheba seluqalisile kwaye yinto eyamkeleka ngokubanzi ukuba iNtshona Koloni iya kunxibelelanisa le projekthi kazwelonke ililinge ngamanqanaba ngamanqanaba.

d) Ukuphucula yonke imiba yolawulo nokusetyenziswa kwemali ukuba kuye kufikelela kwiNqanaba 4 leziko elidithekayo

ISebe iWCED linikwe ingxelo engenamakhwiniba (*unqualified report*) ye-odithi ngo-2008. Isebe lemfundo liqalise ngamanyathelo okuphucula imeko yolawulo lwemali ngokubanzi.

e) Ukwandiswa nokuphuculwa qho kokhuseleko lwezikolo, kugxilwe kwizibonelelo zokhuseleko lwezakhiwo oluphuculiweyo kwizikolo ezisengozini, ukuqinisekisa ukhuseleko lwendawo ekufundelwa kuyo

Okubalulekileyo ibe kukufakelwa ngempumelelo kweesistim ze-CCTV zokubeka esweni ezokhuseleko kwizikolo eziyi-60 ezikwiphondo. Inani elimbalwa lezi zikolo libekwe esweni kwandlunkulu. Ukongeza ngaphezulu kuya kuba kukuqalisa isistim yokubeka esweni elungiselelwe zizonke zoyi-60. Ukuphuculwa okokoko kokhuseleko lwezakhiwo ezikolweni kuyaqhubeka ngokokuvela kweemfuno. Olu phuculo lubandakanya iisistim ze-alam, ukufakelwa kweentsimbi zokuthintela ukuqhekeza nokubiyela.

f) Ukuqhubeka nokwakhiwa konxibelelwano lwezentlalo kwezeMfundo ngokuthi, phakathi kwezinye izinto, i-Retired Teachers Association, ixhase ukusekwa kwePast Pupils' Associations, ilinge lokuncedisana ekufundiseni koogxa (*peer education initiative*), nokubonelela ngamaqonga amabhunga olawulo ezikolo (*school governing bodies*) (SGBs). Ukuqeqeshwa nokuxhaswa kwee-SGB nee-RCL kuya kuqhutyekwa nako ukulungiselela uthatho-nxaxheba olupheleleyo nobunkokeli ekuphenduleni kwimingeni yezophuhliso eyahluka-hlukeneyo ejongene noluntu lwasekuhlaleni oluyinxalenye yezikolo.

INkomfa ye-RCL yephondo yayibanjwe ngoJulayi 2008. Amalinge onxibelelwano lwezentlalo aqaliswa kwimimandla eyi-27 eyiprayorithi yeSicwangciso seNguqu sezeNtlalo (*Social Transformation Plan*). Kukho malunga ne-6500 yabangamahlakani ekufundiseni (*peer educators*) kwi-145 yezikolo eziphakamileyo, abafaka igalelo kuphuhliso lonxibelelwano lwezentlalo (*social capital network*), abajongene nemiba enjengokuziphatha ngokwezesondo nokusetyenziswa gwenxa kwezinto ezikwenza ube likhendla (*substance abuse*) phakathi kolutsha, nasekubancedeni ekwenzeni izigqibo ezizizo zokuphila.

IForam yeeNqununu yePhondo (*Provincial Principals' Forum*) yasekwa nge-6 Februwari 2009. Zonke iinqununu ezikwisesethe zinenxaxheba kwiforam yesekethe, kuze ukusuka kule foram yesekethe kufuneka zinyule iinqununu zibe mbini ukuba zithathe inxaxheba kwiforam yesithili semfundo. Iinqununu ezithatha inxaxheba kwiforam yesithili semfundo zinyula iinqununu zibe mbini zokuthatha inxaxheba kwiForam yeeNqununu yePhondo. Injongo yale foram kukunika ithuba kwiSebe iWCED lokuthetha-thethana neenqununu ngemiba ethile, nokuba iinqununu zithetha-thethane ngemiba ethile neSebe iWCED. Ikwandisa ithuba lokuthetha-thethana komnye nomnye.

g) Ukuveliswa kwezicwangciso zokunonophela nokuxhasa abantwana abasemgciphekweni (*vulnerable children*)

Izikolo zaseNtshona Koloni zikhuthazwa kakhulu ukuba zibe ziindawo zononophelo nezinika inkxaso kubantwana abasemgciphekweni (*vulnerable children (nodes of care and support for vulnerable children)*) (SNOG) – le yikhonsepthi efanayo kunye/okanye engqinelana namalinge enkxaso eSebe iWCED, anjenge-Child-Friendly Schools (UNICEF), Community Schools (MEC) ne-Health-Promoting Schools (WHO). Ngenkxaso yemibutho yasekuhlaleni neyamanye amasebe karhulumente ephondo (iSebe le-Ofisi yeNkulumbuso, iSebe lezeMpilo neSebe lezoKhuseleko noPhuhliso), ukuqeqeshwa kwamabhunga olawulo ezikolo namalungu e-SGB kuphunyezwa ngokwandayo kuzo zonke izikolo. Into ebekusoloko kugxilwe kuyo ibingabahlali abangqonge

isikolo ababevinjwe amathuba ngaphambili neendawo ezizi- STP-27. Ukuqeqeshwa kwamalungu e-SGB angengabo ootitshala kuya kulandela. 'ijambori' zokunika inkonzo, ezaqaliswa ngentsebenziswano noSoul City kwanezinye ii-NGO – ukuphucula ukufikelelwa kwenkqubo yokuncitshiswa kwendlala oku kusenziwa ngeegranti zezentlalo ezinjengeGranti yeNkxaso yaBantwana (*Child Support Grant*), baze ngokwenjenjalo bakwazi ukugcinwa ezikolweni abafundi bethu abasemgciphekweni – ngoku zidityanisiwe kuzo zontathu iziseko zikarhulumente wephondo i-*Social Transformation Programme* (STP-27) – Iijambori ngoku ziphethwe liSebe leNkulumbuso (DotP) Azisekho phantsi kweSebe iWced. ISebe leMfundo kuzwelonke liqikelela ukuba ixabiso lazo longeza i-R0,5m inye. Ngo-2008/09, kwenziwa ijambori eziyi-31 kwiindaeo ezizi- STP-27 nezaphunyezwa ngawo omathathu amanqanaba karhulumente – ngokubambisana nemibutho yoluntu eququzelelwe ngabahlali bezu ndawo, izitraksha ezimele uluntu ngokubanzi ezixile ebantwaneni nakulutsha – nezathi zafikelela kubantu abangaphezu kwe-115 000.

Ingxelo ngeNkqubela ngokungqinelana neMisebenzi enguNdoqo yeSebe i-WCED ka-2008/09

1. Ukufikelela (kwakhona nokufaneleka nokwenziwa komsebenzi ngempumelelo)

1.1. UkuBonelela ngeeprogram zokufunda ezisemgangathweni (kwiBakala R) kubo bonke abantwana abaneminyaka emihlanu eNtshona Koloni engagqithanga owe-2010;	lishedyuli zomsebenzi zeBakala R ziya kwenziwa ngoJulayi 2009.
1.2. Ukubonelela ngeeprogram ezisemgangathweni kubafundi beBakala 1 - 9 ukwenzela ukuba abafundi baphume kwiCandelo leMfundo noQeqesho ngokuBanzi (<i>General Education and Training (GET) Band</i>) benezakhono zeelwimi nemathematika ezikumanganaba aphezulu ayimfuneko ukwandisa amathuba abo engqesho nawemfundo;	Ukwenziwa kweshedyuli yomsebenzi noqeqesho. Ngeeholide zikaJulayi ngo-2008, nangeempela-veki eziliqela ezilandelayo, iishedyuli zomsebenzi zenziwa ngamaqela ootitshala nangamagosa emfundo. Iishedyuli zomsebenzi zibandakanya amaBakala 1 - 6, zonke iiProgram zokuFunda neeNkalo zeziFundo. Banika ootitshala isikhokelo malunga nento emayifundiswe nendlela emayifundiswe ngayo – okungqinelana neemfuno zomgaqo-nkqubo nezePhulo leZiseko zlokuFunda (<i>Foundations for Learning Campaign</i>). Iishedyuli zomsebenzi zaziswa kubacebisi ngezekharityhulam yaye sekucwangciselwe iiseshoni zengxoxo. Kwenziwa njengangoku ukuguqulelwa kweeshedyuli zomsebenzi kwiAfrikansi nasesiXhoseni. Iishedyuli zomsebenzi zamaBakala 7-9 ziya kuqulunqwa ngoJulayi 2009.
1.3. Ukwandiswa kwenani labantu ababudala buyiminyaka eyi-15-17 ababhaliswe kwii-program ezikhokelela kwingqesho okanye ekufikeleleni kumaziko emfundo ephakamileyo;	likholeji zaye zakwandisa ukubhaliswa kwabafundi be-NC(V) ukusuka ku-5 974 ngo-2007 ukuya ku-10 800 ngo-2009.
1.4. Ukwandiswa kwenani labafundi abakwaziyo ukufikelela kwii-program ezenzelwe injongo ethile zeMfundo yaBadala noQeqesho (<i>Adult Basic Education and Training (ABET)</i>)	Amaziko amatsha avulwa eEden naseWest Coast kunye neziko elisisigxina eElsies River labhalisa abafundi ukusuka ngoFebruwari 2008 lo gama kusalungiswa isakhiwo. Iiklasi zabafundi be-ABET benqanaba 1 - 4 lisebenza ngokupheleleyo.

2. Ukulungisa ubugwenxa bexesha elidlulileyo (*redress*) nokwenza iimeko zilingane (*Equity*)

2.1. QIDS-UP: Ukuziswa kwenkxaso ezikolweni kwizikolo ezikumanganaba entlupheko 1 -3 kazwelonke, ukwandisa iziseko zophuhliso, ilayibrari, izinto zokufunda kunye nokufundiswa kwekharithulam kusetyenziswa iindlela ezithagethiweyo zongenelelo ngoncedo;	Izikolo eziyi-655 zizonke zaye zaphawulelwa unyaka-mali ka-2008/9. Oku kwenza ukuya kufikelela ku-100% kwezikolo ze-Q1-3 kweli phondo kwaye kubandakanya izikolo eziziisekondari eziyi-107 nezikolo eziziprayimari eziyi-546 ezikula manqanaba entlupheko. Isabelo sebhajethi sisonke sika-2008/09 sasiyi-R154,246 yezigidi siphawulelwe ukubonelela ngezi zibonelelo zoncendo zilandelayo: <ul style="list-style-type: none"> • Iikhemikhali zeFizikhali Sayensi nezixhobo zokufunda kwizikolo eziyi-90 – yi-R2,425 yezigidi • Iikhemikhali zezifundo zeSayensi zoBomi nezixhobo zokufunda kwizikolo eziyi-104 – yi-R5,5 yezigidi • Ukulungiswa kwezakhiwo nezixhobo nolondoloz lwazo kwizikolo eziyi-120 – yi-R46,5 yezigidi • Ukuphucula ukhuselo nokhuseleko kwizikolo ezingama-20– yi-R2,0 yezigidi
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	<ul style="list-style-type: none"> • I-Geographic Information Systems (GIS) kwizikolo eziziisekondari – iyi-R1,8 yezigidi • Izibonelelo zoncendo zaselayibrari nezinto zokufunda kwizikolo ezizi-655 – yi-R42,76 yezigidi • Ukuqeqeshwa kootitshala abayi-196 bezikolo eziziiprayimari nabezikolo eziziisekondari kulawulo lwelayibrari • Izixhobo zekhompuyutha, i <i>hardware</i> ne <i>software</i> kwizikolo ezizi-40 – yi-R7 yezigidi • Ukuvavanywa kwesikolo siphela (<i>whole school evaluation</i>) kwizikolo ezingama-30 – yi-R1,7 yezigidi • Iprogram yezinto ezenziwa emva kokufundisa (<i>extra-mural programme</i>) kwizikolo ebezisalingwayo ezizi-13 – yi-R5 yezigidi • Ukuqeshwa kwabasebenzi, izinto ezisetyenziswa ziphele, S&T, ukushicilela – yi-R3,446 yezigidi • Uthutho lwabantwana besikolo – yi-R30 yezigidi
<p>2.2 Izibonelelo zokhuseleko zezakhiwo/iimpawu zezikolo ezisemngciphekweni: ukuqeshwa kwamagosa abonelela ngezokhuseleko, i-CCTV kwizikolo eziziqatshelweyo, ukwanda kokuthatha inxaxheba ngqo nokunika inkxaso ezikolweni ngamalungu eNkonzo yaBaphathi aBakhulu (<i>Senior Management Service members</i>) nokomeleza amakhonkco onxibelelwano namahlakani (<i>partners</i>)</p>	<p>Uphononongo oluthe rhoqo lweemeko ezingayingozi luyaqhubeka kwizikolo ekujoliswe kuzo ukuphucula iziseko zokhuseleko ezingundoqo. linkqubo zokulungisa kwiimeko apho amanyathelo ezokhuseleko ayekelweyo ezikolweni ziyaqhubeka ukubekwa phambili ngokubaluleka – ezi nkqubo zilawulwa ngabaquzeleli kwii-ofisi zezithili zemfundo. Angaphezulu kwama-50 amagosa e-SRO asasazwe kwizithili. Ukungayi kwabafundi esikolweni nokutshunga isikolo kuyasonjululwa zii-SRO njengexalenye yephothifoliyo yomsebenzi. Iiprogram zeholide neekhempu zolutsha ziyavela kwakhona njengeenkqubo zongenelelo ngoncedo ezibalulekileyo apho ezi SRO bezibandakanyeka khona. I-CCTV kwizikolo eziziqatshelweyo: le projekthi isaqhubeka.</p>
<p>2.3. Ukugxila kwizikolo zeDinaledi: ukwandiswa kwezi zikolo ukwenzela ukuba zibonelele abafundi ngokufikelela kukhetho lwezifundo nakumathuba ababekade bewavinjiwe ngaphambili.</p>	<p>Ukubhaliswa kwabafundi ababekade bevinjwe amathuba kwiMathematika nakwiFizikhali Sayensi abakwizikolo zeDinaledi lande ngokuphindwe kabini kwiminyaka emihlanu edlulileyo, ngakumbi inani labafundi abamnyama abangamadoda nababhinjileyo abenza ezi zifundo. Ukwanda kwamanani abhaliswayo yinto ekugxilwe kuyo eqhubekayo. Inani lezikolo zeDinaledi landile ukuya ku-48, ngaphezulu kukho izikolo ekugxilwe kuzo ezizi-8 zeMathematika, iSayensi neThekhnoloji (MST). Izikolo zeDinaledi ne-SMT zenza i-1398 (17,4%) yethagethi yephondo yenqanaba eliphakamileyo lokupasa iMathematika nge-50% nangaphezulu. Abafundi abayi-761 (17.5%) bapase ngo-50% kwiFizikhali Sayensi nangaphezulu.</p>

3. Ukwenziwa komsebenzi ngempumelelo

	INKQUBELA EYENZIWEYO
<p>3.1 Ukuphunyezwa kwestraksha sezithuba zamacandelo kuhlenga-hlengiso lwabasebenzi beSebe i-WCED ukwenzela ukuba kuphunyezwe i-HCDS ngeyona ndlela nokuqinisekisa ukumelwa kweentlanga zonke. Uhlenga-hlengiso lwabasebenzi luya kwenza isebe lemfundo lisingathe bhetele iimfuno zezikolo.</p>	<p>Kulo nyaka uphantsi kophononongo abasebenzi abayi-283 abatsha baqalise kwizikhundla zabo kumacandelo ngamacandelo. Amacandelo ayi-14 kwayi-16 ngawokunika inkonzo kwaze kwasekwa iikomiti zee-ofisi zezithili zemfundo ezizi-49 ezintsha.</p>

4. Umgangatho

	INKQUBELA ESEYENZIWE
4.1. UKwenza uVavanyo lweSikolo siPhela (<i>Whole School Evaluation</i>) kwizikolo eziyi-30 (nokuyinxalenye yenkqubo yesebe liphela ukomeleza ukuphendula ngokwenzayo, umgangatho, njl. njl.)	UVavanyo lweSikolo siPhela lwaqhutywa kwizikolo eziyi-61 ekupheleni koMatshi 2009 – eziyi-31 zazo yayizizikolo ze-QIDS-UP. Kwathathwa inyathelo lokulungisa izinto kwizikolo eziyi-45 zezikolo eziphononongiweyo ukusuka ku-2006-2008 njengeniyathelo elilandelayo.
4.2. UkuPhuhlisa izakhono zeenqununu nootitshala ngokubhalisela kwabo isatifikethi semfundo se- <i>advanced certificate of education (ACE)</i> neeprogram zediploma i- <i>National Professional Diploma in Education</i>	Ngo-2008, iSebe iWCED labhalisa iinqununu eziyi-289, amasekela-nqununu neentloko zamasebe kwii-HEI zontathu kweli phondo liphela kwiACE ejongene nezobuNkokeli eZikolweni (<i>ACE for School Leadership</i>). Kwikota yokuqala ka-2009 sabhalisa abanye abali-100. ISebe iWCED ngoku linabafundi abayi-396 be-NPDE bonyaka wokuqala nowesibini ababhalise kwii-HEI zombini. Aba bafundi sebeye kwiiseshoni ezahluka-hlukeneyo zokufundiswa apha ekuhambeni konyaka. Ukongeza, malunga ne-520 yootitshala ababhalisa kwikota yokuqala bebhhalisela iiprogram ezahlukeneyo ze-ACE. Kwikota yokuqala ka-2009 iSebe iWCED labhalisa abafundi abayi-758 abangaphezulu kwiiprogram ezahlukeneyo ze-ACE.

5. Iziphumo

5.1. Ukuphucuka kolwazi lokufunda nokubhala nolwazi lokubala kwizikolo eziziprayimari	<p>1. Ilishedyuli zomsebenzi zamaBakala 1 - 6 kuzo zonke iiProgram zokuFunda zasiwa kuzo zonke izikolo zikarhulumente eziziprayimari eziqhelekileyo, ngokunjalo nakumagosa ee-ofisi zezithili zemfundo. Utitshala ngamnye wafumana iisethi yamaxwebhu ebakala lakhe.</p> <p>2. ULwazi lokuFunda nokuBhala noLwazi lokuBala</p> <p>a) Amagosa ayi-180 aqeqeshwa kangangeentsuku ezi-5 ngoFebruwari 2009 kwi-<i>"Balanced Language Approach"</i> ("kwiNkqubo yoLwimi evelela iiNkalo zonke") kulwazi lokufunda nokubhala. La magosa ayebandakanya bonke abacebisi ngezekharityhulam beSigaba sesiSeko se-ECD, abacebisi ngezekharityhulam beSigaba esiPhakathi (kwiingcali zeelwimi nabezifundo ngokubanzi) nabacebisi bokunika inkxaso ekufundeni (<i>learning support advisers</i>). Igosa ngalinye lafumana umqulu opholeleyo wezinto zokufundisa uqeqesho.</p> <p>b) Zonke ii-ofisi zezithili zemfundo zafundiswa ngokuqaliswa koNgenelelo ngoNcedo kwiLit Num kwizikolo eziyi-250.</p> <p>c) Kwaqaliswa ukuveliswa kwezinto zokuziqeqesha kwiMathematika.</p> <p>d) Kwaqalisa ngamalungiselelo nokucwangciselela uqeqesho lootitshala abavela kwizikolo ezikhethiweyo eziyi-250, ukusqala ngoJulayi 2009 ukuya phambili.</p> <p>3. Kwaqhutywa iimvavanyo zokuqaphela iingxaki eziqhutywa qho emva kweminyaka emibini (<i>WCED Grade 3 bi-annual diagnostic tests</i>) zeBakala 3 zeSebe i-WCED. Ulwazi lokufunda nokubhala lwabonisa ukuphucuka ukuya ku-50% kodwa ulwazi lokuBala alubonisanga kuba bhetele.</p>
5.2. Ukuxhaswa kwakhona ngemali kwazo zoyi-6 iikholeji ze-FET nenkxaso yokwanda kwazo okuqhubekayo	Ukuxhaswa kwakhona ngemali kuyancedisa ekuphuculeni izibonelelo ezikhoyo nasekongezeni izibonelelo zoncedo ezizimfuneko ekufundisweni kweeprogram ze-NC(V). Ukuxhaswa kwakhona ngemali kukhokelele ekuphuculweni kweziphumo ngokusemgangathweni kodwa kungekuko ukwandisa kokwenziwa komsebenzi. Umngeni ngoku kukufumana inkxaso-mali yokulondoloza nokwandisa ukuxhaswa kwakhona ngemali zokuphumeza iingqikelelo zokukhula zeekhohleji ze-FET.
5.3. Ukwakhiwa kweelebhu zeekhompyutha eziyi-200 ezihamba kunye nenkxaso.	Izibonelelo zeekhompyutha eziyi-215 zagqitywa.
5.4. Ukuqaliswa ngempumelelo kwe-NCS kwiBakala 12 ngo-2008.	Kubekho izikolo ezifundisa ngeMigqibelo nangeeholide zaqhubeka. Kwanikwa amaphepha angumzekelo emibuzo nabalingane bokufunda (<i>exemplar papers and study buddies</i>) – uvimba wokuhlaziya ulwazi –kuzo zonke izikolo. Iziphumo zoku zichazwe kwenye indawo.

ST001	ICANDELO LEMFUNDO YEPHONDO – Izinto eziphambili	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 lithagethi	2008/09 Eyona kanye
IMALI EYINGENISO (R'000)*					
	Isabelo esilinganayo	6,559,897	7,387,687	8,778,434	8,782,197
	Iigranti eziphuma ngokwemiqathango ethile	254,536	271,718	298,188	282,736
	Inkxaso-mali yabaxhasi (donors)i	0	0	0	0
	Ukuxhasa ngemali	81,633	47,000	105,000	105,000
	Ingeniso yethu	24,296	31,392	24,466	22,545
	ITOTALI	6,920,362	7,737,797	9,206,088	9,192,478
IINTLAWULO NGEPROGRAM (R'000)*					
	1 Ezolawulo	309,789	361,470	393,529	393,529
	2 Imfundo yezikolo zikarhulumente eziqhelekileyo (funda okanye ukwahlulwa kwayo phakathi)	5,601,575	6,221,983	7,424,023	7,410,535
	3 Inkxaso-mali kwizikolo ezizimeleyo	34,259	39,713	44,119	44,119
	4 Imfundo yezikolo zikarhulumente ezineemfundo ezizodwa zemfundo	389,112	434,325	510,390	510,390
	5 Imfundo noqeqesho oluqhubelekayo	271,048	317,228	367,191	367,190
	6 Imfundo noqeqesho lwabadala	23,539	25,821	26,838	26,838
	7 Uphuhliso lwemfundo yabaaqalayo	90,195	142,259	228,749	228,748
	8 Iinkonzo ezincedisayo nezinxulumene noko	200,845	194,998	211,249	211,129
	ITOTALI	6,449,244	7,737,797	9,206,088	9,192,478
IINTLAWULO EZIYA KWIMFUNDO YEZIKOLO ZIKARHULUMENTE EZIQHELEKILEYO (R'000)*					
	2.1 zikolo zikarhulumente eziziiiprayimari	3,119,550	3,503,102	4,094,738	4,085,516
	2.2 Izikolo zikarhulumente ezizisekondari	2,245,798	2,428,511	2,873,001	2,874,010

ST001	ICANDELO LEMFUNDO YEPHONDO – Izinto eziphambili	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagathi	2008/09 Eyona kanye
IINTLAWULO NGOKOKUHELEWA KWEZOOQOQOSHO (R'000)*					
	Iintlawulo zalo nyaka-mali	5,911,951	6,667,613	7,911,198	7,909,192
	Imbuyiselo yabasebenzi	5,253,453	5,904,035	7,089,690	7,089,690
	Ootishala	4,570,494	5,150,845	6,262,879	6,262,879
	Abasebenzi abangengabo ootishala	682,959	753,190	826,811	826,811
	Iimpahla neenkonzo kunye nezinye izinto kulo nyaka-mali	658,498	763,578	821,508	819,502
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	773,526	917,516	1,076,133	1,076,131
	Iintlawulo ze-capital assets	234,885	152,668	218,757	207,138
	ITOTALI	6,920,362	7,737,797	9,206,088	9,192,461
UKUQESHWA KWABASEBENZI					
	Inani labasebenzi (abaqeshwe kwinkonzo karhulumente)	30 491	31 462	30 729	31 401
	Inani labasebenzi abangengabo ootishala (abaqeshwe kwinkonzo karhulumente)	7 974	9 112	8 280	8 750
UBHALISO KWINQANABA LOKUFUNDA OKUNYANZELEKILEYO					
	Abafundi abaminyaka yobudala eyi-7 ukuya kweyi-14 kwizikolo zikarhulumente eziqhelekileyo	599 112	599 890	596 000	602 646
	Abafundi abaminyaka eyi-7 ukuya kweyi-14 kwizikolo zikarhulumente ezineemfuno zemfundo ezizodwa	7 413	5 732	6 687	6 143
	Abafundi abaminyaka yobudala eyi-7 ukuya kweyi-14 bezikolo ezizimeleyo	16 072	13 370	16 080	17 046
	IYONKE	622 597	618 992	618 767	625 835
UBHALISO KWINQANABA ELIQTITHILEYO KWELINYANZELEKILEYO					
	Abafundi abaminyaka yobudala eyi-15 ukuya kweyi-17 kwizikolo zikarhulumente eziqhelekileyo	193 834	192 343	196 000	189 474
	Abafundi abaminyaka yobudala eyi-15 ukuya kweyi-17 kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	6 452	6 935	8 568	7 772
	Abafundi abaminyaka eyi-15 ukuya kweyi-17 kwizikolo ezizimeleyo	4 823	3 884	4 825	7 047
	Abafundi abaminyaka eyi-15 ukuya kweyi-17 kwikholeji ze-FET	3 593	3 593	4 300	4 000
	ITOTALI	208 702	206 755	213 693	208 293

ST001	ICANDELO LEMFUNDO YEPHONDO – Izinto eziphambili	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagethi	2008/09 Eyona kanye
INANI LABAFUNDI					
	Abafundi abaminyaka yobudala eyi-7 ukuya kweyi-14	690 806	704 444	704 444	704 444
	Abafundi abaminyaka yobudala eyi-15 ukuya kweyi-17	250 644	256 755	256 755	256 755
► IMILINGANISELO YENTSEBENZO					
	► PM001: Ipesenteji yabantwana abakwiminyaka yobudala obunyanzekileyo bokuhamba isikolo abayayo esikolweni	98.4%	99.1%	99.2%	99.2%
	► PM002: Ipesenteji yolutsha olungaphezu kobudala obunyanzekileyo bokuhamba isikolo oluyayo esikolweni nakwamanye amaziko emifundo	84.7%	82.3%	83%	83%
	► PM003: Inkcitho karhulumente kwabona bafundi bahlwempuzeke kakhulu njengepesenteji yenkcitho karhulumente kwabona bafundi bangahlwempuzekanga	102.9%	106.8%	102.9%	103.8%
	► PM004: Iminyaka yokufundiswa kuye ngamnye opasileyo kwi-FETC (NSC) nganye	Amaphondo atakwazi ukuyibala le PM ngoku kuba oovimba bedatha echanekileyo bengafumaneki. Kusafuneka kwenziwe olunye uphando.			
	► PM005: Elona bakala lesikolo lingumndilili lipasiweyo ngabantu abadala kuluntu	9.5	9.4	9.5	9.6
	► PM006: Ireyithi yolwazi lokufunda nokubhala lwabadala	95.1%	95.6%	95.7%	95.7%
	Oovimba bedatha: INgcaciso yeBhajethi yePhondo (2008) [Amanani ezemali ka-2007/08 ziingqikelelo ezihlengahlengisiweyo]: Ipesali [2006 kunye namanani ka-2007 abaqeshwa abhekiselele kuJulayi noFebruwari ngokulandelelanayo]; EMIS [Amanani obhaliso kwizikolo zikarhulumente ezizimelelyo ezizimelelyo zona zenziwe ngeSaveyi yoNyaka ka-2008]; amanani oluntu anikezwe yi-DoE ethathwa kwi-GHS ka-2006. Amanani amalunga nabasebenzi abaqeshwe kwinkonzo karhulumente abakule thebhile nazo zonke ezinye izinto ezenzekayo ezizimelelyo zibonisa ukubalwa kwabaqeshwa abakhetshelwa ukuba basigxina okanye baqeshwe okwethutyana) kwithuba elithile apha enyakeni.				
	Qaphela: Yonke imilinganiselo yentsebenzo, ngaphandle kwe-PM003 ne-PM004, isekelwe kwidatha yangaphakathi: ezi zisampula kuphela kwaye amanani alandelayo aya kukhutshwa kuphela ngoJulayi 2009, ngoko ke idatha oku kwayo ayikho ntsha. Amanani asengahluka kancinane kulawo okubhaliswa kwabafundi kwenye indawo.				
	*Ithagethi yeNkcitho ka-2008/09 luHlalo lwaBiwo-mali lokuGqibela lwamanani ka- 2008/09				

ST002		ICANDELO LEMFUNDO YEPHONDO – Utyalo-mali kuphuhliso lwezakhono zabasebenzi (2008/09)							
	<i>Iprog 1 Ezolawulo</i>	<i>Iprog 2 POS</i>	<i>Iprog 3 EziZimeleyo</i>	<i>Iprog 4 IMfundo eneemfundo eziZodwa</i>	<i>Iprog 5 FET</i>	<i>Iprog 6 ABET</i>	<i>Iprog 7 ECD</i>	<i>Itotali</i>	
Inkcitho (ngamawaka ee-R)	21,870	37,147	-	-	-	-	-	59.017	
Abaqeqeshwa	12,669	19,373	-	-	-	-	-	31,042	
Ootitshala	8,008	18,570	-	-	-	-	-	26, 578	
Iiprogram zokuxhobisa ngezakhono	2,235	13,828						16,063	
Uqeqesho ngezotshintsho kwikharithulam	2,069	3,650	-	-	-	-	-	5, 679	
Olunye uqeqesho labakwinkonzo	3,739	504	-	-	-	-	-	4243	
Uqeqesho ngeze-HIV/AIDS	-	245	-	-	-	-	-	245	
Abasebenzi abangengabo ootitshala	5,033	1,662	-	-	-	-	-	6,695	
<p>Qaphela: Le thebhile ibonisa yonke incitho yamasebe kuphuhliso lwezakhono zabasebenzi besebe lemfundo. Ibandakanya incitho zabaqeqeshi abaqeshwe lisebe lemfundo. Utitshala usengabalwa kabini ukuba, umzekelo, utitshala ebeye kuqeqesho lwekharithulam nolwe-HIV/AIDS ebudeni bonyaka lowo uchaphazelekayo. Nakuba kunjalo, amaxabiso abhalwa kumgca othi 'ootitshala' awubonakalisi nakuphi na ukubalwa kabini kootitshala.</p> <p>Qaphela: Incitho zophuhliso lwezakhono zabasebenzi zibandakanyiwe kwiiprogram ezincinane. Nakuba kunjalo, akukho mgaqo ekunokuthi ngawo ukurekhodwa kwenkcitho Eyona kanye enxulumene nomntu othile kunokwabiwa ngawo phakathi kweiprogram ezincinane zophuhliso lwabasebenzi, iimali zinikezwa kuphela kuphuhliso lwezakhono zabasebenzi kwiProgram 1: kwezolawulo nakwiProgram 2: yezikolo zikarhulumente eziqhelekileyo.</p> <p>Uvimba wedatha: ICandelo loPhuhliso lwaBasebenzi LwangaPhakathi, e-WCED</p>									

Imilinganiselo yentsebenzo	
<p>► PM001: Ipesenteji yabantwana abakubudala bunyanzelekileyo bokuhamba isikolo abayayo esikolweni lthagethi eyafikelelwayo.</p> <p>Kwiminyaka emihlanu edlulileyo kuye kwakho ubhaliso phantse kwilizwe lonke kwabeBakala 1 eNtshona Koloni nothatho-nxaxheba ngokubanzi kuyaqhubeka kwimfundo yaseprayimari. Ngamanye amazwi, uninzi lwabantwana baseNtshona Koloni abaphakathi kweminyaka eyi-7 neyi-14 babhalisiwe kule nkqubo yemfundo kwinqanaba lebakala elingaphezulu okanye elinganeno. Nakuba kunjalo, kukho ukwehla kubhaliso lwabafundi emva kweBakala 10.</p>	
<p>► PM002: Ipesenteji yolutsha olungaphezulu kobudala obunyanzelekileyo bokuhamba isikolo oluyayo nakwamanye amaziko emfundo</p> <p>Lo mlinganiselo uxhomekeke kwidatha esuka kwiSaveyi ngokuBanzi yaMakhaya (<i>General Household Survey</i>). Idatha ehlaziyiweyo iya kupapashwa ngoJulayi 2009. Kwesi sigaba ke ngoko sirekhoda ukuba eli phondo likwithagethi yokuphumeza lo mlinganiselo.</p> <p>Amanani obhaliso ezikolweni kwabeBakala 12 abonisa ukwanda okungephi ngo-2008 nalapho inani elininzi labhalisayo ukususela ngo-1994 (43 470) – kwande nge-846 ngo-2007. Ngokufanayo kukho abafundi abaninzi nge-1881 kwiBakala 11 (63 819 xa kuthelekiswa ne-61 938 ngo-2007. Umngeni uya kuba kukubagcina beqhubeka nokufunda abaninzi kangangoko kwisistim. Ngokupheleleyo kukho ukuphucuka kumashumi amathathu ekhulwini abafundi ababebhalise kwiBakala 1 bayokufika kwiBakala 12 (ngo-1994) ukuya kutsho kufutshane nesiqingatha ngo-2008. Kwakuba nje kusetyenziswa isistim ye-FETMIS kuya kubakho idatha ethembeke ngakumbi yabafundi abaye bakhetha ukufikelela iiprogram zeekholeji ze-FET. Idatha engabekwanga sweni ibonisa ukuba kukho ubungqina obuthembisayo obuvelayo : ngo-2004 kwakukho abafundi beekholeji abayi-4444 abazigqiba ngempumelelo iziqinisekiso zemfundo ezipheleleyo; amanani ka-2008 ngu-26 363; abafundi ababhaliswa kwiinkqubo zokubaqhelanisa nomsebenzi zeekholeji ze-FET (<i>FET college based learnerships</i>) zanda ukusuka ku-648 ngo-2004 ukuya ku-4525 ngo-2008; likholeji ze-FET zafundisa iiprogram ezingaphezu kwe-700 ezinxulumene nemizi-mveliso ngo-2008. Amanani abafundi abaphumelela kwizifundo ezifutshane akhulile ukusuka ku-965 ukuya ku-3622 ngo-2008.</p>	

Imilinganiselo yentsebenzo

► PM003: Inkcitho karhulumente malunga nabafundi abathwaxwa mpela yintlupheko njengepesenteji yenkcitho karhulumente kubafundi abangahlwempuzekanga kuyaphi

Senze sagqitha kwiithagethi zethu ze-102.9% nakwiithagethi zikazwelonke ezingu-100%.

Inkcitho kwezemfundo kweli phondo ikhule ngento, ngokomndilili, eyi-12.5 yepesenti ngonyaka ngokwamanani angumlinganiselo ukusuka ku-2005/06. Nangona ezemfundo zifumana isixa sebhajethi yephondo, isabelo sayo sitshintshile ukusuka ku-35.1 yepesenti ngo-2008/09 ukuya kutsho kwi-35.7 yepesenti ngo-2009/10. Inani nodidi lwabafundi ngabona benzi beendleko abaphambili ekwabeni kwebhajethi yeSebe leMfundo. Abafundi bafumaneka kwizigaba ezithandathu ezibonelelwa ngemali: abakwiBakala R, abakwisikolo esiyiprayimari, abakwisikolo esiyisekondari, abafundi abaneemfuno zemfundo ezizodwa, (*learners with special needs*) (LSEM), abafundi beekholeji ze-FET nabafundi abakumaziko emfundo abadala.

Ukususela oko kwaqaliswa uMgaqo-nkqubo weZikolo ezingaBizi Fizi (*No-Fee Schools Policy*) ukuqala kowe-1 Meyi 2006, izikolo eziyi-654, ezinabafundi abayi-345 000 okanye i-37.9% yabo bonke abafundi, ngabafundi abangahlawuli zifizi.

Ukwanda ngamandla kwezithuba zootitshala kube negalelo elibonakalayo ekuphucukeni komyinge wabafundi kutitshala ngamnye, nekuyinto ebalulekileyo ekuzisweni kwemfundo esemgangathweni. Ekuqaleni konyaka wekhalenda ka-2008, kwakukho 30 872 yezithuba zootitshala ezazivunye ngokusesikweni. Oku kubandakanya ama-50 ootitshala beMathematika/beSayensi abongezelelweyo abaye baqeshwa kwiZikolo zeDinaledi, ootitshala abayi-21 abongezelelweyo baqeshwa kwizikolo ezahluka-hlukeneyo ekugxilwe kuzo nakwizithuba eziyi-70 ezaye zabelwa ii-ofisi zezithili zemfundo kulungiselelwa uludwe ngokubanzi lweenkqubo zongenelelo lokuphuhlisa imfundo kwizikolo ezihlelelekileyo. IProgram yokuNcedisa ukuFundisa yaqesha abancedisi bokufundisa kwizikolo eziyi-163. Ngo-2008 elinye inani lezithuba ezongezelelweyo zaye zandiswa nge-747 yezithuba, oko kwandisa u-30 872 ukuya ku-31 619.

► PM004: Iminyaka yokufundiswa kuye ngamnye opasileyo kwi-FETC (NSC) nganye

Le sethi yedatha ayifumaneki kwaye nalo Mlinganiselo weNtsebenzo uye ngenxa yoko wasuswa kuluhlu lukazwelonke luka-2009/10 nangaphaya koko

► PM005: Umndilili welona bakala lemfundo yesikolo iphakamileyo ezuzwe ngabadala

Lo mlinganiselo uxhomekeke kwidatha evela kwiGeneral Household Survey. Idatha ehlaziyiweyo iya kukhutshwa ngoJulayi 2009. Ukuza kuthi ga ngoku ke ngoko sirekhoda ukuba eli phondo likwithagethi yokuphumeza lo mlinganiselo.

Lo msebenzi wenziwe esikolweni, kwikholeji ye-FET nakumacandelo e-ABET uyadibana ukwenza iNjongo eLinganisekayo (*Measurable Objective*). Ukwanda okuqhubekayo nokwahlukana kweeprogram ezifundiswayo nezo zifumanekayo, umzekelo kwezentsebenziswano nabezoshishino (*partnerships*), ilawulwa kukuqondwa kweemfuno ezo zecandelo kwaye kudla ngokulawulwa yinkxaso-mali ye-SETA naziindlela ezikhethwayo zokuqhelanisa abafundi nomsebenzi (*learnerships*).

► PM006: Ireyithi yolwazi lokufunda nokubhala lwabadala

Abafundi abathile abayi-6025 babhaliselwa iphulo le-*Kha Ri Gude*. Abafundi bazigqibile iiphothifoliyo zabo kwaye ngokuba balindele izatifikethi zabo zolwazi abalufumeneyo (*competence*), eziya kubenza ukuba bakwazi ukufikelela kuMaziko eMfundo yoLuntu kwiNqanaba 2.

9.1 Iprogram 1: Ezolawulo

Injongo yeprogram

Ukubonelela ngolawulo olupheleleyo nenkxaso kwisistim yemfundo ngokungqinelana noMthetho woMgaqo-nkqubo weMfundo kaZwelonke, uMthetho woLawulo lweMali kaRhulumente, (*National Education Policy Act*) UMthetho woLawulo lweMali kaRhulumente (*Public Finance Management Act*) neminye imigaqo-nkqubo efanelekileyo

Iprogram yezolawulo inezi program zisekelayo (*sub-programmes*) zilandelayo:

I-Ofisi ye-MEC

ibonelela ngokusebenza kwe-ofisi yeLungu leSigqeba soLawulo (*Member of the Executive Council*) (*MEC*) lezeMfundo *linkonzo zeZiko*

- zibonelela ngeenkono zolawulo ezingajolise ngqo kwinkqubo yemfundo

Abaphathi bemfundo

- babonelela ngeenkono zemfundo kwinkqubo yemfundo

Uphuhliso lwezakhono zabasebenzi

- Apha kubonelelwa ngophuhliso lwezakhono zabasebenzi kubasebenzi abaqeshwe kwandlunkulu

ISistim yoLawulo lweNgcaciso yezeMfundo (Education Management Information System (EMIS))

- Ibonelela ngolawulo lwengcaciso yezemfundo ngokungqinelana noMgaqo-nkqubo weNgcaciso yeMfundo kaZwelonke (*National Education Information Policy*)

Iziphumo ezilinganisekayo

Ezi njongo zilandelayo zinokulinganiseka (▲) nemilinganiselo yentsebenzo (▶) enxulumene neProgram 1: yezoLawulo:

	linjongo ezilinganisekayo	Imilinganiselo yentsebenzo
Ubuchule	▲ Ukudala ulawulo olunempumelelo kuwo onke amanqanaba enkqubo yemfundo	▶ PM101: Ipesenteji yezikolo eziyisebenza iSistim yokuLawulwa nokuPhathwa kwezikolo ▶ PM102: Ipesenteji yezikolo ekunokuqhagamshelwana nazo ngekhompyutha lisebe lemfundo ▶ PM103: Ipesenteji yabamnyama ababhinqileyo abakwizikhundla zolawulo eziphezulu
	▲ Ukuphumeza ukwabiwa kangangoko kwezibonelelo zemali, zezakhiwo nabasebenzi kwisistim iphela	▶ PM104: Ipesenteji yenkcitho yalo nyaka eya kwizinto ezinganxulumananga nabasebenzi

IProgram yokuphuhliswa kwemigaqo-nkqubo ngonyaka-mali ka- 2008/09

ST101	EZOLAWULO – Imiba ephambili	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
IINTLAWULO ZEEPROGRAM EZISEKELEYO (R'000)*					
1.1	I-Ofisi yoMphathiswa (MEC)	3,445	3,829	3,522	3,522
1.2	Iinkonzo zeziko	150,717	186,652	214,259	214,259
1.3	Ulawulo lwezemfundo	130,278	142,806	136,384	136,384
1.4	Uphuhliso lwezakhono zabasebenzi	10,307	12,215	17,078	17,078
1.5	I-Sistim yoLawulo lweNgcaciso yezeMfundo (Education Management Information System) (EMIS)	15,042	15,968	22,286	22,286
ITOTALI		309,789	361,470	393,529	393,529
IINTLAWULO NGOKUHELELWA KWEZOQOQOSHO (R'000)*					
	Iintlawulo yalo nyaka	254,379	324,340	327,798	327,798
	Imbuyiselo yabasebenzi	140,652	170,919	192,440	192,440
	Ootitshala	29,538	35,893	86,367	86,367
	Abasebenzi abangengabo ootitshala	111,114	135,026	106,073	106,073
	Iimpahla neenkonziso kunye nezinye zalo nyaka	113,727	153,421	135,358	135,358
	Ukuhlawulwa kweemali ngoomatshini kunye nenkxaso-mali	44,806	25,775	34,841	34,841
	Iintlawulo ze-capital assets	10,604	11,355	30,890	30,890
ITOTALI		309,789	361,470	393,529	393,529
UKUQESHWA KWABASEBENZI					
	Inani lootitshala (abaqeshwe ngurhulumente)	123	170	164	131
	Inani labangengabo ootitshala (abaqeshwe ngurhulumente)	736	1 237	800	858
IINKUKACHA-MANANI NGEESISTIM ZEZOLAWULO					
	Inani lezikolo ezine-SAMS (a)	1 452	1 452	1 455	1 452
	Inani lezikolo ezine-imeyili	1 420	1 427	1 455	1 450

ST101	EZOLAWULO – Imiba ephambili	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
	IMILINGANISELO YENTSEBENZO				
	▶ PM101: yezikolo ezisebenzisa iSistim yoLawulo nokuPhathwa kweSikolo (School Administration and Management System)	100%	100%	100%	100%
	▶ PM102: Ipesenteji yezikolo ekunokuhagamshekwana nazo ngekhompyutha lisebe lemfundo	97.8%	98.3%	100%	98.30%
	▶ PM103: Ipesenteji yabafazi abantsundu (abaphezulu)** abakwizikhundla zokulawula	12.5%	28.8%	30.80%	28.8%
	▶ PM104: Ipesenteji yenkcitho yalo nyaka-mali eya kwizinto ezingezozabasebenzi	21.4%	22.2%	22.9%	21.1%
	**Ithagethi yenkcitho ka-2008/09 yimali esetyenziswe yonke licandelo elo labelwe imali kunyaka-mali ka- 2008/09 **Qaphela: Kwi-APP 2008/2010 igama elithile "omkhulu/ ophetheyo" alizange lifakwe. Kuxwebhu olunguvimbe lwe-PFMA kukho ukungangqinelani kwesigama ngokuphathelile kule nkcazelo.				

ST-102	EZOLAWULO – Inkcitho ngokomba ngamnye (2008/09) R'000								
	1 Ezolawulo	2 POS	3 Ezizimeleyo	4 EzeMfn zeMfnd eziZdw	5 FET	6 ABET	7 ECD	8 Ezincedisayo	Itotali
Iintlawulo zalo nyaka-mali	335,947	6,780,678	-	414,963	200,850	4,803	67,715	112,552	7,917,508
Imbuyiselo yabasebenzi	192,440	6,164,427	-	411,090	200,850	4,487	53,202	63,194	7,089,690
Ootitshala	86,367	5,601,008	-	328,379	169,098	3,618	53,202	21,207	6,262,879
Imivuzo nemirholo	75,074	4,880,140	-	285,274	151,326	3,454	45,436	19,365	5,460,069
Inkxaso yabantu	11,293	720,868	-	43,105	17,772	164	7,766	1,842	802,810
Abangafundisiyo	106,073	563,419	-	82,711	31,752	869	-	41,987	826,811
Imivuzo nemirholo	95,797	486,363	-	71,261	26,901	772	-	37,352	718,446
Inkxaso yabantu	10,276	77,056	-	11,450	4,851	97	-	4,635	108,365
Iimpahla neenkonz	129,701	615,259	-	3,873	-	317	14,513	49,358	813,020
Uluhlu lweempahla	13,789	296,698	-	5	-	33	1,227	15,933	327,685
Izixhobo zokuncedisa ekufundiseni	163	188,302	-	-	-	-	1,223	537	190,225
Izinto zokubhala namaphepha kunye nokushicilelweyo	4,390	3,769	-	3	-	5	4	5,603	13,774
Ezinye	9,236	104,627	-	2	-	28	-	9,793	123,686
Abacebisi, iikhontraka nezinye inkonzo ezizodwa	18,409	1,786	-	-	-	-	100	1,865	22,160
Izixhobo ezixabisa ngaphantsi kwe-R5,000	2,366	12,825	-	135	-	-	1,590	37	16,953
Ukulondolozwa kwezakhiwo	2,362	98,123	-	-	-	3	-	29	100,517
Iindawo eziqeshiswayo ezikhoyo	1,826	1,111	-	-	-	-	-	3,357	6,294
Ukuthuthwa kwabafundi	22	112,412	-	-	-	4	-	1	112,439
Ezinye iimpahla neenkonz	90,927	92,304	-	3,733	-	276	11,596	28,136	226,972
Imali-nzala kwirenti yomhlaba	-	-	-	-	-	-	-	-	-
Imali-nzala	-	-	-	-	-	-	-	-	-
Ukusetyenziswa kwemali kwiimpahla nakumatyala	-	-	-	-	-	-	-	-	-
Inkcitho engagunyaziswanga	5,657	-	-	-	-	-	-	-	5,657

ST-102	EZOLAWULO – Inkcitho ngokomba ngamnye (2008/09) (iyaqhubeka)									
	1 Ezolawulo	2 POS	3 Ezizimeleyo	4 EzeMfnd eneMfn eziZodwa	5 FET	6 ABET	7 ECD	8 Ezincedisayo	Itotali	
Iintlawulo ngoomatshini neenkxaso-mali	34,841	454,906	44,119	95,427	166,340	22,035	161,033	98,422	1,077,123	
Omasipala										
ii-arhente zeSebe leMfundo nee-akhawunti										
Amaziko angenzi ngeniso	31,059	436,179	44,119	93,919	135,407	22,020	160,895	97,852	1,021,450	
Izikolo eziphantsi kwesiQendu 21	-	243,080	-	-	-	-	-	-	243,080	
I-LTSM										
Izixhobo ezilulutho		243,080							243,080	
Ukulondolozwa kwezinto										
Iinkonzo ezenziweyo										
Amanye amaziko emfundo	31,059	193,099	44,119	93,919	135,407	22,020	160,895	97,852	778,370	
Izinto ezisetyenziswa zikhawuleze ziphele	3,782	18,727	-	1,508	30,933	15	138	570	55,673	
Iintlawulo zee-asethi ezizimpahla	30,890	175,943	-	-	-	-	-	155	206,988	
Izakhiwo nezinye iziseko ezimiliselweyo	-	162,455	-	-	-	-	-	-	162,455	
Izakhiwo	-	-	-	-	-	-	-	-		
Iihoste										
Izikolo ezitsha										
Iiklasi ezongeziweyo										
Ezinye izinto ezongeziweyo										
Ezinye izinto										
Ezinye iziseko ezimiliselweyo		162,455							162,455	
Oomatshini nezixhobo zokusebenza	22,014	11,688	-	-	-	-	-	155	33,857	
Izixhobo zezothutho										
Abanye oomatshini nezixhobo	22,014	11,688						155	33,857	
Ii-software nezinye ii-asethi ezingaphathekiyo	8,876	1,800							10,676	
ITOTALI EPHELELEYO	393,529	7,410,535	44,119	510,390	367,190	26,838	228,748	211,129	9,192,478	

Imilinganiselo yentsebenzo

► **PM101:** Ipesenteji yezikolo ezisebenzisa iSistim yokuLawulwa nokuPhathwa kweSikolo (*School Administration and Management System*)

Ithagethi iye yafikelelwa. Nakubeni ingezizo zonke izikolo kanye ngqo ezinayo iSistim yokuLawulwa nokuPhathwa kweSikolo (*School Administration and Management System*) (*SASAMS*) esetyenziswayo, zonke izikolo zineSistim yoLawulo lweNgcaciso yezeMfundo kwaNdlunkulu (*Central Education Management Information System*) (*CEMIS*) emiselweyo. ISEBE IWCED ifumene ukuvunywa yi-DoE ukwenza uqhagamshelwano ivunywe isigunyaziso esivela kwi-DoE ukuba yenze uqhagamshelwano phakathi kwe-CEMIS neSASAMS. Esi senzo siya kuvumela ukudityaniswa kwe-SASAMS ne-CEMIS. Le sistim yokulawulwa kwezikolo kazwelonke (*SASAMS*), yenziwe ngendlela apha evumela ukuba isetyenziswe kwikhompyutha ukuyihlanganisa nesistim yokulandela inkqubo yomfundi kwimfundo (*learner tracking system*). I-i-SAMS ifanele ukuba ilingwe ekuyeni kuphela ko-2009.

► **PM102:** Ipesenteji yezikolo ekunokuqhagamshelwana nazo ngekhompyutha liSebe leMfundo

Nangona zingaphezulu kwe-98% izikolo ekunokuqhagamshelwana nazo ngekhompyutha, intsalela ayikabi nazo iziseko zonxibelelwano lwekhompyutha zangoku kweli phondo, kwaye ezinye zifumana ukubelwa izixhobo zokusebenza ngeengcingo zekopolo. Kuye kwaphononongwa izisombululo ezizezinye kwaze kwavunyelwana ngesisombululo ezingabandakanyi kusebenzisa ngcingo (*wireless solution*) nesiqatshelwe njengesifanelekileyo. Ngenxa yoku ikomiti ejongene nezobugcisa ye-WCED yaye yaqulunqa isicwangciso se-*Wide Area Network* sezikolo esiya kwenziwa nge-*SITA last mile tender T599*. Injongo yesi sicwangciso se-WAN kukuba kubekho uqhagamshelwano oluyi-100% kuzo zonke izikolo zikarhulumente nokuphucula uqhagamshelwano olungekho semgangathweni ngokubonelela ngoqhagamshelwano olukhawuleza kakhulu ukulungiselela ukufikelelwa lula kwekhompyutha kubo bonke abasebenzisi, kungaqatshelwanga ndawo abakuyo, o.k.t. abasezidolophini okanye emaphandleni.

► **PM102:** Ipesenteji yababhinqileyo abamnyama abakwizikhundla zolawulo eziphezulu

Ngokwefomyula yokubala umyinge (*ratio*), iSebe iWCED ngoku igqithisile kwithagethi yephondo ngokuphathelele kulo mba. Ngoku sine-15 yababhinqileyo abamnyama abakwizikhundla eziphezulu eziyi-52.

► **PM104:** Ipesenteji yenkcitho yalo nyaka-mali eya kwizinto ezingaphathelelanga kubasebenzi

Amxabiso kuzwelonke akumyinge we-10% - 20% alindelekile. ISEBE IWCED isebenzise i-21,2% enkcitho yalo nyaka-mali kwizinto ezingaphathelelanga kubasebenzi, engaphantsi kwethagethi eyi-23,6%. Oku kwenzeka ubukhulu becala ngenxa yokusetyenziswa kweemali ukubuyekeza abaqeshwa ukuze kusetyenziswe isiGqibo 1/2007 se-PSCBC ne-OSD yootitshala.

Imingeni eyodwa neendlela zokuyisombulula

Umngeni 1: Ukuhlanganiswa kwizinto ezahlukeneyo zokuqinisekisa umgangatho namanyathelo okuphendula ngokwenzayo ngumngeni omkhulu kwiSebe iWCED. Kubalulekile ukuqinisekisa ukuba la manyathelo akhokelela ekuphucukeni kokufunda nokufundisa kwaye akabonwa njengezinto ekuphelelweyo kuzo ukuba mazenziwe.

Impendulo kumngeni 1

ISEBE IWCED ilawulwa ziinkqubo eziziintlobo ngeentlobo zokubeka esweni, ukuphonononga nokucacisa malunga noko ukwenzayo. Ezi zibandakanya ezi zinto zilandelayo:

- Ukuphicothwa kweenkqubo zolawulo lwemali okwenziwa qho ngonyaka, oko kusenziwa yi-ofisi yoMphicothi Ncwadi-Jikelele wephondo. ISebe leMfundo kufuneka liphucule kumgangatho wolawulo lwemali ukugcina umgangatho wokuphicothwa kwengxelo-mali okungenamakhwiniba;
- Ukuvela qho kwiiseshoni zeKomiti yemiCimbi yeMfundo (*Education Portfolio Committee*) neKomiti esisiGxina yemiCimbi yezemali kaRhulumente (*Standing Committee on Public Accounts*) kwiPalamente yePhondo;
- Iintlanganiso (okanye iindibano zokunika ingcaciso) nabathathi-nxaxheba kwezemfundo abaziindidi ngeendidi eziqhubeka ngamathuba ngamathuba ezenziwa yi-MEC kunye neNtsumpa-Jikelele ngelokwabelana ngolwazi malunga nezakutshanje kwezemfundo, okanye ukuva nje malunga neengxaki ootitshala nabaphathi bezikolo abahlangana nazo;
- Uxanduva lokufaka ingxelo yayo yonyaka ngezinto ezenzayo kwiNdlu yoWiso-mthetho. Uxwebhu oluyiNgxelo yoNyaka lungafikelelwa luluntu ngokubanzi kwaye luvumela ukuba bonke abasebenza ngemfundo babeke esweni izinto eliphumelelayo okanye elingaphumeleliyo ukuzenza iSebe leMfundo, ngokuphathelele kwisigunyaziso somthetho nemigaqo-nkqubo kunye nezicwangciso zayo; kunye
- Nokuthi rhoqo kubekwe esweni nokuphononongwa liCandelo lokuQinisekiswa kweMigangatho kwisebe lemfundo.

Imiba efuna ingqwalaselo qho

Ungenelelo ngoncedo oluthe rhoqo oluphathelele ekuqeqeshweni kwamalungu ekomiti yokulawulwa kwesikolo (*school management team*) (*SMT*) lubandakanya ukulawula ezekharithulam, ukukhuthaza ukuziphatha kakuhle kwabafundi, ababhinqileyo abaziinkokeli, ulawulo lomgaqo-nkqubo, imfundo ebandakanya bonke abafundi (*inclusive education*), ukulawulwa ngendlela ebanzi yokulawulwa kwe-HIV/AIDS neminye imingeni ephathelele kuphuhliso lwengqondo nolwentlalo olujongene noluntu oluyinxalenye yesikolo kwanokwaziswa ngezilungiso zakutshanje kwimithetho nakwizisombululo ezisayiniweyo.

9.2 IProgram 2: IMfundo yeZikolo zikaRhulumente eziQhelekileyo

linjongo zeProgram

Kukubonelela ngemfundo eqhelekileyo ukusuka kumaBakala 1 ukuya kwele-12 ngokoMthetho weZikolo waseMzantsi Afrika, ngo-1996

Iprogram yeMfundo yeZikolo zikaRhulumente eziQhelekileyo iqulathe ezi program zilandelayo:

Izikolo eziziiprayimari zikarhulumente

- o Ukubonelela izikolo ezithile eziziiprayimari eziqhelekileyo zikarhulumente ngezibonelelo eziyimfuneko zesigaba samaBakala 1 ukuya kwele-7

Izikolo eziziisekondari zikarhulumente

- o ukubonelela izikolo ezithile eziziisekondari ngezibonelelo eziyimfuneko kwisigaba samaBakala 8 ukuya kwele-12

Iinkonzo zokuqeqeshelwa umsebenzi

- o ukubonelela ootitshala nabafundi ngezikolo zikarhulumente eziqhelekileyo oko kukhatshwa ziinkonzo zenkxaso ezenziwa lisebe

Icandelo lophuhliso lwezakhono zabasebenzi

- o ukubonelela ngezokuqeqeshelwa umsebenzi nokunye ukuphuhliswa kootitshala kunye nabo bangengabo ootitshala kwizikolo zikarhulumente eziqhelekileyo

Icandelo leprogram yesizwe yesondlo ezikolweni

- o Ukubonelela abo baqatshelwe njengabathwaxwa yintlupheko nabalambileyo abakwizikolo eziziiprayimari zikarhulumente eziqhelekileyo ngokutya okungephi abaya kukufuna ukuze bafunde ngempumelelo esikolweni

linjongo ezilinganisekayo

Ezi njongo zilandelayo ziyalinganiseka (▲) nemilinganiselo yentsebenzo (▶) iphathelele kwiProgram 2: IMfundo yeSikolo sikaRhulumente esiQhelekileyo:

	linjongo ezilinganisekayo	Imilinganiselo yentsebenzo
Ukufikelela	▲ Kukubonelela ngokufikelela kwisistim yokufunda kwizikolo zikarhulumente eziqhelekileyo ngokungqamene nomgaqo-nkqubo	▶ PM201: Ipesenteji yeentsuku zabafundi ezibonelelwa yiprogram yesondlo esikolweni ▶ PM202: Ipesenteji yabafundi abakwizikolo eziqhelekileyo zikarhulumente abanemfundo eneemfuno ezizodwa
Ukufaneleka	▲ Kukumisela iziseko zophuhliso ezingundoqo kwimfundo yezikolo zikarhulumente eziqhelekileyo ngokungqamene nomgaqo-nkqubo ▲ Kukubonelela ngophuhliso lwabasebenzi olufanelekileyo kwizikolo zikarhulumente eziqhelekileyo ▲ Kukubonelela ngezinto zokuncedisa abafundi nootitshala kwizikolo zikarhulumente eziqhelekileyo	▶ PM203: Ipesenteji yezikolo zikarhulumente eziqhelekileyo ezinesibonelelo samanzi ▶ PM204: Ipesenteji yezikolo zikarhulumente ezinombane ▶ PM205: Ipesenteji yezikolo ezinobuncinane beethoyilethi ezimbini ezisebenzayo ▶ PM206: Inkcitho eyenziwe kulondolozo lwezinto njengepesenteji yexabiso leziseko zophuhliso zesikolo ▶ PM207: Ipesenteji yezikolo ezinabafundi abangaphezulu kwama-40 kwiklasi nganye ▶ PM208: Ipesenteji yezikolo ezingeyonxalenye yeSiqendu 21 ezinazo zonke ii-LTSM kunye nezinye izinto zokusebenza eziyimfuneko ngosuku lokuqala lonyaka wokufunda

	linjongo ezilinganisekayo	Imilinganiselo yentsebenzo
Ubuchule	<ul style="list-style-type: none"> ▲ Ukwenza kubekho ukwazi ukuzilawula kwezikolo ngokwazo ngempumelelo nangendlela eyiyo ▲ Ukubethelela umoya wokufunda nokufundisa ngempumelelo ezikolweni zikarhulumente eziqhelekileyo 	<ul style="list-style-type: none"> ▶ PM209: Ipesenteji yezikolo eziphantsi kweSiqendu 21i ▶ PM210: Ipesenteji yeentsuku zomsebenzi eziye zalahleka ngenxa yokungabikho semsebenzini kootitshala kwizikolo zikarhulumente ▶ PM211: Ipesenteji yeentsuku zabafundi ezilahlekileyo ngenxa yokungabikho ezikolweni zikarhulumente

Ezi njongo zilandelayo ziyalinganiseka (▲) nemilinganiselo yentsebenzo (▶) ephathelele kwiprogram esekeleyo ka-2.1: kwizikolo eziziprayimari:

	linjongo ezilinganisekayo	Imilinganiselo yentsebenzo
Ubulungisa kwimfundo	▲ Kukuvala umsantsa phakathi kweziphumo zemfundo zababenamathuba angcono kunye nababewavinjiwe kwizikolo eziziprayimari zikarhulumente	▶ PM212: Umyinge wentsebenzo wezikolo ezinezinto ukuya kwezona zikolo zingcono kakhulu ngokuphathelele kwiBakala 3
Ubuchule	▲ Ukuqinisekisa ukuba inkqubela yabafundi kwizikolo eziziprayimari iphakame kakhulu	▶ PM213: Umyinge wokuphindwa kwamaBakala 1-7
Umgangatho	▲ Ukufikelela ezona njongo zemfundo ziphakamileyo kwabafundi abakwizikolo eziziprayimari	<ul style="list-style-type: none"> ▶ PM214: Ipesenteji yabafundi abakwiBakala 3 abafumana iziphumo ezizizo kuLwazi lokuBala nakuLwazi lokuFunda nokuBhala ▶ PM215: Ipesenteji yabafundi kwiBakala 6 abafumana iziphumo ezizizo kwiMathematika, kulwazi lokufunda nokubhala nakwiSayensi zeNdalo

Ezi njongo zilandelayo ziyalinganiseka (▲) nemilinganiselo yentsebenzo (▶) ephathelele kwiprogram esekeleyo ka-2.2: kwizikolo eziziisekondari:

	linjongo ezilinganisekayo	Imilinganiselo yentsebenzo
Ubulungisa kwimfundo	<ul style="list-style-type: none"> ▲ Ukukhuthaza uthatho-nxaxheba lwamaqela abafundi abakwizikolo zikarhulumente eziziisekondari abaye bavinjwa amathuba kwixesha elidlulileyo ▲ Ukuvala umsantsa phakathi kweenjongo zemfundo zababevinjiwe amathuba kwixesha elidlulileyo nababenawo amathuba angcono kwizikolo eziziisekondari 	<ul style="list-style-type: none"> ▶ PM216: Ipesenteji yabafundi abangamantombazana abenza iMathematika neSayensi kumaBakala 10 ukuya kwawe-12 ▶ PM217: Umyinge wentsebenzo wezona zikolo zihlwempuzekileyo ukuya kutsho kwizikolo ezizezona zingcono ngokuphathelele kumyinge wokupasa weBakala 12
Ubuchule	▲ Ukuqinisekisa ukuba inkqubela yabafundi kuzo zonke izikolo eziziisekondari yenzeka kakhulu	▶ PM218: Ukuphindwa kwamaBakala 8 ukuya kwawe-12
Umgangatho	▲ Ukuqinisekisa ukuba umlinganiselo ofanelekileyo wabafundi uphumelela iBakala 12, ngokukodwa ekupaseni iMathematika neSayensi	<ul style="list-style-type: none"> ▶ PM219: Umyinge wokupasa kwiimviwo zeBakala 12 ▶ PM220: Umyinge wokupasa kwiBakala 12 weemviwo zeMathematika neSayensi ▶ PPM201: Umyinge we-endosimenti kwiimviwo zeBakala 12 ▶ PPM202: Umyinge wokupasa kwiBakala 12 okanye kwiMathematika nakwiSayensi ▶ PPM203: Inani lezikolo ezifumana ngaphantsi kwama-60% kwiimviwo
Umgangatho	▲ Ukufumana ezona ziphumo zemfundo ziphezulu kubafundi kwizikolo eziziisekondari	▶ PM221: Ipesenteji yabafundi abakwiBakala 9 abafumana iziphumo zemfundo ezizizo kuzo zonke iinkalo zezifundo

Iiprogram ezenzekileyo eziphathelele kuphuhliso lomgaqo-nkqubo ngo-2008/09

Izinto eziphambili kwiprogram yokuqulunqwa komgaqo-nkqubo zibandakanya oku kulandelayo:

- Ukuphucula ulwazi lokufunda nokubhala kunye nolwazi lokubala, ngokwenjenjalo sibe siqinisekisa ukodwa kwizikolo eziziprayimari, ngokwenjenjalo sibe siqinisekisa ukufunda nokufundisa ngempumelelo. Bonke abafundi beBakala 3 nabeBakala 9 baye bavavanywa yiSebe iWCED kulwazi lokufunda nokubhala nakulwazi lokubala; kwaye kwaqulunqwa i-LTSM kwaze kwabonelelwa ngayo ukukhuthaza ulwazi lokufunda nokubhala kunye nolwazi lokubala.
- Ukuqaliswa kwePhulo lweZiseko zokuFunda. Iimvavanyo zaminyaka le zamaBakala 1 ukuya kwele-6 zolwazi lokuFunda nokuBhala / kwiiLwimi nakuLwazi lokuBala/ kwiMathematika zaye zenziwa zii-ofisi zezithili zemfundo kuninzi lwezikolo.
- Ukusetyenziswa qho kweMimiselo neMigangatho yokuXhasa iZikolo ngeMali (*Norms and Standards for School Funding (NSSF)*) nenkxaso yezemali kwizikolo ezaziwa njengokuba 'zizikolo ezingahlawulisi fizi'.
- Ukusetyenziswa kwe-QIDS-UP, kujoliswe kwizikolo eziziprayimari ezizezona zihlwempuzekileyo, ukuqinisekisa ukuba ezi zikolo zifumana izinto zokusebenza ezingumlinganiselo omncinane ngokwezakhiwo, ukufunda nokufundisa, izibonelelo zoluntu nezemali ukwenza ukuba ukufunda nokufundisa kube yimpumelelo.
- Ukusetyenziswa kweSicwangciso sokuPasa kwaBafundi uMyinge oMiselweyo (*Learner Attainment Strategy (LAS)*) ngokomyalelo woMphathiswa weMfundo (wesizwe) noweNkulumbuso yephondo, baze bahlise inani lezikolo ezipasa nganeno ko-60% kwiimviwo zeMatriki
- kugxila ekuphuculeni ubume bezibonelelo zokhuseleko lwezakhiwo zesikolo kwezo zikolo zisengozini ukuqinisekisa ukuba kukho indawo ekhuselekileyo yokufunda
- Ukwandiswa komyinge wokuthatha inxaxheba kwiMathematika, iFizikhali Sayensi neThekhnoloji kwizikolo ekugxilwe kuzo kunye nakwizikolo zeDinaledi kwanokuphuculwa kweminye yokupasa ekhatshwa zii-endosimenti zeBakala 12 nakwiMathematika neSayensi
- Ukuqhubela phambili ngeProgram yaBancedisi booTitshala (*Teacher Assistant Programme (TAP)*) ngokusasazwa kwabancedisi bootitshala abayi-510 kwiindawo ngeendawo ukuze bancedise kwiSigaba seSiseko (*Foundation Phase*) kwezona zikolo zihlwempuzekileyo.
- Ukuqinisekisa ukufikelela kwiinkonzo zenkxaso ezizizo nakwimfundo ekumgangatho ophezulu ngokusetyenziswa komgaqo-sikhokelo somgaqo-nkqubo wesizwe wePhepha 6 loMgaqo-nkqubo oxaXoxwayo weMfundo (*national policy framework of Education White Paper 6 (2001)*)
- Ukuqulunqwa kweZicwangciso zokuPhuculwa kweZikolo (*School Improvement Plans*) zizo zonke izikolo nokumiselwa kweethagethi eziya kusebenza kwakhona njengesiseko senkxaso enikwa ngabasebenzi be-ofisi yesithili semfundo
- Ukuphuculwa komgangatho wemfundo ngoVavanyo lweSikolo siPhela (*Whole School Evaluation (WSE)*) lwezikolo eziyi-61
- Uphuhliso lwezakhono zeenqununu eziyi-1727 nootitshala ngokubhalisa kwi-Advanced Certificate in Education (ACE) nakwiNational Professional Diploma in Education (NPDE).

ST201	IZIKOLO ZIKARHULUMENTE EZIQHELEKILEYO – Imiba ephambili	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
IINTLAWULO EYENZIWA YIPROGRAM ESEKELEYO (R'000)*					
2.1	Izikolo zikarhulumente eziziprayimari	3,119,550	3,503,102	4,094,738	4,085,516
2.2	Izikolo zikarhulumente ezizisekondari	2,245,798	2,428,511	2,873,001	2,874,010
2.3	Iinkonzo zemisebenzi eeqeshelwayo	177,165	216,841	339,108	339,108
2.4	Uphuhliso lwezakhono zabasebenzi	13,104	20,454	30,615	30,615
2.5	Iigranti ezikhutshwa ngemiqathango ethile	45,958	53,075	86,561	81,286
	Itotali	5,601,575	6,221,983	7,424,023	7,410,535
IINTLAWULO NGOKUHLELWA KWEZOQOQOSHO (R'000)*					
	Iintlawulo yalo nyaka	5,067,372	5,625,189	6,782,654	6,779,686
	Imbuyiselo yabasebenzi	4,573,712	5,091,264	6,164,427	6,164,427
	Ooitshala	4,116,340	4,597,411	5,601,008	5,601,008
	Abasebenzi abangengabo ooitshala	457,372	493,853	563,419	563,419
	Iimpahla neenkono nezinye izinto zalo nyaka	493,660	533,925	618,227	615,259
	Iintlawulo zeemali ngoomatshini nenkxaso-mali	310,217	455,517	453,897	454,906
	Iintlawulo ze-capital assets	223,986	141,277	187,472	175,943
	ITOTALI	5,601,575	6,221,983	7,424,023	7,410,535
IINKUKACHA-MANANI ZOKWENZIWA NGOBUCHULE KOMSEBENZI					
	Abafundi (a)	914,543	911,412	901,749	912,763
	Inani lilonke leentsuku anako ukubakho ngazo esikolweni (b)	195	191	198	200
	Iintsuku zesikolo umfundi alahlekene nazo ngokungabikho esikolweni (c)				17,890,155
	Inani looitshala (abaqeshwe ngurhulumente)	27,748	28,457	28,651	27,271
	Inani looitshala (Abaqeshwe ngurhulumente) eprayimari nasesekondari (d)	27,066	27,926	28,101	26,761

*Ithagethi yenkcitho ka-2008/09 ngamanani okuGqibela oHlahlo-lwabiwo mali luka-2008/09

ST201	IZIKOLO ZIKARHULUMENTE EZIQHELEKILEYO – Imiba ephambili (iyaqhubeka)	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
	Inani lootitshala (Abaqeshwe ngurhulumente) (Ulawulo)	682	531	550	510
	Inani lootitshala abasisigxina abazishiyileyo izikolo zikarhulumente eziqhelekileyo (e)	883	1 320	1 044	1 521
	Umyinge wokushiya umsebenzi kootitshala abasisigxina (e/d)	3%	4.6%	4%	5.6%
	Iintsuku utitshala ngamnye anokuzenza emsebenzini (f)	199	195	207	204
	Iintsuku zizonke ezilahlekileyo ngenxa yokungabikho emsebenzini kukatitshala (g)	346 506	295 462	320 000	322 924
	Izikolo ezingekho phantsi kweSiqendu 21 ezifumene i-LTSM ngosuku lokuqala lokuvulwa kwezikolo (h)	516	456	425	422
	IINKCUKACHA-MANANI ZEMFUNDO EBANDAKANYA BONKE ABAFUNDI				
	Learners with high level special needs in public ordinary schools (i)	15 110	13 646	14 200	12 349
	IINKCUKACHA-MANANI NGOKONDLIWA KWABAFUNDI EZIKOLWENI				
	Abafundi abaxhamlayo kwiprogram yokondliwa kwabafundi ezikolweni (j)	203 676	233 420	235 000	334 287
	Iiprogram ziyafikelela ngokomyinge weentsuku ezingumndilili zomfundi ngamnye (k)	170	170	170	198/184*
	IINKCUKACHA-MANANI ZOTHUTHO LWABAFUNDI				
	Abafundi abaxhamlayo ekuthuthweni ngezithuthi zabafundi (l)	46 700	44 495	46 000	44 496
	► IMILINGANISELO YENTSEBENZO				
	► PM201: Ipesenti yeentsuku abafundi abafumana ngazo iprogram zesondlo ((j x k) / (a x b))	19.4%	22.8%	21.8**	Secondary: 35.1% Primary: 37.8%
	► PM202: Ipesenti yabafundi abakwizikolo zikarhulumente eziqhelekileyo abaneemfundo zemfundo ezizodwa ((i a)	1.7%	1.5%	1.6%	1.4%
	► PM203: Ipesenti yezikolo zikarhulumente eziqhelekileyo ezinawo amanzi	100%	100%	100%	100%
	► PM204: Ipesenti yezikolo zikarhulumente eziqhelekileyo ezinawo umbane	100%	100%	100%	100%
	► PM205: Ipesenti yezikolo ezinenani elifanelekileyo lezindlu zangasese ezisebenzayo	14.5%	51.7%	49.1%	68%
	► PM206: Inkcitho ekulungisweni kweziseko zophuhliso njengepesenti yexabiso leziseko zophuhliso zesikolo	0.8%	0.2%	0.3%	0.5%**
	► PM207: Ipesenti yezikolo ezinabafundi abangaphezulu kuma-40 iklassi nganye	0%	0%	0%	0%
	** Qaphela: " Le thagethi yayisekelwe kwinqanaba elincinane kwabafundi ukutya ezikolweni. Ngokuyinyaniso kwanikezwa ngebhathethi ukulungiselela oku kwaze kwagqithiswa ngaphaya kwethagethi eyayifanelekile.				
	** Le thagethi kwagqithiswa kuyo ngenxa yokongezwa kwesixa-mali se-QIDS-UP esasinikeziwe ngenjongo zokulondoloza isakhiwo.				

ST201	IMFUNDO YEZIKOLO ZIKARHULUMENTE EZIQHELEKILEYO – Imiba ephambili (iyaqhubeka)				2008/09 Eyona kanye kanye
	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye	
► IMILINGANISELO YENTSEBENZO (iyaqhubeka)					
► PM208: Ipesenti yezikolo ezingekho phantsi kweSiqendu 21 ezifumene zonke i-LTSM nezinye izinto zokufunda ezifunekayo kusuku lokuqala lokuvulwa kwezikolo	100%	100%	100%	100%	100%
► PM209: Ipesenti yezikolo ezenza imisebenzi phantsi kweSiqendu 21	64.3%	67.4%	70.8%	70.8%	71.0%
► PM210: Ipesenti yeentsuku zomsebenzi ezilahlekileyo ngenxa yokungabikho semsebenzini koolitshala kwizikolo zikarhulumente eziqhelekileyo ((g / (d x f))	6.4%	5.4%	5.6%	5.6%	5.9%
► PM211: Ipesenti yeentsuku zesikolo umfundi ezimlahlekeleyo ngenxa yokungabikho kwakhe kwizikolo zikarhulumente eziqhelekileyo (c / (a x b)	Lo mlinganiselo wentsebenzo kwixesha elidlulileyo bekungakwazeki ukwubala kuba kungekho vimba bolwazi bachanekileyo batumanekayo. I-CEMIS ibisoloko ipokelela iingxelo eziza kungeniswa zizikolo ngekota ukususela nge-1 Apreli 2008. Izikolo kwakunyanzelekile ukuba zichazelwe ngenkqubo entsha. Izikolo ezihile zangenisa iingxelo ezingachanekanga. Ipesenteji Eyona kanye enikiweyo isekelwe kumaxwebhu achanekileyo angeniswayo.	Akukho ithagethi imiselweyo. I-APP yachaza ukuba "I-PM yalo nyaka-mali ayikwazanga ukubalwa kuba kungekho vimba bedatha batumanekayo. Kucingwa ukuba iya kufumaneka kwixa elizayo ngokungeniswa kweengxelo zekota ezivela ezikolweni."	9.8%*		
Imithombo yolwazi: YIngxelo yeBhajejethi yePhondo (2008). Qaphela: * Le datha inikwe ngenjongo yokunika ingcaciso kuphela – isekelwe kwisampula kuphela kwaye ifanele ukuthathwa njengesalathisi kuphela kwesi sigaba **Zonke izikolo eziziprayimari nezikolo zemfundo eneemfundo ezizodwa zafumana ukutya kwiintsuku zokufunda eziyi-198 zaze izikolo ezizisekondari zafumana ukutya iintsuku eziyi-184 zokufunda. Izikolo ezizisekondari azikaqatshelwa ngokuphambili okwangoku kwinqanaba likazwelonke.					

ST202	IZIKOLO ZIKARHULUMENTE EZIZIPRAYIMARI – Imiba ephambili				
	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 lithagethi	2008/09 Eyona kanye kanye	2008/09 Eyona kanye kanye
IINTLAWULO NGOKOKUHELELWA KWEZOGQOQOSHO (R'000)*					
Intlawulo yalo nyaka	2,819,522	3,166,583	3,735,045	3,735,045	3,735,034
Imbuyiselo yabasebenzi	2,625,088	2,920,292	3,538,928	3,538,928	3,538,917
Oofitshala	2,388,830	2,637,024	3,220,414	3,220,414	3,220,414
Abangafundisiyo	236,258	283,268	318,514	318,514	318,503
Impahla neenkonzo nezinye zangoku	194,434	246,291	196,117	196,117	196,117
Ukhutshelo nezibonelelo	182,005	262,151	283,953	283,953	283,953
Intlawulo ze-capital assets (ii-asethi)	118,023	74,368	75,740	75,740	67,521
ITOTALI	3,119,550	3,503,102	4,094,738	4,094,738	4,086,508
UKUQESHWA KWABASEBENZI					
Inani loofitshala (abaqeshwe ngurhulumente) (a)	16 445	17 178	17 152	17 152	16443
Inani labasebenzi abangengabo oofitshala (abaqeshwe ngurhulumente)	3 432	3 539	3 455	3 455	3 652
UBHALISO					
Lwabatfundi abakwizikolo zikarhulumente eziziprayimari (b)	582 566	589 041	582 474	582 474	598 119
Lomyinge wenani labatfundi kutitshala omnye kwizikolo zikarhulumente eziziprayimari (b/a)	35.4	34.3	34	34	36
Lwabatfundi abakumaBakala 1-7 (c)	576 910	581 683	575 953	575 953	584 484
Lwabatfundi abakhubazekileyo kubo	13 470	11 737	No lthagethi set	No lthagethi set	10 108
Abangabafazi kubo	284 538	287 107	284 894	284 894	288 419
Isalathiso esingokulingana ngokwesini	0.95	0.95	0.95	0.95	0.95
Ithagethi yenkcitsho ka- 2008/09 ngamanani ngamanani okuGqibela oHlahlo-lwabiwo mali luka-2008/09					

ST202	IZIKOLO ZIKARHULUMENTE EZIZIPRAYIMARI – Imiba ephambili	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
AMAZIKO NEZISEKO ZOPHUHLISO					
Izikolo		1 095	1 096	1,098	1,093
Inani lezikolo eziphantsi kwemisebenzi yeSiqendu 21 somithetho we-SASA		709	736	780	783
Inani lezikolo ezingabizi fizi		547	547	546	547
Inani lezikolo ezinesibonelelo samanzi		1 095	1 096	1 098	1 096
Inani lezikolo ezinombane		1 095	1 096	1 098	1 096
Inani lezikolo ezinezindlu zangasese ezonelelo ezisebenzayo		163	663	615	845
Amagumbi okufundela (d)		20 433	20 243	20 243	20 243
Umyinge wenani labafundi kwiklasi nganye (b/d)		28.5	29.1	28.8	29.5
Izikolo ezinabafundi abangaphezulu kwe-40 kwiklasi nganye		0	0	0	0
INKCITHO KULONDOLOZO LWEZAKHIWO ZEZIKOLO (R'000)*					
Inkcitho ekulungiseni isikolo		55,121	7,700	34,909	36 381
Ixabiso lokutshintshwa kwazo zonke iziseko zophuhliso ezizakhiwo (R'000)		8,000,000	10,035,200	10,035,200	10,035,200
IINKCUKACHA-MANANI ZEZIPHUMO NEZOKWENZIWA NGOBUCHULE KOMSEBENZI					
Inani labafundi beBakala 3 ababhala imisebenzi yovavanyo ekumgangatho omnye * (e)		Uvavanyo lwenzeka kuphela qho kunyaka we-2	82 879	79 033	74 119
Inani labafundi beBakala 3 abafumana iziphumo ezizizo * (f)		ULwazi lokuFunda nokuBhala: 39 533 ULwazi lokuBala: 25 692	ULwazi lokuFunda nokuBhala: 39 596 ULwazi lokuBala: 25 765	ULwazi lokuFunda nokuBhala: 39 654 ULwazi lokuBala: 25 942	ULwazi lokuFunda nokuBhala: 39 654 ULwazi lokuBala: 25 942
Inani labafundi beBakala 6 ababhala imisebenzi yovavanyo eumgangatho omnye ** (g)		31 726	71 854	Testing only done every 2nd year	Testing only done every 2nd year
Inani labafundi beBakala 6 abafumana iziphumo ezizizo ** (h)		ULwazi lokuFunda nokuBhala: 13 357 ULwazi lokuBala: 5 457	ULwazi lokuFunda nokuBhala: 32 191 ULwazi lokuBala: 10 060	Testing only done every 2nd year	Uvavanyo lwenzeka kuphela qho kunyaka wesi-2
Inani labafundi beBakala 1 ukuya kwele-7 abaphinda amabakala abo (i)		Akukho datha inika imbali yokudlulileyo	49 380	45 000	52 608

ST202	IZIKOLO ZIKARHULUMENTE EZIZIPRAYIMARI – Imiba ephambili	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
	► IMILINGANISELO YENTSEBENZO				
	► PM212: Umyinge wentsebenzo wezikolo ezinezinto ukuya kwezona zikolo zingcono kakhulu ngokuphathelile kwiBakala 3	ULwazi lokuFunda nokuBhala: 0.375 ULwazi lokuBala: 0.174	Uvavanyo lwenzeka kuphela kanye qho kunyaka we-2	ULwazi lokuFunda nokuBhala: 0.450 ULwazi lokuBala: 0.250	ULwazi lokuFunda nokuBhala: 0.561 ULwazi lokuBala: 0.347
	► PM213: Ireyithi yokuphinda iiklasi kumaBakala 1-7 (i/c)	8%	8.5%	7.8%	9%
	► PM214: Ipesenti yabafundi abakwiBakala 3 abafumana iziphumo ezizizo kulwazi lokuFunda nokuBhala kunye neZakhono zoBomi* (f/e)	ULwazi lokuFunda nokuBhala: 47,7% ULwazi lokuBala: 31,0%	Uvavanyo lwenzeka kuphela kanye qho kunyaka we-2	ULwazi lokuFunda nokuBhala: 52.7% ULwazi lokuBala: 36%	ULwazi lokuFunda nokuBhala: 53.5% ULwazi lokuBala: 35.0%
	► PM215: Ipesenti yabafundi abakwiBakala 6 abafumana iziphumo ezizizo kwiMathematika, uLwazi lokuFunda nokuBhala ilitherasi nenzululwazi ngezobugqi (h/g)	Uvavanyo lwenzeka kuphela kanye qho kunyaka we-2	ULwazi lokuFunda nokuBhala: 44,8% ULwazi lokuBala: 14,0%	Uvavanyo lwenzeka kuphela kanye qho kunyaka we-2	Uvavanyo lwenzeka kuphela kanye qho kunyaka we-2

ST203	IZIKOLO ZIKARHULUMENTE EZIZISEKONDARI – Imiba ephambili	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
IINTLAWULO ZOKUHLLELWA KWEZOGQOQOSHO (R'000)*					
	Inlawulo yalo nyaka	2,022,613	2,189,101	2,613,291	2,613,291
	Imbuyiselo yabasebenzi	1,806,391	2,006,353	2,365,738	2,365,738
	Ootitshala	1,625,752	1,811,737	2,129,164	2,129,164
	Abangafundisiyo	180,639	194,616	236,574	236,574
	Iimpahla neenkongo nezinye zangoku	216,222	182,748	247,553	247,553
	Inlawulo yemali ngoomatshini nezibonelelo	120,336	173,524	161,779	162,788
	Iintlawulo ze-capital assets	102,849	65,886	97,931	97,931
	ITOTALI	2,245,798	2,428,511	2,873,001	2,874,010
UKUQESHWA KWABASEBENZI					
	Inani lootitshala (abaqeshwe ngurhulumente) (a)	10 621	10 748	10 949	10 318
	Inani labasebenzi abangengabo ootitshala Bangafundisiyo (abaqeshwe ngurhulumente)	2 505	2 600	2 591	2 714
UBHALISO					
	Abafundi abakwizikolo zikarhulumente eziziisekondari (b)	330 790	322 371	319 275	322 567
	Inani labafundi kutitshala omnye kwizikolo zikarhulumente zamabakala aphakamileyo (b/a)	31.1	30.0	29.2	31.3
	Abafundi abakwiBakala 8 ukuya kwiBakala 12 (c)	337 633	329 729	325 796	327 202
	Abo bafundi bakhubazekileyo kubo	1 602	1 880	1 539	2 234
	abangamantombazana kubo (d)	179 685	175 764	174 205	175 034
	Uluhlu lokulingana ngokwesini	1.1	1.1	1.1	1.1
	Amantombazana akumaBakala 10 ukuya kwiBakala 12 enza iMathematika neSayensi (e)	25 298	22 441	23 813	21 722
Ithagethi yenkcitho ka- 2008/09 ngamanani ngamanani okuGqibela oHlahlo-lwabiwo mali luka-2008/09					

ST203	IZIKOLO ZIKARHULUMENTE EZIZISEKONDARI – Imiba ephambili (Iyaqhubeka)	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
AMAZIKO NEZISEKO ZOPHUHLISO					
Izikolo		357	356	357	359
Inani lezikolo eziphantshi kweSiqendu 21 somthetho we-SASA		225	242	250	249
Inani lezikolo ezingahlawulisi fizi		105	106	107	106
Inani lezikolo ezinamanzi		357	356	357	356
Inani lezikolo ezinombane		357	356	357	356
Inani lezikolo ezinezindlu zangasese ezisebenzayo ezaneleyo		47	87	99	147
Inani lezikolo ezinelebhu yeSayensi		318	354	354	357
Amagumbi okufundela (f)		10 960	11 661	11 661	11 645
Inani labafundi kwiklasi nganye (b/f)		30.2	27.6	27.4	27.7
Izikolo ezinabafundi abayi-40 ikhosi nganye		0	0	0	0
INKCITHO EKULONDOLAZWENI KWEZAKHIWO ZEZIKOLO (R'000)*					
Inkcitho ekulondolazweni kwezakhiwo zezikolo		42,721	29,624	17,454	40,119
Ixabiso lokutshintshwa kweziseko zophuhliso ezisisigxina (R'000)		4,000,000	5,017,600	5,017,600	5,017,600
IINKCUKACHA-MANANI ZEZIPHUMO NOKWENZIWA NGOBUCHULE KOMSEBENZI					
Inani labafundi beBakala 9 ababhala imisebenzi yovavanyo ekumgangatho omnye (g)		81 869	73 877	73 059	65 780
Inani labafundi beBakala 9 abafumene iziphumo ezizizo (h)		65 495	54 693	60 639	46 409
Inani labafundi beBakala 8 ukuya kwele-12 abaphinda anabakala abo (i)		61 755	68 906	61 000	66 042
Inani labafundi abaminyaka iyi-18 (j)		84 605	86 392	88 200	88 200
Inani labafundi ababhale iimviwo ze-NSC (k)		39 824	41 922	43 000	43 953
Inani labafundi abaphumelele iimviwo ze-NSC (l)		33 316	33 787	35 260	34 577
Inani labafundi abaphumelela nge-endosimenti		10 589	10 300	11 200	14 522
Ireyithi yokupasa i-NSC (l/k)		83.7%	80.6%	82%	78.67%

* Ithagethi yenkcitho ka- 2008/09 ngamanani okuGqibela oHlahlo-Iwabiwo mali luka-2008/09

ST203	IZIKOLO ZIKARHULUMENTE EZIZISEKONDARI – Imiba ephambili (iyaqhubeka)	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
	Inani labaviwa be-NCS abapase zombini iMathematika neSayensi (m)	9 461	8 241	16 000	8 103
	Inani lezikolo ezibhala iimviwo ze-NSC	396	399	401	406
	Inani lezikolo ezinerayithi yokupasa enganeno kwe-40%	6	6	0	17
	Ireyithi yokupasa i-NSC kwizikolo ezikwisalathiso senqanaba 1 lobuhlwempu (n)	69.4%	72.7%	72.0%	70.2%
	Ireyithi yokupasa i-NSC kwizikolo ezikwisalathiso senqanaba 5 lobuhlwempu (o)	93.0%	98.2%	96.0%	91.6%
	IMILINGANISELO YENTSEBENZO				
	► PM216: Ipesenti yabafundi abangamantombazana abenza iMathematika neSayensi kumaBakala 10 ukuya kwele-12 (e/d)*	14.1%	12.8%	23.2%*	12.41%
	► PM217: Ukuzalana kumgangatho womsebenzi kwizikolo ezingahlelekanga kakhulu nowezikolo eziheleleke kakhulu ngokwerayithi yokupasa iBakala 12 (n/o)	74.6%	74%	75.0%	76.64%
	► PM218: Ireyithi yokuphinda iiklasi kumaBakala 8 ukuya kwele-12 (i/c)	18.3%	20.9%	18.7%	20.18%
	► PM219: Ireyithi yokupasa xa kuthelekiswa kwiimviwo zeBakala 12 (l/i)	39.4%	39.1%	40%	39.20%
	► PM220: Ireyithi yokupasa kwiBakala 12 kwiimviwo zeMathematika neSayensi (m/i)	11.2%	9.5%	19%	9.19%
	► PM221: Ipesenti yabafundi abakwiBakala 9 abafumana iziphumo ezizizo kuzo zonke iziphumo zemfundo ezamkelekileyo (h/g)	80.0%	74%	83.00%	70.55%
	Qaphela: *Eli nani lingu-23.2% lisisiphumo sokubala okungachanekanga kwiSicwangciso seNtsebenzo sika-200/09, o.k.t ngaphakathi kwixhobo sokubala. Ukuba idatha leyo ibisetyenziswe ngokuchanekileyo ibiya kufundeka njengo-13.67%, o.k.t. ithagethi yayingu-13.67%. Ngaboo ndlela singaneno kwithagethi kodwa kungekuko ngamanani anyusiweyo njengokuba kubonisiwe apha ngasentla.				

IMfundo yeZikolo zikaRhulumente eziQhelekileyo: Imilinganiselo yentsebenzo
<p>► PM201: Ipesenteji yeentsuku zabafundi abaye bafumana ngazo iprogram yesondlo.</p> <p>Ithagethi kwagqithiswa kuyo ngenxa yokuba kwafumaneka imali engenye.</p>
<p>► PM202: Ipesenti yabafundi abakwizikolo zikarhulumente eziqhelekileyo baneemfundo zemfundo ezizodwa</p> <p>Le PM ibhekiselele ekubandakanyeni icandelo elithile labafundi abaluntu ezikolweni. Ziliqela iimeko ezahlukeneyo ezibandakanyekayo apha, o.k.t. iminqweno yabazali, izithuthi ezithatha abafundi emakhaya, indawo yokulala, ukuqeshwa kwabasebenzi, njl. njl. Zonke ezi zinto zingaphandle kolawulo lwe-WCED nekufuneka ivakalise ithagethi, imisele iimeko zokufundisa kakuhle nokwenza konke okusemandleni ukukhuthaza ukwanda kokuqeshwa kootitshala. Kule meko akukhange kubekho mali yaneleyo – nje ukuba zonke iimfundo ezikhuphisanayo sezibandakanyiwe – ukuqesha bonke abasebenzi abafunekayo ekwandeni kokuqeshwa kootitshala.</p>
<p>► PM203: Ipesenteji yezikolo zikarhulumente zesiqhelo ezinaso isibonelelo samanzi.</p> <p>Ithagethi ifikelelwe.</p>
<p>► PM204: Ipesenteji yezikolo zikarhulumente eziqhelekileyo ezinombane.</p> <p>Ithagethi ifikelelwe.</p>
<p>► PM205: Ipesenteji yezikolo ezinenani elaneleyo lezindlu zangasese ezisebenzayo.</p> <p>Ithagethi engu-49.1% naleyo iyiyo kanye engu-68%. Umba wokufaneleka koMlinganiselo weNtsebenzo omalunga nenani lezikolo elinezindlu zangasese ezisebenzayo nezaneleyo wafakelwa izilungiso ukusuka kwizindlu zangasese ezi-2 ukuya kwi-1.5 yezindlu zangasese kwiklasi nganye. Ngeso sizathu ke, inani lezikolo elinezindlu zangasese ezaneleyo liye landa ngokuqaphelekayo. Le fomula ngoku isekelwe kwi-1.5 yezindlu zangasese kwiklasi nganye, ungaqwalaselwanga umba wazo zonke iiklasi ezingaphezulu. I- WCED inikeza zonke izikolo ezitsha izindlu zangasese ngokomyinge wabafundi xa uthelekiswa nowezindlu zangasese oyi-1:37. Le pesenteji isekelwe kuzo zonke izindlu zangasese ezikhoyo kunye nokubhaliswa kwabafundi nge-29 Januwari 2009. Ukuba inani lokubhalisa kwabafundi liyanda, ipesenteji yezibonelelo zezindlu zangasese liyehla. Iiklasi ezigqithisileyo kwinqanaba aziqatshelwa ukuze izindlu zangasese zezo klasi zingafakwa.</p>
<p>► PM206: Inkcitho kwinkqubo yokulondoloza izakhiwo njengepesenteji yexabiso leziseko zophuhliso zesikolo.</p> <p>Umqathango omiselweyo kwezolwakhiwo zoMgaqo oLawula iNkonzo kaRhulumente (<i>Public Service Code</i>), kodwa ekungelula ukuwuphumeza, kukubhazetha imali ejongene nokulondolozwa kwezinto okulingana ne-1.5% ukuya kwi-2% yexabiso ngokwee-asethi kwezakhiwo zakho. Okwangoku yi-0.3% kuphela yexabiso lee-asethi eyabelwe ukuba isetyenziswe ukulondoloza izinto. Ithagethi yafikelelwa.</p>
<p>► PM207: Ipesenteji yezikolo ezinabafundi abangaphezulu kwe-40 kwiklasi nganye.</p> <p>Ithagethi ifikelelwe. Eli nani kufikelelwe kulo ngokwetotali yeenkcukacha-manani zobhaliso lwabafundi nakwitotali yedatha yokuqeshwa kootitshala. Aliqwalaseli mba wokwenziwa kwethayimthebhile nakwizigqibo zolwabiwo lomsebenzi ezithathwa kwizikolo nganye nganye.</p>
<p>► PM208: Ipesenteji yezikolo ezingekho phantsi kweSiqendu 21 ezifumene zonke ii-LTSM nezinye izixhobo ezifunekayo kusuku lokuqala lokuvulwa kwezikolo</p> <p>Ithagethi ifikelelwe. I-100% yezikolo ezingekho phantsi kweSiqendu 21 zifumene i-100% yee-LTSM nezinye izixhobo ezaziswa ngosuku lokuqala kunyaka wokufunda.</p>
<p>► PM209: Ipesenteji yezikolo eziphantsi kweSiqendu 21.</p> <p>Ngelo xesha izikolo zifumana ngalo ubuchule obunqwenekayo zikulungele ukuba zibe zizikolo eziphantsi kweSiqendu 21. Ithagethi yayiyi-1030 yezikolo kodwa zona izikolo eziyi-1032 zakwazi ukufikelela kwinqanaba elifunekayo lexesha. Lo mba uxhomekeke kwakhona ekubeni isikolo eso ngaba siyanqwenela na ukwamkela umsebenzi lowo size ke ngoko singabikho ngokupheleleyo phantsi kolawulo lwesebe lemfundo.</p>
<p>► PM210: Ipesenti yeentsuku zomsebenzi ezilahlekileyo ngenxa yokungayi emsebenzini kootitshala kwizikolo zikarhulumente eziqhelekileyo.</p> <p>ISEBE IWCED ayikwazi kulawula inani leentsuku ezilahlekileyo ngenxa yokungayi kootitshala ezikolweni – lo ngumba ophathelele kubume beemeko zempilo kunye neemeko zomntu ngamnye. Inyathelo lokumisela iithagethi kule meko alikho lula. ISebe leMfundo lisebenzisa iprogram yeMpilo qete yaBasebenzi ukunceda ootitshala bakwazi ukujongana nemiba yoxinzelelo oluphathelele emsebenzini. Nakuba kunjalo, le migqaliselo iya kuzisa iziphumo ezinqwenekayo ekuhambeni kwexesha. Kwesi sigaba ISEBE IWCED lisafunda idatha ukuze libe nako ukumisela iithagethi ezingcono. ISEBE IWCED iya kuqhubela phambili nokuphumeza amanyathelo okubeka esweni nawolawulo ukugcina umkhwa wokungezi emsebenzini ulawuleka.</p>
<p>► PM211: Ipesenteji yeentsuku zesikolo umfundi ezimlahlekeleyo ngenxa yokungayi esikolweni ezikolweni zikarhulumente eziqhelekileyo.</p> <p>Akukho thagethi zimiselweyo, njengoko umlinganiselo wentsebenzo wawungakwazanga ngaphambili ukubalwa kuzo zonke izikolo kuba kwakungekho vimba bedatha bachanekileyo bokwenjenjalo.</p>

IMfundo yeZikolo zikaRhulumente eziziiPrayimari: Imilinganiselo yentsebenzo
<p>▶ PM212: Umlinganiselo womgangatho womsebenzi kwizikolo ezingahlelelekanga kakhulu xa uthelekiswa nezikolo ezihleleleke kakhulu ngokumalunga neBakala 3</p> <p>Kuye kwakho ukuphucuka ngokubanzi kwizikolo ezingahlelelekanga kakhulu kumlinganiselo wentsebenzo ngokuphathelele kuLwazi lokuFunda nokuBhala nakuLwazi lokuBala ngenxa yokuqaliswa kweSicwangciso soLwazi lokuFunda nokuBhala noLwazi lokuBala kwiphondo kunye neendlela zongenelelo ngoncedo ezinjengeye-TAP (<i>Teacher Assistant Programme</i>) (iProgram yooTitshala aBancedisayo) kunye neSicwangciso seNguqu kwezeeLwimi (<i>Language Transformation Plan</i>), kunye nongenelelo loncedo lwee-ofisi zezithili zemfundo.</p>
<p>▶ PM213: Ireyithi yokuphinda iiklasi kumaBakala 1 ukuya kwele-7.</p> <p>Ithagethi ayizange iphunyezwe. Njengoko ireyithi yokuphinda iiklasi ephezulu izinkcitho kwaye isonakalisa ukufunda nokufundisa kubalulekile ukuba lo mlinganiselo wentsebenzo ube sezantsi kangangoko kunako.</p>
<p>▶ PM214: Ipesenti yabafundi abakwiBakala 3 abafumana iziphumo ezamkelekileyo kuLwazi lokuFunda nokuBhala noLwazi lokuBhala.</p> <p>Uvavanyo lwenzeka kuphela qho kunyaka wesibini.</p>
<p>▶ PM215: Ipesenti yabafundi abakwiBakala 6 abafumana iziphumo ezamkelekileyo kwiMathematika, kuLwazi lokuFunda nokuBhala nakwiiSayensi zeNdalo.</p> <p>Uvavanyo lwenzeka kuphela qho kunyaka wesibini.</p>

IZikolo zikaRhulumente eziPhakamileyo eziQhelekileyo: Imilinganiselo yentsebenzo
<p>▶ PM216: Ipesenteji yabafundi abangamantombazana abenza iMathematika neSayensi kumaBakala 10 ukuya ku-12.</p> <p>Inani labafundi abenza izifundo ezithile luthi – ekupheleni – lube yimeko yezigqibo ezenziwa ngumfundi ngamnye zokuba ngaba makaqhubele phambili ngale program yokufunda okanye hayi. ISebe iWCED kufuneka litsho ithagethi, limisele iimeko ezivumela ukufunda nokufundisa, lize lenze konke okusemandleni alo ukukhuthaza ukwanda kwenkqubo yokuqesha ootitshala. Iprogram yeDinaledi kunye nezikolo ekuGxilwe kuzo zeMathematika neSayensi (<i>Maths and Science Focus schools</i>), ngokunjalo ne-COSAT ne-Academy of Maths, Science and Technology zonke ziyinxalenye yeprogram yesEbe i-WCED ukwandisa amanani abafundi.</p>
<p>▶ PM217: Umlinganiselo wentsebenzo kwizikolo ezingahlelelekanga kakhulu nezikolo ezihleleleke kakhulu ngokweryithi yokupasa yeBakala 12.</p> <p>Lo ibinguNyaka 1 wokusetyenziswa kwesistim entsha yokuphononongwa kwentsebenzo, oyile, iSatifikethi seMatriki sikaZwelonke nawo nawuphi umba wokunikwa kwamanqaku wawohlukile, o.k.t. ungasenguwo lowo usebenzisa uhlelo oluphakamileyo nolusezantsi (<i>higher and standard grade</i>), njl. njl. Lo mlinganiselo ubonisa ukuba kwaye kwagqithwa kwithagethi ngomahluko ongephi. Ukusebenza nezikolo ezingapaselwa kakuhle kuya kuqhubeka ukunciphisa umahluko ophakathi kwezikolo ngokuhamba kwexesha. ISebe iWCED, ngokusebenzisa icandelo lezoPhando (<i>Research directorate</i>), liya kuphonononga idatha enxulumene nokuzalana phakathi kobuhlwempu, njl. njl. nezinye izizathu ezichaphazela inkqubo yomfundi. Umahluko kwinkqubo yomfundi awukabonisi ukuba kuqhutywe uphando olupheleleyo.</p>
<p>▶ PM218: Ireyithi yokuphinda iiklasi kumaBakala 8 ukuya ku-12</p> <p>I-PM ibhekiselela kwinkqubo ngokupheleleyo yokufunda yabafundi besikolo siphela kumabakala aphezulu. Ukwahluka kunyaka nonyaka ke xa kunjalo ngumba ophathelele kubafundi abo bachaphazelekayo. Kule meko kungenzeka ukuba ireyithi yabaphindayo yabangelwa yimigaqo engqongqo yolawulo (ukubeka esweni nokumodareyitha) okwenziwa liSebe iWCED kusetyenziswa iikomiti zeesekeke ezandisiweyo. Idatha eqokelelwe ngenkqubo yokulandelela inkqubo yomfundi (<i>learner tracking system</i>) iya kuthetha ukuya kusanda ingqikelelo engcono nocazululo lweziphumo okuya kwenzeka okokoko. Ireyithi yokuphinda iklasi iphenjelelwa kwakhona ngumgaqo-nkqubo kazwelonke, ngokuphathelele ekuqhubeleni phambili kwabafundi (<i>progression</i>) nokupasa (<i>promotion</i>) okuchaphazela iithagethi.</p>
<p>▶ PM219: Umlinganiselo wokupasa kwiimviwo zeBakala 12.</p> <p>Ithagethi ayifikelelwanga ngokupheleleyo, kodwa kwaye kwakho ukuphucuka okungephi kunonyaka odlulileyo. Lo ibingunyaka wokuqala weSatifikethi seMatriki sikaZwelonke (<i>National Senior Certificate</i>), nto leyo eyenze ukuba iingqikelelo zingabi lula ukwenziwa.</p>
<p>▶ PM220: Umlinganiselo wokupasa kwiimviwo zeBakala 12 kwiMathematika neSayensi.</p> <p>Ithagethi ayifikelelwanga. Lo ibingunyaka wokuqala kwinkqubo yeSatifikethi seMatriki sikaZwelonke nonyaka wokuqala woLwazi lweMathematika (<i>Mathematical Literacy</i>), nto leyo eyenza iingqikelelo zingabi lula.</p>
<p>▶ PM221: Ipesenteji yabafundi abakwiBakala 9 abafumana iziphumo ezamkelekayo kuzo zonke iinkalo zezifundo.</p> <p>Ithagethi ayifikelelwanga. Ngokweli nqanaba imiba yokuqaliswa kwekharithulam entsha iya kuqhubeka ichaphazela zombini iziphumo neengqikelelo.</p>

	INKQUBELA
a) Ukuphuculwa kwezakhono (<i>upskilling</i>) nokuxhotyiswa kwakhona (<i>reskilling</i>) nokufundiswa kootitshala oko kwikhontenti entsha neendlela zokufundisa zeNgcaciso yeKharithyulam kaZwelonke.	<p>Uqeqesho olubanzi kakhulu olwaluququzelelwa ngundlunkulu aluseyona nto kanye kugxilwe kuyo yokuphucula izakhono (<i>upskilling</i>) nokuxhotyiswa kwakhona ngezakhono (<i>reskilling</i>). Abacwangcisi bezekharithyulam abakhulu, bebambisene nabacebisi ngezekharithyulam kwii-ofisi zezithili zemfundo, bagxile kuqeqesho lokongeza ulwazi kwiinkalo eziqatshelweyo zekhontenti entsha.</p> <p>Ngootitshala abayi-240 abaya kuqeqesho lweMathematika noloLwazi lweMathematika (<i>Mathematical Literacy</i>) (<i>Financial Maths</i>)</p> <p>Ngootitshala abayi-320 abaya kuqeqesho lwe-Akhawuntingi (oluphathelele kwiingxelo zokungena nokuphuma kwemali) (<i>cash flow statements</i>)</p> <p>Ngootitshala abayi-63 abaya kuqeqesho lwezifundo zoBugcisa neNkcubeko</p> <p>Ngootitshala beelwimi abaya kwiiseshoni zengcaciso eziphathelele ekufundweni koNcwadi nasekukhethweni kweencwadi ezimiselweyo.</p> <p>Ngootitshala abayi-91 abaya kuqeqesho lweeSayensi zoBomi. Ngootitshala abayi-35 abaya kwikhosi ye-ACE kwiiSayensi zoBomi (<i>Life Sciences</i>) eYunivesithi yaseStellenbosch.</p>

	INKQUBELA
b) Oomasifundisane bootitshala be-GET / FET bokomeleza ukucwangcisa neendlela zolawulo lweklasi	Kwamiselwa iziseko zokuxhobisa nokunika uqeqesho kubacebisi ngezekharithyulam nakootitshala ngokuphathelele neendlela zolawulo lweklasi. Kuqulunqwe izixhobo zokufunda ukuphucula ulawulo neendlela zokufundisa eklasini ngabacwangcisi bekharithyulam abakhulu.
c) Kukho ulwazi olukwinqanaba eliphezulu malunga noKhuphiswano lweNdebe yebhola yeHlabathi ka-2010 kuwo onke amabakala	Izicwangciso ziyaqhubeka.
d) Uphuhliso kumsebenzi wokufundisa ngokuphucukielyo nangobungcali obufanelekileyo kubacwangcisi bezekharithyulam nakubacebisi ngezekharithyulam ukunika inkxaso kootitshala	Ngokusebenzisa iForam yokoMeleza iKharithyulam (<i>Curriculum Strengthening Forum</i>) kunye nezitraksha ze-HoD, kwenziwa uqeqesho nokusasazwa kwengcaciso ukuze bonke abo bachaphazelekayo kwikharithyulam babe nako ukuqonda ngokufanayo. Ukongeza, ii-ofisi zezithili zemfundo ziqalisa ezazo izicwangciso zokuqeqesha ootitshala apho oku kufunekayo.
e) Ukuhlanganisa i-ICT kwikharithyulam	<p>Abaququzeleli nabaphathi beKhanya baqhuba oomasifundisane aba qhelekileyo kwisikolo ngasinye ngasinye nakwiiklasta okokoko. Uqeqesho lokuhlanganiswa kwe-ICT kwizifundo kuqhubeka ubukhulu becala kwiMathematika, kuLwazi lweMathematika nakwiSayensi kwi-FET, nakulwazi lokufunda nokubhala nakulwazi lokubala kwizikolo ze-GET. Zonke izikolo eziziisekondari zinikwe izinto zokuncedisa ukufunda zekharithyulam zakwa<i>Mindset</i>, nezisetyenziswa ngokubanzi kakhulu. Ukongeza kwikhosi eziqhelekileyo kwenziwa ezi khosi zikhethekileyo ngolu hlobo lulandelayo:</p> <ul style="list-style-type: none"> o Ngootitshala abayi-721 abaya kwikhosi ze-<i>Intel Teach Essential and WebQuest</i>, o Ngootitshala abayi-344 (abasezikolweni nabasezi-ofisini) abaya kwikhosi ze-ICDL, kunye o neekhosi zakwa<i>Microsoft Partners in Learning</i> baqalise kwiindawo eziyi-150 kwiphondo liphela kwikota yokuqala ka-2009. <p>I<i>software</i> yezemfundo iyaqhubeka ukuphononongwa ngabacwangcisi bekharithyulam abakhulu nangabecandelo lobugcisa kwi-CEI. Uluhlu lwe<i>software</i> ecetyiswayo luyahlaziywa qho luze lufakwe kwiziko lewebhu yekharithyulam.</p>

	INKQUBELA
f) Uqeqesho lwabacebisi ngezekharityhulam nootitshala abatsha kwikhontenti ye-NCS	Abacwangcisi bekharityhulam nabacebisi ngezekharityhulam kuzo zonke izifundo baya kwiseshoni yeveki eququzelelwa liSebe leMfundo likazwelonke (<i>Department of Education</i>) (DoE).
g) Ukubonelelwa ngeeprogram ezisemgangathweni kwezikolo ekugxilwe kuzo ezixhaswa ngezitudiyo, ngoomasifundisane, ngamaziko olwazi, ngeeholo zezikolo	Iholo yesikolo eyakhelwa iSikolo saseGeorge ekuGxiwe kuso kwezoBugcisa (<i>George Focus School for Arts</i>) sekukufutshane ukuba igqitywe. Izitudiyo ezitsha zoMdaniso, ezeDrama, ezoMculo nezoBugcisa beZinto ezeNziwa liGcisa (<i>Visual Arts</i>) eChris Hani Secondary School ziya kugqitywa ngo-2009.
h) Oomasifundisane bokuncedisa ukufunda nabokuhlaziya ulwazi kuBafundi beBakala 11 nele-12, ngokukodwa kwizikolo ezikwimimandla eyi-27 ezikhethwe yi-ofisi yeSebe leNkulumbuso (STP- 27)	AMaziko eMfundo aPhakamileyo abonelele ngezifundo zokuncedisa (<i>tutorials</i>) kwizifundo ezikhethiweyo. Ukongeza, kwaqhutywa izikolo zaseBusika nezaseNtlakohlaza (<i>Winter and Spring schools</i>).
i) Amaphulo ii- <i>"Artists in Residence" Projects</i> kuhlobo lobugcisa ngalunye kuzo zonke zolishumi izikolo zoBugcisa neNkcubeko	Iiprogram ze- <i>"Artists in Residence"</i> zanikezwa kwizikolo ezilishumi ekugxilwe kuzo zoBugcisa ngo-2008. Izifundo yayizezoMdaniso, uMculo, iDrama, uMculo nobugcisa be- <i>Visual Arts</i> ne- <i>Design</i> .
j) Ukucwangcisa, inkxaso nokubeka esweni kweeprojekthi kunye naMaziko eMfundo aPhakamileyo, kwi <i>Public Private Partnerships</i> nakwii-NGEO ukuxhasa ukufunda nokufundisa	Amaziko emfundo aphakamileyo aye axhasa abafundi beBakala 12 kwiiklasi zangeMigqibelo nezaseNtlakohlaza (<i>Spring schools</i>). Kwasetyenziswa izikhululo zosasazo zoluntu (<i>community radio stations</i>) kwiprogram zokuhlaziya ulwazi zeBakala 12.

	INKQUBELA
k) Ukuqeqeshwa kwiZifundo ngezaMakhondo (<i>Career Guidance</i>) kootitshala beBakala 10-12. Uqeqesho kwinkqubo eyi- <i>"Advise and Refer" care</i> yokuxhasa nokuqeqesha ootitshala kwiindlela zokunika iingcebiso (<i>support and counselling training</i>) nakumahlakani asekuhlaleni (<i>community-based partners</i>) ukuba bajongane nabafundi "abasemngciphekweni" nekulula ukuba ngamaxhoba (<i>vulnerable</i>)	I-PACE Career Centre, ngokubambisene neSebe i-WCED, yanika ikhosi yeentsuku ezintathu ebizwa ngokuba yi- <i>"Advise and Refer"</i> kootitshala beSifunso soLwazi ngezoBomi bamaBakala 10-12, njengekhosi elandela ikhosi ye <i>World of Work</i> . Le yikhosi evunye yi-SAQA: ikhontenti yayo ijoliswe kumaBakala 10-12 oLwazi ngezoBomi e-NCS. Yayibandakanya i <i>Career Guidance in South Africa, Careers in context; Subject choices; self-directed search questionnaires; neCommunication in Career Guidance</i> . Ootitshala babelindeleke ukuba bazalise iphofhifoliyo yemisebenzi yovavanyo oluqingqiweyo baze bafumana isatifikethi emva kokuba beyigqibe ngempumelelo ikhosi le.
l) Oomasifundisane notyelelo ukuya kuncedisa, kucebisa nokuxhasa iinqununu kwezolawulo, ngokukodwa kwizikolo ekugxilwe kuzo nakwezo ziwela phantsi kweendawo ezizii-STP-27.	Abacwangcisi bekharityhulam abakhulu batyelela izikolo ezizii-53.
m) Inkqubo yeBakala 9 ethi isebenzise iikhosi ukuvala umsantsa (bridging courses) neendlela zokuzenzela izinto zokuncedisa ukufunda	Iingxoxo ngalo mba seziqalile kwaye kusaphononongwa imizekelo. Kufuneka sifumane eyona nkqubo ingumzekelo onguwo yolu hlobo lweprogram yokuvala umsantsa.
n) Uthotho lweenkomfa ezimfutshane ezahlanganisa abathathi-nxaxheba	Kwakuqhutywa iinkomfa ezimfutshane kwezoShishino noRhwebo nakwezoBugcisa neNkcubeko kunye neenkomfa zabafundi ukuza kuthi ga ngoku.
o) Ukuguqulwa kwawo onke amaxwebhu eNgcaciso yeKharithyulam kaZwelonke	Sele kwagqitywa ukuguqulwa kweeNgcaciso zeZifundo zeMathematika, ezolwazi lweMathematika neFizikhali Sayensi aza amaxwebhu lawo asiwa ezikolweni. Zaguqulwa iZikhokelo zeeProgram zokuFunda neZikhokelo zoVavanyo lweZifundo kuzo zonke izifundo.

	INKQUBELA
p) Ukukhula kokuqeqeshelwa umsebenzi kwamagosa ekuhlenganisweni kokufundiswa kwe-ICT, ukusetyenziswa kwenkqubo ye- <i>"Rubricate"</i> ukuqulunqa izixhobo zovavanyo, uMthetho woLawulo lweeMali zikaRhulumente (<i>Public Finance Management Act</i>), ukudizayinwa kweziko lewebhu (<i>web design</i>), i-project management and coaching	Amagosa esebe lemfundo ayile kuqeqesho lwe- <i>Intel Teach Essentials</i> . Abambalwa babo baye ngokunjalo bayigqiba ikhosi ye-ICDL – ezi khosi ziqhutywa yi-Cel Training Unit. Abacwangcisi bekharityhulam abakhulu kwaNdlunkulu bayaqhubeka ngokuncediswa umntu ngamnye, ngokwemo elawulwa ziimfuno zalo mntu ekwenzeni umsebenzi kwiwebhu zeekhompyutha zabo (<i>web-spaces</i>).
q) Amaxwebhu okuncedisa kwisantya sokufunda amaBakala 10-12	Amaxwebhu okuncedisa kwisantya sokufunda azo zonke izifundo anikwa izikolo. Ukongeza, kwathunyelwa kuzo zonke izikolo iishedyuli zomsebenzi ezingumzekelo.
r) Ukumiselwa kwemigangatho yeBakala 12 kwiSatifikethi seMatriki sikaZwelonke sokuqala ngqa	Ukumiselwa kwemigangatho kwakubandakanya oku kulandelayo: Ukunika izikolo ucazululo 'lombuzo ngamnye' kwizifundo ezibhalwe ngo-2008. INGxelo yeemviwo ze-NSC zeBakala 11 yanika abaphathi ulwazi olumalunga nophuhliso lweenkqubo emazenziwe kwiBakala 12 Amaphepha emibuzo angumzekelo eBakala 12 neememorandam anikwa zonke izikolo ezikwiphondo. Amaphepha emibuzo angumzekelo afakwa kwiziko lewebhu leCandelo leeMvavanyo neeMviwo. Ii-CD ezinamaphepha angumzekelo zathunyelwa ezikolweni ngu-Edumedia. Ii-ofisi zezithili zemfundo zabamba iintlanganiso zokumisela umgangatho ofanayo wovavanyo oluqhubekela esikolweni ngoFebruwari 2009.
s) Ukuqeqeshwa kootitshala kwiMisebenzi yokuVavanya iNkqubo yomfundi (<i>Performance Assessment Tasks</i>) (PATs)	ISebe iWCED lanika imisebenzi eyahlukeneyo yovavanyo lwepraktikhali/ lwenkqubo yomfundi (<i>practical/performance assessment tasks</i>) (PATs) zonke izikolo ezazifundisa izifundo zepraktikhali. Ukumodareyithwa kwee-PAT kuya kwenziwa kwinqanaba le-ofisi yesithili semfundo yaye, kokokuqala ngqa, kwinkqubo yokumodareyitha yephondo. Abacwangcisi bezekharityhulam baye bakhokela inkqubo yoqeqesho ukwenzela ukuba ootitshala babe nako ukwenza izifundo ezithile zee-PAT.
t) Ukuqaliswa kwe-QIDS-UP, kujoliswe kwizikolo eziziprayimari ezihlwempuzeke kakhulu ngokwamaNqanaba eNtlupheko 1, 2 no-3 ngo-2008/09, ukuqinisekisa ukuba ezi zikolo zifumana ezona zinto zokuqala ezizibonelelo ezizizakhiwo, zokufunda nokufundisa, ezoluntu nezemali ukwenza ukuba kube nokuqhubeka ukufunda nokufundisa okusemgangathweni.	Kunyaka-mali ka-2008/09 kwenziwa oku kulandelayo: Iprogram yasemva kwexesha lokufundisa (extra-mural) njengeprojekthi elilinge eyaqhutywa kwizikolo eziziprayimari eziyi-13; I-Geographic Information System computer software kwizikolo eziyi-285 (kwizikolo ze-FET); KwiSayensi zoBomi: izixhobo neekhemikhali kwizikolo ze-FET eziyi-104; KwiFizikhali Sayensi: iikhemikhali nezixhobo kwizikolo ze-FET eziyi-90; Ukuqeqeshwa kootitshala bezikolo eziyi-196 eziziprayimari neziziisekondari kulawulo lweleyibrari nakwezolawulo; Iincwadi zelayibrari zisikriniwe za-odolwa. kwenziwe ii-odolo ezixabisa i-R34 yezigidi kwaye kuyaqhutyekwa knokusiwa kwezi ncwadi kwizikolo eziyi-655 zamaNqanaba eNtlupheko-Q1-3 iiprayimari neesekondari; Izikolo eziyi-120 eziziprayimari neziziisekondari zafumana inkxaso ngokulondolozwa nokulungiswa kwezakhiwo nam, abala, ngokunjalo nokuphuculwa kweziseko zophuhliso; UVavanyo lweSikolo siPhela kwizikolo eziyi-30 ze-QIDS-UP; Izikolo eziyi-40 zaye zancedwa ngokufakela iitafle nezokhuseleko kumagumbi eekhompyutha; I-R30 yezigidi yachithwa ekuthuthweni kwabafundi kwizikolo eziyi-168 zamaNqanaba eNtlupheko Q1-3.
u) Uphuhliso ekufundiseni kootitshala beMathematika nabeSayensi kwikhontenti entsha yeMathematika neSayensi	Ukuqeqeshwa kwikhontenti entsha yeMathematika neFizikhali Sayensi kuququzelelwa ngabasebisi ngezekharityhulam kwii-ofisi zezithili zemfundo. Ukongeza yi-20 yootitshala beMathematika abaya kuqeqesho ePitoli. Ootitshala beSayensi beBakala 12 bafumana ukuqeqeshwa ukuba benze iipraktikhali zeSayensi ezifunwa yi-NCS.

	INKQUBELA
v) Ukuqhubela phambili ngeProgram yooTitshala aBancedisayo (Teacher Assistant Programme) (TAP) okuhamba nokuqeshwa kootitshala abancedisayo abayi-510 ukuba bancedise kwiSigaba seSiseko kwezona zikolo zihlwempuzeke kakhulu	<p>Abancedisayo ekufundiseni (teaching assistants) bancedisa ootitshala beeklasu nabafundi beSigaba seSiseko. Abancedisayo ekufundiseni bonyaka wokuqala, abonyaka wesibini nabonyaka wesithathu bahamba iiseshoni zeentsuku ezintlanu ngenyanga kwiikholeji ze-FET.</p> <p>Abancedisayo ekufundiseni abayi-341 bonyaka wesithathu, abayi-75 bonyaka wesibini nabayi-94 bonyaka wokuqala balugqiba uqeqesho lwabo lwekota kwiikholeji ze-FET ezi-6 kwaze kwabanjwa iiseshoni zobu-HOD ukuxoxa ngenkqubela yabafundi beBakala 3 kuLwazi lokuFunda nokuBhala nakuLwazi lokuBala. Kwakubanjwa iintlanganiso qho ngenyanga nabaququzeleli beekholeji ze-FET kunye nabaququzeleli be-TAP bezithili zemfundo.</p> <p>Inani labancedisayo ekufundiseni bonyaka abenza izifundo zonyaka wesithathu bahlile kwinqanaba ukusuka ku-372 ukuya ku-341, abenza unyaka wesibini bahlile ngokunjalo ukuya kutsho ku-75 baze abenza unyaka wokuqala behla baya ku-94. Oku kungabhekiselelwa kwinyaniso yokuba kukho ukungaqiniseki ngokuphathelele kwixesha eliya kuthathwa yile projekthi; abancedisayo ekufundiseni bafumana imisebenzi esisigxina kwezinye iindawo. Kuqeshwe ababonelela ngeenkonzo ukuba baphonononge iprojekthi ye-TAP benze ingcebiso enokuba malunga nokuhlaziywa kwale projekthi.</p> <p>Abayi-17 abancedisayo ekufundiseni babhalisele ukufunda isigxina kwii-HEI. ISebe iWCED likhuphe iibhasari kwaba bafundi.</p>
w) Ukubonelelwa ngezinto zokufunda ezizizo ukukhuthaza ukugqwesa, ukuqhuba kakuhle nokupasa iMathematika neSayensi	Zonke izikolo zeDinaledi zizifumene iincwadi zezifundo (textbooks) zeMathematika, iFizikhali Sayensi, uLwazi lweMathematika nezesiNgesi uLwimi lokuQala oLongezelelweyo (English First Additional Language), ngokunjalo neekhalithyuleyitha. Ukubonelelwa ngezinto zokufunda kusekelwe kwiimfuno eziqatshelweyo kwaye kuhlala kuqhubeka okokoko.
x) Ukuphuhlisa kwezakhono zabasebenzi (okubandakanya abaphathi bezikolo nee-HOD zesifundo) ukuqinisekisa ukulungelelaniswa nokuphunyezwa kweenjongo ze-MST.	linqununu zezikolo eziyi-10 zaya kwiikhosi zoLawulo nobuNkokeli e-CTi ngoJulayi nangoAgasti 2008.
y) Iprogram yoqeqesho ye-ICT yootitshala beMathematika neSayensi eyaqhutywa yi-Intel Teach Essentials Programme)	Uqeqesho lwe-Intel Teach Essentials olugxile kwi-ICT lwandisiwe ukubandakanya abacebisi ngezekharityulam bezinye izifundo neenkalo zezifundo kwizigaba ze-FET neze-GET. Aba bacebisi ngezekharityulam baya kuqeqesho kunye nootitshala kwii-ofisi zezithili zemfundo zabo. Itotali yabathathi-nxaxheba abayi-485 baya kuthotho lweekhosi ngo-2008 (abayi-291 babekwindawo yoqeqesho eKuis River baze abayi-194 baseWorcester okanye eGeorge). Kwaba bathathi-nxaxheba, abayi-53 ngabacebisi ngezekharityulam.
z) I-odithi yeziqinisekiso zootitshala be-MST nezibonelelo.	Sele kwenziwe uku-odithwa kweziqinisekiso zootitshala be-MST kwaye ngoku kusafakwa iinkcukacha kwidatha.
aa) lingcebiso ngamakhondo omsebenzi ezinikwa abafund nenkxaso enikwa ngokusebenzisa iinkempu ze-MST	Iveki yeSayensi kaZwelonke ngo-2008 (10-17 Meyi) (National Science Week) (10-17 May) yayigxile kwiingcebiso ngamakhondo emisebenzi nalapho kwafikelelwa kubafundi abayi-600. Bayi-200 abafundi beBakala 11 abaphumelela emagqabini kwiMathematika, kwiFizikhali Sayensi nakwi-Akhawunti abasuka kwizikolo zeDinaledi, kweze-MST nakwezoBunjinieli ekugxilwe kuzo abayayo kwiKhempu ye-MST ukususela kowe-4-12 Julayi 2008 kwiCape Academy.
bb) Ukusebenza nokupasa kwiMathematika neSayensi ngokuthatha inxaxheba kwiOlimpiyadi yeMathematika neSayensi	Ziyi-22 izikolo zeDinaledi ezathatha inxaxheba kwiOlimpiyadi yeMathematika neyeSayensi ngokulandelelanayo.

	INKQUBELA
cc) Ukunika uncedo kubafundi "abasemngciphekweni" ngokuqesha abantu bokufundisa (tutors), kwiiklasi eziziphutshwa ngeeholide zaseBusika nezaseNtwasahlobo (Winter and Spring schools) nokubenzela iiseshoni zaphambi kweemviwo (pre-exam sessions).	ISebe iWCED labonelela ngenkxaso-mali kwizikolo zeDinaledi neze-MST ukuze zikwazi ukufumana iinkonzo zabantu bokufundisa (tutors), beMathematika nabeSayensi ukunceda abafundi abasemngciphekweni nasekubhaliseni kwiArgus Star School's Winter School Programme). Kwakhona kwaye kwalungiselelwa iiklasi zaseNtwasahlobo (Spring schools) ukunceds abafundi abafumana u-40-45% kwizikolo ezikhethekileyo. I-CPUT yafundisa iiseshoni ezandulela iimviwo.
dd) Ukumiselwa kweethagethi zezikolo kwisifundo ngasinye ukuze kwande inani labafundi neziphumo eziphuculiweyo kwiMathematika neSayensi	Zonke izikolo zeDinaledi neze-MST zamiselwa ithagethi yokufumana ngaphezu kwala manqanaba 20-25 okupasa iMathematika neFizikhali Sayensi kwiBakala 12 ngo-2008. Loo thagethi yafikelelwa.

Imingeni ethile neempendulo

Umngeni 1: Amanqanaba oLwazi lokuFunda nokuBhala nawoLwazi lokuBala akumgangatho osezantsi

Impendulo kuMngeni 1:

Icandelo leKharithyulam ye-GET lanika lwenza iintlobo ngeentlobo zamanyathelo okuxhasa ukuphuculwa kwamnqanaba olwazi lokufunda nokubhala nawolwazi lokubala. IPhulo leZiseko zokuFunda (*Foundations for Learning Campaign*) laqaliswa nge-1 Novemba 2008 yaye kwabalulwa imisebenzi ephathelele kwiithagethi neemfuno ezingummiselo. Kwaprintwa iimvavanyo zonyaka zizikolo zaxhaswa ngemali liCandelo leKharithyulam ye-GET kwakuba kwenziwe isicelo. Kwamiselwa intsebenziswano nababonelela ngeenkonzelo yokuqalisa ngamandla uqeqesho loLwazi lokuFunda nokuBhala noloLwazi lokuBala nokunika inkxaso kwizikolo eziyi-250 ezaqatshelwa zii-ofisi zezithili zemfundo (zaziyi-125 ezoLwazi lokuFunda nokuBhala zaziyi-125 ezoLwazi lokuBala). Zonke ezi zikolo zaziyi-250 zabonelelwa ngezikim ezikhuthaza ukufunda (*reading schemes*). Amagosa ayi-180 angabacebisi ngezekharityulam nangabacebisi bokunika inkxaso ekufundeni kwi-GET afumana uqeqesho lweentsuku ezi-5 kwinkqubo "yokuFundisa uLwimi ngokuPhangaleleyo" (*Balanced Language Approach*). Igosa ngalinye lafumana umqulu woqeqesho.

Kwenziwa i-DVD yeeNcwadi eziyi-100 ehamba kunye nencwadana encedisayo ukukhuthaza ukusetyenziswa kweencwadi ezingamabali angeyonyaniso (fiction) nezo zingamabali ayinyaniso (*non-fiction books*) ukufundela ukuzonwabisa nokufumana izifundo zoLwazi lokuFunda nokuBhala.

Kwaqaliswa i-program yoVavanyo oLwandlalelayo lweBakala 1 (*Grade 1 Baseline Assessment programme*) ukuncedisa ootitshala ekucwangciseni i-program efanelekileyo. Kwaqhutywa iiseshoni zokuhlalanga qho nabaququzeleli be-Lit Num ukunceda izithili zemfundo. Kwaqhutywa neeForam zokoMeleza iKharithyulam (*Curriculum Strengthening Forums*) nabacebisi kunye nabacwangcisi bezekharityulam ngo-Agasti 2008 nangoMatshi 2009.

Ngekota nganye kwabanjwa iintlanganiso zeKomiti yePhondo yokuQuquzelela uLwazi lokuFunda nokuBhala noLwazi okuBala kwiPhondo (*Provincial Literacy and Numeracy Co-ordinating Task Team meetings*). Ngasinye isithili semfundo sabelwa ibhagethi ethile yeLit Num ukuba ziqhube iiprojekthi zokomeleza uLwazi lokuFunda nokuBhala noLwazi lokuBala. Izikolo eziyi-99 zanikwa iisethi zeencwadi zokufunda yi-iThuba Writing Project kwenziwa noqeqesho olumalunga nokusetyenziswa kwezi zinto zokufunda zesiXhosa.

Kwabonelelwa ngeethagethi zodonga kuzo zosi-8 iinkalo zezifundo kumaBakala 4-6 ukukhuthaza iiklasi ezizele yimifanekisoefundisayo (*print-rich classroom environments*).

Ukuhlaziywa kweSicwangciso seeNguqu seeLwimi (*Language Transformation Plan*) kwaqhubeka nge-6 Matshi 2009. Kwabhalwa iisihyuli zomsebenzi (zamaBakala 1 - 6) zanikwa zonke izikolo zikarhulumente eziqhelekileyo namagosa ezithili zemfundo ukulungiselela uLwazi lokuFunda nokuBhala/ iLwimi noLwazi lokuBala/ iMathematika.

Abafundi bamaBakala 9 kuzo izikolo zikarhulumente eziqhelekileyo bavavanywa kwiMathematika nakuLwimi nge-9 nange-11 Matshi 2009. Kwathunyelwa isikhokelo sokuLawula iDatha yeZigaba eziPhakathi nezaBadala (*Data Handling for Intermediate and Senior Phases*) kuzo zonke izikolo eziziprayimari nezizisekondari. IStatsSA saqhuba iikhosi zootitshala kwiizithili zemfundo ezi-4 malunga nalo vimba. Iikopi ezongezelelweyo zanikwa amaziko e-AET.

Kwaveliswa i-CD engeZithintelo zoLwazi lokuBala (*CD on Barriers to Numeracy*) yaze yathunyelwa ezikolweni neyathi yaxozwa nabacebisi bokunika inkxaso ekufundeni (*learning support advisers*).

Yaqhubeka iiprojekthi yeSupedi yavavanya izikolo ezi-5 ngoNovemba 2008. Le program iye yalungelelaniswa (*has been aligned*) neeshedyuli zomsebenzi zeSebe i-WCED.

Kwenziwa kwagqitywa uaaaaaaaakuqinisekiswa komgangatho (*Quality assurance*) wee-CTA nememoranda.

Kwenziwa umqulu onguvimba weBakala R (umasifundisane, amaphetshana engcaciso (*pamphlets*) neephowusta) ukwazisa abaphathi bezikolo namagosa malunga ne-NCS kwiBakala R.

Kwaveliswa iseti yeephampflethi zengcaciso (*pamphlets*) ezisi-8 neephowusta ezi-2 ukwazisa malunga nezona mfuno zisezantsi zimiselweyo zokuqaliswa kwe-NCS kwiBakala R.

UMngeni 2: Ezokhuseleko lwesikolo

Impendulo kuMngeni 2:

IProgram yeZikolo eziKhuselekileyo (*Safe Schools Programme*) inesicwangciso esintlantlu-ntathu (*three-pronged strategy*), esibandakanya: iZifo leeFoni leZikolo eziKhuselekileyo (*Safe Schools Call Centre*), apho imiba eyahlukene ephathelele kubundlobongela obuqhubeka ezikolweni inokuchazwa khona; iingcebiso ezenziwa liZiko leeFoni labantu ngabanye ngabanye abachaphazelekileyo nabenzakeleyo; nokunikwa ukhuseleko ngokwasemzimbeni. IForam yeNtsebenziswano yoLuntu namaPolisa (*Community Policing Forum*) yagaya aMavolontiya ayi-400 eBambanani namavolontiya ayi-100 agaywa ngentsebenziswano namabhunga olawulo ezikolo ukuba abe yinxalenye yeProgram yaMavolontiya oKhuseleko lweZikolo eBambanani (*Bambanani School Safety Volunteer Programme*). I-Bambanani School Safety Volunteers ixhasa isicwangciso seZikhululo Sokulwa ulwaPhulo-mthetho kwiSikhulo se-SAPS sasekuhlaleni (*local SAPS Station Crime Combating strategy*) nenkqubo yokwenza umsebenzi wobupolisa. I-149 yamapolisa ancedisayo (*police reservists*) yasasazwa kwizikolo eziyi-109 ezisengozini ukuba abe yinxalenye yokulwa ulwaphulo-mthetho nobundlobongela esikolweni. Nakuba kunjalo, ngenxa yezithintelo zemali, i-80% yamapolisa ancedisayo asuswa ezikolweni.

Ipatroli zokhuseleko kwiimeko ezingxamisekileyo (*emergency security patrols*) zicwangciswa ngeeholide zezikolo ukunceda ekunciphiseni ulwaphulo-mthetho olunxulumene neeprothi. Njengenxalenye yelinge leNkulumbuso, i-50 yamagosa abonelela ngezokhuseleko (*safety resource officers*) baqeshiwe ukuxhasa izikolo ekwandiseni iikomiti zokhuseleko lwezikolo, baphonononga izicwangciso zokhuseleko lwezikolo, baqalisa iiklabhu zolutsha, banciphisa ukusetyenziswa gwenxa kwezidodobalisi-ngqondo (*substance abuse*) nasekusekeni iiprogram zokuxhasa kunye/okanye zothintelo, nokusebenza njengabangumzekelo omhle nabacebisi (*positive role models and mentors*) kwizikolo ezisengozini eziyi-109. Iiprogram zemfundo zigxila kwiimfundiso neengcinga (*attitudes*), injongo yoko ikukutsalela kwakhona umdla wabafundi ekwenzeni izinto ezintle ezinjengezemidlalo, ubugcisa nedrama, nasekugxileni ekuzilungiseleleni amakhondo emsebenzi exesha elizayo. Zigxila kutshintsho ngokweemvakalelo okanye ngokokuziphatha; iinkqubo ezinobuchule nezakhayo zokulawula impixano, nokukuqeshelwa ukuba ngumxolelanisi (*mediation training*).

Amagosa okunika inkxaso abafundi (*learner support officers*) aya kulandela abafundi abasihamba kakubi isikolo aqinisekise malunga nokuphononongwa kweengxaki zabafundi. Babonelela ngeengcebiso noqeqesho kubafundi abasengozini bandule ukuqinisekisa ukuba abafundi banako ukufikelela kwiinkonzo abazifunayo. Amagosa enxaso kubafundi aya kuququzelela iiprojekthi eyi- "Youth in Control" njengenxalenye yeprogram yeholide. Iiprojekthi eyi- "Youth in Control" ijolise ekubethelweni iingcinga nokuziphatha kakuhle ngokubakhokelela kwindlela Eyona kanye kunye nemfundo: ukusa abafundi abayeke bengaqibanga ukufunda (*dropouts*) kwiziseko zemfundo ezizizo nasekuphuhliseni izakhono zokuqalisa iiprojekthi zoluntu.

Umngeni 3: Izikolo eziPhakamileyo ezingaqhubi kakuhle

Impendulo kuMngeni 3: Kwaqaliswa iiprogram yenkxaso kwizikolo ze-NSLA ukuqinisekisa ukuba zazikulungele ukuvulwa kwezikolo ngoJanuwari. Ukongeza, ukubekwa esweni kwezi zikolo ekuqaleni kwikota nganye kwaqaliswa. Kwikota yokugqibela, ugxininiso lwalusekwenzeni ukuba ezi zikolo zilungise okuziziseko: ukufika kwangexesha esikolweni nokuza kootitshala nabafundi yonke imihla esikolweni, ukufundisa ngokwethayimthebhile, indlela yokuziphatha nokhuseleko kunye nempilo yesikolo.

Umngeni 4: Uthatho-nxaxheba kwiMathematika neSayensi/lireyithi zempumelelo kweZikolo eziPhakamileyo

Umngeni 4: Izikolo eziyi-53 zeDinaledi/ze-MST ziyaqhubeka ukuxhaswa kugxilo lokuphuhlisa kweMathematika, iSayensi neThekhinoloji kweli phondo. Kuye kwakho ukwanda nge-32% kwini labafundi abakwezi zikolo abenza iMathematika neSayensi njengezifundo.

Umngeni 5: Amanqanaba eZakhono zooTitshala

Impendulo kuMngeni 5: Amanqanaba ezakhono zootitshala ayasonjululwa qho ngeenkqubo zophuhliso eziziintlobo ngeentlobo ze-WSP; ngeentlobo ngeentlobo zeekhosi zoqeqesho, ngeesemina neenkomfa ezenziwa yiCape Teaching and Leadership Institute; kunye nongenelelo lwezoqeqesho olunxulumene nekharityulam. Ingxelo yesicwangciso esimalunga nokufuneka nokufumaneka kootitshala yaye yamkelwa ivela kumboneleli ngenkonzo (service provider). ISEBE IWCED isebenzisa le ngxelo ukuphonononga iziphumo zayo ekulungiseleleni ikamva.

Umngeni 6: Ukubonelela ngeziseko zophuhliso

Impendulo kuMngeni 6: Ukusombulula ukunqongophala okukhoyo ngoku kwiziseko zophuhliso kwizikolo ezininzi eziseNtshona Koloni kuthityazwa kukukhula ngokugqithisileyo koluntu kwiindawo ezininzi esezifumana ukunqongophala kwizibonelelo zophuhliso. Ezi ndawo zifuna izisombulula ezikhawulezileyo, ezinokubonelelwa kuphela ngokwakhiwa kweeklasi ezinako ukuhanjiswa (mobile classrooms). Uninzi lwezi zikolo ezikwezi ndawo zingasentla sele zinkulu ngokugqithisileyo, oko kwenze ukuba kube nzima ukuzilawula. Ngokufanelekileyo, kumele ukuba kwakhiwe izikolo ezitsha ezingezinye, kodwa kufanele ukuba kubonelelwe ngezo zikolo kwezo ndawo zifumana ukungena kwabantu besiza kuhlala kwezi ndawo zintsha. Ibhajethi yeziseko zophuhliso yaminyaka le ayivumeli ukuba kubekho ukuququzelelwa ngokukuko kwezinto. Iinkxaso-mali ziyafumaneka ekuphuhliseni kweendawo zokuhlala ezintsha ezakhiwa ngokukhawulezileyo kakhulu ke noko, lo gama ziqinisekisa ukubakho kwesiza sesikolo, ukuthengwa kweso siza sesikolo, nokucetywa kwezikolo ezitsha kwanokwakhiwa kwezo zikolo zilolo hlobo kuseyinto ethatha ixesha elide.

Umngeni 7: Iziphumo zentlekele yamaxabiso aphakamileyo okutya kwiProgram yeSizwe yeSondlo saBafundi eZikolweni (National School Nutrition Programme (NSNP))

Ukunyuka okungatshintshiyo kwamaxabiso okutya kwiinyanga eziyi-18 ezidlulileyo kube neziphumo ezibu kubaboneleli ngenkonzo abaqeshelwe ukuba benze ezi nkonzo. Amaxabiso okutya anyuke ngokungathethekiyo kangangokuba ababonelela ngeenkonzo bacele iSebe iWCED ukuba iqwalasele ukunyuka kwexabiso lebhidi (*bid price*) ukwenzela ukuba bakwazi ukuqhubela phambili bebonelela ngenkonzo eyimpumelelo. Ngethuba lokwenziwa kwesi sicelo izalathiso zaMaxabiso eNtengo (*Consumer Price Index*) [CPI] ziye zahlala zimalunga ne-15% isithuba seenyanga eziliqela.

Impendulo kuMngeni 7: Kwaqalwa kwenziwa uphononongo lokuba ngaba izikolo ziyisebenzisa kangakanani imilinganiselo eziintlobo ngeentlobo zemenyu. Kwafunyaniswa eminye imilinganiselo yokutya, umz. Irayisi nezincasanisi zesoy (*soy relish*) zisetyenziswa kancinane ezikolweni. Isixa-mali esinyuke nge-14% kwixabiso elingumndilili lokutya besihlawulwa ababoneleli ngenkonzo, i-7% yazo yaba sisiphumo sokuncitshiswa kwemilinganiselo yokutya yaza yona i-7% yakukunyuka ngokwasemalini kumyinge ofunyanwa ngumfundi imihla ngemihla.

Umngeni 8: Ukwenziwa kweenkonzo ezikolweni kwinqanaba elifunekayo

Impendulo kuMngeni 8: Iprogram yokuHlengahlengiswa kwaBasebenzi be-WCED kujolise ekuboneleleni ngokwandayo ekwenziweni kwenkonzo egxilileyo isondezwe kufutshane namaziko emfundo ethu. Ukuqaliswa kwenkqubo engumzekelo yeekomiti zeesekeke (*circuit teams*) ngelokusondeza inkonzo kufutshane nezikolo, iisekeke ezincinane, uqhagamshelwano olusondeleyo norhulumente kamasipala kwanokongezwa kwe-ofisi yesithili semfundo entsha yinxalenye yesicwangciso sokwandisa ukwenziwa nokuphuculwa kweziphumo zemfundo “eluntwini lwasekuhlaleni”. I-70% yesabelo sebhajethi iya ekomelezweni kweekomiti zeesekeke. Izikolo zifake ingxelo yokuba zityelelwa qho ngamalungu eekomiti zeesekeke, kwaye ngokubanzi umgangatho wenkxaso ufumene ukuphucuka. Bonke abasebenzi becandelo lenkxaso bazo zonke izithili zemfundo barekhoda iinkcukacha zotyalelo lwabo kwiSistim yeNgcaciso yezoLawulo lwee-Ofisi zeZithili (*District Management System*).

Imiba efuna ingqwalaselo eqhubeka okokoko

ISebe iWCED liqwalasele ukuqeqeshwa kootitshala babafundi abanezithintelo ekufundeni njengomba ofuna ingqwalaselo eqhubekayo. Lo mba uya kusonjululwa ngokuxhotyiswa kootitshala ngeeprogram ze-ACE nangeprogram enikwa abakwinkonzo (*in-service*) ye-CTLI.

Ukwandiswa kweMfundo eBandakanya Bonke aBafundi (*Inclusive Education*) yinto ephambili kwiSebe iWCED. Iziseko eziyimfuneko, ezabelwe ukujongana nezikolo zemfundo eneemfuno ezizodwa (*designated special schools*) njengamaziko oovimba bolwazi (*resource centres*), izikolo zikarhulumente eziqhelekileyo ezijongene nokunika inkonzo epheleleyo ezikolweni, ii-LST nee-DBST, ngaphakathi kwimida yemfundo ebandakanya bonke abafundi kunye nenkqubo yayo yenkxaso iya komelezwa ukukhuthaza imfundo esemgangathweni nenkxaso efanelekileyo kubafundi abaninzi kangangoko abanezithintelo zokufunda.

ISebe iWCED liqalise ngenani leenkqubo zongenelelo ngoncedo neprojekthi ezithile kwiinzame zokusombulula imiba eyahluka-hlukeneyo yemfundo esemgangathweni ezikolweni.

I-Ofisi yoMlawuli oyiNtloko kwii-Ofisi zeZithili zeMfundo iya kuqalisa ngenkqubo yokusebenza noluntu luphela olukwiizowuni ezi-3 apho kukho intsebenzo ekumgangatho osezantsi ngokubanzi phakathi kwazo zonke izikolo. Ngokukodwa, amahlakani ezentlalo-ntle kuya kuthetha-thethwana nawo ancedise ngamandla. Kuya kuthathwa amanyathelo okuphumeza uMthetho oFakela iZilungiso kwiMithetho yeMfundo (*Education Laws Amendment Act*) ngokuphathelele kwiinqununu ezikwizikolo ezingaqhubi kakuhle – inkqubo yokuphunyezwa kweShedyuli 1 (Ejongene noqwidizo kwinkqubo (*incapacity*)).

9.3 Iprogram 3: liNkxaso-mali zeZikolo eziZimeleyo

Injongo yeprogram

Kukuxhasa izikolo ezizimeleyo ngokoMthetho weZikolo waseMzantsi Afrika, ka-1996 (*South African Schools Act, 1996*)

Iprogram yeeNkxaso-mali yeZikolo eziZimeleyo inezi program zikwayinxalenye (*sub-programmes*):

Isigaba saseprayimari

- o kukuxhasa izikolo ezizimeleyo kwisigaba samaBakala 1-7

Isigaba sasesekondari

- o kukuxhasa izikolo ezizimeleyo kwisigaba samaBakala 8-12

Iinjongo ezilinganisekayo

Ezi njongo zilandelayo ziyalinganiseka (▲) nemilinganiselo yentsebenzo (▶) enxibelelana neProgram 3: yeeNkxaso-mali zeZikolo eziZimeleyo:

	Iinjongo ezilinganisekayo	Imlinganiselo yentsebenzo
Umgangatho	▲ ukuqinisekisa ukuba imfundo yenzeka kwizikolo ezizimeleyo	▶ PM301: Ipesenteji yezikolo ezizimeleyo ezixhaswa ngemali zatyelwa ngeenjongo zokubeka iliso

Imlinganiselo yentsebenzo
▶ PM301: Ipesenteji yezikolo ezizimeleyo ezixhaswa ngemali zatyelwa ngeenjongo zokubeka iliso Ithagethi ifikelelwe kwade kwagqithiswa. ISebe iWCED lenze imigudu emikhulun yokusombulula lo mba ngo-2008/09.

Izinto ezenzekileyo ngokuphathelile kwiiprogram zophuhliso lomgaqo-nkqubo ngo-2007/08

Akuzange kubekho zangezelelo kwezi kweli thuba liphantsi kwengqwalaselo. Ngokomgaqo-siseko, nabani na unako ukuseka, aqhube ngeendleko eziphuma kuye, isikolo esizimeleyo phantsi kweekhrayitheriya ezingqongqo. Ezi zikolo akuvumelekanga ukuba zicalu-calule ngokobuhlanga, kufuneka zigcine imfundo esemgangathweni ekungafunekanga ube ngaphantsi kunalowo wesikolo sikarhulumente esinjengaso sibe sesibhaliswe kwiSebe iWCED.

ST301	INKXASO-MALI ZEZIKOLO EZIZIMELEYO – Imiba ephambili	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
IINTLAWULO NGOKWEEPROGRAM EZISEKELEYO (R'000)					
3.1	Isigaba saseprayimari	15,902	19,042	19,500	19,500
3.2	Isigaba sasesekondari	18,357	20,671	24,619	24,619
	ITOTALI	34,259	39,713	44,119	44,119
IINTLAWULO NGOKUKUHELEWA KWEZOQOQOSHO (R'000)					
	Intlawulo yalo nyaka-mali	-	-	0	0
	Imbuyiselo yabasebenzi	-	-	0	0
	Iimpahla neenkonzon nezinye izinto zalo nyaka-mali	-	-	0	0
	Iimali ezihlawulwa ngoomatshini neenkxaso-mali	34,259	39,713	44,119	44,119
	Iintlawulo ze-capital assets	-	-	0	0
	ITOTALI	34,259	39,713	44,119	44,119
UKUQESHWA KWABASEBENZI					
	Inani lootitshala (abaqeshwe ngurhulumente)	-	-	-	-
UBHALISO					
	Abafundi abakwizikolo ezizimeleyo abafumana inkxaso-mali	17 964	16 703	16 703	17 397
3.1	Isigaba saseprayimari	11 843	8 626	8 626	11 115
3.2	Isigaba sasesekondari	6 121	8 077	8 077	6 282
	Abafundi abakwizikolo ezizimeleyo ezingaxhaswa ngamali	Akukho datha ichaza okwenzeke ngaphambili	8 532	8 532	13 744
	AmaBakala 1-7	Akukho nkukacha ichaza okwenzeke ngaphambili	6 474	6 474	6 871
	AmaBakala 8-12	Akukho datha ichaza okwenzeke ngaphambili	2 058	2 058	6 873
	ITOTALI (bonke abafundi bezikolo ezizimeleyo)	17 964	25 235	25 235	31 141

*Ithagethi yenkcitho ka- 2008/09 ngamanani aqikelelwayo aHlangahlengisiweyo ka- 2008/09

ST301	INKXASO-MALI ZEZIKOLO EZIZIMELEYO – Imiba ephambili (iyaqhubeka)			
	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
AMAZIKO				
Izikolo ezifumana inkxaso-mali(a)	81	87	89	98
3.1 Isigaba saseprayimari	60	65	57	66
3.2 Isigaba sasesekondari	21	22	32	26
Izikolo ezingafumani nkxaso-mali	104	118	129	115
ITOTALI	185	205	218	213
Izikolo ezixhaswa ngemali ezaye zatyelwelelwa ekuhambeni konyaka ngeenjongo zokubeka iliso (b)	-	61	45	93
► UMLINGANISELO WENTSEBENZO				
► PM301: Ipesenteji yezikolo ezizimeleyo ezixhaswa ngemali ezaye zatyelwelelwa ngeenjongo zokubeka iliso (b/a)	-	68.5%	50.6%	94.90%

Imiba engumngeni neependulo kwimiba efuna ingqwalaselo eqhubeka okokoko

Umngeni 1:

Zimbabwe izikolo ezizimeleyo ezineerekhodi ezikowona mngangatho usezantsi kwiimvavanyo ezicwangcisiweyo (systemic testing) kumanqanaba amaBakala 3 nele-6 nakwiBakala 12. Kukho kwakhona izikhalazo ezithe rhoqo ezivela kubantwana nakubazali. ISebe iWCED libeke esweni ezi zikolo ukuqinisekisa ukuba zibonelela ngemfundo esemgangathweni.

Impendulo kuMngeni 1

Isebe lemfundo liqwalasele imiba echaphazela izikolo ezizimeleyo eziya kufumana ingqwalaselo enkulu ngokubekwa esweni kulo nyaka-mali mtsha. Ngokukodwa, kuya kunikwa ingqwalaselo kumgangatho wokufundiswa kwekharithyulam.

I-Ofisi yoMlawuli oyiNtoko yee-Ofisi zeZithili zeMfundo iya kuqakusa inkqubo yokusebenzisana noluntu luphela lweezoni zo-3 apho kukho khona ukuhla ngokubanzi komgangatho phakathi kwezikolo. Ngokukodwa, abalingane bezentlalo kuya kuthetha-thethwana nabo ukuba bancedise kakhulu.

9.4 Iprogram 4: Izikolo zikarhulumente zemfundo eneemfundo ezizodwa

Injongo yeprogram

Kukubonelela ngemfundo karhulumente kwizikolo zemfundo eneemfundo ezizodwa ngokuhambelana noMthetho weZikolo waseMzantsi Afrika, ka-1996, noMgaqo-nkqubo 6 oSaxoxwayo omalunga neMfundo eBandakanya Bonke aBafundi (*South African Schools Act, 1996 and White Paper 6 on Inclusive Education*)

Iprogram yeMfundo yeZikolo zikaRhulumente ezineeMfundo zeMfundo eziZodwa inezi program zisekeleyo (sub-programmes) zilandelayo:

Izikolo

- o kukubonelela izikolo zemfundo eneemfundo ezizodwa ngezinto zokufunda *linkonzo zokuqeqeshelwa umsebenzi*
- o izikolo zikarhulumente ezinemfundo eneemfundo ezizodwa *Uphuhliso lwezakhono zabasebenzi*
- o ukubonelela ngophuhliso lokuqeqeshelwa umsebenzi lootitshala nabo bangengabo ootitshala kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa

Iinjongo ezilinganisekayo

Ezi njongo zilinganisekayo zilandelayo (▲) nemilinganiselo yentsebenzo (▶) ziphathelele kwiProgram 4: yeMfundo yeSikolo sikaRhulumente esiQhelekileyo

	linjongo ezilinganisekayo	Imilinganiselo yentsebenzo
Ukufikelela	▲ Ukubonelela ngokufikelela kwizikolo zemfundo ezineemfundo ezizodwa ngokungqamene nomgaqo-nkqubo kunye nemigaqo yemfundo ebandakanya bonke abafundi	▶ PM401: Ipesenteji yabantwana abaneemfundo zemfundo ezizodwa abakubudala beminyaka enyanzelisayo ukuba baye esikolweni abangabhaliswanga kumaziko emfundo

Izinto ezenzekayo eziphathelele kwiprogram yomgaqo-nkqubo ka-2008/09

Uxwebhu olusaqulunqwayo lokugqibela lwesicwangciso seMfundo sezikolo ezinemfundo eneemfundo ezizodwa kwiphondo ukukhuthaza ukufikelela kwabafundi abafumana izithintelo zokufunda selungiselelwe ukuba luxoxwe.

Inkqubo yokwabiwa ngokutsha (*redistribution model*) kwezithuba zootitshala bokuxhasa ukufunda ivunyiwe yaze yaqaliswa ngo-2008/09 ukuze kusetyenziswe eyona ndlela inempumelelo yokusetyenziswa kwezibonelelo nokwabiwa ngokulungeleneyo kwezikhundla (*equitable distribution of posts*) phakathi kwezithili zemfundo.

Umgaqo-nkqubo ophathelele kwiinkonzo ngethuba leeholide zikazwelonke namaxesha okuvalwa kwezikolo kumaziko okunonophela ulutsha nakumaziko emfundo iye yaqaliswa ukuqinisekisa ukwenziwa kwezinto kula maziko.

NgokweSiquendu 196(3) soMthetho waBantwana, ka-2005 (UMthetho 38 ka-2005) (*Section 196(3) of the Children's Act, 2005 (Act of 2005)*), izikolo ezingamakhaya abantwana (*schools of industry*) nezikolo zokululeka izimilo (*reform schools*) ziba luxanduva lweSebe loPhuhliso lweNtlalo (*Department of Social Development*), ingagqithanga iminyaka emibini yokuqaliswa kwesahluko esifanelekileyo kuMthetho. Oku kuthetha ukuba izikolo ezingamakhaya abantwana kunye nezikolo zokululeka izimilo eMzantsi Afrika zifanele ukutshintshelwa kwiSebe loPhuhliso lweNtlalo ekupheleni kuka-2010. Uthetha-thethwano neSebe loPhuhliso lweNtlalo seluqalisiwe ukugqiba malunga nokusetyenziswa kwexesha elizayo kwamaziko amathandathu olutsha achaphazelekayo, oko kusenziwa ngala masebe mabini, nokulungiselela ukugqithiselwa kwezibonelelo eziqatshelweyo.

ST401	IMFUNDO YESIKOLO SIKARHULUMENTE ENEEMFUNO ZEMFUNDO EZIZODWA – Imiba ephambili	2006/07		2007/08		2008/09	
		Eyona kanye kanye	Eyona kanye kanye	Eyona kanye kanye	lithagethi	Eyona kanye kanye	2008/09
IINTLAWULO NGEPROGRAM EZIYINXALENYE (R'000)*							
4.1	Izikolo	389,112	434,279	510,390	510,390	510,390	510,390
4.2	linkonzo zokuqeqeshelwa umsebenzi	0	46	0	0	0	0
4.3	Uphuhliso lwezakhono zabasebenzi	0	0	0	0	0	0
ITOTALI		389,112	434,325	510,390	510,390	510,390	510,390
IINTLAWULO ZOKUHELELWA KWEZOGQOQOSHO (R'000)*							
	lintlawulo zalo nyaka-mali	312,419	354,586	414,963	414,963	414,963	414,963
	Imbuyiselo kubaqeshwa	307,469	349,223	411,090	411,090	411,090	411,090
	Ooitshala	236,750	276,235	328,379	328,379	328,379	328,379
	Abasebenzi abangengabo ooitshala	70,719	72,988	82,711	82,711	82,711	82,711
	Iimpahla neenkonzo nezinye izinto ezenzeka kulo nyaka-mali	4,950	5,363	3,873	3,873	3,873	3,873
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	76,489	79,739	95,427	95,427	95,427	95,427
	lintlawulo ze-capital assets	204	0	0	0	0	0
ITOTALI		389,112	434,325	510,390	510,390	510,390	510,390
UKUQESHWA KWABASEBENZI							
	Inani looitshala (abaqeshwe ngurhulumente)	1 538	1 649	1 620	1 620	1 646	1 646
	Inani labasebenzi abangengabo ooitshala (abaqeshwe ngurhulumente)	904	950	932	932	963	963
UBHALISO							
	Ukuya kutsho kubandakanywa neBakala 7	10 178	9 665	9 615	9 615	6 143	6 143
	IBakala 8 nangaphezulu	5 586	6 050	6 175	6 175	7 772	7 772
AMAZIKO NEZISEKO ZOPHULISO							
	Izikolo	70	72	74	74	72	72

*Ithagethi yenkcitho ka- 2008/09 ngamanani aqikelelwayo aHlangahlengisiweyo ka- 2008/09

ST401	IMFUNDO YEZIKOLO ZIKARHULUMENTE ZEMFUNDO ENEEMFUNO EZIZODWA – Imiba ephambili (iyaqhubeka)			
	2006/07 Eyona kanye kanye	2007/08 Eyona kanye kanye	2008/09 Ithagethi	2008/09 Eyona kanye kanye
▲ IMILINGANISELO YENTSEBENZO				
<p>▲ PM401: Ipesenteji yabantwana abaneemfuno zemfundo ezizodwa abakwiminyaka yobudala ekunyanzelekileyo ukuba baye esikolweni abangabhalisanga kumaziko emfundo **</p>				
<p>Uvimba wolwazi: *I-StatsSA 2007 General Household Survey - Le yipesenteji yabantwana abakhubazekileyo abakwiminyaka esisinyanzelo yokuya esikolweni (7-14 yeminyaka yobudala) abangabhalisanga kulo naliphi iziko lemfundo xa kuthlekiswa netotali yenani labantwana abakhubazekileyo abakubudala beminyaka yokuya esikolweni kweeli phondo. Kwixesha elidlulileyo, inani labafundi abakhubazekileyo abakwiminyaka esisinyanzelo yokuya esikolweni abangabhalisanga kulo naliphi iziko lemfundo lathlekiswa netotali yenani labo bonke abantwana.</p> <p>**Ukuqaphela: Kuxwebhu elinguvimba we-PFMA kukho ukungangqinelani ngesigama ngokuphathethele kule nkcazo.</p>				
	23,2%	6.2%*	6 %	6 %

IMfundo yeSikolo sikaRhulumente seMfundo eneeMfundo eziZodwa: Imilinganiselo yentsebenzo

► PM401: Ipesenteji yabantwana abaneemfundo zemfundo ezizodwa abakubudala beminyaka yokuya esikolweni abangabhalisanga kumaziko emfundo

Ithagethi has been met.

OKUBALULEKILEYO OKUMISELWE KWI-APP 2008/9

OKUBALULEKILEYO

INKQUBELA

Ukuqinisekisa ukufikelela kwimfundo esemgangathweni yabo bonke abantwana abahlala kweli phondo

Inkqubo yokwabiwa ngokulungeleneyo kwezikhundla (*equitable distributive model*) zootitshala bokunika iinkxaso yaqulunqwa, kwathetha-thethwana nemibutho yootitshala echaphazelekayo yaze yaqaliswa. Oku kwakubalulekile ukuqinisekisa ukulungiswa kobugwenxa bexesha elidlulileyo (*redress*) kwabamacandelo oluntu lwasekuhlaleni ababevinjwe amathuba ngokwemigaqo ye-EWP 6. Ii-ofisi zezithili zemfundo zisebenzisa ezinye zezi zikhundla ukwenza iiyunithi zabafundi abafumana izithintelo ekufundeni kwizikolo zikarhulumente eziziiprayimari eziqhelekileyo ukwenzela ukuba kufikelelwe kakhulu kwinkxaso yemfundo eneeMfundo ezizodwa. Itotali yenani leeyunithi ze-ELSEN ngu-68.

Ukwandiswa kweMfundo eBandakanya Bonke aBafundi (*Inclusive Education*)

Ukomelezwa kwezikolo zikarhulumente eziqhelekileyo njengezikolo ezibonelela ngenkonzo epheleleyo

Saye senziwa isabelo semali sasetyenziswa ngokulandelayo:

- Ukuphuculwa kolwakhiwo lwezikolo kwilinge lamaphulo ama-3 alilinge lezikolo ezibonelela ngenkonzo epheleleyo kazwelonke (*3 designated national pilot full-service schools*);
- Ukwandiswa kokufikeleleka kweBergvliet High School ngokufakelwa kwelifiti;
- Ukubonelela ngabancedisi bootitshala ne-LTSM kwiiyunithi ezi-54 ze-ELSEN kwizikolo ezinika inkonzo epheleleyo kwiphondo

Ukomelezwa kwezikolo zikarhulumente zemfundo eneeMfundo ezizodwa njengamaziko anguvimba wolwazi

Imali yaye yabelwa okulandelayo:

- Izikolo zemfundo eneeMfundo ezizodwa ezalathelwe i-*“national field test”* zafumana inkxaso yemali yokuqesha abancedisi bootitshala (*teaching assistants*), izixhobo zokuncedisa, i-LTSM nezithuthi;
- Amaziko angoozimba bolwazi ephondo amkela inkxaso yemali yokuphuculwa kwezakhiwo, i-LTSM, kunye nezinto zokuncedisa;
- Kwafakelwa ilifiti eAthlone School for the Blind;
- I-*temporary fast-track assessment and outreach at the Vera School*, engokusikrinwa kwabafundi kwi-*Autism Spectrum (ASD)* ababekuluhlu lwabalindileyo kwezi zikolo zibini kusenzelwa i-*ASD spectrum*, yaba yimpumelelo kakhulu kwaye uninzi lwabafundi basikrinwa baze bamkelwa kwezi zikolo zichaphazelekayo

Ukomelezwa kweekomiti zenkxaso ezikwii-ofisi zezithili zemfundo (*district-based support teams*) (DBST): iikomiti zenkxaso zamaziko okufunda (*institutional learning support teams*) (ISLTs)

kunye neekomiti zeesekeke:

- Ukuqeqeshwa kwee-ILST kwizikolo **eziqatshelwe** inkonzo epheleleyo, iikomiti zeesekeke nee-DBST kwiScreening, Identification nakwi-Assessment Strategy (*SIAS*) kwenziwe kwagqitywa. Itotali yamagosa ayi-1 230 afumene ukuqeqeshwa.
- Inkxaso yasesidlangalaleni eqhubekayo (*ongoing advocacy*) kwemfundo ebandakanya bonke abafundi iyaqhubeka, kubandakanywa nephulo lokwazisa ulutsha olungaphandle kwesikolo kummandla waseVredenburg we*West Coast Education District*.
- Ii-DBST zibeka esweni zize ziphonononge umba wokuphunyezwa kwemfundo ebandakanya bonke abafundi, ngokunjalo nezinto eziphambili ekufuneka zenziwe zale projekthi.

OKUBALULEKILEYO OKUMISELWE KWI-APP 2008/9	
OKUBALULEKILEYO	INKQUBELA
	<p>Izikolo zemfundo eneemfundo ezizodwa</p> <p>Iintlawulo zemali ngoomatshini Inkqubo yokuhlulwa kwezibonelelo zemali iye yahlaziywa yaza yagunyaziswa ngokusesikweni. Izikolo zemfundo eneemfundo ezizodwa zafumana iintlawulo zabo ezenziwa ngoomatshini ukususela kuAprili 2008 yaza intlawulo yokugqibela ngoomatshini yenziwa ngoOktobha 2008.</p> <p>Amanani aqingqiweyo abaqeshwe kwiziko Emva kokuthetha-thethana nabasebenzi abachaphazelekayo, ngokunjalo nee-SGB ezivunyiweyo, ngokuhambelanayo nemvumelwano enemiqathango ethile, izikolo zemfundo eneemfundo ezizodwa zafumana amanani aqingqiweyo zabanokuqeshwa kumaziko abo ngoSeptemba 2008.</p> <p>Izikolo eziTsha zeZakhono Zakhiwe zagqitywa liwekhisophu eziseKhayelitsha School of Skills naseCafda Primary eRetreat. Ezi zikolo ziya kubhalisa abafundi ukususela kowe-1 Aprili 2009.</p>

IMIBA EBALULEKILEYO EMISELWE KWI-APP 2008/9	
UMBA OPHAMBILI	INKQUBELA
Ukuqinisekisa ukufikelela kwimfundo esemgangathweni kubantwana abahlala kweli phondo	<p>Uphuhliso lwekharithyulam yabafundi abafumana izithintelo ezingaqithisanga (<i>mild</i>) ukuya kweziphakathi (<i>moderate</i>) ngokwasengqondweni ekufundeni Ngentsebenziswano neCandelo leKharithyulam ye-GET kusaqulunqwa ikharithyulam ye-NCS neya kulingwa kuzo zonke izikolo zezakhono nakwizikolo zemfundo eneemfundo ezizodwa ezineeyunithi zezakhono kwiphondo liphela.</p>
Ukuqinisekisa ukulawulwa nokuphathwa ngempumelelo kwawo onke amaziko okufunda kunye neziseko zenkxaso	<p>Utyelelo olwalandelayo lweCandelo loQinisekiso loMgangatho oLukhulayo (<i>Developmental Quality Assurance</i>) lwaqhutyelwa kumaziko emfundo ukuphonononga nokuqukumbela izicwangciso zophuhliso lwamaziko.</p>
Ukuxhobisa nokuxhasa ootitshala kwiinzame zabo zokubonelela ngemfundo Eyona kanye	<p>Ootitshala bezikolo zemfundo eneemfundo ezizodwa, ummeli ovela kwinqanaba labaphathi, amacandelo eSigaba sesiSeko nawe-GET ne-FET, baxhotyiswa ukuphumeza iNgcaciso yeKharithyulam kaZwelonke (<i>National Curriculum Statement</i>) (NCS) eklasini. Ikomiti zenkxaso zee-ofisi zezithili zemfundo (<i>district-based support teams</i>) (DBSTs) kuzo zonke ii-ofisi zezithili zemfundo baxhotyiswa ukuba babonelele ngenkxaso kwizikolo zemfundo ezineemfundo ezizodwa. Ukuxhotyiswa ngezakhono kwabo bonke ootitshala abakwizikolo zemfundo ezineemfundo ezizodwa kuyinxalenye yokomelezwa kweprogram yezikolo zemfundo eneemfundo ezizodwa kwaye kuyaqhubeka.</p> <p>Uqeqesho lwesiseko lootitshala lwagxila kwi <i>Circle of Courage Model</i>, kumacebiso ezonxibelelwano lokuzisa imvano (<i>restorative communication strategies</i>), namacebo ovavanyo olugxila ekukhuleni komfundi (<i>developmental assessment strategies</i>) apha thelele kubafundi abasengozini ukuze bakwazi ukuphucula indlela yokuziphatha kwabafundi. Itotali ye-218 yootitshala abavela kwi-ofisi yesithili nasezikolweni bathatha inxaxheba kwi <i>Circle of Courage and Reclaiming Environments Course</i>, ootitshala abayi-124 bagqiba iResponse Ability Pathways Course (<i>Restorative communication strategies</i>), baze abayi-98 bafumana uqeqesho kwi <i>Developmental Assessment of Young People at Risk</i>. Izikolo zemfundo eneemfundo ezizodwa zabhalisa ootitshala abayi-196 ekuququzeleleni uqeqesho kwi <i>Values Education Programme for learners</i>.</p> <p>Inani elivisayo loonontlalo-ntle bezikolo liqeqeshiwe kuMthetho ongaBantwana ka-38 ka-2005 (<i>Children's Act of 38 of 2005</i>) ukuqinisekisa ukukhuseleka kakhulu kwabafundi. Inkxaso enikwa oonontlalo-ntle bezikolo ekuphunyezweni kwe <i>Abuse No More protocol</i>. Iyaqhubeka. Intsebenziswano namacandelo ngamasebe ngamasebe (<i>intersectional co-operation</i>) neprogram edibeneyo yophuhliso/yokuququzelela izinto yasekwa kunye neSebe loPhuhliso lweNtlalo nee-NGO (<i>Department of Social Development and NGOs</i>) ukuqalisa iprogram yezakhono zobuzali obububo elungiselelwe abafundi abakhulelweyo nabaafundi abaziintloko kumakwabo.</p>

IMIBA EBALULEKILEYO EMISELWE KWI-APP 2008/9	
UMBA OPHAMBILI	INKQUBELA
	<p>Inkomfa yoonesi neetheraphisti eyaqhubekela kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa eNtshona Koloni yokuququzelela ukufikelela kwabafundi kwikharithulam nokubaxhobisa ngezakhono kwaba yimpumelelo enkulu. Inkomfa ebanjwa qho kunyaka wesibini yeli candelo iyacetywa ukususela ku-2009.</p> <p>Kwaqhutywa inkomfa eyimpumelelo nevunyiweyo ye-CPD ngenjongo yokulondoloza nokuhlaziya izakhono zokuqeqeshelwa umsebenzi lweesayikholoji zezikolo.</p>

Imingeni neempendulo ezithile

<p>UMngeni 4: Ukuxhaswa ngemali kwecandelo lezikolo zemfundo eneemfundo ezizodwa ayanelanga ukubandakanya inani elikhulu labafundi abafumana izithintelo ekufundeni ezibizwa ngokuba zi-<i>special schools</i> (zizikolo zemfundo eneemfundo ezizodwa). Oku kukhokelela kwizintlu ezilindileyo kwezi zikolo zikhoyo zemfundo eneemfundo ezizodwa.</p>
<p>Impendulo kuMngeni 4 Ukuhlengahlengiswa okucingwayo kwezikolo zemfundo ezineemfundo ezizodwa zinenjongo yokuphucula ukwenziwa kweenkonzo nokufikeleleka ukuze kubandakanye abafundi abangaphezulu. Nangona, ngokwenjongo yethutyana, ubukho bemali yenkxaso nezikhundla ezongeziweyo zootitshala be-CS zokwandisa ubuchule bezikolo zeemfundo ezizodwa ngumngeni, iindlela zokusombulula le nkxalabo kuya kuxoxwa ngazo kwisithuba sexesha eliphakathi ukuya kwelide. Ngentsebenziswano nee-ofisi zezithili zemfundo kwasekwa iyunithi ezingaphezulu ze-ELSEN kwizikolo zikarhulumente eziqhelekileyo ukulungiselela abafundi abanezithintelo ekufundeni: itotali yeeyunithi eziyi-68 yabhalisa abafundi abaneemfundo zemfundo ezizodwa, ngokuhambelanayo noMgaqo-nkqubo 6 oSebenzayo weMfundo</p>

Imiba efuna ingqwalaselo eqhubeka okokoko

Ukukhuthaza ukuziphatha ngendlela engumzekelo

Isicwangciso sokukhuthaza ukuziphatha ngendlela engumzekelo sijolise ekutshintsheni izikolo zibe ziindawo zokubuyisela iimfundiso zelizwe liphela, nokuhlangabezana neemfundo zokukhula zabafundi zokuba yinxalenye yabanye, ubuchule, ukuzimela nobubele. Ezi meko zincomekayo zasesikolweni ziyawuxhasa umoya wokufunda nokufundisa okhuthaza unxibelelwano olululo nabanye, ukugqwesa kwizifundo, ubumi obunenkathalo, neendlela ezisempilweni nezinenkathalo zokuphila. Ukuphucuka kokuziphatha kwabafundi ezikolweni kusengowona mngeni ofuna indlela eqingqiweyo nelungiselelweyo ukuze ibe yimpumelelo. Isicwangciso se-WCED sokukhuthaza ukuziphatha ngendlela engumzekelo sinika umgaqo-sikhokelo ngokwasezingcingeni nesikhokelo sokwenziwa kwawo. Impumelelo, isasele, ubukhulu becala, ixhomekeke ekutshintsheni indlela utitshala acinga ngayo, make kwiindlela ezixhala ekohlwayeni nasekusebenzisweni ukunyanzelisa, asebenzise indlela yokululeka eyakhayo, uphuhliso lolutsha, namacebo okubuyisela izinto kwimeko yesiqhelo (*restorative strategies*). I-*Circle of Courage Philosophy* sisiseko sotshintsho kwezeMfundo, ukuqonda umfundi osezinkathazweni zokuziphatha kusetyenziswa ingqiqo eluqilima (*strength-based perspective*), nokuphendula kule mingeni ngendlela egxila ekubuyiseleni izinto esiqhelweni. Uqeqesho lwesiseko ke ngoko lugxile kwiimfundiso zokomelela kwengqiqo ezibhaliweyo kwiimfundiso zelizwe liphela ye-*Circle of Courage Theory*, iiprogram zophuhlisa, amacebo okubuyiselwa konxibelelwano kwimeko yemvano, nophonononga okuphuhliso kwabafundi abaziphethe ngendlela enenkathazo. Ungenelelo loncedo lweMfundo egxila kwiimfundiso (*Values Education interventions*) njengendlela yokwakha isimo esiso kubantu abatsha kufaka igalelo ekusekweni kwemikhwa yentsulungeko yokuziphatha (*ethos*) ezikolweni ezikhuthaza ukuziphatha kakuhle. Umngeni kwindlela eya phambili kukuqaliswa kwesi sicwangciso ukuze sifikelele ootitshala kwiklasi ebandakanya bonke abafundi. Ngo-2008/09 itotali yootitshala abayi-636 bathatha inxaxheba kwiiprogram zoqeqesho baze baphendula kakuhle kwiiprogram zoqeqesho olugxila ekubuyiseleni izinto esiqhelweni abaye bazifundiswa.

Ukwandiswa kweMfundo eBandakanya Bonke aBafundi

Ukwanda okuqhubekayo kweMfundo eBandakanya aBafundi yinto ephambili. Iziseko ezibalulekile, ezinjengezo ziphawulwe njengezikolo zemfundo eneemfundo ezizodwa ezisebenza njengamaziko angoozimba, izikolo zikarhulumente eziqhelekileyo eziphawulwe njengezikolo ezibonelela ngenkonzo ephelileyo, iikomiti zamaziko axhasa ukufunda (*institutional learning support teams*) (*ILSTs*) neekomiti zenkxaso ezikwii-ofisi zezithili zemfundo (*district-based support teams*) (*DBSTs*), ngaphakathi kwemida yemfundo ebandakanya bonke abafundi nenkqubo yayo yenkxaso ifumana ukomelezwa ukuqinisekisa imfundo esemgangathweni nenkxaso efanelekileyo kubafundi abaninzi kangangoko abanezithintelo zokufunda.

9.5 Iprogram 5: IMfundo noQeqesho oluQhubelekayo

Injongo yeprogram

Ukufundisa iFET kwikholeji yeFET ngokungqinelana noMthetho weKholeji zeMfundo noQeqesho oluQhubelekayo (2006)

Iprogram yeFET inezi program zisekelayo zilandelayo:

Amaziko karhulumente

- ukubonelela iikholeji zeFET zikarhulumente ngezibonelelo (*resources*) linkonzo zokufundisa
- ukunika inkxaso iikholeji zeFET zikarhulumente

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso loqeqesho kootitshala nakwabangezotitshala kwiikholeji zeFET zikarhulumente

Igranti ekhutshwa phantsi kwemiqathango

- ukubonelela ngokuxhotyiswa kwakhona (*re-capitalisation*) kwabasebenzi beekholeji zeFET zikarhulumente

Iinjongo ezilinganisekayo

Ezi njongo zilinganisekayo zilandelayo (▲) nemilinganiselo yentsebenzo (▶) zinxulumene neProgram 5: IMfundo noQeqesho oluQhubelekayo

	Iinjongo ezilinganisekayo	Imlinganiselo yentsebenzo
Ukufikelela	▲ Ukwandisa icandelo leekholeji zeFET ngokweemfundo zoqoqosho nezentlalo zelizwe	▶ PM501: Inani labafundi beekholeji zeFET ngokunxulumene nolutsha kwiphondo ▶ PPM501: Inani leemali-mboleko/ iibhasari zokufunda ezinikwa abafundi kwiikholeji zeFET
Ulingano	▲ Ukukhuthaza uthatho-nxaxheba lwamaqela ebehlelekile ngaphambili kumaziko eFET karhulumente	▶ PM502: Ipesenteji yabafundi ababhinqileyo abakumacandelo obugcisa (<i>technical fields</i>)
Iziphumo	▲ Ukuphucula ireyithi yokupasa kwicandelo leekholeji zeFET	▶ PM503: Ireyithi yabafundi abapasileyo nabagqibileyo kwiikholeji zeFET
UMgangatho	▲ Ukubonelela ngamathuba okufunda eFET afanelekileyo asemgangathweni neza nezisombululo	▶ PM504: Ipesenteji yabafundi abafakwe kuqeqeshelo-msebenzi (<i>learnerships</i>) kwiikholeji zeFET

Ukuqulunqwa kwemigaqo-nkqubo yeprogram ngo-2008/09

- Ukuphunyezwa kweNC (V) (Amanqanaba 2,3,no-4)
 - * Ifomula yenkxaso-mali (*Funding formula*) yeekholeji zeFET, igqityiwe yaza yafakwa kwigazethi.
 - * Ukuqaliswa kweefizi ezinemiqathango (*capped fees*) kuzo zonke iikhosi zeNCV.
 - * Ukuphunyezwa koMthetho weKholeji zeFET (2006)

ST501	IMFUNDO NOQEQESHO OLUQHUBELEKAYO – Imiba ebalulekileyo (Key trends)	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagethi	2008/09 Eyona kanye
IINTLAWULO NGOKOHELELO LWEZOQOQOSHO (R'000)*					
5.1	Amaziko kathulumente	201,048	237,228	289,886	289,885
5.2	Iinkonzo zokufundisa	0	0	0	0
5.3	Uphuhliso lwezakhono zabasebenzi	0	0	0	0
5.4	Igranti ekhutshwa phantsi kwemiqathango	70,000	80,000	77,305	77,305
ITOTALI		271,048	317,228	367,191	367,190
IINTLAWULO NGOKOHELELO LWEZOQOQOSHO (R'000)*					
	Iintlawulo yangoku	140,010	169,049	200,850	200,850
	Imbuyiselo yabaqeshwa	139,993	169,049	200,850	200,850
	Ootitshala)	116,194	142,508	169,098	169,098
	Abangezotitshala	23,799	26,541	31,752	31,752
	Iimpahla neenkonzo nokunye	17	0	0	0
	Iimali ezihlawulweyo (transfers) neenkxaso-mali	131,038	148,179	166,341	166,340
	Iintlawulo zee-asethi ii-capital assets	0	0	0	0
ITOTALI		271,048	317,228	367,191	367,190
AMANANI ABASEBENZI					
	Ootitshala)	1 062	1 176	1 120	1123
	Abasezikhundleni	767	885	0*	881
	Abaqeshwe yikholeji	295	291	1120	342
	Abangezotitshala	815	945	813	1026
	Abasezikhundleni	245	234	24*	491
	Abaqeshwe yikholeji	570	711	789	535

ST501	IMFUNDO NOQEQUESHO OLUQHUBELEKAYO – Imiba ebalulekileyo (Key trends)	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagethi	2008/09 Eyona kanye
UBHALISO					
	Abafundi abalingana nabasisigxina	21 323	23 945	20 000	29 868
	Abafundi (inani elibaliweyo) (a)	44 960	54 721	41 157	39 083
	ababhinqileyo	19 151	22 737	19 343	17 918
	ababhinqileyo kumacandelo obugcisa (b)	7 605	2 321	8 500	1 810
	Abafundi abagqiba iiprogram ngempumelelo enyakeni (c)	32 000	38 304	30 000	20 744
IINKCUKACHA-MANANI NGABAQEQESHELWA UMSEBENZI					
	limvumelwano zoqeqeshelo-msebenzi ezisebenzayo kwiphondo (d)			Akukho thagethi imiselweyo	Idatha ayikho
	Inani leemvumelwano ezichaphazela iikholeji zeFET njengeziko elifundisayo (e)		Idatha yezembali ayifumaneki	Idatha yezembali ayifumaneki	4 105
	Idatha yezembali ayifumaneki		4 500		4 200
► IMILINGANISELO YENTSEBENZO					
	► PM501: Ipesenteji yabafundi beefET ngokunxulumene nolutsha kwiphondo	17.9%*	21.4%*	25%	25%
	► PM502: Ipesenteji yabafundi ababhinqileyo abakumacandelo obugcisa (technical fields)	41%	40%	22.9%	7.8%
	► PM503: Ireyithi yabafundi abapasileyo nabagqibileyo kwiikholeji zeFET	70.0%	71.2%	72.9%	60.0%
	► PM504: Ipesenteji yabafundi abafakwe kuqeqeshelo-msebenzi (learnerships) kwiikholeji zeFET (e/d)		Idatha yezembali ayifumaneki	11%	13%
	► PPM501: Inani leemali-mboleko/leebhasari ezinikwe abafundi kwiikholeji zeFET.	2 885	3 533	4 201	6 260
Qaphela : *Ngokwe- StatsSA 2006 General Household Survey – Le yipesenti yabafundi abaneminyaka eyi-16 ukuya ku-18 abafunda kwiikholeji zeFET xa kuthelakiswa nenani elipheleleyo labaminyaka iyi-16 ukuya ku-18 apha kwiphondo. Ngaphambili, inani elipheleleyo labafundi ababhalisileyo labandakanywa njengepesenti yabemi belizwe epheleleyo (total population) yabafundi abaminyaka iyi-15 ukuya ku-17 ubudala..					
Ukuphunyezwa kweiprogram ze-NC(V) kwabanefuthe kumanani abaliweyo abafundi nalawo abalwe kwiFET. I-NC(V) inethuba lonyaka omnye wokwenza iinkonzo ngalo gama iiprogram ezi-NA TED zifundiswa kwiisimista ezimbini nakwisimista ezintathu.					

*Ithagethi ka-2008/09 yeNkciho (Expenditure) linani loLwabiwo-Mali lokuGqibela (Final Appropriation) luka-2008/09

IMfundo noQeqesho oluQhubekayo : Imilinganiselo yentsebenzo

► PM501: Ipesenteji yabafundi beeFET ngokunxulumene nolutsha kwiphondo

lithagethi ezifikelelweyo. Ukuqaliswa kwe-NC(V) kubangele ukungaqiniseki apha kweli candelo. Oku kosoloko kulindelekile xa kukho utshintsho kwikharithulam. Kukho umdla wokubona ukuba abenzelwa iinkonzo (“market”) baya kuyibona njani na iNC(V). Olu hlolo lunokwenziwa kakuhle bakuba abafundi begqibe iNqanaba 4. Sinamanqanaba 2, 3, no-4 kwicandelo nelinabafundi abayi-10 800 bebonke. Omnye umsebenzi wokufundisa kwiKholeji yeFET o.k.t Amabanga eMfundo yoQeqesho (*Occupational Qualifications*) kwenziwa ngokubambisana neeSETA kwaye uqinisekile yaye uyaziwa kweli phondo.

► PM502: Ipesenteji yabafundi ababhinqileyo abakumacandelo obugcisa (*technical fields*)

Akufikelelwanga kwiithagethi Amacandelo obunjineli, ingakumbi ubunjineli kwezombane (*electrical engineering*) aya esiba ngawaziwayo ngabafundi ababhinqileyo. Amanani asesezantsi, nangona abafundi ababhinqileyo bengabona bakwisininzi kwiikholeji. “Izakhono” ezibubuchule bomntu buqu (*soft skills*) zezona zisenomtsalalane kubafundi ababhinqileyo kwiikholeji.

► PM503: Ireyithi yabapasileyo nabagqibileyo kwiikholeji zeFET (c/a)

Akufikelelwanga kwiithagethi. Njengoko kuchaziwe ngaphambili, iNC(V) yeza nekharityulam entsha kwiikholeji zeFET ngo-2007. Ukugqitywa nokupaswa ngokupheleleyo kwamabanga emfundo kuya kuba kwiNqanaba (*Level*) 4, nangona ukuphuma kwikholeji kunokwenzeka nakweliphi na inqanaba, nokuba ngu-2 okanye u-3. Kubekho imingeni emininzi kwinkqubo yezemfundo kwiminyaka emibini yokuqala yokuphunyezwa kwayo, kodwa umsebenzi wokulungisa le meko uyaqhubeka kwaye sijonge ngethemba ekubeni siphucule umgangatho wokupasa kwabafundi.

► PM504: Ipesenteji yabafundi abafakwe kuqeqeshelo-msebenzi (*learnerships*) kwiikholeji zeFET (e/d)

Akufikelelwanga kwiithagethi. Amaphulo obambiswano neeSETAs enze ukuba olu hlolo lokwenziwa kweenkonzo lube lolunzima kodwa lunomdla. IPhulo I-*Learnership 1000* iye yaphucula imfundo emandla kwiikholeji zeFET kule nkalo yomsebenzi. Umngeni osabangela uloyiko ekwenzeni oku kukusilela okuye kubekho kweminye imizi-mveliso nokuye kuchaphazele ukufakwa kwabafundi kwizithuba zomsebenzi. Iikholeji ziyaqhubeka nokwakha ubudlelwane neDoL neeSETAs nabaqeshi, kodwa zifuna inkxaso-mali ephuculweyo ukuze zifikelele kwiinjongo zazo ezikumgangatho ongaphezulu kunalowo.

► PPM501: Inani leemali-mboleko/leebhasari ezinikwe abafundi kwiikholeji zeFET. PM220:

lithagethi zifikelelwe kwada kwagqithiswa. Iiprogram iKapa Bursary idlala indima ephambili ebangela ukuba kufikelelwe kwimfundo yemisebenzi yezandla (*vocational education*) kweli phondo. Oku kubhekiselele ngqo kwikhosi zeZakhono naMabanga eMfundo yoMsebenzi. Le ngxowa-mali ikwasetyenziselwa ukunika inkxaso abafundi abakulo nkalo yesifundo iqatshelwe njengenkalo enemfundo ephambili kwiphondo.

IIPRAYORITHI ZE-APP	INKQBELA
Ukuxhotyiswa ngezakhono kwakhona okuqhubekayo kwazo zoyi- 6 iikholeji ze-FET ngenjongo yokugxininisa kuphuhliso lwezakhono okungqinelanise neMEDS neemfundo zikazwelonke, njengoko zicacisiwe kwi <i>National Human Resource Development Strategy</i> .	Zonke iikholeji zichitha iigranti zazo ezipheleleyo ngokwezicwangciso zokusebenza ezivunyiweyo. Iiprogram eziyi-14 zeNC(V) zaphunyezwa ngo-2009 ngokubhalisa abafundi abayi-10 800 kumaNqanaba 2-4. Isigaba sokuqala sokwakhiwa kwe <i>Vredenburg Campus</i> sagqitywa ekupheleni kuka-2008. Ootitshala nabafundi sele bethuthele kwesi sakhawo sitsha. Isigaba esilandelayo siya kulandela kubhekwa phambili.
Amanani awandileyp abafundi abaminyaka ili-16 ukuya ku-22 ababhalise kwiikholeji. Ukwandisa amanani abafundi ababhalisele amabanga emfundo apheleleyo Ukwandisa amanani abafundi abafanelekileyo kwimfundo ephakamileyo	Iikholeji zandisa amanani abafundi beNC(V) ukusuka ku-5 974 ngo-2007 ukuya ku-10 800 ngo-2009. Amanani obhaliso onyaka asuselwa kwibhajethi efumanekayo.
Ukufundisa nokuvavanya iiprogram ezintsha ezingqinelana nezooqoqosho	Iiprogram eziyi-14 zeNC(V) zaphunyezwa ngoJanyuwari 2009. Iikholeji zacwangciselela ukuphumeza iiprogram zamabanga emfundo oqeqeshelo-msebenzi neziyi-97 zango-2009.

IIPRAYORITHI ZE-APP	INKQBELA
Ukuqeqesha abahloli kwiikhosi ezintsha zeFET	Abahloli abayi-1080 nabaphathi baqeqeshelwa ukufundisa iNC(V). Abahloli abayi-11 baqeqeshelwa amaphulo entsebenziswano nemizi-mveliso kwiinkqubo zomsebenzi nangezixhobo ezifanelekileyo kwiiprogram zazo.
Ukugcina iiyunithi ezinika inkxaso abafundi kwikholeji nganye kwezi ntandathu kuze kulandelelwe umkhondo wabafundi abaphumayo	likholeji zineyunithi zokunika inkxaso kodwa zona zifuna izibonelelo ezongezelelweyo ukuze zibe zezisebenzayo. Akukho zibonelelo zifumanekayo ngokwangoku zokwenza ukuba kulandelelwe kwabafundi kusebenze.
Ukuwonga ngeebhasari/ngeemali-mboleko abafundi abaswelelo.	Zizonke ngama-6 260 iibhasari iKapa Elihlumayo ekwawongwa ngazo ngo-2008/9. Iibhasari ze-DoE eziyi-3 675 zanikwa abafundi beNC(V) ngo-2008/9
Ukulondoloza iilebhu zekhompuyutha	Ayi-27 amagumbi ekhompuyutha aphuculweyo (<i>upgraded</i>) amatsha akhiwe ngo-2008/09 kwaza kwaphuculwa neendawo zokusebenzela ezineekhompuyutha (<i>workstation</i>) eziyi-615 zekhompuyutha.
Ukuqinisekisa ukuba bonke abafundi baqeqeshelwa ICT	Zonke iiprogram ze-NC(V) zibandakanya izifundo zolwazi ngekompuyutha.

Imingeni ekhethekileyo nezisombululo

Umngeni 1:

I-NCV neFomula yeNkxaso-mali

Ukuqaliswa nokuphunyezwa kweNC(V) kungakhange kube kugqitywe ifomula yenkxaso-mali kubenefuthe kwimeko yezemali yeekholeji zeFET. Oku kwenziwe kwakubi kukuphunyezwa kweefizi eziqingqiweyo (*capped fees*) eziyekisa iikholeji zeFET ekuhlawuliseni iifizi ngeenkonzo ezenziweyo ngokumalunga ne-NC(V).

Isisombululo kuMngeni 1

Ummiselo zenkxaso-mali wagazethwa kwayeuiya kuphunyezwa ukususela ku-2010. Ibhajethi yeprogram 5 yangoku ingabelwa abafundi abayi-16 000 beNC(V) bebonke. Amanani obhaliso acwangciswa ngononophelo ukuthintela ukushota kwezemali kwaye iikholeji zikhuthazwa ukuba zifundise iiprogram zemisebenzi yezandla ngokusebenzisana nemizi-mveliso neeSETAs.

Umngeni 2:

Inani lezithuba zengqesho ezabelwe amaziko

Kwimbali yeli ziko, ukwabiwa kwabasebenzi kwiikholeji zeFET kwahlala kuyingxaki. Oku kukhokelele ekubeni icandelo lingabinabo abasebenzi baneleyo ukuze ibe ziikholeji zeFET zona ngokwazo ezithwele uxanduva lwezo ndleko zinkulu zabasebenzi bazo. Ngokubakho koMthetho omtsha weekholeji zeFET, lo mngeni uya kuqhubeka ngokuba ngoxhomisa amehlo.

Isisombululo kuMngeni 2

Ngoku kukho ukuqonda ngokuba kwisigaba sokuqala, kuphela zizithuba zangoku ekubhajethelwe zona eziya kuqwalaselwa ukuze kukhutshwe iimali kuzo ukuya kwiikholeji. Makubekho ukujongisiswa okuqhubekayo kwemiba yezithuba zengqesho ezabelwe amaziko kwiikholeji zeFET, kungenjalo kungabakho imingcipheko emikhulu kule nkqubo yeekholeji intsha. Oku kunokubonwa njengomngeni enxulumene nebhajethi, ngokumalunga neNC(V) nefomula yenkxaso-mali. Kungokunje, iikholeji zijongene nebhili yemivuzo emalunga ne-R120 yezigidi ngonyaka ephuma kwiingxowa-mali yazo lo gama iSebe iWCED linebhili yemivuzo eyi-R207 yezigidi ngonyaka.

Imiba efuna uqwalaselo oluqhubekayo

Ezemali

Iiprogram zeNC(V) ziphunyezwe kungekho nkxaso-mali ebiyimfuneko ukunika inkxaso kwimiba yamalungiselelo okwenza uphunyezo ngokufanelekileyo. Kwisithuba seminyaka-mali emibini iikholeji beziqhuba phantsi kweemeko ezimbini, iifizi eziqingqiweyo (*capped fees*) zeeklaseni nenkxaso-mali karhulumente engonelanga evela kwiSebe iWCED. Imimiselo nemigangatho kungokunje ivunyiwe kwaye amaphondo kufuneka aqalise uphunyezo ngo-2010. Ibhajethi yeProgram 5 ibonisa ukuba akukho kwandiswa okungaphezu kwesabelo esilinganayo esimalunga ne-R80 yezigidi ukubonelela ukwanda okulindelekileyo kumanani abafundi beNC(V). Kusetyenziswa ngoku iR80 yezigidi kwisabelo esingabhekiselele kubasebenzi/isabelo esiyi-*non-capital portion* kwifomula yenkxaso-mali. Ubalo (*calculations*) lubonisa ukuba iNtshona Koloni inako ukufikelela kubafundi abayi-16 000 be-NC(V) kwibhajethi yeprogram 5 yangoku, ukanti ke iphondo lilindeleke ukuba libe ne-85 000 ngo-2014.

Ukupheliswa kuka-N4 –N6

Iiprogram ezizi-NATED ziyapheliswa kungekho ziprogram ziza kufakwa endaweni yazo kumacandelo ezorhwebo (*industry*). Iikholeji zilindeleke ukuba zibe yinxalenye yobambiswano kunye namaziko aziHE ekufundisweni kweeprogram zeNqanaba 5, kwaye zikholelwa ukuba kungangenzeki oko. Oku kupheliswa kuya kuba nefuthe kwimiba yezemali yeekholeji ezininzi ubukhulu becala.

Ukuphunyezwa koMthetho weeKholeji zeFET (Ukutshintshwa kwabasebenzi)

Ukuphunyezwa koMthetho weeKholeji zeFET 16/2006 kuye kwasingathwa ngendlela engalunganga kude kube ngoku, o.k.t. ukutshintshwa kwabasebenzi basekholejini nokutshintshwa kwepeyiroli yemivuzo yangoku. Ukutshintshwa kwemihla neenkqubo okuqhubekayo kuzishiya iikholeji zisemngciphekweni omkhulu.

Ukungqinelanisa ukucaciswa komgaqo-nkqubo weNQF

Kungokunje akukho kucaciswa okucacileyo kungokunje ukulungiselela abafundi beNC(V) Level 4 kumanqanaba eHE. Ukuba iikholeji zifuna ukufundisa iiprogram zeHE, kufuneka zithetha-thethane ngokumalunga nenkxaso-mali noqinisekiso lwemigangatho kunye namaziko eHE. Incinane ingqiniseko yokuba amaziko eeHE aya kufuna ukuzibandakanya neekholeji ingakumbi ngokumakunga nezimali. Konke okufundiswa kwii-HE kwiikholeji, kufuneka kuzixhase ngokwako ngezimali.

Ikharityhulam neeMviwo

Iikholeji zinoluvo lokuba iNC(V) yeyona nto ilungileyo ethe yakho kwiikholeji kule mbali yangoku ngenxa yokuhlanganiswa kwethiyori (*theory*) nokusebenzisa izandla (*practice*). Kukho ukusilela kwikharityhulam, kodwa oko kuya kulungiswa ngokuphunyezwa, ngamava neerivyu zekharithulam, nkqubo leyo eyinkqubo eqhelekileyo ukwenzela zonke iikharityhulam ezipheleleyo. Ingxaki kukuba iikharityhulam zilungele ubukhulu becala abafundi abapase iMatriki (*post Grade 12 students*) ingengabo abo bapase iBakala 9, ekulibakala eliyimfuneko kubhaliso. I-NC(V) ke ngoko ibekwe kwindawo engafanelekile kwiNQF.

Le miba imalunga nenkqubo yoviwo inxulumene nenyano yokuba inkqubo yoviwo yeDoE ibingenawo amalungiselelo afanelekileyo enzelwe ukusingatha ukumodareyithwa neemviwo zeeiprogram zeNC(V). Ide yaba yiminyaka emibini kude kube ngoku, iziphumo zikhutshwa mva okanye zibe zezingaphelelanga xa kubhalwa iimviwo. Inkqubo yokumodareyitha yangaphakathi nangaphandle ibifuna ukulungiswa ngocoselelo phambi kokuba iphunyezwe kwaye ngenxa yeso sizathu, ukumodareyithwa kweziphumo kuye kwangathembeki kwaye kwiimeko ezininzi, iziphumo zikhatyiwe kuba zinganakusetyenziswa.

Ukuthembeka (*credibility*) kwezatifikethi zeNC(V) Level 2 no-3 nako kunengxaki ngokumalunga nokumakishwa kwangaphakathi nokwangaphandle. Oku kubangelwa kukushokoxeka kwezimali kwiDoE zeemviwo zokumakishwa kwangaphandle. Oku kuyinxalenye yengxaki kwaye kuthathwa njengokuphunyezwa komgaqo-nkqubo ngaphandle kwesikhokelo sebhajethi eyimfuneko.

Uqeqesho lomsebenzi –Ugunyaziso loMthetho weKholeji zeFET

UMthetho weeKholeji zeFET ugunyazisa iikholeji ukuba zifundise iiprogram zokwenza umsebenzi othile (*vocational*) kwakunye neeprogram zomsebenzi (*occupational programmes*) ukanti ke imimiselo yenkxaso-mali ilungiselela kuphela ukufundiswa kweeprogram zomsebenzi (*vocational delivery*). Iikholeji zifuna inkxaso ukuze ziibenako ukufumana inkxaso-mali yeSETA ukugcina ukufundiswa kweeprogram zomsebenzi (*occupational delivery*) kwithuba lexesha elide.

Ukugaya abahlohli

Iikholeji zikufumana kunzima ukugaya nokugcina abasebenzi abaqeqeshwe ngokufanelekileyo kwizifundo zokuqeqeshelwa umsebenzi othile (*vocational subjects*). Oku kubangelwa ubukhulu becala ngamanqanaba emivuzo nokubanako ukurhola ngokungaphezulu kwezorhwebo.

Ukugaya abafundi

Iikharityhulam zeNC(V) zifuna ukubanako ukuqeqeshwa nezifundo zethiyori njengeiprogram zezikolo zezifundo (*academic school programmes*), kanti kusekho uluvo lokuba iikholeji zeFET azinaziphumo zincumisayo kwaye abafundi abanakuze balunge kwinkqubo yesikolo. Kwezinye iimeko amagosa awazisa ngeekholeji (*college marketers*) ayathintelwa ekubeni angene ezikolweni ukwenzela iinjongo zokugaya inkxaso kwaye kwezinye abavumelekanga ukuba bathethe kwezo zingekho mgangathweni.

9.6 Iprogram 6: IMfundo yaBadala noQeqesho

Injongo yeprogram

Ukufundisa iABET ngokoMthetho weMfundo yaBadala noQeqesho, 2000

Iprogram ye-ABET inezi program zisekelayo zilandelayo:

linkxaso-mali kumaziko abucala

- ukunika inkxaso amaziko akwa-ABET abucala ngokuwanika linkxaso-mali

linkonzo zoqeqesho

- ukunika inkxaso amaziko e-ABET

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso loqeqesho lootitshala nabangezotitshala kumaziko e-ABET

Iinjongo ezilinganisekayo

Ezi njongo zilinganisekayo zilandelayo (▲) nemilinganiselo yentsebenzo (▶) zimalunga neProgram 6: IMfundo yaBadala noQeqesho:

	Iinjongo ezilinganisekayo	Imlinganiselo yentsebenzo
Ukufikelela	▲ Ukuqinisekisa ukuba abantu abadala abangenayo imfundo esisiseko (<i>basic education</i>) bayafikelela kumaziko akwa-ABET	▶ PM601: Inani labafundi be-ABET ngokunxulumene nabantu abadala kwiphondo ▶ PPM602: Inani labafundi be-ABET ababhalise kwifET

Ukuqulunqwa kwemigaqo-nkqubo yeprogram ngo-2008/09

Akukho zinto zintsha kulo nyaka. Funda kwingxoxo ephantsi kwentloko "Imiba efuna uqwalaselo oluqhubekayo" apha ngezantsi".

¹ Note: In APP 2008/2010 this PM was expressed as "Percentage of ABET learners relative to adults in the province".

ST601	IMfundo yaBadala noQeqesho – Imiba ebalulekileyo (Key trends)	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagethi	2008/09 Eyona kanye
IINTLAWULO ZEEPROGRAM EZISEKELEYO (R'000)					
	6.1 Iinkxaso-mali kumaziko abucala	23,539	25,821	27,885	26,838
	6.2 Iinkonzo zoqeqesho	0	0	1	0
	6.3 Uphuhliso lwezakhono zabasebenzi	0	0	1	0
	ITOTALI	23,539	25,821	27,887	26,838
IINTLAWULO NGOHLELO LWEZOQOQOSHO (R'000)*					
	Iintlawulo yangoku	6,163	6,585	4,803	4,803
	Ukubuyekazwa kwabaqeshwa	5,916	6,524	4,487	4,487
	Ooitshala	4,969	4,971	3,618	3,618
	Abangezotitshala	947	1,553	869	869
	Iimpahla neenkonzo nokunye	247	61	316	316
	Iimali ezihlawulweyo (transfers) neesabhsidi	17,376	19,236	22,035	22,035
	Iintlawulo zee-asethi ii-capital assets	0	0	0	0
	ITOTALI	23,539	25,821	26,838	26,838
AMANANI ABASEBENZI					
	Inani looitshala (abaqeshwe ngurhulumente)	4	4	4	4
	Inani labangezotitshala (abaqeshwe ngurhulumente)	10	9	11	8
UBHALISO					
	Inqanaba leGET	15 529	16 612	20 655	16682
	Inqanaba leFET	22 110	23 405	21 845	19902
	ITOTALI (a)	37 639	40 017	42 500	36 584
AMANANI ABEMI BELIZWE					
	Abemi ababudala buli-18 ukuya kuma-60 (b)	2 767 069	2 821 443	2 874 777	

ST601	IMfundo yaBadala noQeqesho – Imiba ebalulekileyo (Key trends)				
	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagethi	2008/09 Eyona kanye	2008/09 Eyona kanye
AMAZIKO KARHULUMENTE					
Amaziko esabhnsidi	351	368	368	368	296
► IMILINGANISELO YENTSEBENZO					
► PM601: Inani labafundi be-ABET ngokunxulumene nabantu abadala kwiphondo (a/b)	1.4%*	0.04%*	0.05%*	0.05%*	0.05%*
► PPM601: Inani labafundi be-ABET ababhalisele iFET	Imilinganiselo Yentsebenzo		21 845	19 902	

***Source:** *Ngokwe- StatsSA 2006 General Household Survey – Le yipesenti yabafundi abaneminyaka eyi-16 ukuya ku-18 abafunda kwiikholeji ze-ABET xa kuthelekiswa nenani elipheleleyo labaviwa be-ABET kwiphondo. Ngaphambili, inani elipheleleyo labafundi ababhalisileyo be-ABET labaliwa njengepesenti yabemi belizwe epheleleyo (total population) lababudala buli-18 ukuya kwabanama-60 ubudala.. Idatha yesaveyi yamakhaya isuseiwa kwisampula kuphela kwaye amanani alandelayo aya kukhutshwa kuphela ngoJulayi 2009 ukuze idatha nayo ingabi yeyangoku.

*Ithagethi ka-2008/09 yeNkcitho (Expenditure) linani loLwabiwo-Mali lokuGqibela (Final Appropriation) luka-2008/09

IMfundo noQeqesho lwaBadala : Imilinganiselo yentsebenzo

► PM601: Inani labafundi be-ABET ngokunxulumene nabantu abadala kwiphondo

Le sethi yedatha ye *General Household Survey* apho idatha isekelwe kwiisampuli kuphela. Amanani alandelayo aya kukhutshwa ngoJulayi 2009, ukuze idatha ingabi yeyangoku.

IIPRAYORITHI ZE-APP	INKQUBELA
<p>Ukwandisa amanani abafundi abanako ukufikelela kwiiprogram zeMfundo noQeqesho lwaBadala (ABET) ezineenjongo ezicwangcisiweyo</p>	<p>Amaziko amatsha alishumi aselwe kwiSithili seMfundo iWest Coast Education District. KwiSithili iMetro South Education District kwasekwa iCapricon CLC. E-Eden zii-CLCs ezi-3 ezifakwe kwizakhiwo ezizezazo, ukuze kufundiswe iiprogram eziqhutywa ziimfuno ngamaxeshafanelekileyo kubahlali abenzela bona iinkonzo. Bekubanjwe inkomfa yekharithulam yeFET ngowe-1Agasti 2008 ukuphanda iindlela ezizezinye ezahlukeleleyo ezikhoyo kwiCLCs ukuthatha indawo yekharithulam engu-R550 (R550 curriculum). Abathunywa abavela kwiikholeji zeFET, iiSETAs neSebe lezeMisebenzi (Department of Labour) banika iinkcazo-ntetho. Kwamiselwa ikomiti esebenzayo ukuba iqhubeka ngophando olulolunye olukwenziwa nokuba kusekwe izikhokelo zamaziko ukuba azikhethela ngokwawo oko aza kukufundisa kufanelekileyo kubahlali. Ngenxa yoko, zintathu iintkanganiso zekomiti esebenzayo esele zibanjiwe. Amalungu ekomiti esebenzayo ahlulwe abe ngamaqela ama-4 ukuze enze uphando ngezi zinto zilandelayo: iiprogram zeSETA, iiprogram zeSebe leMisebenzi, iiprogram zeNCS nezeNCV. Ingxelo yokugqibela yaqulunqwa yaza yahanjiswa kwii-CLS ngoFebruwari 2009. Imibhiyozo ye-<i>Annual Adult Learners Week</i> yaqhubeka eHermanus ukususela kwi-22 ukuya kwi-23 Agasti 2008. Abathunywa abayi-850 babekho entlanganisweni kunye noMphathiswa omtsha njengesithethi esiphambili ngentsasa yangoMgqibelo. Zikwaqhubekile neziganeko kwinqanaba lesithili. Impumelelo yesi siganeko iqhagamshelene ngqo nobuhlakani becandelwana le-AET kunye ne-<i>Learning Cape Initiative</i> ne-<i>Adult Learning Forum</i>. Iriyvu zaphakathi enyakeni zamacandelwana zabanjwa ngowe-22 ukuya kowe-24 Julayi 2008 eHouw Hoek. Oku kwanikwa isithili semfundo nabasebenzi be-AET bakwaNdlunkulu ithuba lokuba bazikise ukucinga ngemeko yee <i>Key Deliverables</i> baze benze izicwangciso zethuba eliseleyo kunyaka ka-2008.</p>
<p>Ukunika uqwalaselo izifundo ezizi-<i>electives</i> kwi-<i>ABET Level 4 o.k.t. iAncillary Health Care, iMathematics, iScience and Technology</i></p>	<p>Abaphetheyo banikwa ithuba lokuvunyelwa ukuba baqulunqe amaxwebhu amisela isantya sokufundisa (<i>pacesetters</i>). La maxwebhu aya kuiswa kwii-CLSs ngo-Oktobha 2008.</p>
<p>Ukuphucula amabanga emfundo ootitshala abangenaluqeqesho nabanoqeqesho olungonelanga ngenkqubo yoqeqeshelo-msebenzi (learnerships) ngokusebenzisana ne-<i>ETDP SETA</i>.</p>	<p>Kubonelelwe ngo-<i>ABET Practitioners Learnerships (NQF 5)</i> kootitshala abangaqeqeshwanga.</p>
<p>Ukugcina intsebenziswano namahlakani akhoyo kunye namasebe ephondo lo gama kuzanywa intsebenziswano namahlakani amatsha kunye namanye amasebe ephondo namacandelo oshishino</p>	<p>Kwaqalwa amaphulo ama-3 obuhlakani : i <i>Moorreesburg Koringboere, iRoman Protection Solutions</i> – ekusayinwe kuyo iMOU (Brackenfell), ne-<i>BEE Recruitment</i> (Phillippi): liklasi zaqala nge-20 Oktobha 2008. Abanye abafundi bamaphulo obuhlakani (<i>partnership learners</i>) bongeza kulawo ebekho kakade kuquka asi-9 eMicimbi yenkcubeko nezeMidlalo. Umboniso wasesidlangalaleni kunye neSebe lezeMpilo waba neziphumo zabafundi abayi-45 abongezwa kumaziko awahlukileyo. Abafundi abatsha abayi-76 bongezwa kumaphulo entsebenziswano akhoyo kunye neSebe loPhuhliso loLuntu, elezeMpilo nelezoThutho neMisebenzi kaRhulumente. Icandelwana lasebenza kunye neprojekthi i <i>Violence Prevention through Urban Upgrading</i> project eKhayelista ukuze abafundi abayi-800 bafakwe ngokufanelekileyo.</p>

IIPRAYORITHI ZE-APP	INKQUBELA
<p>Ukunika uqwalaselo oluphambili kuqeqesho ekujoliswe kulo kulawulo lwamaziko, amabhunga olawulo nootitshala ukuqinisekisa ukuba iiCLCs zinganakho ukumelana necandelo le-ABET elitshintshiweyo</p>	<p>Amalungu ayi-188 ebhunga lolawulo lwamaziko, amele amaziko ayi-95 kuzo zonke izithili zemfundo aqeqeshwa kwi-<i>Business Plan Writing</i>. Uqeqesho lwaqhubeka ngempelaveki ukususela kwi-3 Meyi 2008 ukuya kwi-7 Juni 2008. Iiseshoni zoqeqesho kulawulo lwezemali lweGBs zaqhutywa yikomiti yolawulo olusekelwe esikolweni e-Eden (<i>school-based management team</i>). Icandelwana laqulunqa iMigaqo eyiDrafti (<i>Draft Regulations</i>) ukwenzela uBhaliso lwaMaziko aBucala, kwakunye neMigaqo i<i>Regulations for Centre Governing Bodies</i>. Icandelwana lahlangani noMcebisi kwezoMthetho nge-15 Septemba 2008 ukulungiselela ukuba kujongiswe uxwebhu lokugqibela lwe<i>Private Centre Regulations</i>. Ngowama- 22 Agasti 2008 icandelwana he subdirectoriate ladibana noMlawuli woQuquzelelo loMgaqo-Nkqubo (Policy Co-ordination Director) malunga neMigaqo yeCGB. Olu xwebhu luyidrafti lwathi kamva lwasetyenziswa kwinkqubo yothetha-thethwano nabachaphazelekayo ngetheuba lenkomfa i-<i>AET CGB Consultative Conference</i> ngowe-30 Agasti 2008. Kule nkomfa kwabakho amalungu eCGB ayi-300 avela kuwo onke amaziko kwaye yayibanjelwe e<i>Council Chambers</i> kwiSixeko saseKapa (<i>City of Cape Town</i>).</p>
<p>Ngaphandle kokuthatha inxaxheba kweSebe iWCED okucetywayo kweli phulo, injongo kukufikelela kubafundi abadala abongezelelwayo abayi-2500 ngo-2008, ngaphezu kwababebhalise ngo-2007</p>	<p>Abafundi abayi-36 582 be-AET baya kwii-CLCs ngo-2008, lo gama abafundi abayi-6025 baye bafikelelwa ngeProgram yeSebe leMfundo i<i>Kha Ri Gude (KRG) programme</i>.</p>
<p>Ukuxhasa ngokupheleleyo nokulungiselela iphulo elivunye yiKhabhinethi</p>	<p>Emva kokulibaziseka kwexesha elide, intlanganiso kaMphathiswa, icandelwana neCEO yeli phulo yabanjwa nge-02 Juni 2008 apho kwaqaliswa khona ukuxoxwa. Inkcazo-ntetho elandele intlanganiso yabathathi-nxaxheba obohlukileyo yayibanjwe ngoMgqibelo we-7 Juni 2008. Icandelwana laya kwintlanganisa ePitoli ngokumalunga nokubhaliswa kwabafundi abathatha inxaxheba kwiPhulo i<i>Mass Literacy Campaign</i> kumaziko azii-<i>AET Centres</i>. Icandelwana liqalise le nkqubo yokugqibezela izicwangciso zobhaliso (“intake”) lwabafundi ii<i>Kha Ri Gude</i> learners kwi-ABET Level 2. Intlanganiso yaMagosa aMakhulu eDoE (DoE Senior Officials) (iDDG noMlawuli Director weKRG) namaGosa eWCED (DDG:I, HDI ne-DIM) nge-9 Februwari 2009 baye baphonononga ukulungela ukubhalisa kweWCED abafundi beKRG abayi-2500 kwiiSebe iWCED CLCs. Aba baundi baya kufakwa kwi-ABET Level 2. Ngenxa yoko, amagosa eWCED AET athatha inxaheba kwi-DoE aqalisa ukuqulunqa iLTSM yeLevel 2 ngo-Oktobha 2008. Ezi ncwadi nezinye izibonelelo ziya kuprintwa zize ziziswe kwiiCLCs ngo-Apreli/Meyi 2009.</p>
<p>Ukubonelela ngeMimiselo neMigangatho yenkxaso-mali ukwenzela aMaziko eMfundo oLuntu kumaziko ayi-102 eMfundo yaBadala</p>	<p>Imimiselo nemigangatho yenkxaso-mali eyongezelelweyo yaqulunqwa yaza yaphunyezwa kwi-CLCs ezi-6 nesixa esibe yi-R 505 000 nge-24 Juni 2008 ngokubhekiselele kwiiCLCs ezimbini kwiZithili i<i>Central</i> nesinye kwi<i>North, e-East, e-South</i> nase-<i>Overberg</i>. Abafundi abayi-32 977 baya kuxhaswa ngezimali ngeMimiselo neMigangatho yenkxaso-mali ngo-2009 ngeendleko ze-R28, 1 yezigidi.</p>
<p>Ukwenza amalungiselelo abafundi abatsha abayi-2500 ngonyaka ukuba bafikelele ku-ABET</p>	<p>Abafundi abayi-36 582 be-AET baya kwii-CLCs ngo-2008, lo gama abafundi abayi-6025 baye bafikelelwa ngeProgram yeSebe leMfundo i<i>Kha Ri Gude (KRG) programme</i>.</p>
<p>Ukufundiswa kweekharithyulam eziqhutywa ziiinjongo, ezizimodyuli ze-ABET level 1, 2 and 3 –ekufundiswa kuzo iiprogram ezimbini ezizezi ulwazi lokubala nolwazi lokufunda nokubhala kuwo onke amaziko emfundo oluntu</p>	<p>E-West Coast: Amaziko ali-9 aqhagamshelene noomasipala bengingqi KWAYE asi-7 abhaliswe kumaziko angooimba boluntu. amaziko ama-5 afumana iincwadi ezizi-<i>caterpillars</i> neencwadi zokufunda zesiNgesi.</p>

IIPRAYORITHI ZE-APP	INKQUBELA
Ukujolisa kwizifundo ezikhethwayo (<i>electives</i>) kwi-ABET Level 4 o.k.t. i <i>Ancillary Health Care</i> , i <i>Mathematics</i> , i <i>Science</i> ne <i>Technology Level 4</i>	Amaxwebhu azii- <i>Pacesetters</i> aya kusiwa kwii-CLCs ngo-Oktobha 2008.
Bonke ootitshala abakhoyo bafumane uqeqesho ekujoliswe kulo ukuze bonke abo batsha bafumane uqeqesho loqhelwaniso noqeqesho	Ukuze kuqinisekiswa ukuba ootitshala abaqeqeshiweyo bayaqeshwa kwiiCLCs, kwaqulunqwa izikhokelo zootitshala ukuze babhalise neSACE zaza zasiwa kwii-CLCs nge-14 May 2008. Ezi zikhokelo zacaciswa kwiNgcaciso eMfutshane yeCandelo le-IMG 1/2008.
Bonke abaphathi beCLCs bafumane uqeqesho olufanelekileyo ngokuqhubekayo	Ukuqhelaniswa nomsebenzi kwabaphathi bamaziko kwiNcwadana yeMigaqo (<i>Procedure Manual</i>) kwaqhubeka ngo-Apreli e <i>West Coast nase-Eden</i> . I- <i>Procedure Manual for Centre Management</i> yahlaziywa/yenziwa ntsha kwaze ngenxa yoko yalungiselelwa ukusetyenziswa zizo zonke izithili zemfundo. Kwafikelelwa kubaphathi abayi-152 nabaququzeleli bamaziko, abamele amaziko ayi-104. Idrafti yokugqibela yaziswa kwiCLCs ngoFebruwari 2009.
Ukuhlanganisa I-CT ekufundiweni kwekharithyulam ye-ABET Level 4	Ukulingwa kweeProgram ii <i>Mediaworks Programmes kwii-CLCs ezisi-7 kuyaqhubeka, ngalo gama ilebhu yekhompuyutha entsha ibivulwa ngokusesikweni ePiketberg CLC.</i>
Ukuphucula amanani obhaliso/okugcina abafundi kwinqanaba lesithili	Ukubeka esweni kwarhoqo kwaqhutywa zizithili zemfundo kwaNdlunkulu. Kwaqulunqwa isixhobo esisodwa ukulungiselela le njongo. Amatyelel amathandathu okundwendwela kokubeka esweni izikolo aqhutywa ngabasebenzi bakwaNdlunkulu Amatyelel ama-2 ngenyanga kwiCLCs e- <i>Eden, West Coast nase-Central Metropole.</i>
Ukwandisa amalungiselelo oqeqeshelo-msebenzi, uqeqesho kwezoshishino (<i>apprenticeships, internships</i>) neeprogram zezakhono eziqhagamshelaniswe namathuba omsebenzi ngokwenza izixhobo zokufaka abafundi kwiindawo zoqeqesho ukuqinisekisa ukuba abafundi bafakwa kwiindawo ezichanekileyo xa bebhaliwe kwikhosi ye-ABET	I-NC(V) iilingwe kwi- <i>St Francis</i> ne <i>Worcester CLC</i> , eyenza iinkonzo kubafundi abayi-125. Iziphumo zibonise ukuba kuya kufuneka ukuba kwenziwe amanye amaphando phambi kokuphunyezwa kweeNC(V)s. Ukuphucula ukuphunyezwa kweeprogram zezakhono, ootitshala baqatshelwa njengamagosa ezakhono kwi- <i>West Coast Education District</i> . La magosa aququzelela imiboniso yezakhono ebe yimpumelelo ngo-Agasti 2008 nethuba lombhoyozo oyi- <i>Learning Cape Festival</i> . Ezinye iiprogram zezakhono ziquka oku kulandelayo: Izithili i <i>East Education Districts</i> - Intando Yethu CLC: <i>Carpentry, Needlework, Pottery; SHARE: Educare, Sewing, Basic and advanced Computer Skills; West Bank Basic Computer Skills & Welding; Forest Heights: Driving License Training, ne-Kalkfontein: Wellness Programme neSocial Development.</i> Kwaqulunqwa ipropozali yaza yamkelwa ukuze kuqaliswe iiprogram zezakhono kwii- <i>Nodal Areas</i> . Isixa esiyi-R1.9 sezigidi savunywa ukuze kulugiselelwe iiprogram eziza kufundiswa e <i>Beaufort West, eMitchell's Plain</i> nase <i>Khayelitsha</i> . Iinkonzo zababoneleli-nkonzo abathathu zaqinisekiswa ukuze kufundiswe iiprogram ezivunye nguSETA (<i>SETA accredited programmes</i>) kubafundi abayi-460. Kwafundiswa iiprogram zezakhono ezifundiswa kwezi khosi: <i>Electrical engineering, Construction, Home-Based Care neBroiler Production</i> . Iiprogram ziqalwe ngo-Oktobha 2008. Isigaba sesibini seeprogram ii <i>Nodal Skills programmes</i> saqala e <i>Beaufort West</i> nezi zifundo zilandelayo: <i>Home-Based Care</i> (14 abafundi), <i>Construction</i> , (12), ne- <i>Electrical</i> (16); e <i>Khayelitsha-Home-Based Care</i> (15), <i>Construction</i> (20), ne- <i>Electrical</i> (11); ukuze e <i>Mitchell's Plain</i> abane <i>Home-Based Care</i> (15), <i>Electrical</i> (15), <i>Construction</i> (13), ne <i>Broiler Production</i> (13).

Imingeni ethile nezisombululo

Umngeni 1:

Ulibaziseko kwimimiselo neMigangatho yoLwabiwo-mali lwe-AET olube nezi ziphumo zingafanelekanga zilandelayo:

- Ukungabikho kwemodeli yenkxaso-mali efanayo kumaziko e-AET, nokuhlala kungumngeni;
- Amaziko ee-AET awazizalisekisi ngokufanelekileyo iimfuno ngenxa yokunqongophala kwezibonelelo.

Isisombululo kuMngeni 1 Imimiselo yabhengezwa nge-14 Disemba 2008. Imigaqo-nkqubo/neenkqubo ezikhoyo ze *WCED* zabanefuthe elikhulu kokuqulethwe yile migaqo. Ngokwale mimiselo, ii *CLSs* mazingqinwe ngo-2009 ukulungiselela uphunyezo lwango-2010.

Umngeni 2:

Ukungabinakho kwabasebenzi be-AET ukunika inkxaso ii *CLSs* kwikharithulam, kwakunye nolawulo nempatho

Impendulo 2: Inkqubo yohlenga-hlengiso yenza amalungiselelo omcebisi we-AET wekharithulam ne-IMG, ngokulandelelanayo. Icandelwana le-AET lasekwa kwaNdlunkulu. Nakuba kunjalo, ayizizo zonke izithuba zengqesho ezazaliswayo kwizithili zemfundo. Izithili zeMfundo i *Central neOverberg* zihlala zingumngeni, njengoko igosa elisekondiweyo kufuneka lilawule zombini iKharithulam ye-AET nomsebenzi wolawulo nokuphatha iziko.

Imiba efuna uqwalaselo oluqhubeka okokoko

Ukuphela kwe *Report 550* kumaBakala 12 nokutshintsha ngokubhekiselele kwi-*Further Education and Training Certificate (FETC)* ngo-2008 kube ngumngeni omkhulu kwii-*CLCs* nakubafundi abadala. Ngethuba lokunika ingxelo, kuye kwenziwa iqela lamanyathelo akhawulezileyo nabonakalayo ukufikelela kwii-program ezisekelwe kwizakhono ezizezinye zeFET. Ubuhlakani phakathi kwe *Northlink College* ne-*CLCs* kwi *Metropole North* buza neziphumo ezibonakalayo.

Uninzi lwabafundi lufumene iikhredithi ezifunwayo (*requested credits*) kwisithuba seminyaka emibini ukuya kwemithathu ubuncinane. Akuba umfundi efumene iikhredithi eziyi-120 ezifunekayo, kungakhutshwa i *GETC* ngu-UMALUSI. Ngenxa yoko amanani e *GETCs* ezikhutshiweyo (ukupasa ngenkqu) asezantsi noko xa ethelekiswa neethagethi ezimiselweyo. Izatifikethi zenkalo yesifundo zakhutshwa xa abafundi begqibe ngempumelelo inkalo yesifundo.

IKomiti yaBaphathiswa (*Ministerial Committee*) yatyumba uMphathiswa wezeMfundo ukuba angenise ingxelo engeziphumo zayo ngo-Agasti 2008. Kungokunje kuqwalaselwa le ngxelo kuwo onke amaphondo kuquka neleNtshona Koloni. Yakuba ivunyiwe yaza yamkelwa yiKhabhinethi, iya kwenza utshintsho olubonakalayo kwinkangeleko yokwenziwa kweenkonzo (*the face of AET delivery*) eMzantsi Afrika naseNtshona Koloni. ISebe iSebe iWCED liya kuqhubeka lidlale indima ephambili kule nkqubo lize lenze utshintsho oluyimfuneko.

9.7 Iprogram 7: IMfundo noPhuhliso lwaBasaqalayo

Injongo yeprogram

Ukubonelela nge-*ECD* kwiBakala R nakumanqanaba asekuqaleni ngokungqinelana nePhepha 5 loMgaqo-nkqubo elisebenzayo

Iprogram ye-*ECD* inezi program zisekeleyo zilandelayo:

IBakala R kwisikolo sikarhulumente

- ukubonelela ngezibonelelo eziyimfuneko kwizikolo zikarhulumente eziqhelekileyo eziyimfuneko kwiBakala R

IBakala R kumaziko oluntu

- ukunika inkxaso amaziko athile oluntu kwinqanaba leBakala R

linkonzo zokufundisa

- ukunika inkxaso amaziko e-*ECD*

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso loqeqesho lootitshala nabangezotitshala kumaziko e-*ECD*

Iinjongo ezilinganisekayo

Ezi njongo zilinganisekayo zilandelayo (▲) nemilinganiselo yentsebenzo imalunga neProgram 7: IMfundo noPhuhliso lwaBasaqalayo:

	Iinjongo ezilinganisekayo	Imilinganiselo yentsebenzo
Ukufikelela	▲ Ukubonelela iBakala R ngokungqinelana nomgaqo-nkqubo	<ul style="list-style-type: none">▶ PM701: Ipesenteji yabafundi abakwiBakala R elixhaswa ngezimali ngurhulumente▶ PPM701: Inani leengcali ezingezotitshala ezibhalisele uqeqeshelo-msebenzi lwe-<i>ECD</i> (amabanga emfundo apheleleyo)

Ukuqulunqwa kwemigaqo-nkqubo yeprogram ngo-2008/09

Akukho lutshintsho kumgaqo-nkqubo.

ST701	IMfundo noPhuhliso lwaBasaqalayo –Imiba ebalulekileyo	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagethi	2008/09 Eyona kanye
IINTLAWULO ZEEPROGRAM EZISEKELAYO (R'000)*					
7.1	Ibakala R kwisikolo sikarhulumente	66,902	70,382	137,346	137,345
7.2	Ibakala R kumaziko oluntu	23,293	29,399	34,468	34,468
7.3	Iinkonzo zokufundisa	0	0	0	0
7.4	Uphuhliso lwezakhono zabasebenzi	0	42,478	56,935	56,935
7.5	Igranti ekhutshwa phantsi kwemiqathango	0	0	0	0
ITOTALI		90,195	142,259	228,749	228,748
IINTLAWULO NGOHLELO LWEZOQOQOSHO (R'000)*					
	Iintlawulo yangoku	44,411	99,794	67,715	67,715
	Ukubuyekezwa kwabaqeshwa	44,390	69,649	53,202	53,202
	Ootitshala	44,390	69,649	53,202	53,202
	Abangezotitshala	0	0		0
	Iimpahla neenkonzonokunye	21	30,145	14,513	14,513
	Iimali ezihlawulweyo (transfers) neesabhsidi	45,784	42,465	161,034	161,033
	Iintlawulo zee-asethe ii-capital assets	0	0	0	0
ITOTALI		90,195	142,259	228,749	228,748
AMANANI ABASEBENZI					
	Inani lootitshala (abaqeshwe ngurhulumente)	295	278	275	265
	Inani labangezotitshala (abaqeshwe ngurhulumente)	-	-	-	-
UBHALISO (EZIXHASWA NGURHULUMENTE NGEZIMALI KUPHELA)					
	Ibakala R kwisikolo sikarhulumente* (a)	31,916	32,428	37,932	37,045
	Ibakala R kumaziko oluntu (b)	30,000	24,899	24,000	31,556
	Ibakala pre-R kwisikolo sikarhulumente*	1,356	1,375	1,700	1,644
	Ibakala pre-R kumaziko oluntu	Akukwazeki ukubala iinkcukacha-manani kuba uvimba wedatha yoku akakafumaneki kwiWECD.			
ITOTALI		63 272	58 702	63 632	70 245

ST701	IMifundo noPhuhliso lwaBasaqalayo –Imiba ebalulekileyo (Isaqhutywa)				
	2006/07 Eyona kanye	2007/08 Eyona kanye	2008/09 Ithagethi	2008/09 Eyona kanye	
AMANANI ABEMI BELIZWE					
Abemi abaneminyaka emi-5 (c)					
	90 975	91 757	92 829	92 829	
► IMILINGANISELO YENTSEBENZO					
► PM701: Ipesenteji yabafundi abakwiBakala R elixhaswa ngezimali ngurhulumente ((a+b)/c)	68.1%	62.5%	66.70%		73.9%
► PPM701: Inani leengcali ezingootitshala ababhalisele uqeqeshelo-msebenzi lwe-ECD (amabanga emfundo asisigxina)					
► PPM701: Inani leengcali e			3 000		3 000

*Ithagethi ka-2008/09 yeNkcitho (Expenditure) linani loLwabiwo-Mali lokuGqibela (Final Appropriation) luka-2008/09

Imfundo noPhuhliso lwaBasaqalayo: Imilinganiselo yentsebenzo

► PM701: Ipesenteji yabafundi abakwiBakala R elixhaswa ngezimali ngurhulumente

Kuye kwegqithwa kwithagethi ngenxa yesizathu sogxininiso oluphuculweyo kweli candelo, okuhamba kunye nenkxaso-mali ezingaphezulu kwanabasebenzi abangaphezulu.

► PPM701: Inani leengcali ezibhalisele uqeqeshelo-msebenzi lwe-ECD (amabanga asisigxina)

lithagethi zifikelelwe

IIPRAYORITHI ZE-APP	INKQUBELA
<p>Ukukhutshwa kweekiti eziyi-240 eziqulathe izixhobo zokufunda zangaphakathi nangaphandle kwizikolo zeprayimari zikarhulumente ezikhethiweyo kwiphondo leNtshona Koloni ngokubanzi</p> <p>Ukubonelela ngoqeqesho kwingcali nganye yeBakala R ekwesokolo ngokusetyenziswa kwezixhobo.</p> <p>Ukuqinisekisa ukuba kukho iLTSM eyaneleyo nelungele ukufundisa nokufunda okusemgangathweni</p>	<p>Ukhuphiswano ngamaxabiso lweLTSM ukubonelela ngeekiti eziyi-240 zangaphakathi nangaphandle ze-ECD lwaphindwa lwapapashwa kwakhona ngoJanuwari 2009.</p> <p>Ukuhlolwa kweesampula kwenziwa ziinkampani ezikhuphisana ngamaxabiso (<i>bidders</i>) kwagqitywa ngoFebruwari. Iikiti zangaphandle nangaphakathi eziyi-240 ze-ECD zasiwa kwizikolo zikarhulumente eziqhelekileyo ezikhethiweyo.</p> <p>Bonke ooJingi (<i>Jungle Gyms</i>) abayi-135 bafakwa kwizikolo zeNQ1 noNQ2 kwiphondo ngokubanzi. Ikontraktha yokubiywa kweengcingo ayizange iphumelele. ICandelo loNxibelelwano lwaBathengi naBathengisi (<i>Supply Chain</i>) liya kuphinda lipapashe ukhuphiswano ngamaxabiso.</p>
<p>Ukusingatha inkqubo yophicotho lweencwadi zemali ukubonisa apho izibonelelo zabiwe khona ngokufanelekileyo nokuba zabiwe njani na. Umhlaba woluphando kukuhlola ubhaliso, amabanga emfundo ootitshala/iimfuno zophuhliso, ukubhaliswa kwamaziko, nokwabiwa kwee-LTSM, uqeqesho lweekomiti zolawulo, kumaziko oluntu.</p>	<p>Ukungqinisiswa kwedatha yophicotho-zincwadi kusaqhubeka. Umboneleli-nkonzo uya kuqeshwa kwithuba elilandelayo ukuze afake idatha yophicotho aze aqulunqe nengxelo yokugqibela.</p> <p>Ngokweemfuno ze-DoE, onke amaziko asekuhlaleni acelwa ukuba abhalise njengezikolo ezizimeleyo. Amagosa e-ECD ezithili zemfundo ahambisa iifom zobhaliso ezintsha kuwo onke amaziko oluntu.</p> <p>Iifom zobhaliso kwiCEMIS nazo ziyahanjiswa kwizikolo ezizimeleyo kuzo zonke izithili.</p> <p>Ubhaliso lweCEMIS lwebafundi beBakala R kwizikolo ezizimeleyo kungokunje luyaqhubeka.</p>
<p>Ukusekwa kweeklasi eziziimodeli eziyi-24 zeBakala R kwizikolo zeprayimari eNtshona Koloni ngokubanzi. Iklasi nganye yeModel Grade R iya kufumana izixhobo zokusetyenziswa eklasini ngaphakathi nangaphandle. La maziko aya kusetyenziselwa ukubonisa iinkqubo ezigqwesileyo kwaye aya kusetyenziselwa uqeqesho lokuphucula abasebenzi emsebenzini (<i>in-service training</i>) kubo bonke ootitshala beBakala R nabesiGaba seSiseko kuluntu abahlala phakathi kwalo.</p>	<p>Amaziko eBakala R aziimodeli eziyi-24, athenge izixhobo ezongezelelweyo eziyimfuneko. Oku kuquka iitrayisekile, iibhayisekile, iiprem, iikiliva, iingcingo zokubiyela indawo yokudlala nezinto zokufunda ezongezelelweyo, iiphazili neegeyim (<i>puzzles and games</i>)</p> <p>Amaziko amathathu aziimodeli kwiSithili iCentral afakele iindawo zamagumbi ezithe gabalala. Iingcali ezingootitshala be-ECD kwizikolo ezikufutshane zamenywa ukuza kujonga la magumbi athe gabalala ukujonga ukuba ezi thuba zongezelelweyo zinako na ukusetyenziswa ngokuyimpumelelo kubafundi beBakala R.</p>

IIPRAYORITHI ZE-APP	INKQUBELA
<p>Ukufakwa ngezigaba kwabafundi abatsha abayi-6000 kwiiklasi zeBakala R. Ukwandiswa kwenkxaso-mali yeBakala R ukuya kwi-R8 eyi-avareji ngentloko yomfundi ukususela ekuqaleni konyaka, kuza kwenziwa kuwo onke amanqanaba okuhlwempuzeka</p>	<p>Kunyaka ka-2008/09 kwabhaliswa amaziko amatsha e-ECD amanga-161 ewonke nabafundi abatsha abayi- 4380 ababhalisele iBakala R.</p> <p>Abafundi beBakala R abayi-366 bayathuthwa ukusiwa ezikolweni njengexalenye yeProjekthi i <i>Learner Transport Scheme Pilot project</i> eqhutywayo kungokunje kwizithili zangaphandle. Kuya kubekwa esweni kuze kuvavanywe iprojekthi elingwayo. I-M&E iya kuveza imingeni enokubakho ngokumaunga nokhuseleko nokhuselo (<i>safety and security</i>) lwabantwana abancinane, ukuphanda kuze kunikwe iingcebiso malunga nenye indlela yokuthutha abafundi beBakala R nokuqikelela inkcitho zokwandiswa kweprojekthi.</p> <p>Inkxaso-mali yeBakala R yanyuswa waza wabuyiswa umva umhla eya kuqala ngawo ukuya ku-Apreli 2008.</p> <p>Kumanqanaba 1&2 oKuhlwempuzeka ukuqala kwi-R9 ukuya kwi-R12 ngomfundi ngosuku</p> <p>Kwinqanaba 3 loKuhlwempuzeka ukuqala kwi-R8 ukuya kwi-R9 ngomfundi ngosuku</p> <p>Kwinqanaba 4 loKuhlwempuzeka ukuqala kwi-R4 ukuya kwi-R6 ngomfundi ngosuku</p> <p>Kwinqanaba 5 loKuhlwempuzeka ukuqala kwi-R4 ukuya kwi-R5 ngomfundi ngosuku</p> <p>Uninzi lwezikolo zikarhulumente ezifanelekiyo nezikolo ezizimeleyo zafumana linkxaso-mali ezandiwiweyo ekupheleni konyaka-mali. Zonke izikolo zikarhulumente ezifanelekileyo nezikolo ezizimeleyo zafumana isabhsidi eyandisiweyo yabafundi,</p>
<p>Ukwakha iiklasi zeBakala R eziyi-111</p>	<p>Aboneleli-nkonzo bakha iiklasi eziyi-161 zizonke kwizikolo eziyi-119. Ngenxa yoko kugqitywe iiklasi eziyi-149 zizonke, lo gama ezishiyekileyo zikumanqanaba awahlukileyo okugqitywa kwaye ziya kuba zilungele ukusetyenziswa ngabafundi beBakala R ngoJuni 2009.</p> <p>Ngenxa yezithintelo zezemali, ababoneleli-nkonzo ababini kwaba, abakwazanga kugqiba iiklasi ababelwe ukuzakha ngexesha kwaye oku kubangele ulibaziseko. Omnye wababoneleli-nkonzo kungokunje ugqibile ukwakha iiklasi zakhe ukanti ke iiklasi zomboneleli-nkonzo wesibini zikwisigaba sokugqitywa.</p> <p>Iiklasi eziyi-161 zineeklasi eziyi-37 eziyikhonkrithi, neziyi-122 eziziklasi ezinako ukuhanjiswa (<i>mobile</i>) kwanezi-2 zezitena.</p> <p>Isikolo esafumana iiklasi ezintsha safumana inkxaso-mali eyongezelelweyo yokuthenga ifanitshala yeeeklasi nezibonelelo ezixhasa ukufunda nokufundisa (LTSM).</p>
<p>Ukubonelela iingcali ezingootishala eziyi-900 ze-ECD ezigqibezela izifundo zoqeqeshelo-msebenzi ngamathuba okuqhubeka ziye kwinqanaba elilandelayo ukuphucula amabanga emfundo nezakhono zabo ze-ECD. Ezinye iingcali ezingootishala zilugqibile uqeqesho lwazo: iingcali ezingootishala eziyi-88 bezinikwa izatifikethi ezingqina oku liziko i <i>Klein Karoo Resource Centre</i>.</p>	<p>Iingcali zeNqanaba 5 ze-ECD ezazibhaliswe kwi-CECD ne-ELRU ziwongwe ngezatifikethi zobuchule ze-ETDP-SETA . Ukuqeqeshwa kweengcali eziyi-1500 ze-ECD igqityiwe. I-ETDP SETA iye yagqiba yaza yazingqininiisa ezi ziphumo.</p> <p>Umboneleli-nkonzo wangaphandle ugqibe ukubeka iliso kuqeqesho lwenqanaba 5 le-ECD. Ingxelo yokugqibela isaphethwe.</p>

IIPRAYORITHI ZE-APP	INKQUBELA
Ukuqalisa uqeqesho lweengcali ezintsha eziyi-1000 eziza kungena kumaNqanaba 1, 4 no-5 kumaziko okulondoloza abantwana neekhrithshi (<i>day-care centres and crèches</i>) ngo-Apreli/Meyi 2008. Ababoneleli beenkonzo zoqeqesho ziiKholeji zeFET neeNGOs kwiphondo ngokubanzi.	Uqeqesho lweengcali ezili-1000 ze-ECD kuManqanaba 1, 4 no-5 luqhutywa ngokupheleleyo kungokunje. Umboneleli-nkonzo uya kuqhuba ubeko-sweni loqeqesho.
Ukuqalisa uqeqesho lweengcali ezingootitshala ezintsha eziyi-1700 eziza kungena kwiNqanaba 1 ngoJanuwari. Ababoneleli-nkonzo ziiKholeji zeFET neeNGOs kwiphondo ngokubanzi.	Uqeqesho lweengcali ezili-1700 ze-ECD kuManqanaba 1, 4 no-5 lwaqala ngoJanuwari 2009. Kule kota intsha, iingcali ze-ECD ebezibhengezwe njengezinobuchule ziya kugqithela kwinqanaba elilandelayo kwaye ziya kuqala uqeqesho lwazo kwinqanaba 4 okanye 5.
Ukuphanda nokumisela iziko i-ECD Enrichment Centre kwelinye lamaziko e-ECD eWCED. Oku kuya kuqhubeka ngokubambisana neKholeji yeFET efanelekileyo. Iziko loqeqesho liya kunika inkxaso uqeqesho lwabasebenzi besemsebenzini.	Iziko kungokunje lisebenza ngokupheleleyo kwaye izibonelelo ezongezelweyo zithengelwe abafundi be-ECD ukuze bazisebenzisele izifundo zabo zemiboniso (<i>demonstration lessons</i>). I-College of Cape Town isebenzisa iziko loqeqesho lwabasebenzi besemsebenzini (<i>in-service training</i>) kootitshala abangenamabanga emfundo afanelekileyo.
Ukubonelela onke amaziko abhaliswe ngokusemthethweni ngoqeqesho kwimisebenzi yamagosa asezikhundleni, kulawulo lwezemali nokunyusa ingxowa-mali njl.njl.	Ilishoni zengcaciso engolawulo lwezikolo ezizimeleyo zabanjwa kuninzi lwezithili zomfundo. Ikomiti etyunjiweyo eyenza lo msebenzi iya kuqulunqa incwadana yemigaqo yoqeqesho eya kusetyenziswa kwisigaba esilandelayo solawulo noqeqesho.
Ukunika inkxaso nokugaya abafundi abongezelweyo, ingakumbi kwiindawo zamaphandle nezikumgangatho ophantsi	Ukucwangcisa inkomfa ye-ECD eya kubanjwa ngoSeptemba 2009 kuhamba kakuhle. Kwenziwa idrafti yoxwebhu olucela imvume yokubamba inkomfa.
Ukusekwa kweeklasi kwizikolo zikarhulumente apha sikhoyo isithuba sokwenza oko	Kwadraftwa ingcaciso emfutshane ngeze-IMG. KwiNgcaciso eMfutshane yeCandelo leze-IMG izikolo zikarhulumente ezifundisa amaBakala 1-3 nezinaso isithuba esiyimfuneko seBakala R, ziya kukhuthazwa ukuba ziqale iklasi elolu hlobo ngo-2009-2010. INgcaciso eMfutshane yeCandelo leze-IMG iya kuthunyelwa ezikolweni kwikota entsha.
Ukuqinisekisa ukuba kukho uqeqesho lweengcali ezingootitshala oluqhubekayo lwabasebenzi besemsebenzini (<i>in-service training</i>)	Uqeqesho lweengcali ezifuna ukuphucula izakhono zazo lufumaneka kwiikholeji zeFET.
Ukuqhubekela nokunika inkxaso ii-DSD ekuphuculeni amabanga emfundo abanonopheli babantwana/ neengcali ngokweEPWP.	Zonke iikholeji zeFET neeNGOs zithathe inxaxheba kuqeqesho lweengcali ezingootitshala be-ECD abayi-2400 (<i>2400 ECD Learnerships</i>) noqeqesho lwabo bongezelweyo bali-1000 be-ECD Learnerships. I-DSD ibonelele ngeengxelo ezingenkqubela zaqho ngolu qeqesho luqhutywa kula maziko. Ukubeka esweni novavanyo loqeqesho lwangaphandle luggityiwe kwaye ingxelo yokugqibela iphethwe.
Ukubekwa esweni kwe-ECD ekufuneka kwenziwe kwinqanaba lesithili semfundo ngabacebisi ngeze-IMG be-ECD/iikomiti zeesekeke (abacebisi ngezekharityulam)	Kufunwa inkcazelo ngokuqhubekayo yaqho ngenyanga ngokubekwa esweni kwamaziko ee-ECD kubacebisi ngeze-IMG be-ECD bezithili zemfundo. Ezi ngxelo zenyanga zifunyanwa kwaNdlunkulu.

Imingeni ethile nezisombululo nemiba efuna uqwalaselo oluqhubeka okokoko

Umngeni 1:

Amanqanaba asezantsi olwazi lokufunda nokubhala abasebenzi abaziingcali ezingootitshala namalungu eSGB

Isisombululo kuMngeni 1 liklasi zolwazi lokufunda nokubhala zabafundi abadala ziya kuqhutywa kwiingcali ezingootitshala (umz. abanonopheli babantwana) namalungu eeSGB kumaziko ee-ECD. Kwamanye amanqanaba, ukwandiswa kobhaliso kwiprogram ye-EPWP kuya kunceda ukunyuswa kwala manqanaba. Iprogram yezakhono yabancedisi beengcali ezingootitshala be-ECD abayi-60 iya kubonelwa ukuqubisana nomngeni wamanqanaba asezantsi olwazi lokufunda nokubhala.

Umngeni 2:

Ukuqokelelwa kwedatha umz. ISaveyi equphayo (*Snap survey*)

Isisombululo kuMngeni 2 Izithili zemfundo zincedisa ngokwenza amalungiselelo eentlanganiso apho iingcali namalungu eSGB anokuzalisa iifom eziyimfuneko aze azithumele kwicandelo loLawulo loLwazi (*Knowledge Management directorate*). Ngelokuza nesisombululo kwimingeni yokuqokelela idatha, abafundi beBakala R abaninzi kwizikolo ezizimeleyo ngoku babhalise kwi-CEMIS.

Onke amaziko oluntu, kungajongwangwa ubhaliso lwangaphambili, kukwafuneka abhalise njengezikolo ezizimeleyo. Le mfundo yolu bhaliso intsha ingqinelana nemmiselo yeSebe leMfundo kuzwelonke. Ii-SGBs zezikolo ezizimeleyo ziya kufumana uqeqesho lweCEMIS ngo-Oktobera ukuze ubhaliso nokugcinwa kwedatha yabafundi beBakala R babo lube lolunokuphatheka noluchanekileyo.

Imiba efuna uqwalaselo okokoko

Ukufikelela kumaziko amaninzi nakude asemaphandleni kuhlala kungumngeni. Oku kukwathintela ukuqokelelwa kwedatha okuchanekileyo malunga namaziko oluntu eBakala R, njengoko uninzi kula maziko kungamaziko asematyotyombeni nangenazidilesi zeposi/ zendawo yokuhlala ukuze kuziswe iifom zesaveyi. Ukungqinisiswa kweminyaka yobudala kuwo onke amaziko kuyimfuneko ukuze kuqinisekiswa ngokuchaneka kwamabango.

Eminye imiba efuna uqwalaselo oluqhubekayo ibandakanya oku kulandelayo:

- Amanqanaba asezantsi olwazi lokufunda nokubhala eengcali ezingootitshala kumaziko oluntu (*practitioners*), nanegalelo ekungabuyisweni kweefom kuze oko kuthintele ukucaciswa kwamaxwebhu asemthethweni, afana nala : ifom zeSaveyi eQuphayo, amaxwebhu eNCS neesetyhula.
- Ukuthwaliswa umthwalo omkhulu kwamagosa ezithili zemfundo, nathi ke ngenxa yoko angabinako ukundwendwela amaziko rhoqo ukuqinisekisa ukufundiswa kweiprogram ezisemgangathweni
- Iimali zaqho eziyimivuzo (*stipend*) yeengcali ezingootitshala be-ECD basemaphandleni kwiprogram zoqeqeshelo-msebenzi, azanelanga njengoko inkcitho zothutho ukuya ekholejini ziphezulu kakhulu. Iingcali kufuneka zizihlawulele ezi ndleko zongeziweyo kwaye amaxesha amaninzi oku kunegalelo kumaqondo aphakamileyo okungabikho esikolweni nokuyeka ukuhamba isikolo okuphezulu (*absenteeism and a high dropout rate*).
- Inkxaso-mali ngomfundi weBakala R ngamnye nekufuneka ijongiswe qho ngonyaka ukuze ulwabiwo-mali lungqinelane neqondo lokunyuka nokuhla kwamandla emali.
- Iziseko zophuhliso: Makuqhutyekwe nokubonelelwa ngeeklassi zeBakala R kwizikolo ezingenayo indawo yokufundela eyimfuneko okanye ezinendawo yokufundela engafanelekanga.

Le miba iyaqhubeka nokunikwa ingqwalaselo okokoko ukwenzela ukuphucula impumelelo nokusebenza ngokukoko kwicandelo le-CED

9.8 IProgram 8: linkonzo eziNcedisayo neziNxulumene nazo (*Auxiliary and Associated Services*)

Injongo yeprogram

Ukubonelela ngenkxaso kumaziko emfundo xa ewonke

Iprogram yeeNkonzo eziNcedisayo neziNxulumene nazo iqulethe ezi program zisekelayo :

lintlawulo eziya kwiSETA

- o ukubonelela ngophuhliso lwezakhono kubasebenzi ukungqinelana noMthetho woPhuhliso lweZakhono (*Skills Development Act*)

Iiprosjekthi zeegranti ezikhutshwa phantsi kwemiqathango

- o ukubonelela ngeeprosjekthi ezikhethekileyo zeSebe leMfundo kuzwelonke ezinako ukusetyenziswa kwiprogram enye nangaphezulu ze zixhaswe ngezimali ngeegranti ezikhutshwa phantsi kwemiqathango

limviwo zangaphandle

- o ukubonelela ngeenkonzo zoviwo ezilawulwa kwisebe

Uqeqesho lootitshala

- o ukunceda ngokubonelela ngootitshala abaqeqeshiweyo nabanobuchule kumsebenzi wokufundisa

iKapa Elihlumayo

- o ukunceda ekuphuculeni izakhono zabasebenzi

Iinjongo ezilinganisekayo

Ezi njongo zilinganisekayo zilandelayo (▲) neminganiselo yentsebenzo i (▶) zimalunga neProgram 8: IiNkonzo eziNcedisayo neziNxulumene nazo (*Auxiliary and Associated Services*):

	Iinjongo ezilinganisekayo	Iimlinganiselo yentsebenzo
Ukufikelela	▲ Ukufundisa izakhono zobomi ngeHIV/AIDS ezikolweni, kwanokuqinisekisa ukufikelela kwinkqubo efanelekileyo nehlangeneyo yothintelo, unonophelo nenkxaso	▶ PPM 801: Iiprogram ii <i>Life Skills and HIV/AIDS Programmes: Amanqanaba epesenteji yaqho ngonyaka obukho beHIV</i> ▶ PPM 802: Iipesenteji yezikolo zikarhulumente ezisibonelelo sekhomyutha enye ubuncinane ukwenzela ukufundisa nokufunda

Ukuqulunqwa kwemigaqo-nkqubo yeprogram ngo-2008/09

Akukho ziprosjekthi zophuhliso zintsha zikhoyo

ST801	IProgram 8: Iinkonzo eziNcedisayo neziNxulumene nazo	2006/07 Eyiyi kanye	2007/08 Eyiyi kanye	2008/09 Target	2008/09 Eyiyi kanye
IINTLAWULO ZIIPROGRAM EZISEKELAYO (R'000)*					
8.1	Iintlawulo eziya kwiSETA	3,756	3,944	4,255	4,255
8.2	Iiprojekthi zegranti ekhutshwa phantsi kwemiqathango	11,872	13,001	13,847	13,727
8.3	Iirivivo zangaphandle	63,124	64,442	87,865	87,865
8.4	Uqeqesho lootitshala	1,868	1,909	0	0
8.5	iKapa Elihlumayo	120,225	111,702	105,282	105,282
	ITOTALI	200,845	194,998	211,249	211,129
IINTLAWULO NGOHLELO LWEZOQQOSHO (R'000)*					
	Iintlawulo yangoku	87,197	88,070	112,582	112,552
	Imbuyiselo yabaqeshwa	41,321	47,407	63,194	63,194
	Ootitshala	22,313	24,178	21,207	21,207
	Abangezotitshala	19,008	23,229	41,987	41,987
	Iimpahla neenkonzo nokunye	45,876	40,663	49,388	49,358
	Iimali ezihlawulweyo (transfers) neenkxaso-mali	113,557	106,892	98,422	98,422
	Iintlawulo zee-aseethi ii-capital assets	91	36	245	155
	ITOTALI	200,845	194,998	211,249	211,129
AMANANI ABASEBENZI					
	Inani lootitshala (abaqeshwe ngurhulumente) (a)	16	19	15	12
	Inani labangezotitshala	142	234	132	114
► IIMILINGANISELO YENTSEBENZO					
►	PPM801: Amanqanaba epesenteji yaqho ngonyaka obukho beHIV phakathi kolutsha oluneminyaka eli-15-19	5,6%	4,3%	5,0%	Awakafumaneki**
►	PPM 802: Ipesenteji yezikolo zikarhulumente ezinezibonelelo zekhompyutha enye ubuncinane ukwenzela ukufundisa nokufunda		I-PPM entsha	1 014	1 029

Ithagethi ka-2008/09 yeNkqitho (Expenditure) linani lolwabiwo-Mali lokuGqibela (Final Appropriation) luka-2008/09

**Le datha ivela kwi-Annual Ante-Natal Survey of the Department of Health kwaye iya kufumaneka kuphela ngo-Agasti 2009

linkonzo eziNcedisayo neziNxulumene nazo : Imilinganiselo yentsebenzo

- ▶ PPM801: Amanqanaba epesenteji yaqho ngonyaka obukho beHIV phakathi kolutsha oluneminyaka eli-15-19
 - Le datha ivela kwi-*Annual Ante-Natal Survey of the Department of Health* kwaye iya kufumaneka kuphela ngo-Agasti 2009.
 - ▶ PPM 802: Ipesenteji yezikolo zikarhulumente eziNESibonelelo sekhomyputha enye ubuncinane ukwenzela ukufundisa nokufunda
- Kugqithiwe kwiithagethi

	INKQUBELA
ukubonelela ngophuhliso lwezakhono zabasebenzi ngokungqinelana noMthetho woPhuhliso lweZakhono (<i>Skills Development Act</i>)	IsiCwangciso i <i>Workplace Skills Plan (WSP)</i> sika-2008/2009 neNgxelo i- <i>Annual Training Report ka-2007/08</i> zasayinwa njengezamkelekileyo ngamaqela abaqeshwa achaphazelekayo neNtloko yeSebe zaza zangeniswe kwi-ETDP SETA neSebe loMphathiswa. Amaphulo oqeqesho aqaliswa kwizithili zemfundo nakwaNdlunkulu
Ukufundisa izakhono zobomi ngeHIV/AIDS ezikolweni, kwanokuqinisekisa ukufikelela kwinkqubo efanelekileyo nehlangeneyo yothintelo, unonophelo nenkxaso	I-HIV/AIDS ubukhulu becala iboniswa kwinkalo yesiFundo soLwazi ngezoBomi/isifundo seNkcazo yeKharityhulam kaZwelonke (National Curriculum Statement), amaBakala R ukuya ku-12, kwaye ukufundiswa kwaso kunyanzelekile. Kuqikelelwa ukuba umfundi ngamnye kwiphondo, kwibakala ngalinye, ufumana uqwalaselo ngalo mba. Ukumiselwa kwenkqubo yothintelo ehlangeneyo nesebenza ngempumelelo, unonophelo nenkxaso ngumngeni obanzi ofuna ukucwangciswa okunenjongo efanayo (<i>mainstreaming of responsibilities</i>) kwemisebenzi apha ngaphakathi kwiSebe iWCED nenkxaso nokukhuthazwa kwamalungiselelo entsebenziswano namaphulo obuhlakani phakathi kukarhulumente namaziko abucala (<i>co-operative arrangements and 'public-private partnerships'</i>) ukuqinisekisa ukuba bonke abathathinxaxheba basebenza ngokunikana inkxaso, iWCED norhulumente wephondo (njengoko kubonisiwe kwi- <i>Provincial HIV/AIDS Strategic Plan, 2007-2011</i>). Ngokubhekiselele koku, iprogram iyaqhubeka ngokuveza iziqhamo ngokuncomekayo.
Ukukhuthaza ukusebenza ngempumelelo kwezikolo kulawulo lweemviwo zangaphandle.	Zonke iinkqubo zeemviwo novavanyo ziphinde zajongisiswa, zaphuculwa zaza zomelezwa. Ukongeza apho, kuye kwaphunyezwa oku kulandelayo: Ukulawula izitenxo (irregularities): Kuqulunqwe izitraksha zokulawula izitenxo zeemviwo neemvavanyo kwinqanaba lesikolo (iKomiti yeZitenxo zeeMvavanyo zeSikolo) (<i>School Assessment Irregularity Committee</i>), kwinqanaba lesithili semfundo (iKomiti yeZitenxo zeeMvavanyo kwiSithili seMfundo) (<i>District Assessment Irregularity Committee</i>) nakwinqanaba lephondo, (iKomiti yeZitenxo zeeMvavanyo kwiSithili seMfundo) (<i>Provincial Examinations Irregularity Committee</i>). Ukuqeqeshwa kwamagosa eemviwo: lisesihoni zabagadi babaviwa, abamakishi abaziintloko, iimodareyitha zangaphakathi, nabamakishi zaqhubeka phakathi ko-Agasti no-Oktobha 2008, kwaye ziya kuqhubeka qho ngonyaka. Umasifundisane weeMviwo neeMvavanyo: Oomasifundisane namagosa ezithili zemfundo, iinqununu zezikolo namalungu eekomiti zolawulo lwesikolo baqhubeka ngowe-26 Agasti 2008 ukuya kwi-18 Septemba 2008. Aba masifundisane baba yimpumelelo. Umasifundisane wagxininisa kulawulo oluyimpumelelo loviwo lweSatifikethi seMatriki sikaZwelonke (<i>National Senior Certificate examination</i>). Umasifundisane wango-2009 ucwangciselwe ukusuka ku-Agasti ukuya kuSeptemba 2009. Ukuphuculwa komgaqo-nkqubo: Kuye kwavalwa izikhewu ezifunyaniswe kwimigaqo-nkqubo umzekelo kuye kwaqulunqwa inkqubo-sikhokelo yolawulo nokuqhutywa kweeCTAs zeBakala 9. Ukubanako ukuphendula kwamagosa eemviwo: Ukuqinisekisa ukubanako ukuphendula malunga nemisebenzi enxulumene neemviwo, kuye kwaqulunqwa iimvumelwano ezisemthethweni zabagadi babaviwa, abagadi babaviwa abaziintloko abaziintloko, abamakishi, neemodareyitha zangaphakathi njl.njl. Iphulo lokugaya inkxaso: Kuye kwenziwa iiphowusta, iibhena neebhukumakhi zaza zahanjiswa ezikolweni.

	INKQUBELA
Ukuqinisekisa ukuba iphondo libonelela ngamanani aneleyo ootitshala abaqeqeshwe ngokufanelekileyo	linqununu eziyi-198 namasekela-nqununu neentloko zezifundo zabhaliswa njengabafundi bonyaka wokuqala. Abafundi abayi-181 nabo babhalisela i-NPDE. Ootitshala nabo babhaliswa kwiprogram ze-ACE, o.k.t. <i>Mathematics Literacy, Consumer Studies, School Librarianship, Physical Science, and Life Science</i> . ISebe iWCED nalo lanceda ootitshala kwi-EMS, kwiSigaba seSiseko (<i>Foundation Phase</i>), kwiSigaba esiPhakathi (<i>Intermediate Phase</i>), ne <i>Multi-grade and Special Needs & Support</i> .
Ukubonelelwa ngeefayili eziyi-10 ze <i>Care and Support Strategy</i> kubahlali besikolo ngasinye ukwenzela ukuba iSMT/ootitshala, amalungu eSGB namahlakani angabahlali (<i>community-based partners</i>) badibane ngokwenza kunye iinkqubo zenkxaso kwezentlalo nonxibelelwano (<i>social capital and networks of support</i>) zokunceda iinkedama nabanye abantwana abasemngciphekweni, kuquka abo bachatshazelwe yi- <i>AIDS</i>	Jonga phantsi kuka-B10 apha ngezantsi
Ukugqitywa nokufundiswa kwesatifikethi seNQF <i>Level 4 qualification</i> nekhusi emfutshane kwi- <i>Basic counselling and referral skills</i> kootitshala namalungu eSGB ukususela ngu-2008	Jonga phantsi ukao-B10 apha ngezantsi
Ukuqaliswa kwemodeli eyi- <i>Schools as Nodes of Care and Support for vulnerable children (SNOC)</i> kuzo zonke izikolo. Oku kuya kugxininisa ekuqaleni kubahlali beST21 Kukwabandakanywa nokuphuculwa kweenkonzo kwi- <i>SNOC</i>	Jonga phantsi ko-B10 apha ngezantsi
Ukuphuculwa kwamakhondo omsebenzi Ukuqeqeshwa kwabanye ootitshala abayi-100 ngo-2008/09	Eli nani (100) lasuselwa kwiinkxaso-mali ezafunyanwa ngo-2007/2008.
Izikolo zoKugxila (Focus schools) Ukugqitywa kwezakhiwo kwizikolo ezi- 5 kwizikolo zokugxila; ukubonelelwa kwezinto zokusebenza nezixhobo, ukubalwa kwezibonelelo; ukubalwa kwabafundi abangena kumaziko emfundo ephakamileyo; uphuhliso lootitshala abaqeqeshiweyo kwizikolo eziyi-28; izifundo (<i>tutorials</i>) zokuxhasa abafundi nezikolo zaseBusika nezeNtwasahlobo (<i>Winter/Spring schools</i>); isikhokelo seeseshoni zezifundo kwinkomfa nekhempu; iiprogram zee- <i>Artists in residence</i> ; ukumiselwa kweethagethi zokwandisa amanani abafundi neziphumo eziphuculweyo kwizifundo ezithe ngqo ekugxilwe kuzo; amathuba okutyelela izikolo obeko-sweni kwizikolo eziyi-28 ekugxilwe kuzo; uqeqesho olukhethekileyo lootitshala beZifundo soLwazi ngoBomi; imiboniso yemisebenzi nezinto ezenziwayo	lihlole zezikolo ziyagqitywa kwizikolo zokugxila ezibini. Kwesinye isikolo kugqitywa isebe lezoBugcisa neNkcubeko. Izixhobo nezo ze-ICT zanikwa zonke izikolo. Inkqubo eyi- <i>Asset Management Audit</i> yagqitywa kuzo zonke izibonelelo ezithengiweyo. Abafundi banikwa ithuba lokuya kwiSikolo saseBusika eCPUT zaza izikolo zancedisa ngezikolo zaseNtwasahlobo. Kwabanjwa iikhempu zabafundi bobuGcisa neNkcubeko neenkomfa zabafundi zoLwazi ngezoBomi. Bekukho iprogram ye- <i>Artists in Residence</i> kwizikolo zoBugcisa neNkcubeko. Kubekho amathuba otyelelo ngekota kuzo zonke izikolo ekugxilwe kuzo ukwenzela ukubeka esweni iinkqubo noqinisekiso lwemigangatho. Kuye kwaqhubeka uqeqesho i- <i>Global Citizenship Training</i> lootitshala besiFundo soLwazi ngezoBomi. Bekukho izinto zaqho ezimalunga nenkcubeko (<i>regular performances</i>) okwenziwa ngabafundi bezeNkcubeko.
Izikolo zeZakhono Ukongezwa kwezinye izikolo ezibini ngo-2008/2009	Bagqityiwe oomasifundisane eKhayelitsha School of Skills nase <i>Cafda Primary eRetreat</i> . Ezi zikolo ziya kubhalisa abafundi ukususela kwi-1 Apreli 2009.

Imingeni ekhethekileyo nezisombululo

<p>Umngeni 1: Iprojekthi yeKhanya ibiqhubeka okoko kule minyaka isixhenxe igqithileyo kwaye ezinye iikhompyutha ekudala zafakwa kungokunje zifuna ukulungiswa.</p> <p>Isisombululo kuMngeni 1 Ngethuba lonyaka ochaphazelekayo, kwatshintshwa amaseko eseva (<i>infrastructure server</i>) kwizikolo eziyi-74 ukuze ngokwenza njalo kuqinisekise ufikelelo oluqhubekayo kwiilebhu zekhomyutha nokusetyenziswa kwezixhobo zekhomyutha.</p>
<p>Umngeni 2: Lo gama kuthathwa imiqathango yokhuseleko kwiprojekthi yethekhinoloji ezikolweni, izenzo zolwaphulo-mthetho nazo zibangele ukuba amaziko athathe amanyathelo angaphezulu okhuseleko.</p> <p>Isisombululo kuMngeni 2 I-WCED iluphucule ukhuseleko kwiqela lezikolo laza laphumeza iprojekthi ye-<i>IT-Crimes</i>, umbutho osebenza ngokusondeleyo ne-SAPS. Eli nyathelo sele libe neziphumo zokuba iikhompyutha ezibiweyo nezinye izixhobo ziye zabuyiselwa ezikolweni kwiimeko ezi-3 kwingingqi yaseKhayelitsha.</p>

9. Iimali ezihlawulweyo (*Transfer payments*)

Igama leziko/Abazuzayo	Iimali ezihlawulweyo(R'000)	Ukungqinelana neSiqendu 38(1)(j) sePFMA
Iprogram 1	31,059	
Ezizezi -		
Iprojekthi i <i>Telecommunications Project</i> kwizikolo zikarhulumente eziqhelekileyo	8,877	Ewe
Iprojekthi i <i>Mathematics and Science Project</i> kwizikolo zikarhulumente eziqhelekileyo	105	Ewe
Iprogram 2	435,187	
Ezizezi -		
kuzo zonke izikolo eziziprayimari zikarhulumente:	274,169	Ewe
kuzo zonke izikolo zikarhulumente eziqhelekileyo	154,567	Ewe
Iprojekthi i <i>Safe Schools Project</i> kwizikolo zikarhulumente eziqhelekileyo	15253	Ewe
Iprogram i <i>National School Nutrition Programme</i>	5,763	Ewe
Iprogram 3	44,119	
Ezizezi -		
Izikolo zeprayimari ezizimeleyo	19,500	Ewe
Izikolo zesekondari	24,619	Ewe
Iprogram 4	93,919	
Ezizezi -		
Izikolo zikarhulumente ezineemfuno zemfundo ezizodwa	93,919	Ewe
Iprogram 5	135,408	
Ezizezi -		
Amaziko eFET karhulumente	58,103	Ewe
Igranti yeFET ekhutshwa phantsi kwemiqathango	77,305	Ewe
Iprogram 6	22,020	
Ezizezi -		
Amaziko okufunda oluntu	20,020	Ewe
Iprogram 7	160,895	
Ezizezi -		
Imfundo noPhuhliso lwaBasaqalayo kwizikolo zikarhulumente	81,790	Ewe
Imfundo noPhuhliso lwaBasaqalayo kumaziko oluntu	34,455	Ewe

Igama leziko/Abazuzayo	Iimali ezihlawulweyo(R'000)	Ukungqinelana neSiqendu 38(1)(j) sePFMA
Iprogram 8	97,852	
Ezizezi -		
I-ETDP SETA	4,255	Ewe
Iprojekthi iSafe Schools Project kwizikolo zikarhulumente eziqhelekileyo	59,542	Ewe
Iprojekthi iKapa Elihlumayo Projects kwiikholeji zeFET	6,000	Ewe
Iprojekthi iKapa Elihlumayo Projects kwizikolo ekugxilwe kuzo	15,569	Ewe
Iprojekthi iKapa Elihlumayo Projects kwizikolo zezakhono	10,000	Ewe
Itotali yeentlawulo ii-Transfer payments	1,020,459	

11. Igranti ekhutshwa phantsi kwemiqathango

Itheyibhile: Isishwankathelo seeGranti ekhutshwa phantsi kwemiqathango zango-2008/09 (R'000)

IGranti ekhutshwa phantsi kweMiqathango	Iinkcitho eyiyo kanye 2007/08	Egqithiselwa ukusuka – 2007/08	Itotali yeemali ezabiweyo	Itotali yeemali ezihlawulweyo	Iinkcitho eyiyo kanye 2008/09	% Inkcitho
	R'000	R'000	R'000	R'000	R'000	R'000
I-HIV/AIDS	13,001	0	13,847	13,847	13,727	99,1
Iprogram iNational School Nutrition Programme(NSNP)	53,075	0	86,561	86,561	81,301	93,9
UkuXhotyiswa kweCandelo leeKholeji zeMfundo noQeqesho oluQhubekayo	80,000	0	77,305	77,305	77,305	100
Provincial infrastructure grant	125,642	0	120,475	120,475	120,478	100
ITOTALI	271,718	0	298,188	298,188	292,811	98,2

Kwahlangabezwana nazo zonke iimfuneko ze *Division of Revenue Act, 2007 (Act No 1 of 2007)* ngokumalunga neeGranti ezikhutshwa phantsi kwemiqathango, ezizezi:

- Zonke iimali ezihlawulweyo ezifunyenweyo zafakwa kwi-akhawunti yebhanka yesebe;
- Zonke iinkxaso-mali zichithiwe.
- Kufikelelwe kuzo zonke iimeko zeegranti ezikhutshwa phantsi kwemiqathango, njengoko zimiselwe kwizicwangciso ze *Business Plans*, ezivunyiweyo.

B.10. Izakhono zoBomi: I-HIV/AIDS	
IINKALO ZENTSEBENZO EZIPHAMBILI	INKQUBELA
KPA 1: Ukugaya inkxaso	Ukuphuculwa kwezicwangciso zonxibelelwano nengcaciso kuwo onke amanqanaba – ukukhuthaza iinkqubo zemfundo zokuqubisana neHIV/AIDS ezikwiphondo ngokubanzi. Ukwandiswa kweenkqubo ezisekelwe kubungqina zokuphucula umgangatho nokukhuthazwa kwenkqubo ezisekelwe kumalungelo. Ukungafumani lwazi luchanekileyo nokubekwa amabala ngeHIV/AIDS kuxhaphakile ezikolweni. Iphulo lokunika inkxaso ke ngoko malishenxe limke “kulwazi nge-AIDS” ligqithele ekukhuthazweni kothethathethwano nothatho-nxaxheba olubandakanya imiba enxulumeneyo emalunga nentlalo nokusebenza kwengqondo nezozoqosho efana nokusetyenziswa gwenxa kweziyobisi notywala, ukukhuthazwa kokuvavanywa nokunikwa iingcebiso ngokuzithandela (<i>voluntary counselling and testing (VCT)</i>), ukufumana iikhondom okuphuculweyo, iinkonzo zezempilo ezikolweni, izicwangciso zokugcina amanani abafundi ‘kwiinkedama’ nabantwana abasengozini, nokukhuthaza amaphulo obuhlakani

IINKALO ZENTSEBENZO EZIPHAMBILI	INKQUBELA
KPA 1: Ukugaya inkxaso	neenkampani zabucala ajolise kwezentlalo (<i>socially-oriented 'public-private partnerships'</i>) kwinqanaba lephondo, elesithili semfundo nakwelengingqi. Imfundo esemgangathweni ihlala iyeyona isisigonyo esigqibeleleyo seHIV. Iimodeli ezibandakanya konke (<i>Holistic models</i>) ezifana nezi: <i>Health Promoting Schools (WHO)</i> , <i>Schools as Nodes of Care and Support (Soul City)</i> ne <i>Child-Friendly Schools (UNICEF)</i> , nokuhlanganiswa ndawomnye kwemisebenzi, kuya kukhuthazwa ngokungaphezulu, ukuze koyiswe ukwahlulwa-hlulwa neenkqubo 'zokongezelela' kuthintelo kwiHIV . Kubanjwe intlanganiso eziyi-59 zabazali basekuhlaleni kulo nyaka.
KPA 2: Ikharithyulam	Ngokungqinelana nomgaqo-nkqubo kazwelonke nemimiselo yeNkcazo yeKharithyulam kaZwelonke (<i>National Curriculum Statement</i>), ukufundiswa kwe-HIV/AIDS nokufundiswa ngemiba emalunga nezesondo (<i>sexuality education</i>) kususelwe kuwo onke amabakala, ukususela kwiBakala R ukuya kwiBakala 12. Ihlala injalo ithagethi yephondo yokuqinisekisa ukuba ama-80% ootitshala bazo zonke izikolo zepreyimari nama-80% ootitshala bezikolo zezekondari beZifundo zoLwazi ngezoBomi, bayaqeqeshwa ukuze bafundise kanye ngqo ngezakhono zobom zeHIV/AIDS ngendlela efanelekileyo (njengoko kwamiselwayo ngo-2002). Njengokuba kuye kwafikelelelwa kwithagethi yesikolo sepreyimari yaza yahlala injalo, uqeqesho lootitshala beziFundo zoLwazi ngoBomi bamaBakala 8-9 (<i>GET</i>) namaBakala 10-12 (<i>FET</i>) luhlala lungumngeni obalulekileyo ekufuneka sijongene nawo ngqo –xa kujongwe abafundi abaninzi abaphuma esikolweni emva kweBakala 9 nokuba zininzi kwezikolo ezinika lo msebenzi ootitshala abangengabo abeLO. Isicwangciso sokubethelela i-HIV/AIDS kwikharithyulam ngokubanzi (zonke izifundo/ iinkalo zesifundo) iqalile kwakhona ukusebenza kakuhle. Oku kujoliswe ekuqubisaneni nokuqulethwe yi-HIV/AIDS neenkqubo zokufundisa ukuze kuthintelwe ukufundiswa ngokugqithisileyo kwe-AIDS (<i>AIDS-fatigue</i>), ukugqithisela imisebenzi kubo bonke abanye ootitshala –ingakumbi kwiminyaka yokufikisa ebalulekileyo – kwaye, nangemisebenzi yokuphucula isikolo (<i>school enrichment activities</i>), ukwandisa amathuba okufunda ngaphaya kwegumbi lokufundela. Xa kuthelekiswa nethagethi yonyaka engu-1 000 nethagethi ehlanganisisweyo engu-22 000, bayi-1 995 ootitshala, abaqeqeshwayo kulo nyaka, nabayi-24133 ukususela kunyaka ka-2000.
KPA 3: Ubunkokheli, uLawulo neMpatho	Uqeqesho kule program, kuzo zombini iikomiti zolawulo, iKomiti yoLawulo lweSikolo (<i>SMT</i>) neBhunga loLawulo leSikolo (<i>School governing bodies</i>) (SGBs), luye lwaqhagamshelaniswa noVavanyo lweSikolo Siphela (<i>Whole School Evaluation</i>), uphuhliso lwesikolo siphela (<i>whole school development</i>) nophuhliso olugunyazisiweyo zizikolo zezicwangciso zophuculo lwezikolo (<i>school improvement plans (SIPs)</i>). Iifayili zoqeqesho/iifayili zezibonelelo sele zilungiselelwe ukuhanjiswa kuzo zonke izikolo kwaye uqeqesho luya kuqhutywa ngeekomiti zeesekeke. Ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kaZwelonke: uMgaqo-nkqubo weHIV/AIDS woTitshala naBafundi (1996), kususelwe ukuba isikolo ngasinye siqulunqe isicwangciso soPhunyezo seHIV/AIDS (<i>HIV/AIDS Implementation Plan</i>). Sicebise ukuba oku kwenziwe kube yinxalenye yeSIP kwisikolo ngasinye. Ngenkqubo yokunxulumanisa izibonelelo (<i>resource mapping</i>), izikolo zikhuthazwa ukuba zichonge amahlakani asekuhlaleni, ukuze apho kufanelekileyo kunye/okanye kuyimfuneko, konyulwe abantu abajongene nezibonelelo kwiiSGBs zabo.
KPA 4: Unonophelo neNkxaso	Kuyaqhutyekwa nokuqaliswa koqeqesho kwimodel ye- <i>Soul City's 'Schools as Nodes of Care & Support' (SNOC)</i> lweSGBs namahlakani asekuhlaleni (<i>school-community partners</i>) kwiikomiti zeesekeke – ngokuthi kugxininiswe kwiinkalo zeSTP-27. Iprogram ehambelana noku yootitshala iya kuqaliswa nayo kwiikomiti zeesekeke, ezinikwa inkxaso zisayikhologjisti nonontlalontle abayi-90 abaqeqeshelwe iinjongo ezithile lisebe. Ikhosi emfutshane yokuNika iiNgcebiso nekhredithwe yi-NQF (<i>NQF -accredited Counselling short-course</i>) iye yafakwa kwigazethi yakutshanje, kuye kwalungiswa namaxwebhu oqeqesho (<i>training materials</i>) kwaye nayo aya kwenziwa afumaneke kuqeqesho lootitshala kwiikomiti zeesekeke ukususela ku-2009. Njengesihlomelo sephulo leSNOC, kwakunye neprogram yentsebenziswano phakathi kwamasebe (<i>interdepartmental Social Transformation Programme (STP)</i>), kuchongwe indawo zabahlali zayi-27 ezizezona zihlwempuzekileyo kwiphondo ukuze kukhawulezise ukwenziwa kweenkonzo zentlalo – kubandakanywa nenkqubo ekhawulezileyo yeegranti zentlalo (<i>social grants</i>), ezifana negranti yeNkxaso yaBantwana neGranti yokuGcina

INKALO ZENTSEBENZO EZIPHAMBILI	INKQUBELA
KPA 4: Unonophelo neNkxaso	aBantwana (<i>Child Support and Foster Care Grants</i>) yabantwana abaziinkedama nabanye abantwana abasengozini – ukuze kuncitshiswe ubuhlwempu obungumqobo ekufundeni. Ezi nkalo zibenezuzo kwezi jambori zokwenzwa kweenkonzo ngo-2008/09.
KPA 5: Ukufundisana koontanga	Kunyaka ngamnye bangaphezu kwe-7 500 ootitshala abangoontanga neenkokeli zolutsha eziyi-5 000 ezithatha inxaxheba ekuphenyenzweni kwezicwangciso ze- <i>Peer Education no-Lovellife</i> , kwizikolo zesekondari eziyi-213 kungokunje. Kweli nani bayi-94 abaxhaswa ngezimali yi- <i>Department of Health-administered Global Fund</i> , babe yi-25 abe- <i>Conditional Grant</i> , ukuze abashiyekileyo baxhaswe ngezimali ngokuzimeleyo. Ababoneleli-nkonzo bemvumelwano abangenzi nzuzo (<i>NPO</i>) 'abangaququzeleli' nabaqalisa ngqa izinto ezintsha (<i>'groundBreakers' work</i>) basebenza nootitshala abangoontanga neenkokeli ezilulutsha ezikolweni qho ngeveki – benika inkxaso uqeqesho lwabo nophuhliso nokuphunyezwa kweeprograme ezisikelwe esikolweni. La maphulo mabini aphehwe liSebe lezeMpilo. Ngokudibeneyo, umsebenzi wabo oxabisekileyo umele malunga nabasebenzi abayi-350 kwiNPO. Izikolo zepreyimari ezizezinye ngokubambisana no- <i>Soul City</i> , zixhasa amaqela e- <i>SoulBuddyz clubs</i> , ezinabafundi abayi-20-30 kwiiprayimari eziphakamileyo. Iprogram elingwayo yokufundisana koontanga yekholeji yeFET (2007-08) yandisiwe ukuya kuzo zonke iikholeji eziyi-6 kwiikhampasi eziyi-12. Injongo yayo kukuba kuphuculwe onke amaphulo afana nala Kusekwe umbutho i- <i>Western Cape Youth Peer Education Association</i> wokuseka ababoneleli-nkonzo (ukuze uthathe iintambo zolawulo kwi- <i>GOLD Peer Education Development Agency</i> (engumbutho ozimeleyo ngoku).
KPA 6: Izibonelelo zeLTSM	Kusiwe kuzo zonke izikolo izibonelelo zeLTSM ezinika inkxaso isifundo solwazi ngezoBomi (njengezibonelelo ezongezelelweyo ezinika inkxaso kwezinye izicwangciso ze- <i>HIV/AIDS</i>) Ezi zibonelelo zeLTSM zinikezelwa zisongeza kwii-odolo zezifundo zezikolo. Zikwabonelelwa ngakumbi ngaphandle kweendleko kweso sikolo okanye kuloo mfundi (kodwa iqulethe ama-25% kusixa esiyi-R14 ngomntwana esiqikelelweyo kwisabelo seegranti ezikhutshwa phantsi kwemiqathango). Iincwadi zokwenza imisebenzi zabafundi ziya kunikezelwa qho kunyaka ngamnye, njengoko benkunjalo ukususela ku-2002-kumfundi ngamnye kwibakala ngalinye ukususela ku-R ukuya ku-12. I-LTSM ibonelelwa kuzo zontathu iilwimi zephondo. ISebe leMfundo leNtshona Koloni, kuphela lephondo elikwenzayo oku.
KPA 7 Ukubeka esweni, iNkxaso noVavanyo	Ootitshala banikwa inkxaso ngokundwendwelwa kwezikolo ngabaququzeleli namagosa azii- <i>fieldworkers</i> ezithili zemfundo eHIV/AIDS kwiikomiti zesekeke ezenza imisebenzi emininzi. Ukuze kukhuthazwe ukuzimela kwezikolo ngokwazo, isikolo ngasinye sinabaququzeleli abakhethiweyo beHIV/AIDS. Izikolo ziyadityaniswa kumaqela akwimimandla ngemimandla (<i>geographical groups</i>) ezikolo ezi-5 ukuya kweziyi-15 ngabaququzeleli bezikolo ezisebenzisanayo abakhethwe ngoontanga. Izikolo ezisebenzisanayo ziyadibana ukuchaza imingeni emitsha, ukwenza izicwangciso ezifanelekileyo ngokwengingqi, kwanokwabelana ngezinto ezenziwayo (<i>practices</i>) ezizezona zisemgangathweni. Iintlanganiso eziyi-141 zezikolo ezisebenzisanayo zabanjwa ngo-2008/09, kwaye kwandwendwelwa izikolo eziyi-1 041 ukunika inkxaso. Utyalo-mali kwiinkqubo zenkxaso zoqinisekiso lwemigangatho ezibandakanya imiba emininzi neziqhutywa kumacandelo ngamacandelo ziya kuqhubeka zikhuthazwa zize zihlaziye. Mhlawumbi akukho program yeWCED ekhe yahlolwa ngokunzulu njengale!
KPA 8: Ukubeka esweni, iNkxaso noVavanyo	Injongo kukushenxisa le program isiwe kulo meko-bume inokulawulwa ngobuchule nangokudibeneyo nangentsebenziswano kuwo onke amacandelo esebe eWCED afanelekileyo ngokusebenzisana ngokusondeleyo neeprograme zentalo nezophuhliso lwezakhono zoluntu neeprojekthi ezizodwa. Ngaphezu koko, injongo yokubandakanya iHIV nemisebenzi yokuphuhlisa nokuxhobisa uluntu kwezentlalo – neya kuthothisa ifuthe leHIV kwezeMfundo – iya kuba kukushenxisa ngokukhulu imisebenzi eluxanduva lwezithili zemfundo neekomiti zeesekeke ukususela ku- 2009/10. Iprogram iya kugcina ukugxininisa kwayo kwimibono yethuba eliphakathi nelide – equlethwe kwizicwangciso zobuchule zephondo nezikazwelonke zango-2007 ukuya ku-2011, apho umsebenzi oluxanduva lwezeMfundo (ngokumalunga nokhuseleko) kufuneka ulinganiswe ngokuthelekiswa namanqanaba okubakho kweHIV phakathi kolutsha olukubudala 15-19 no- 20-24 iminyaka. Ngenxa yoko, iSebe iWCED ingumthathi-nxaxheba okhokelayo kuphuhliso lwesicwangciso sephondo samasebe ngamasebe (<i>inter-sectoral provincial</i>

IINKALO ZENTSEBENZO EZIPHAMBILI	INKQUBELA
<p>KPA 8: Ukubeka esweni, iNkxaso noVavanyo</p>	<p><i>strategy</i>) (nge <i>Provincial Interdepartmental AIDS Committee</i> ne <i>Provincial AIDS Council</i>), nokuba ingumthathi-nxaxheba osebenzayo (<i>active participant</i>) kurhulumente wengingqi (ii-<i>MSATs</i> eziyi-33 okanye i' <i>Local AIDS Councils</i>') namacandelo e <i>NGO/FBO/CBO</i> (ingakumbi phantsi kwe <i>NACOSA</i> esebenza ngamandla nenamalungu angaphezu kwe-500 <i>NPOs</i> eNtshona Koloni.</p> <p>Makuqatshela ukuba iyekiwe iMilinganiselo yeNtsebenzo (<i>Performance Measures</i>) (<i>PPMs</i>) ebisetyenziswa kwiminyaka yangaphambili – neyaxininisa ubukhulu becala ku-“manani ootitshala abaqeqeshiweyo” kodwa ababonakalisa uphunyezo lweeprogram ngokupheleleyo (<i>full extent of programme</i>), ukubonokala koqeqesho okanye utshintsho olulindelekileyo kwimeko (<i>expected behaviour-change</i>) ekufikelelwe kuso. Isaveyi yeHIV elinganiselwa ngeempawu zangaphandle kulutsha olufikisayo olukhulelweyo (<i>externally measured antenatal HIV</i>) (oluna-20-24 iminyaka ubudala) sisalathi esinentsingiselo engaphezulu sempumelelo yeprogram – apho uxanduva lwezicwangciso zothintelo lweHIV kuzwelonke nakwiphondo kulutsha lusemandleni weSebe lezeMfundo. Kwithuba leminyaka emine kwisithuba sika-2004-2007, kubonwe ukuncipha okungange-50% kumanqanaba okubakho kweHIV kulutsha olufikisayo eNtshona Koloni (8,7 to 4,3%; amanani ka-2008 awakafumaneki). Nakuba kunjalo, asinako ukuba sithi sanelelisekile (<i>complacent</i>)–kusoloko iluxanduva lweWCED ukuqaphela ukuba zeziphi na izicwangciso ezisebenza ngokubonakalayo ubukhulu becala, ukuze ziphuculwe. Ngokucacileyo ukugxininisa kweWCED kwisicwangciso sethuba eliphakathi nelide (xa kuthelekiswa neethagethi zethuba eliphakathi ezinokufikeleleka), ukukhuthazwa kukokwenza imisebenzi ifane kumasebe onke (<i>mainstreaming of responsibilities across the department</i>), nokukhuthaza ubuhlakani bukarhulumente neenkampani zabucala (<i>collaborative 'public-private partnerships'</i>) - kubangele ukuba iprogram yandise utyalo-mali olubalulekileyo lweegranti ezikhutshwa phantsi kwemiqathango enamacala amaninzi (<i>several-fold the value-add</i>) (<i>CG investment</i>) – kwakunye nefuthe loko. Nakuba kunjalo, utyalo-mali lwe-CG luhlala luyi-R14 nje kuphela ngomfundi ngonyaka kwiprogram ngokubanzi, kuquka abasebenzi (okanye i-R160 kwithuba leminyaka elishumi elinambini yokuhamba isikolo)-ukuqinisekisa ukuba abantu abatsha bahlala bengenayo iHIV (<i>HIV-free</i>) ngethuba apho kuluntu oluninzi, umzekelo, omnye kwababini kubantu abatsha banokuthi bosuleleke yiHIV kubomi babo bokuphila – ngenkcitho eqikelelweyo kwiimali ezikhoyo zikarhulumente (<i>net cost-to-state</i>) eziyi-R1 yezigidi. Olu lutyalo-mali olungabhekanga phi (<i>slight investment</i>) kuluntu olungabasebenzi abaxabisekileyo abanokubasengozini (<i>potentially valuable, at-risk, human capital resource</i>).</p>

Iprogram yeSondlo iNational School Nutrition Programme	
Iprayorithi	Inkqubela
<p>Ukuqinisekisa ukufikelela okwaneleyo kwi-<i>National School Nutrition Programme</i> zizikolo ezithagethiweyo</p>	<p>Ngenxa yeenkxaso-mali yethuba eliphakathi eyongezelweyo efunyenwe kuNondyebo kaZwelonke (<i>National Treasury</i>) abafundi abayi-100 953 bangaba ngabazuzayo kule program.</p> <p>Bonke abafundi bezikolo zesekondari ezikwinqanaba lokuhlwempuzeka 1 (<i>quintile 1</i>) babandakanyiwe nabo ukususela ku-Januwari 2009.</p> <p>Ngenxa yoku, inani elipheleleyo labafundi abafumana isidlo semihla ngemihla lande ukusuka ku- 233 334 to 334 287. Izikolo zeprayimari nezeseekondari eziyi-998 kungokunje ziyazuza kwi-NSNP.</p> <p>Kujoliswe kungokunje kubo bonke abafundi kumanqanaba okuhlwempuzeka 1-3 kazwelonke neeseekondari ezikwinqanaba lokuhlwempuzeka 1.</p> <p>Ukususela kuJanuwari 2009, umgangatho wesidlo semihla yonke ngeentsuku ezintathu evekini wandisiwe ngokuphinda ikhontenti yemifuno eyomisiweyo kwi-<i>soya mince</i> (<i>dehydrated vegetable content in soya mince</i>).</p> <p>Kuye kwenziwa izibonelelo zoqeqesho ngokubhekiselele kuphuhliso lwezakhono zamavolontiya alungisa naphatha ukutya (<i>food handlers</i>) ngokubhekiselele kukhuseleko nococeko ngokumalunga nokutya nerhasi (<i>food and gas safety</i>). Kuye kwaqhutywa oomasifundisane abayi-155 kumavolontiya aphatha nalungisa ukutya (<i>food handlers</i>) ngokumalunga nokhuseleko lokutya nerhasi (<i>food and gas safety</i>) nababangela ukuba inani elipheleleyo loomasifundisane abaqhutywa libe-794.</p>

Iprogram yeSondlo iNational School Nutrition Programme	
Iprayorithi	Inkqubela
	<p>liphowusta ze<i>Nutrition Education</i> zenziwa kwiilwimi ezintathu zaseburhulumenteni zephondo zaza zahanjiswa kwizikolo eziyi-935 ezithagethiweyo.</p> <p>Izikolo eziyi-81 ezihluphekileyo ekujoliswe kuzo zibe nako ukuthenga amakhitshi angomahamba-nendlwana (<i>mobile kitchens</i>) okusebenzela njengeendawo zokwenzela ukutya, ukuze inani xa lilonke lezikolo ezifumene esi sibonelelo, okanye ezibenakho ukuthenga amakhitshi angoomahamba-nendlwana, okanye ezifumene amalizo amakhitshi angoomahamba-nendlwana kwizikolo ezihluphekileyo eziyi-195. I-NSNP ixhase ngezimali amakhitshi ayi-63 kwayi-81 angoomahamba-nendlwana ekwanikezelwa ngawo ngo-2008/9 kwaye ayi-12 kuwo nama-6 axhaswe ngezimali yi-<i>Peninsula School Feeding Association</i> noGame ngokulandelana.</p> <p>Kwaqhutywa uqeqesho lwabasebenzi olubhekiselele kungcoliseko kweemveliso zokutya ziintsholongwane (<i>bacteriological contamination of food products</i>).</p> <p>Kwandwendwela ii-<i>warehouses</i> zababoneleli-nkonzo qho.</p> <p>Ii-<i>warehouses</i> ezikhoyo ngoku nababoneleli-nkonzo abatsha babekwa esweni qho kwiminyaka emibini ukuqinisekisa ukuba iimveliso zokutya ziyayithobela imigqalisela emiselweyo.</p> <p>Uqeqesho lweNSNP lwabandakanya oku kulandelayo: ukundwendwelwa ibheyikhari eyasekelwa iinjongo zezemfundo ngokumalunga nezemfundo ngokubanzi ; ukuthathwa kweesampula zokutya (<i>food sampling</i>); ezempilo nococoko ngokumalunga nokutya nosiqu, ulawulo lwezimbuzane (<i>pest control</i>) neengozi zeentsholongwane (<i>bacteriological risks</i>) ezimalunga nokutya. Kufunyenwe inkxaso eyiyo kumagosa kwiSebe lezeMpilo ngokumalunga nokhuseleko lokutya nesondlo</p>

Iprayorithi	Inkqubela
<p>Ukukhuthaza, ukucebisa nokunika inkxaso ukusekwa kweegadi zokutya (<i>food gardens</i>) nezinye iimveliso neminye imisebenzi yokovelisa ukutya enokugcinakala (<i>sustainable food production activities</i>) kwizikolo ekujoliswe kuzo apho sekukho amaseko okulungela le meko nabasebenzi nokuzimisela koluntu</p>	<p>Oomasifundisane abayi-24 bokuphuhlisa izakhono baqhutywe kwizithili zemfundo ezahlukeneyo ngokubanzi malunga nokusekwa nokulawulwa kweegadi zokutya (<i>food gardens</i>) ezikolweni, ulondolozo lomhlaba namanzi, ukuchunyiswa komhlaba, izityalo (<i>herbs</i>) nokusetyenziswa kwazo neziqhamo neemveliso zeenkukhu. Kwaqhutywa imiboniso efanelekileyo ngethuba laba masifundisane. Kubekho ootitshala abayi-390 nabazali nabafundi kwaba masifundisane.</p> <p>Kwaqhutywa ukhuphiswano lwegadi yokutya kwiSithili seMfundo <i>District Overberg</i>. Izikolo ezine kwezithatha inxaxheba zanikwa amabhaso ayimali kweli theko, nelaliqhubeka eHermanus.</p> <p>Iigadi zokutya ezongezelelweyo eziyi-24 zasekwa ukuze kwandiswe inani leegadi zokutya kwizikolo ekujoliswe kuzo ukuya ku-284.</p> <p>Iprojekthi engu-<i>Eduplant</i> eqhutywa ngu <i>Woolworths Trust</i>, isingethe oomasifundisane aba-5 nemigaqo yolimo (<i>permaculture</i>) kuzo zombini izithili zengingqi yedolophu nezengingqi yamaphandle.</p> <p>Umbutho iSEED (<i>School Environmental Education and Development</i>) ongumbutho ongekho ngaphantsi kukarhulumente (NGO) usebenze nezikolo ezisibhozo kwingqingi yase <i>Mitchells Plain</i> naseGugulethu, waqhuba oomasifundisane bokuphuhlisa izakhono ongemigaqo yemfundo yokusingqongileyo nokumiselwa kweegadi zezityalo.</p> <p>Umbutho i <i>Soil for Life</i>, ongumbutho ongekho phantsi kukarhulumente, usebenze ngokungatshintshiyo nezikolo ezi-6 e <i>Touws River</i>, e <i>Mitchells Plain</i> naseGugulethu. Lo mbutho ugxile kulimo lwezityalo (<i>organic farming</i>).</p> <p>Iprojekthi i <i>sprout garden project</i> yaqhutywa ngempumelelo zizikolo ezibini eKhayelitsha nase <i>Mitchells Plain</i>.</p> <p>Kufunyenwe inkxaso elulutho kumagosa eSebe lezoLimo, aManzi nezaMahlathi (<i>Departments of Agriculture and Water and Forestry</i>).</p>

Ukubonelela kwakhona ngeziMali eziNkulu (<i>Capital</i>) kwiiKholeji zeFET	
IPRAYORITHI	INKQUBELA
1. Ukuphuhlisa abasebenzi ukunika inkxaso ukwenziwa kwee-program ezintsha nezala maxesha okhanyo engadlulanga u-2009	Kwaqeqeshwa abahlohli nabaphathi abayi-1080 kwaza kwaxhotyiswa nabasebenzi abakulawulo abayi-117 ngo-2008/09.
2. Ukuqulunqa iinkqubo zokubonelela ngee-program ezintsha zeDoE ukususela ngo-2007 nokunika inkxaso kumanani obhaliso abafundi andileyo	linkqubo zolawulo eziyi-26 zahlaziywa kwaza kwafakwa iinethiwekhi eziyi-25 (<i>25 local networks</i>) ngo-2008/09.
3. Ukuphucula /ukutshintsha nokuhlaziya iiklasi, iilebhu neewekhishophu zokusebenzela, neziya kusetyenziswa ukufundisa iiprogram ezintsha. Oku kunokubandakanya ukuguqula izakhiwo ezikhoyo	Amanani aquka konke anga-2008/09: <ul style="list-style-type: none"> • 14 iwekhishophu zobunjineli • 41 iiklasi • 2 ii-ofisi • 10 amagumbi ekhomyutha • 615 iikhomyutha zokusebenza (<i>computer workstations</i>) • 8 izibonelelo zococeka • 9 amaziko eekholeji • 3 amaziko okunika inkxaso abafundi
4. Ukuthenga okanye ukwakha iiklasi ezintsha, iwekhishophu, ii-ofisi, umhlaba njl.njl. apho kukho khona ubungqina obucacileyo.	Amanani aquka konke anga-2008/09: <ul style="list-style-type: none"> • 36 iiklasi • 14 iwekhishophu zokusebenzela • 12 ii-ofisi • 17 amagumbi ekhomyutha • 12 izakhiwo ezinezibonelelo zococeko • 3 amaziko ezibonelelo zabafundi
5. Ukuhlaziya amaziko eekholeji	Amaziko eekholeji asi-9 ahlaziywe ewonke ngo-2008/09.
6. Ukuthenga izixhobo ukunika inkxaso ukufunda nokufundisa	Kufakwe izixhobo ezikumgangatho ophezulu kwezi zibonelelo zilandelayo : <ul style="list-style-type: none"> - 113 iwekhishophu zokusebenzela - 5 ii-ofisi
7. Ukuqulunqa iiprogram zekharithyulam nezibonelelo	Zizonke ngama-26 362 iincwadi zezifundo (<i>textbooks</i>) ezathengwayo ngo-2008/09

12. Amaphulo otyalo-mali (*capital investment*), ulawulo lwee-asethi (*asset management*) nolondolozo

Ayathakazelelwa amaphulo kaRhulumente okwenza iibhajethi ezinkulu zamaseko (*infrastructure*) zifumaneke (ukuze kubekho iiprojekthi ezininzi ke ngoko) namaphulo kaNondyebo kaZwelonke (*National Treasury's initiative*) okuphucula ukwenziwa kweenkonzo zamaseko (*infrastructure delivery*) ngesicwangciso *Infrastructure Development Improvement Plan (IDIP)*. Le nkqubo ye-IDIP ibangela ukuba amaphondo asebenzise iinkqubo ezifanelekileyo zokufumanisa izinto ezingekhoyo phakathi kwamaseko akhoyo namaseko ayimfuneko.

La maphulo angentla akwacela umngeni wolawulo oluphuculweyo nokubeka esweni kwawo ngabasunguli beeprogram ezahlukileyo nokunika ingxelo efanelekileyo qho. Nangona kunjalo, ukuqinisekisa ukunika ingxelo nolawulo olufanelekileyo alwenziwa ngokufanelekileyo ngenxa yokungabikho kwabasebenzi bokulungiselela ezi njongo.

Kuya kuba xa kuzaliswe zonke izithuba zengqesho kwiCandelo loKunika iNkxaso eMsebenzini noCwangciso, kwaye kuyaziwa ukuba umba wokwenziwa kweenkonzo uya kuhlala ungosetshisa ebunzi.

Kungokunje, ababoneleli-nkonzo abasetyenziswe kwinkqubo yokwenziwa kweenkonzo liSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works*), njengabanelungelo layo yonke imihlaba yephondo, iiyuniithi ii*Programme Management Units (PMU)* ezifana ne-*Independent Development Trust (IDT)*, u-*Africon neGarden Cities*; namabhunga olawulo ezikolo. Ubudlelwane obufana nobu bucaciswa kwi-*Service Delivery Agreement (SDA)* okanye izicwangciso zeprojekthi eziphakathi kwe-*WCED* nomboneleli-nkonzo ngamnye.

12.1 Utyalo-mali lweeMali eziNkulu oluqingqiweyo (*Fixed capital investment*)

12.1.1 Iprojekthi zokwakha ezigqitywe ngo-2008/2009

ISishwankathelo:

Imisebenzi yoKwakha	Inani leprojekthi ezigqityiweyo		Izikolo
Iprojekthi zokwakha izikolo	Izikolo zepreyimari	Ezi-5 kwezi- 7 (ithagethi eyintsusa yezikolo emazigqitywe -3)	Ezigqitywe kwikota yesibini: Dalubuhle PS Ezigqitywe kwikota yesithathu: Aberdare PS, Hindle Road PS Ezigqitywe kwikota yesine: Samora Machel PS, Bardale PS Ezisakhiwayo: Table View PS (ukulibaziseka kweenkonzo), Vredenburg PS (ukuqala emva kwethuba kokwakhiwa)
	Izikolo zesekondari	Ezi-2 kwezi- 4 (ithagethi eyintsusa yezikolo emazigqitywe -2)	Ezigqitywe kwikota yesibini: Khayamandi SS Ezigqitywe kwikota yesithathu: Hindle Road SS Ezisakhiwayo: Bloekombos SS, Wellington SS (imvumelwano entsha emva kokuba irhoxisiwe imvumelwano yangaphambili. Umhla wokugqitywa wesi sikolo ngu-2009/10)
Amagumbi okufundisela njengexalenye yesikolo esitsha ngasinye okanye njengeprojekthi eyahlukileyo	Izikolo zepreyimari	Ezigqityiweyo: 209 kweziyi-268 (ithagethi eyintsusa yeeklasi emazigqitywe ibingu-165)	Ezigqitywe kwikota yokuqala: Kuyasa PS (15), Hlengisa PS (4) I-Tanqua PS (2) yarhoxiswa sakuvalwa isikolo kwikota yokuqala. Ezigqitywe kwikota yesibini: Dalubuhle PS (18), Attie van Wyk PS (1), Bloekombos PS (4), Enkululekweni PS (8), Entshona PS (6), Klapmuts PS (6), Seekoegat (NGK) PS (1), Kliprivier PS (1), Ongelegen PS (1), Kommandantsdrift PS (1), Franken PS (1), Brakfontein PS (1), Hartenbos LS (1), Hillcrest PS (3), Bongoletu PS (6), Saturnus PS (2), Avontuur PS (1), Kranshoek PS (2), Phakamisani PS (2), Hermanus LS (1), Kleinmond PS (3), Citrusdal PS (2), Kapel PS (2). Ezigqitywe kwikota yesithathu: FJ Conradie PS (2), AH Barnard PS (4), Hindle Road PS (15), Aberdare PS (15)

Imisebenzi yoKwakha	Inani leeprojekthi ezigqityiweyo		Izikolo
Amagumbi okufundisela njengexalenye yesikolo esitsha ngasinye okanye njengeprojekthi eyahlukileyo	Izikolo zeprayimari	Ezigqityiweyo: 209 kweziyi-268 (ithagethi eyintsusa yeeklassi emazigqitywe ibingu-165)	<p>Ezigqitywe kwikota yesine: Samora Marchel PS (30), Bardale PS (28), Marine PS (3), St Albans PS (2), Victoria PS (1), Blackheath PS (2), Temperance Town PS (1), Ekuthuleni PS (1), Pineview PS (1), Die Bron PS (2), Weltevreden PS (6), Zeekoegat S (3)</p> <p>Ezisakhiwayo: Gordons Bay PS (3), Chris Nissan PS (4), Bastion LS (2), Table View PS (30), Vredenburg PS (22)</p>
	Izikolo zezekondari	Iiklassi kwizikolo zezekondari- 57 kweziyi-127 (ithagethi eyintsusa yeeklassi emazigqitywe ibingu-83)	<p>Ezigqitywe kwikota yokuqala: Wellington SS (6)</p> <p>Ezigqitywe kwikota yesibini: Imizamo Yethu SS (3), Thembaletu SS (1), Wittedrift SS (1), Villiersdorp SS (1)</p> <p>Ezigqitywe kwikota yesithathu: Hindle Road SS (30)</p> <p>Ezigqitywe kwikota yesine: Wellington SS (6), Groendal SS (1), Silversands SS (6), Umyeso Wama Apile CS (2)</p> <p>Ezisakhiwayo: Bloekombos SS (33), Wellington SS (33), Hopefield HS (4)</p>
	Izikolo ezineemfuno zemfundo ezizodwa	Iiklassi kwizikolo ezineemfuno zemfundo ezizodwa	<p>Ezigqitywe kwikota yesibini: Beacon School (2)</p> <p>Ezigqitywe kwikota yesithathu: Klein Karoo School (2)</p>
	Ukusiwa kwenye indawo kweeklassi ezinokuhanjiswa	<p>36 iiklassi ezinokuhlanjiswa zisiwe kwenye indawo (ithagethi eyintsusa yeeklassi emazisiwe kwenye indawo beziyi-23)</p> <p>Ziyi-15 iiklassi ezonakalisiweyo (<i>dilapidated</i>) nezingakhuselekanga nazo zasuswa kumasango ezikolo.</p>	<p>Ikota yokuqala: Ezine ezingoomahamba nendlwana (mobiles) (4) zasuswa e-Elsies River ukuya eKleinmond PS.</p> <p>Ikota yesibini: 13 ezahanjiswayo ukusuka eSmutsville ukuya eBrakfontein (1), Franken PS (1), Kliprivier PS (1), Kranshoek PS (2), Ongelegen PS (1), Saturnus PS (2), Imizamo Yethu SS (3), Thembaletu SS (2).</p> <p>Ikoya yesithathu Enkululekweni PS (6)</p>

Imisebenzi yoKwakha	Inani leeprojekthi ezigqityiweyo	Izikolo
		Ikota yesine Ziyi-10 ezinokuhanjiswa ezasiwa eSamora Marchel PS t ukuya eSimanyene SS. Ziyi-3 ezinokuhanjiswa ezasuswa eSamora Marchel PS ukuya et ukuya eWest Riding PS. Ukususwa kweeklasi ezonakeleyo Zine (4) eBoundary PS Zintlanu (5) e-Iketlo PS Zintathu (3) ezivela eSimonstown HS Zintathu (3) ezivela eGansbaai PS
	liforam	Izikolo zeprayimari – 1 kwesinye (1)
		Izikolo zesekondari –0 kwezingu-0
lithoyilethi	Izikolo zeprayimari	107 kweziyi-149 (ithagethi eyintsusa yeethoyilethi emazigqitywe ibingu-95)
		Ikota yesibini: Mzamoto tsha PS esigqityiweyo
		Ezigqitywe kwikota yesibini: St Boniface PS (8 WCs) Ezigqitywe kwikota yesithathu: Hindle Road PS (16), Aberdare PS (16) Ezigqitywe kwikota yesine: Samora Machel PS (27), Bardale Prim Skool (28), Bitterfontein PS (8), Eden Training Centre (4) Ekusenziwa izicwangciso ngazo okanye ezisakhiwayo: Table View PS (27), Vredenburg (15)

Imisebenzi yoKwakha	Inani leeprojekthi ezigqityiweyo	Izikolo
	Izikolo zesekondari	(62 kweziyi-193 kwithagethi eyintsusa yeethoyilethi emazigqitywe engu-62)
		Ezigqitywe kwikota yokuqala: Khayamandi SS Ezigqitywe kwikota yesithathu: Hindle Road SS (28) Bloekombos SS (34), Wellington SS (34), Hopefield HS (29)
Ukuphuculwa kweeprojekthi	Izikolo zeprayimari	2 kweziyi-3 (ithagethi eyintsusa yeebloko zolawulo (<i>Administration blocks</i>) ibingu-4)
		libloko zolawulo (<i>Administration blocks</i>)– Leiden Avenue PS, Rainbow PS, Gansbaai PS Ezigqitywe kwikota yesine: Leiden PS, Rainbow PS Ibloko yolawulo eGansbaai PS isakhiwa. Iprojekthi Klapmust PS irhoxisiwe
		Izikolo zesekondari – 0 kwezi-2
		Izikolo ezineemfuno zemfundo ezizodwa-1 kwesinye
		Masibambane SS, Waveren SS Ezigqitywe kwikota yesibini: JD Crawford PS

12.1.2 Iprojekthi zolondolozo ezenziwe ngo-2008/09

Inani leprojekthi	Ibhajethi yango-2008/09 R'000	Indleko yokugqibela eqikelelweyo R'000
522	R52.363m	R49.110m

*Inani leprojekthi elichaziweyo

Inkqubela eyenziweyo ukujongana nokusilela kweenkonzo zolondolozo ngethuba ekubhekiswa kulo

Indleko eziqikelelweyo zokwakha izakhiwo zezikolo ezitsha endaweni yezo zidala eNtshona Koloni yi-R15 yeebhiliyoni. Ngokwe-Civil Service Code, yi-1,5% elixabiso lokulondolozo isakhiwo ekufuneka ifumanekile qho ngonyaka ukwenza iinkonzo zolondolozo. Isixa esiyi-R226 yezigidi, phambi kokuba kunyuke amaxabiso, kufuneka sibhajethelwe qho ngonyaka ukulondolozisa izakhiwo zezemfundo eNtshona Koloni. Ibhajethi yokulondolozisa izakhiwo ngo- 2008/9 ibiyi-R52,363 yezigidi. Esi sixa simele kuphela ama-33% aloo mali ifunekayo ukulondolozisa izakhiwo zezikolo zeWCED. Kule reyithi, ukusilela kwiinkonzo zolondolozo luye lusanda.

Iprogram iExpanded Public Works Programme (EPWP)

Iprogram iBuildings Facilities Maintenance Programme (BFMP) yaphunyezwa kwizikolo eziyi-480. Imisebenzi echaphazelekayo kukucoca iiplothi (plots), ukusika kwengca, ukucocwa kanobomi kweethoyilethi, amalungiselelo oqeqesho, izixhobo nezibonelelo zabasebenzi be-BFMP, ukucocwa kweeklasi nokucocwa kweegatari zamanzi. Olu hlobo lulandelayo lwemisebenzi yolondolozo lwabandakanywa kwiprogram kwaye ke ngoko oku kuthathelwa ingqalelo :

Ulungiso lwemibhobho needreyini zamanzi

Ulungiso kunye/okanye ukufakelwa kwezixhobo ezilungiselelelwe amanzi emvula

Ulungiso lwemigangatho, isilingi namadonga

Ulungiso lwamacango neeloko ezitshintshwayo

Ulungiso lweefreyim zeefestile

Ukupeyinta nokuhombisa izakhiwo kwakhona

Ngenxa yoku kuye kwadalwa imisebenzi yabantu abayi-6 797, ukuze kubo babe yi-293 abalulutsha olungamadoda, 739 ulutsha olungabantu ababhinqileyo namadoda ayi-1 291 nabasetyhini abayi-4 474.

12.2 Ulawulo lwee-asethi (Asset Management)

Ii-asethi ezingenakususwa (Immovable assets)

ISebe iWCED lisebenzisa i-Education Management Information System (EMIS) nesistim iSchools' Register of Needs Information System (SRNIS), nabaneleyo ekulawuleni ii-asethi ezingenakususwa.

Ii-asethi ezibalulekileyo ezinokususwa (Movable assets)

UNdlunkulu nee-ofisi zeZithili zeMfundo (kubandakanywa ii-ofisi eziqhagamshelene neZithili zeMfundo)

Ngokubhekiselele kwii-asethi ezinokususwa, iWCED iseke iyunithi yolawulo lwee-asethi. Le yunithi yenye yeentsika zeSupply Chain Unit.

Yonke ifanitshala nezixhobo ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zathengwa kwaNdlunkulu zaza zafakwa kwi-inventri yee-asethi ezinokususwa ngokweemfuneko ezimiselwe nguNondyebo kaZwelonke (National Treasury). Kwaqhutywa ukubalwa kwazo zonke ii-asethi ezinokususwa qho ngonyaka (Novemba) nokubalwa kwesitokhwe (Februwari/Matshi).

Kwathathwa la manyathelo alandelayo ukuqinisekisa ukuthembeka kwedatha ukunika inkxaso irejista yee-asethi esebenzayo egcina imigangatho ye-akhawunti nokuqinisekisa ukungqinelaniswa okusebenzayo okuyimpumelelo nokuchanekileyo kwengcaciso:

- Ukubalwa kwesitokhwe okuqhutywa lisebe, njengoko kumiselwe kwiMigaqo kaNondyebo
- Ukusayinwa kwee-inventri ngamagosa anoxanduva lokwenza oko nokungqinwa ngaBaphathi aBenza lo msebenzi
- Ukukhutshwa kweesetyhula ngokungqinelana neSahluko 10 kwiMigaqo kaNondyebo
- Ukucacisa iinkqubo zokuthengwa kweempahla neenkonziso zikarhulumente zee-asethi kwi-*Accounting Officer's System*
- Ukungqinelaniswa kwezinto ezithengwa qho ngenyanga kwi-*LOGIS* nenkcitho kwi-*BAS*
- Ukulondolozwa kwerejista yee-asethi equlethe yonke ingcaciso efunwa ngokweMigaqo kaNondyebo

Iindlela ezaphunyezwayo ukuqinisekisa ukuba iyasebenza inkqubo yokufumana, ukukhusela, ukubeka esweni ukugcinwa kweerekhodi zee-asethi ezinokususwa zimi ngolu hlobo lulandelayo:

- Zonke ii-asethi ezinebhakhowudi, eziphawulwe "RSA" zirekhodwe kwii-inventri.
- Zonke ii-asethi ezichaziweyo kwirejista yee-asethi ezinokususwa kuzo zonke ikhategori zee-asethi ezichazwe kuNondyebo kwaye zanikwa iinombolo ezifana zodwa (*unique*) (iibhakhowudi).
- Abaphathi abenza lo msebenzi bathwele uxanduva lokukhusela ii-asethi zabo.
- Zonke ii-asethi ezinokususwa zarekhodwa kwi-inventri ngeziko ngalinye leendleko nendawo elikuyo. Ii-inventri zangqinisiswa njengezichanekileyo ngabaphathi bamaziko ii-*cost centre managers* kwaye zigcinwe kwindawo ebonakalayo kwindawo nganye.

Izikolo

ISebe iWCED lathenga ifanitshala nezixhobo ezinciphisa iindleko ii-*labour saving devices* emsebenzini ukwenzela izikolo kwaye ezi zinto aziyiyo inxalenye yeRejista yee-Asethi zeWCED. NgokoMthetho weZikolo waseMzantsi Afrika, ka-1996 (UMthetho 84 ka-1996), ezi zinto zithathwa njengezinto ze-inventri yezikolo. Izikolo ke ngoko mazinike ingxelo ngezi zinto ze-inventri kwiingxelo zezemali zaqho ngonyaka. IRejista yee-Asethi yeWCED (*WCED Asset Register*) ibonisa ii-inventri zakwaNdlunkulu nezezithili zemfundo kwakunye neendawo eziqhutywa kuzo iinkonziso ngokulandelelanayo.

Izicwangciso ngokumalunga nee-asethi ezinokususwa (*moveable assets*) ezifana neemoto

ISebe lezoThutho neMisebenzi lePhondo (limoto zikaRhulumente) (*Provincial Department of Transport and Works (Government Motor Transport*, lisingethe ukubonelelwa ngezithuthi, ukuyekiswa nokutshintshwa kweemoto ezimoshakeleyo kwiGaraji kaRhulumente (*Government Garage (GG)*). Elo Sebe likwasingethe ukubeka esweni ukunikezelwa lwelayisensi, ukukhandwa nokugalelwa kwepetroli kwizithuthi kwakunye nokugcina irejista yee-asethi kwiSistim i-*Fleetman System*, lize liqulunqe umgaqo-nkqubo wephondo ngokumalunga nokusetyenziswa kwezithuthi zikarhulumente.

I-WCED iqinisekisa ukuba umgaqo-nkqubo wephondo usetyenziswa ngokuthe ngqo. Ikwagcina nerejista yezithuthi ezisetyenziswayo yiWCED ize beke esweni izithuthi ngokusebenzisa iilogshiti (*log sheets*).

Ezi zithuthi zikhoyo (*fleet*) ziyahlangabezana neemfuneko zangoku zeWCED.

Amanyathelo okuqinisekisa ukuba irejista yee-asethi yesebe inengcaciso yakutshanje.

Ukubalwa kwesitokhwe kwenzelwa ukuqinisekisa ukuba irejista yee-asethi yeWCED inengcaciso yakutshanje. Kwenziwe ungqinisiso lokubakho kwee-asethi (*physical verification of assets*) licandelo loLawulo lwee-Asethi (*Asset Management section*) ngoncedo lwabaqeshwa bethutyana.

13. Izicwangciso zoQuquzelelo (*Co-ordination Plans*), intsebenziswano nokunikezela imisebenzi kubaboneleli-nkonzo babucala (*outsourcing*)

13.1 Unxibelelwano phakathi kwamasebe

ISebe iWCED lisebe eliyintloko elinoxanduva lokuqulunqa, ukubeka esweni nokuphumeza isiCwangciso soPhuhliso lweZakhono zoLuntu (*Human Capital Development Strategy*) (*HCDS*). Nangona kunjalo, ubuninzi bomsebenzi bufuna ukuba onke amasebe karhulumente kwinqanaba lephondo nakwelengingqi anike inkxaso enze negalelo ekuphunyezweni kwesi sicwangciso. Amasebe aphambili aquka iSebe lezeMpilo, iSebe loPhuhliso loLuntu (*Social Development*), iSebe loKhuseleko lwaBahlali (*Community Safety*) neSebe lezoThutho neMisebenzi kaRhulumente (*Transport and Public Works*). Ukongeza apho, amahlakani asekuhlaleni (*social partners*), o.k.t. iinkampani zoshishino (*organised business*), imibutho yabasebenzi nemibutho yasekuhlaleni ngeBhunga loPhuhliso lwePhondo (*Provincial Development Council*), adlala indima ephambili ekuqulunqeni nasekuphumezeni iHCDS.

Kwabanjwa iintlanganiso zaqho neengxoxo kwiiforam ezifana neCEM, iKomiti yeeNtloko zezeMfundo (*Heads of Education Committee*) (*HEDCOM*) neekomitana ezahlukeyo zayo, neSebe leMfundo kuzwelonke namanye amasebe ezemfundo amaphondo malunga momgaqo-nkqubo wezemfundo.

Ziqhubeka qho iingxoxo namasebe anxulemene neWCED malunga nentsebenziswano phakathi kwamasebe, ngakumbi namaSebe ezeMpilo (*HIV/AIDS*) neenkonzo zezakhono zobomi, ezempilo nempilo-qete ezikolweni, ukuqatshelwa kwasekuqaleni kwezempilo ezikolweni), uKhuseleko lwaBahlali (*Community Safety*) (iProjekthi yeZikolo zoKhuseleko ne-Projekthi yamaGosa anika iNkxaso aBafundi), ukunciphisa ukungahambi sikolo nokwaphulwa komthetho lulutsha), uMphathiswa (kwi-Ofisi yeMeko yaBantu abaKhubazekileyo (*Status of Disabled Persons*) - *Isicwangciso sePhondo iProvincial Integrated Disability Strategy*), ISebe loPhuhliso lwezoQoqosho noKhenketho (Umbhiyozo weKapa eLithanda ukuFunda (*Learning Cape Festival*) namacandelo ophuhliso kwezoqoqosho) neSebe lezoThutho neMisebenzi kaRhulumente. (Iiprojekthi zemisebenzi yokwaxhiwa nolondolozo (*capital projects and maintenance*). Kubanjwa iintlanganiso zaqho ngekota kunye nekomiti yeISLP eququzelelayo ukwenzela izakhiwo zezikolo kwiingcingqi zoluntu oluhlelekileyo. Zikwaqhubeka qho neengxoxo kunye namasebe anxulumeneyo malunga nophuhliso oluhlangeneyo noluquka konke. Ngentsebenziswano namasebe engingqi nawephondo, isicwangciso se-*Integrated Provincial Strategic Plan seHIV and AIDS 2007-2011*, siye saqulunqwa kwaye sele sivunyiwe liBhunga iProvincial AIDS Council.

Icandelwana le-ABET leWCED lithatha inxaxheba kumaqumrhu entsebenziswano amaninzi kunye namanye amasebe ephondo. Ngentsebenziswano yala masebe, abaqeshwa bamasebe amaphondo banikwa amathuba okuba bafumane iGETC. Sele usebenza umgaqo-nkqubo i*Transversal Policy* yoKufundiswa kweeProgram ze-ABET (*Delivery of ABET*) kuBaqeshwa baMasebe amaPhondo kaRhulumente. Kusekwa amaphulo entsebenziswano kumanqanaba ephondo nakumanqanaba amaziko. Ezi zikhokelo zibandakanya phakathi kwezinye izinto, izigaba zokuphunyezwa kwamaphulo entsebenziswano, imisebenzi neemfanelo zabo bachaphazelekayo, iindleko neenkqubo ezikuqhubela phambili oku. Amasebe ali-10 amaphondo, kwakunye neSebe leMicimbi yezaManzi neSebe leeNkonzo zoLuleko kuzwelonke (*Departments of Water Affairs and Correctional Services*), akwayinxalenye yala maphulo entsebenziswano. Ukumisa ngendlela amaphulo obuhlakani, kuye kwaqulunqwa uxwebhu oluyimvumelwano yale nkqubo yentsebenziswano (*memoranda of understanding*) (*MOUs*).

13.2 Uqhagamshelwano norhulumente wengingqi

I-WCED isebenzisana neSixeko saseKapa ngokumalunga neenkqubo i*Urban Renewal Programme* (URP) noMasipala i*Central Karoo Municipality* malunga neProgram i-*Integrated Sustainable Rural Development Programme* (ISRDP). Injongo yazo zombini ezi program kukusebenza kunye nangokuhlangeneyo namanye amasebe norhulumente ukuphelisa intlupheko ngokuthi kuphuhlise izakhono zabantu abangaqeshwanga.

13.3 Amaziko karhulumente (*Public entities*)

Akukho maziko karhulumente aluxanduva lweWCED njengangoku.

13.4 Intsebenziswano namaqumrhu abucala nokuqeshisela imisebenzi ababoneleli-nkonzo bangaphandle njl.njl.

Nangona iWCED ingenayo intsebenziswano ngqo namaqumrhu kanye-kanye (*outright public-private partnerships (PPPs)*), isebe liqalise amaphulo ongenelelo ngoncedo neprojekthi ngelinge lokujongana nemiba eyahlukileyo yomgangatho wezemfundo ezikolweni. Ezi projekthi namaphulo ongenelelo ngoncedo zisingethwe yiWCED (ngokusebenzisa izithili zemfundo) ngokuthe ngqo okanye ngemibutho emininzi yezemfundo engekho phantsi kolawulo lukarhulumente (*non-governmental organisations (NGOs)*). La maphulo obuhlakani anqumlezanayo (*transversal*) ngokuqhelekileyo (apha kwiWCED ngaphakathi) kunye/okanye nakumasebe anamacandelo amaninzi (*multi-sectoral*) ngokwenkangeleko, akho ukuze kusingathwe imiba echaphazela ukusebenza kwengqondo neyezoqoqosho (*psycho-social and economic issues*) kuba xa angena kungasingathwa ngendlela esebenza ngempumelelo, ingasingele phantsi ukufundiswa kwemfundo esemgangathweni ezikolweni, kwaye ngaphezu koku, amiselwe ukwandisa oovimba beengxowa-mali abafumanekayo ngalo gama kuqinisekiswa utyalo-mali lweWCED oluncitshisiweyo.

Ingxowa-mali i*Global Fund* ngokusebenzisa iSebe lezeMpilo ixhasa iphulo elinamandla lokufundisana koontanga le*HIV/AIDS* kwizikolo zesekondari eziyi-94. Izikolo ezongezelelweyo eziyi-42 nazo ziphumeza le nkqubo ngenye inkxaso-mali. Kukwakho neqela lamahlakani entsebenziswano akwinqanaba elisezantsi lentsebenziswano kunye neprogram yeHIV/AIDS yeWCED.

ISebe iWCED lisebenzisana neenkampani eziqilunqa iinkqubo zabucala eziyi eziyi-6 kwinkqubo yokuelisa iisitim ezinokusetyenziswa kwi*School Administration and Management Systems (SAMS) Project*.

ISebe iWCED likwaqhogene noPETROSA. Bagqibe isikolo se-R12 lezigidi kwisikolo i*Rietvlei Primary School* eMossel Bay baza bafaka ngokupheleleyo zone izikolo ezizi-Ex-DET eMossel Bay ngeelebhu zekhompyutha zeSayensi (*state-of-the-art computer and Science laboratories*)

Kuye kwasayinwa uxwebhu lweMvumelwano (*Memorandum of Understanding*) phakathi koPETROSA neSebe leMfundo leNtshona Koloni, olubonelela ngendlela yokusebenza ukuchitha isipho-mali (*donation*) eyi-R15 yezigidi ukwakha isikolo seprayimari esitsha eVredenburg. Kungokunje, ukucwangciswa kwesikolo esitsha kugqityiwe yaza iprojekthi yapapashwa.

U-*Garden Cities Pty Ltd* wenza izicwangciso aze alawule ukwakhiwa kweeholo zezikolo. Ukwakhiwa kweeholo kwezi zikolo: Matthew Goniwe SS (Khayelitsha), Intshukumo Comprehensive School (Guguletu), Knysna SS (Knysna), Rocklands SS (Mitchells Plain), Sarepta SS (*Kuils River*), *Scottsville SS (Kraaifontein)*, Phoenix SS (Manenberg) neMountview SS (*Hanover Park*) zagqitywa ngo-2007/08. Kungokunje iholo laseMzamomtsha PS lisakhiwa.

La maziko alandelayo abethatha inxaxheba ekusebenzeni neWCED:

Ukhuphiswano lwe*Chamber of Commerce*: Ukhuphiswano i*Technopreneur competition* lwamaBakala 10

SANTAM: Ukuxhaswa ngezimali kweenkqubo ze-EMS

Sanlam: Ukuqulunqwa kweeprogram eziquka konke ze*HIV/AIDS* ezisekelwe kwikharithulam

Cape Town Holocaust Centre: Facing History and Ourselves (Grades 9 to 12)

13.5 linkxaso-mali ezizizipho-mali zeenkampani ezingabaxhasi (Donor Funding)

ISebe leMfundo alifumananga mxhasi ngezimali kunyaka-mali ka-2008/2009.

ISebe limisele i*Western Cape Education Foundation* ukwakha ubuhlakani nemibutho yamacandelo abucala, nokuqinisekisa inkxaso-mali eyongezelelweyo ukwenzela ukwenziwa kweenkonzo kwiphondo. Ngenxa yoku, i*Foundation* ifumene la manqanaba empumelelo alandelayo kwisithuba seminyaka emithathu edlulileyo:

U-PETROSA - neWCED

Eli liphulo lentsebenziswano lokwakha isikolo saseVredenburg ebekukudala sifuneka.

Ixabiso: R31 429 174 (R15 izigidi zesipho-mali (*Million donation*) esivela kwaPetroSA)

U-TRANSNET FOUNDATION

Aba baboneleli-nkonzo balandelayo baxhaswa ngezimali yi-WCEF ngenkxaso-mali yakwa *Transnet Foundation*.

Iprojekthi 1: Primary Science Project

Injongo yale projekthi kukufundisa iikhosi ukwenzela uphuhliso lootitshala nokuphucula ikhosi kwiNatural Sciences, Literacy, Numeracy nakwiSocial Sciences.

Ixabiso: R100 000

Iprojekthi 2: Brite Ideas-523 iMini-Lab Project

I-BI-523 iya kubonelela ngeelebhu ezincinane ezintathu ezinezixhobo ezininzi zeNatural Science (*Natural Science mini-labs*) kwizikolo ezine nezijongene nazo zonke iinkalo ezine zeNatural Science kwikharithyulam nokubonelela ngoqeqesho ekusetyenzisweni kweNatural Science mini-labs kootitshala abathathu kwisikolo ngasinye kwizikolo ezine.

Ixabiso: R72 000

II-BYTES ZETHEKINOLOGI

I-WCEF ibe lijelo lonxibelelwano kobu buhlakani buqaliswe yiKhanya (*Khanya-initiated partnership*). Le projekthi yobuhlakani phakathi kweKhanya, iBytes Technology, iDell Foundation ne-Anglo American Chairman' Fund. Le projekthi inenjongo yokukhetha iqela labafundi abavela phakathi kwabahlali ababevinjwe amathuba kwithuba langaphambili abanamabanga emfundo e-NQF level 4 nabanezakhono zesiseko (*foundational skills*) kwisiNgesi nakwiMathematika nokubonelela ngoqeqesho kwiprogram yoqeqesho i-ICT Learnership programme. Iprojekthi ikwanenjongo yokuqeqesha nokwenza ukuba abafundi baziswe ngeeyunithi zemigangatho eziphambili nezinkukhethwa kwinkqubo iLevel 5 System Support qualification:

- Ukuqonda ngemigqalisela ye-akhithektsha yenethiwekhi
- Ukudizayina, ukuphumeza nokucina iinethiwekhi zengingqi
- Ukufakwa, ukukhongerishwa nokulawulwa kweelayenti zenethiwekhi kwindawo zentengiso (*enterprise*)
- Ukufakwa, ukukhongerishwa nokulawulwa kweeseva zenethiwekhi kwindawo zentengiso (*enterprise*)
- Ukudizayina idayirekthri esebenzayo yokuphunyezwa kwezentengiso (*enterprise*)
- Ukubeka esweni ukusebenza kwenethiwekhi
- Ukuphumeza ukhuseleko lwenethiwekhi
- Ulawulo olusebenzayo lwabasebenzisi benethiwekhi
- Ukuvavanywa kwenethiwekhi nekusonjululwa kweengxaki (*troubleshooting*)

Ixabiso: R1.5 yezigidi

U-SANLAM

I-WCEF ibe lijelo lonxibelelwano kule ntsebenzisawoliswe yiWCED (WCED -initiated partnership).

I-HALSSS iya kuthi kwinkqubo-sikhokelo (framework) yenjongo ebanzi yeCandelo: loPhuhliso lweKharithyulam yeWCED:

Igxininise kwiZakhono zoBomi zeHIV & Aids (HIV & Aids Life Skills) kunye neKharithyulam:

- I-*Virtual reality* eklasini;
- LTSM;
- Isakhono sokubhala, ezemidlalo nobugcisa
- ne*Mathematics, Science and Technology (MST)*.

Ixabiso: R300 000

ISATIFIKETHI KWI-SCHOOL BUSINESS ADMINISTRATION PROJECT

I-WCEF ibe lijelo lonxibelelwano kobu buhlakani. Le khosi yeyobuhlakani phakathi kweWCED, *Manchester Metropolitan University* (MMU – UK), *National College for School Leadership (NSCL- UK)*, *Institute of Administrative Management (IAM)* ne-SABISA (*Southern African Bursars of Independent Schools Association*) ne-ABSA. Injongo kukuqinisekisa ukuba abasebenzi bolawulo esikolweni baxhobe ngokufanelekileyo ukubonelela imisebenzi yolawulo ethathwa njengeyimfuneko kulawulo olungenamagingxi-gingxi, olukhuselekileyo nolusebenzayo lwesikolo.

- Ukulawula izibonelelo kumaziko emfundo
- Ukuqonda imeko-bume zezopolitiko, ezentlalo nezethekhioloji abasebenza phantsi kwazo
- Ukuphucula nokuhlaziya ulawulo kwimeko-bume yezemfundo
- Ukuvavanya, ukuphonononga nokuqalisa izicwangciso zolawulo ezinika inkxaso uphuhliso lwekharithyulam nokufunda.

- Ukubonisa nokuqulunqa izakhono zolawulo nezokwenza izigqibo
- Ukuqonda ubunjani (*nature*) bemeko yokuhamba isikolo okusebenzayo kwiNkulungwane yamaShumi amaBini ananye.
- Ukuqeqesha abaqeqeshi abaya kufundisa le khosi eNtshona Koloni (Abahloli beFET ne-UWC) ukuphuhlisa abaqeqeshi bethu

Ixabiso: R181 273.45

U-BP SOUTHERN AFRICA

Le yiprojekthi yophando olubanzi nolulobuchule ngokusekwa lweeklabhu iiBP-Funded Science clubs kwizikolo zeDinaledi/MST kwiPhondo leNtshona Koloni. Olu phando lumiselwe ukuphanda nokuvavanya ukubano-kwenzeka kokusekwa, nenkqubela-phambili nokugcinakala kweeklabhu zeSayensi kwezi zikolo. Inkxaso-mali ibandakanya izicwangciso zokusebenza (*business plan*) ukwenzela iiklabhu ezilingwayo zeScience kwizikolo eziyi-15 zeDinaledi.

Ixabiso: R500 000

U-VUKANI GAMING

Le yiprojekthi iYouth Leadership Development Project –yokuphuhlisa nokukhulisa ubunkokeli kulutsha ngokubhekiselele ekuphuculeni iqonga leBhunga eliMele aBafundi (*Representative Council of Learners' platform*). Injongo zoku zezi:

- Ukuseka iqonga le Youth Leadership Development
- Ukuseka iIT Platform yeenkokeli zolutsha ukwenzela ukunxibelelana nabanye
- Ukukhawulezisa ukuqalisa amaphulo ajolise ubukhulu becala ekuxhobiseni ulutsha nokwandisa izakhono ezibalulekileyo

Ixabiso: R1 yezigidi

I-VODACOM-GARDEN CITIES

Eli liphulo lentsebenziswano elenzelwe ukwakha iholo, elakhiwa ngokwemimiselo yeGarden Cities' Archway Foundation eWestridge Secondary School.

Ixabiso: R4 izigidi (R2 izigidi + R2 izigidi)

ISishwankathelo: Imilinganiselo yentsebenzo			
Iprogram/Iprogram esekelayo/Imilinganiselo yentsebenzo	Ithagethi eqikelelweyo eCwagcisiweyo ka-2008/09	Ithagethi eyiyo kanye efikelelweyo go-2008/09	Uahluko phakathi kweNtsebenzo eQikelelweyo neYiyo kanye
IZIPHUMO ZEKOTA (QUARTERLY OUTPUTS)			
IProgram 1: Ulawulo			
Inani lezikolo eziphumeza i <i>School Administration and Management System</i>	1,455	1,452	-3
Inani lezikolo ekunokuqhagamshelwana nazo ngekhompyutha lisebe	1,455	1,450	-5
IProgram 2: Izikolo zikaRhulumente eziQhelekileyo			
Inani leentsuku zabafundi zibonelelwa yiprogram yesondlo	39,950,000	63,848,817	23,898,817
Inani lezikolo zikarhulumente eziqhelekileyo ezinamanzi	1,455	1,452	-3
Inani lezikolo ezinenani elaneleyo leethoyilethi ezisebenzayo	714	992	278
Inani labafundi abaxhamlayo kwinkqubo yezothutho lwabafundi	46,500	44,496	-2,004
IProgram 3: Iinkxaso-mali zeZikolo eziZimeleyo			
Inani lezikolo ezixhaswa ngezimali ezizimeleyo ezihanjelweyo ukubeka iliso kwinkqubo yazo	45	93	48
IZIPHUMO ZONYAKA (ANNUAL OUTPUTS)			
ICandelo looTitshala kwiphondo			
Inani labantwana abakubudala obunyanzelekileyo bokuhamba isikolo abahamba isikolo	618,767	625,835	7,068
Inani labantwana abakubudala obunyanzelekileyo obungaphezu kobudala bokuhamba isikolo abahamba isikolo namanye amaziko emfundo	213,693	208,293	-5,400
Inkcitho karhulumente kubafundi abangabona baqhuba kakubi njengepesenti yenkcitho karhulumente kwabo bafundi baqhuba ngcono noko	102.9%	103.8%	0.9%
Iminyaka yabafundi abafundiswayo (<i>input</i>) ngomfundi onesidanga weFETC	Akukho thagethi ibonelelweyo kwaye akukho datha irekhodiweyo		
Elona bakala liphezulu kwisikolo elipaswe ngabantu abadala kubemi belizwe	9.6	9.6	0
Ireyithi yolwazi lokufunda nokubhala kubantu abadala	95.7%	95.7%	0
IProgram 1: Ulawulo			
Inani labafazi abantsundu abakwizikhundla zolawulo zabakhulu	16	15	-1
Ipesenteji yenkcitho yangoku ebhekiselele kwizinto ezinganxulumene nabasebenzi (<i>non-personnel items</i>)	22.96%	21.1%	-1.86%
IProgram 2: Imfundo yeSikolo sikaRhulumente esiQhelekileyo			
Inani labafundi kwizikolo zikarhulumente eziqhelekileyo zemfundo eneemfundo eziziodwa	14200	12349	-1,851
Inani lezikolo zikarhulumente eziqhelekileyo ezinombane	1455	1452	-3
Inkcitho kulungiso njengepesenteji yexabiso lamaseko ophuhliso ezikolo	0.30%	0.50%	0.2%
Inani lezikolo azinabafundi abangaphezu ko-40 kwiklasi nganye	0	0	0

Iprogram/Iprogram esekelayo/Izikali zomgangatho womsebenzi	Ithagethi eqikelelweyo eCwangcisiweyo o ka-2008/09	Ithagethi efikelelweyo eyiyo ncam ngo-2008/09	Uahluko phakathi kweNtsebenzo eQikelelweyo neYiyo ncam
IProgram 2: Imfundo yeSikolo sikaRhulumente esiQhelekileyo			
Inani lezikolo ezingekho phantsi kweSiqendu 21 apho zonke izikolo zineLTSM nezinye izibonelelo ezifunwayo eziziswa ngolo suku lokuqala lwesikolo	425	422	-3
Inani lezikolo ezilawulwa ngokwemeko yeSiqendu 21	1030	1032	2
Inani leentsuku zokusebenza ekuphulkenwe nazo ngenxa yokungabikho kukatitshala kwizikolo zikarhulumente ezizhelekileyo.	320,000	322,924	2,924
Inani leentsuku zokufunda abafundi abaphulukene nazo ngenxa yokungabikho esikolweni kwabafundi	Akukho thagethi imiselweyo	Yidatha eyisampula kuphela erekhodiweyo	N/A
ICandelo looTitshala kwiphondo			
2.1 Izikolo eziziprayimari zikarhulumente			
Ireyithi yokuphinda kumaBakala 1-7	7.8%	9.0%	1.2%
Inani labafundi kumaBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala noLwazi lokuFunda nokuBhala	Ulwazi lokufunda nokubhala 39 596 Ulwazi lokuBala 25 765	Ulwazi lokufunda nokubhala 39 654 Ulwazi lokuBala 25 942	Ulwazi lokufunda nokubhala 58 Ulwazi lokuBala 177
Inani labafundi kumaBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kwiMathematika, kuLwazi lokuFunda nokuBhala nakwiiSayensi zeNdalo	Uvavanyo lwenziwa qho kunyaka wesibini	Uvavanyo lwenziwa qho kunyaka wesibini	Uvavanyo lwenziwa qho kunyaka wesibini
Iprogram/Iprogram esekelayo/Izikali zomgangatho womsebenzi	Ithagethi eqikelelweyo eCwangcisiweyo ka-2008/09	Ithagethi efikelelweyo eyiyo ncam ngo-2008/09	Uahluko phakathi kweNtsebenzo eQikelelweyo neYiyo ncam
2.2 Izikolo zikaRhulumente eziziiSekondari			
Inani labafundi abangamantombazana abafunda iMathematika neSayensi kwiBakala 10 ukuya ku-12	23,813	21,722	-2,091
Ireyithi yokuphinda kumaBakala 8 ukuya ku-12	18.7%	20.18%	1.48%
Umlinganiselo wokuPasa (Pass ratio) kwiimviwo zeBakala 12	40.0%	39.2%	-0.8%
Umlinganiselo wokuPasa (Pass ratio) kwiimviwo zeMathematika neSayensi kwiBakala 12	19%	9.19%	-9.81%
Inani labafundi kumaBakala 9 abafumene iziphumo zokufunda ezamkelekileyo kuzo zonke iinkalo zokufunda	60,639	46,409	-14,230
IProgram 4: Imfundo yeSikolo sikaRhulumente esineeMfuno eziZodwa			
Inani labantwana abaneemfuno zemfundo ezizodwa abaneminyaka eyi-6 ukuya ku-15 abangabhalisanga kumaziko emfundo	6%*	6%*	0
Iprogram 5: Imfundo noQeqesho oluQhubekayo			
PM501: Inani labafundi beekholeji zeFET ngokunxulumene nolutsha kwiphondo	16.2%	25%	8.8%
PM502: Ipesenteji yabafundi ababhinqileyo abakumacandelo obugcisa (<i>technical fields</i>)	8,500	1,810	-6,690
PM503: Ireyithi yafundi abafunde bagqiba kwiikholeji zeFET	72.89%	53.10%	19.79%
PM504: Ipesenteji yabafundi abafakwe kuqeqeshelo-msebenzi (<i>learnerships</i>) kwiikholeji zeFET	1,090	4,200	3,110

Iprogram/Iprogram esekelayo/Izikali zomgangatho womsebenzi	Ithagethi eqikelelweyo eCwangcisiwe yo ka-2008/09	Ithagethi efikelelweyo eyiyo ncam ngo-2008/09	Umahluko phakathi kweNtsebenzo eQikelelweyo neYiyo ncam
Iprogram 6: IMfundo noQeqesho oluQhubekayo			
PM601: Inani labafundi be-ABET ngokunxulumene nabantu* abadala kwiphondo	0.05%	0.05%	0
Iprogram 7: IMfundo noPhuhliso lwaBasaqalayo			
PM701: Ipesenteji yabafundi abakwiBakala R elixhaswa ngezimali ngurhulumente	63,632	70,245	6,613
*Qaphela ukuba le datha imele umlinganiselo kwaye isuselwe kwi <i>General Household Survey</i> . idatha entsha iya kukhutshwa ngoJulayi 2009 kuphela.			

ISIHLOMELo A: IMILINGANISELO YENTSEBENZO -2008/2009

► PM001: Ipesenteji yabantwana abakubudala obunyanzelekileyo bokuhamba isikolo abahamba isikolo

Le yipesenteji yabantwana abakubudala obunyanzelekileyo bokuhamba isikolo kwiphondo abahamba nasiphi na isikolo okanye iziko lemfundo. Lo mlinganiselo wentsebenzo ubonisa ukuba azalisekiswa njani na amalungelo emfundo abantwana njengoko kuchaziweyo kuMgaqo-siseko kwakunye nokuba kungqinelwana kangakanani na nemimiselo yoMthetho weZikolo waseMzantsi Afrika ngokubhekiselele ekuhambeni isikolo okunyanzelekileyo.

Uvimba weDatha (*Source*)

Kwiminyaka engeyiyo eyobalo-bantu (*non-census years*), idatha yeStatsSA General Household Survey (GHS) efanele ukusetyenziswa kulo nyaka kubhekiswa kuwo isetyenziswa kuzo zombini inyumareyitha nedinomineyitha (*numerator and denominator*).

► PM002: Inani lolutsha olukubudala obunyanzelekileyo bokuhamba isikolo abahamba isikolo namanye amaziko emfundo

Oku kuyafana ne-PM001, ngaphandle kokuba lo mlinganiselo wentsebenzo ubhekiselele kubantwana abadala. Le yipesenteji yabemi belizwe kwiphondo abaminyaka iyi-15 ukuya ku-17 abahamba nasiphi na isikolo okanye iziko lemfundo elilelinye. Ikwabonisa ukuba urhulumente nelizwe baphumelele kangakanani na ekuboneleleni ngezikolo nolunye udidi lwemfundo engaphaya kwenqanaba lemfundo esisiseko. Lo gama uMgaqo-siseko ungayicacisi le mfundo njengengundoqo kweli qela lobudala, ukwamnyanzela urhulumente ukuba enze imfundo eqhubekayo ibe yefumaneka nefikelelekayo kulutsha lwethu.

Uvimba weDatha (*Source*)

Kwiminyaka engeyiyo eyobalo-bantu (*non-census years*), idatha yeStatsSA General Household Survey (GHS) efanele ukusetyenziswa kulo nyaka kubhekiswa kuwo isetyenziswa kuzo zombini inyumareyitha nedinomineyitha (*numerator and denominator*).

► PM003: Inkcitho karhulumente kubafundi abangabona baqhuba kakubi njengepesenteji yenkcitho karhulumente kwabo bafundi baqhuba ngcono noko

Le nkcitho karhulumente kubafundi abangabona baqhuba kakubi abasisinye kwisihlanu (*one-fifth*) sabantwana nabafundi njengepesenteji yenkcitho karhulumente kwabo basisinye esihlanwini abaqhuba ngcono noko (least poor one-fifth). Ngeminyaka yobandlululo, ipesenteji yayimalunga ne-20%. Yinjongo karhulumente ukwandisa le pesenteji ibe ngaphezu kwe-100% kuwo onke amaphondo. Kukho iqela lemiba eqhuba le pesenteji ukunyuka nokuhla: imigaqo-nkqubo karhulumente ekumgangatho ophantsi wokwabiwa kwezithuba zengqesho, iiprogram zikarhulumente zokwakho izikolo (ezinyusa iqondo lepesenteji); inani labantwana abahluphekileyo abangekho sikolweni (kwaye ngoko ke abafumani nkxaso kwezemfundo); kwakunye neengxaki zokutsalela ootitshala kwiingingqi zasemaphandleni (le miba mibini yokugqibela iyalithoba iqondo lepesenteji).

Uvimba weDatha (*Source*)

Amanani obhaliso abafundi kwizikolo zikarhulumente eziqhelekileyo kumanqanaba 1 okanye 5 okuhlwempuzeka afunyanwa kumanani obhaliso e-EMIS njengoko ebaliwe kwi-Annual School Survey (ASS).

► Iminyaka yabafundi abafundiswayo (*input*) komfundi onesidanga weFETC

Le yiminyaka yokuhamba isikolo urhulumente atyala imali ngayo ukuvelisa umfundi weBakala 12 okanye umfundi onesidanga Ngenxa yokuba abafundi bephinda kwanangenxa yokuba beyeka isikolo phambi kokuphela kweBakala 12, inani leminyaka isoloko ingaphezu kweminyaka eli-12. Nakuba kunjalo, ngokugcina inani leminyaka libe sezantsi kangangoko kunokwenzeka, urhulumente unokubonelela ngemfundo engaphezulu ekumgangatho ophezulu kubantu abaninzi.

Uvimba weDatha (*Source*):

Amaphondo awanako ukubala lo Mlinganiselo weNtsebenzo (PM) kungokunje, ngenxa yokuba oovimba bedatha abafumaneki.

► **PM005: Eyona avareji iphezulu kwibakala lesikolo efunyenwe ngabantu abadala abangabemi.**

Ixabiso elilelona liphezulu elinokubakho kulo mlinganiselo wentsebenzo ngu-12. Oku kuya kuba yimeko yokuba bonke abantu abadala kubemi belizwe babe bagqibe iBakala 12. Njengoko uluntu lwethu luye lusiba lolufundileyo, ixabiso lalo mlinganiselo wentsebenzo kufanele ukuba liyasanda. Kufanele silindele ukwanda okufanelekileyo okuthe gqolo, njengoko kuthatha iminyaka emininzi ukuhamba isikolo kwaye no-ABET uza kutshintsha amanqanaba kwinto yonke kumacandelo onke emfundo kubo bonke abemi belizwe abangabantu abadala.

Uvimba weDatha (Source):

Kwiminyaka engeyiyo eyokwenziwa kobalo-bantu, idatha yenyumareyitha nedinomineyitha isekelwe kwidatha eyisampula efunyenwe kwiisaveyi zamakhaya iiStatsSA household surveys.

► **PM006: Ireyithi yolwazi lokufunda nokubhala kubantu abadala**

Le yipesenteji yabantu abadala abanako ukufunda nokubhala, kwinqanaba lesiseko ubuncinane. Umgao-nkqubo wethu uqinisekisa ilungelo kwimfundo esisiseko kubo bonke abantu abadala ababevinjwe amathuba kwithuba elidlulileyo. Lo mlinganiselo wentsebenzo ubalulekile ngenxa yezizathu zamalungelo oluntu nangenxa yezizathu zophuhliso lwezoqoqosho kurhulumente. Injongo yethu kukuba sifikelele kwireyithi engu-100% kulwazi lokufunda nokubhala kubantu abadala.

Uvimba weDatha (Source):

Kwiminyaka engeyiyo eyokwenziwa kobalo-bantu, idatha isekelwe kwidatha eyisampula efunyenwe kwiisaveyi zamakhaya iiStatsSA household surveys okanye kuqikelelo lwabemi belizwe ebonelelwe yi-DoE.

► **PM101: Ipesenteji yezikolo eziphumeza iSchool Administration and Management System**

I-School Administration and Management System (SAMS) yisistim equlunqwe nguzwelonke yekhompyutha (computerised system) evumela izikolo ukuba ziququzelele ze zisebenzise ingcaciso yazo yabafundi, ootitshala, izibonelelo nezemali ngokubonakalayo nangempumelelo. Ngokubalikhulu kwenani kwiSAMS, sinokulindela neenkonzo ezingcono ezikolweni.

Uvimba weDatha (Source):

Zonke izikolo azinazo ngqo iiSAMS ezisebenzayo, koko zonke izikolo zineCEMIS esebenzayo. Ifumanekile imvume kwi-DoE yokwenza uqhagamshelwano phakathi kwe-CEMIS neSAMS. Ngoncedo lweCel, kufunwe iinkonzo zomhlalutyi (analyst) ukuqalisa ngokuphonyezwa koqhagamshelwano oluphakathi kweCEMIS neSAMS.

► **PM102: Ipesenteji yezikolo ekunokuqhagamshelwana nazo ngekhompyutha lisebe**

I-imeyili inceda izikolo ngokuthi ziqhagamshelane nesebe xa kukho ingxaki isebe ekufuneka lizisombulule. Le ndlela yonxibelelwano ikwavumela isebe ukuba linxibelelane ngokukhawuleza malunga nengcaciso engotshintsho kwimigaqo-nkqubo, iiprojekthi eziqhubekayo neesetyhula eziqhelekileyo. Yinjongo karhulumente ukuqinisekisa ukuba zonke izikolo zikonwabele ukunxibelelwana nalo ngekhompyutha (e-connectivity).

Uvimba weDatha (Source):

I- ASS ibonelela nengcaciso emalunga nenani lezikolo ezisebenzisa i-imeyili ukwenzela iinjongo zolawulo.

► **PM103: Inani labafazi abantsundu abakwizikhundla eziphezulu zolawulo**

Le yipesenteji yenani labafazi abantsundu abakwizikhundla zolawulo eziphezulu. Nangona ulingano kwezengqesho (employment equity) bufikelela kuninzi lweengingqi, ipesenteji yabafazi abantsundu kwizikhundla zolawulo ibalulekile ekugxininiseni inkqubela ngakubulungisa kwezengqesho kumaSebe eMfundo amaPhondo.

Uvimba weDatha (Source)

IPESALI

► **PM104: Ipesenjeji yenkcitho yangoku ebhekiselele kwizinto ezinganxulumene nabasebenzi (*non-personnel items*)**

Le yipesenteji yenkcithi yezemfundo, ngaphandle kwenkcitho kumaseko ezakhiwo (*physical infrastructure*) (*ezinganxulumene nabasebenzi (non-personnel)*) nezibhekiselele kwizinto ezinganxulumananga nabasebenzi ezifana neencwadi zezifundo (*textbooks*), izinto zokubhala (*stationery*) nenkqubo yokuthuthwa kwabafundi.

Uvimba weDatha (*Source*)

lingxelo zeBhajethi yePhondo neeNgxelo zoNyaka

► **PM201: Inani leentsuku zabafundi ezibonelelwa yiprogram yesondlo**

Eli linani lezidlo zasemini (*lunches*) ezibonelelwa zizikolo, ngeprogram yesondlo karhulumente, eyahlulwe ngazo zonke iintsuku zomfundi enyakeni (usuku lomfundi kukuza komfundi kube kanye kusuku olunye). Le pesenteji iyanyuka xa iprogram yesondlo ifikelela kubafundi abaninzi okanye xa umfundi ngamnye efumana izidlo zasemini ezingaphezulu kunyaka omnye. Eyona iphezulu enokwenzeka ngu-100%. Sinokulindela ipesenteji ibe phezulwana kulo maphondo anamanqanaba angawona aphezulu entlupheko.

Uvimba weDatha (*Source*)

I-ASS inombuzo malunga nenani labafundi elifumana inkxaso phantsi kweNSNP. Ngokwangoku ayiqokeleli ngcaciso ngenani leentsuku ekubonelelwa ngazo le nkxaso kwisikolo ngasinye, kodwa abanye oovimba bedatha bephondo basetyenziselwa le njongo.

linkcukacha-manani ngesondlo ezikolweni zicacisiwe kwiitheyibhile zeenkukacha-manani kwaye zibonisa zombini inani labafundi abazuzayo kwiprogram, kwakunye nenani eliyi-avareji leentsuku zesikolo le program yesondlo efikelela kulo.

► **PM202: Ipesenteji yabafundi kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa eziqhelekileyo**

Le yipesenteji yabafundi kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente eziqhelekileyo. Ngokwembali, abafundi abafana naba bebenengxaki yokufikelela kwizikolo zikarhulumente eziqhelekileyo nangona ngokwembono yomgaqo-nkqubo wemfundo ebandakanya bonke abafundi karhulumente, kufuneka kuthathwe amanyathelo ukwenza ufikelelo lube lula kubafundi abakhubazekileyo.

Uvimba weDatha (*Source*)

Lo mlinganiselo wentsebenzo (PM) awukhange ubalwe kungokunje ngenxa yokuba oovimba bedatha abafumaneki. Kuqikelelwa ukuba kwixa elizayo ingcaciso iya kufunyanwa ngamaxwebhu eCEMIS angensiwe zizikolo.

► **PM203: Ipesenteji yezikolo zikarhulumente eziqhelekileyo ezinamanzi**

Le yipesenteji yezikolo zikarhulumente eziqhelekileyo ezinodidi oluthile lwesibonelelo samanzi acocekileyo. Ukwenzela izezathu zempilo nezinye izezathu, kubalukile ukuba zonke izikolo zibenamanzi acocekileyo kumasango azo.

Uvimba weDatha (*Source*)

Idatha ye-ASS enokusetyenziswa kuloo nyaka kubhekiswa kuye.

► **PM204: Ipesenteji yezikolo zikarhulumente eziqhelekileyo ezinombane**

Le yipesenteji yezikolo zikarhulumente eziqhelekileyo ezinodidi oluthile lwesibonelelo sombane. Umbane yinto yokuqala ebalulekileyo ekuqalisweni kosetyenziso lwezixhobo zethekhinoloji yala maxesha (*modern technologies*) enokuphucula ulawulo, ukufundisa nokufunda esikolweni.

Uvimba weDatha (*Source*)

Idatha ye-ASS enokusetyenziswa kuloo nyaka kubhekiswa kuye.

► **PM205: Ipesenteji yezikolo ezinenani elaneleyo leethoyilethi ezisebenzayo.**

Eli linani lezikolo ezinazo ubuncinane iithoyilethi ezimbini ezisebenzayo ukwenzela iklasi nganye. Ukwenzela izizathu zempilo nezizathu zokuhamba isikolo, kubalulekile ukuba inkqubo yesikolo (*schooling system*) izondelele ukufika kulo mimiselo ungowona usezantsi kuzo zonke izikolo.

Uvimba weDatha (*Source*):

Inani elipheleleyo leethoyilethi neendawo zokuchama (*urinals*), kwakunye nenani elipheleleyo leethoyilethi neendawo zokuchama (*urinals*), ezingasebenziyo, zifunyanwa kwicandelo lococeko le-ASS. "Inani elipheleleyo leeklasi ezisetyenziselwa ukufundisa " okanye "inani elipheleleyo labafundi kwisikolo ngasinye "likwafunyanwa kwi- ASS.

► **PM206: Inkcitho kulungiso njengepesenti yexabiso lamaseko ophuhliso ezikolo**

Kubalulekile ukuba izakhiwo ezikhoyo nezixhobo kwinkqubo yesikolo zinokugcinwa kakuhle, ukuze zisebenze ngokupheleleyo, kuncitshiswe nokutshintshwa kwazo. Umgaqo-nkqubo ucacisa ukuba inkcitho yonyaka kulungiso (maintenance) lwezibonelelo ifanele ukufikelela ubuncinane ku-1.5 wesixa esipheleleyo sezo zibonelelo.

Uvimba weDatha (*Source*):

Amanani ayinkcitho yokulondoloza izibonelelo aqinisekiswa ngamasebe ezemali ePED (*PED's financial departments*), ngokwegridi ye-SCOA, kwaye isixa esipheleleyo see-asethi esiyi-*capital asset value* sithathwa kwirejista (kwiirejista) zee-asethi ezifanelekileyo ezigcinwe yi-PED okanye iSebe lezeMisebenzi kaRhulumente lephondo.

► **PM207: Ipesenteji yezikolo ezinabafundi abangaphezu kwabafundi abayi-40 kwiklasi nganye**

Le yipesenteji yezikolo ezinomlinganiselo wabafundi omawufundiswe ngutitshala ongaphezu ko-40. Iiklasi ezinkulu kakhulu ngokucacileyo azikulungelanga ukufundiswa nokufunda okusemgangathweni, kwaye injongo kukuthoba le pesenteji ihle iye ku-0%.

Uvimba weDatha (*Source*):

Omabini amanani awabafundi nawootitshala athathwe kwi-ASS.

► **PM208: Inani lezikolo ezingekho phantsi kweSiqendu 21 apho zonke izikolo zineLTSM nezinye izibonelelo ezifunwayo eziziswa ngolo suku lokuqala lwesikolo**

Le yipesenti yezikolo ezixhomekeke kwisebe ekuthengweni kweencwadi zezifundo nezinye izibonelelo ze-LSTM nezifumene zonke izinto ezi-odolweyo ngosuku lokuqala kunyaka wesikolo.

Uvimba weDatha (*Source*):

ICandelo leYunithi enika iNkxaso eKwenziwen kweMisebenzi linengcaciso ngokuziswa kweencwadi zezifundo.

► **PM209: Ipesenteji yezikolo ezilawulwa ngokwemeko yeSiqendu 21**

Le yipesenteji yezikolo ezinikwe imisebenzi yolawulo ethile kubandakanywa imisebenzi yolawulo lwezemali, ngokweSiqendu 21 kuMthetho weZikolo waseMzantsi Afrika. (Oku akunanto yakwenza neenkampani eziphantsi kweSiqendu 21) Kubalulekile ukuba uninzi lwesikolo zenziwe zilungele imeko yokuzilawula ngokwazo (*self-management status*) ukuze izikolo zibenako ukunika impendulo ngempumelelo kwimiba yoxinzelelo.

Uvimba weDatha (*Source*):

LiCandelo loLawulo lweBhajethi elinale ngcaciso.

► **PM210: Ipesenteji yeentsuku zokusebenza ekuphulukenwe nazo ngenxa yokungabikho kukatitshala kwizikolo zikarhulumente eziqhelekileyo.**

Lo mlinganiselo wentsebenzo uthathela ingqalelo nakuphi na ukungabikho kootitshala ezikolweni, nangasiphi na isizathu, apho bekungekho titshala ibambeleyo. Ukuze izikolo zisebenze kakuhle, kubalulekile ukuba abafundi basoloko benootitshala. Injongo kukuba kugcinwe lo mlinganiselo wentsebenzo usezantsi kangangoko.

Uvimba weDatha (*Source*):

YIPESALI Nangona bengachanekanga oovimba bengcaciso abakhoyo ngokungabikho kootitshala esikolweni kuba iPESALI ingenayo ingcaciso ngokuba bangaphi na ootitshala abebengekho kungekho titshala ubambeleyo esikolweni.

► **PM211: Ipesenteji yeentsuku zokufunda abafundi abaphulukene nazo ngenxa yokungabikho esikolweni kwabafundi kwizikolo zikarhulumente eziqhelekileyo**

Lo mlinganiselo wentsebenzo uyafana no-PM210, kodwa uthathela ingqalelo abafundi kunootitshala. Nakuphi na ukungabikho esikolweni nangowuphi na umfundi kungathathelwa ingqalelo ngulo mlinganiselo wentsebenzo.

Uvimba weDatha (*Source*):

Isebe alikhange libenayo iinkqubo ezisebenzayo (*operational systems*) ukuze zibonelele ngeenkukacha ngeentsuku zokuya kwabafundi esikolweni ekuphulukenwe nazo ngenxa yokungabikho esikolweni. Kuqaliswe inkqubo kungokunje yokufumana le ngcaciso ngeengxelo zekota ezingeniswa zizikolo kwixa elizayo.

► **PM212: Umlinganiselo wenani lentsebenzo kwizikolo ezihlelekileyo ukuya kwezi zikolo zimi kakuhle ngokumalunga neBakala 3**

Le yi-avareji yamanqaku okufunda nawemathematika (*reading and mathematics scores*) yabafundi beBakala 3 kwesona sikolo sikumgangatho ophantsi ngokubhekiselele kwi-avareji yabona bafundi bakumgangatho ophantsi, elicaciswe njengepesenti. Kubalulekile ukuba kuthathelwe ingqalelo imikhwa eyimbali yobandlululo yenkcitho-mali engalinganiyo kubafundi. Kukwabalulekile nokuba kuqinisekiswe ukuba ukungalingani kwiziphumo zabafundi kuncitshiswe, khon' ukuze abafundi babenesiqalo esilinganayo ebomini.

Uvimba weDatha (*Source*):

Iziphumo zovavanyo lweBakala 3 kwiphondo

► **PM213: Ireyithi yokuphinda kumaBakala 1 ukuya ku-7**

Eli linani labafundi abaphindayo kwibakala abakulo kumaBakala 1 ukuya ku-7, elahlulwe ngabo bonke abafundi ababhalise kumaBakala 1 ukuya ku-7. Ireyithi yokuphinda ephezulu kakhulu ineendleko kakhulu kwaye inokubangela umonakalo ekufundiseni nasekufundeni. Injongo kukuba kugcinwe lo mlinganiselo wentsebenzo usezantsi kangangoko.

Uvimba weDatha (*Source*):

I-WCED, ngokwembali, iqokelele ingcaciso yabafundi abaphindayo ngefomathi edibanisa onke amamani (*aggregated format*) evela kwizikolo kwiinyanga ezintathu kuloo nyaka ulandelayo wezifundo. Nangona kunjalo, ukuphicothwa kweencwadi zemali kwizikolo ezikhethiweyo kubonise ukuba le ngcaciso ayisoloko ichanekile. Isistim yokulandelela umkhondo wabafundi (*learner tracking system*) yaphunyezwa ngo-2006 kwaye ngo- 2006 unyaka wesikolo wawubonwa njengonyaka wokulinga (*a pilot year*) ukuze kujongwane neengxaki zokuqala isistim entsha.

► **PM214: Inani labafundi kumaBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala noLwazi lokuFunda nokuBhala**

Lo mlinganiselo wentsebenzo usekelwe kwakulo datha ifanayo neye- PM212. Ubonisa ipesenteji yabo bonke abafundi beBakala 3 abathe ngokwe-avareji bafumana iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala noLwazi lokuFunda noBhala.

Uvimba weDatha (*Source*):

Iziphumo zovavanyo lweBakala 3 kwiphondo

► **PM215: Ipesenteji yabafundi kwiBakala 6 abafumana iziphumo zokufunda ezamkelekileyo kwiMathematika, kuLwazi lokuFunda nokuBhala nakwiiSayensi zeNdalo**

Lo mlinganiselo wentsebenzo ubonisa ipesenteji yabo bonke abafundi beBakala 6 abathe ngokwe-avareji bafumana iziphumo zokufunda ezamkelekileyo kulwazi lokubala nakuLwazi lokuFunda noBhala nakwiiSayensi zeNdalo.

Uvimba weDatha (*Source*):

Iziphumo zovavanyo lweBakala 6 kwiphondo

► **PM216: Ipesenteji yabafundi abangamantombazana abafundi iMathematika neSayensi kumaBakala 10 ukuya ku-12**

Le yipesenteji yabafundi abangamantombazana ababhalise kwiMathematika nakwiSayensi kumaBakala 10, 11 no-12. Ngokwembali, amantombazana amelwe ngamanani asezantsi kwezi zifundo, ngako oko ukuthatha inxaxheba kwabo okwandisiweyo kungaba sisalathi esibalulekileyo senyathelo elibhekiselele ngakwicandelo elijonge nokungqinelanisa anamanani ngokwesini (*gender-balanced FET band*).

Uvimba weDatha (*Source*):

ISaveyi yeZikolo i*Annual School Survey* iqulethe ingcaciso ngenani labafundi abangamadoda nabangabafazi abafunda iMathematika neSayensi kumaBakala 10 – 12, kwaye ikwanika ingcaciso ngenani lilonke labafundi kula mabakala.

► **PM217: Umlinganiselo wenani lentsebenzo kwizikolo ezihlelekileyo ukuya kwezona zikolo zimi kakuhle ngokumalunga nereyithi yokupasa kwiBakala 12**

Le yi-avareji yamanqaku eSatifikethi seMatriki sikaZwelonke kubafundi beBakala 12 kwesona sikolo sikumgangatho ophantsi ngokubhekiselele kwi-avareji yabona bafundi bakumgangatho ophantsi, ecaciswe njengepesenti. Lo mlinganiselo wentsebenzo ke ngoko uyafana nomlinganiselo ongu-PM209 .

Uvimba weDatha (*Source*):

IZiko leDatha leSatifikethi seMatriki kuZwelonke.

► **PM218: Ireyithi yokuphinda kumaBakala 8 ukuya ku-12**

Oku kuyafana no-PM213 ngaphandle kokuba lo mlinganiselo wentsebenzo ujongene namaBakala 8 ukuya 12.

Uvimba weDatha (*Source*):

I-WCED, ngokwembali, iqokelele ingcaciso yabafundi abaphindayo ngefomathi edibanisa onke amamani (*aggregated format*) evela kwizikolo kwiinyanga ezintathu kuloo nyaka ulandelayo wezifundo. Nangona kunjalo, ukuphicothwa kweencwadi zemali kwizikolo ezikhethiweyo kubonise ukuba le ngcaciso ayisoloko ichanekile. Isistim yokulandelela umkhondo wabafundi (*learner tracking system*) yaphunyezwa ngo-2006 kwaye ngo- 2006 unyaka wesikolo wawubonwa njengonyaka wokulinga (*a pilot year*) ukuze kujongwane neengxaki zokuqala isistim entsha.

► **PM219: Umlinganiselo wokuPasa (*Pass ratio*) kwiimviwo zeBakala 12**

Eli linani eliyitotali labafundi abapase iSatifikethi seMatriki sikaZwelonke ngonyaka, lahlulwe ngenani elipheleleyo labafundi abaneminyaka eyi-18. Oku akufani nereyithi yokupasa yeSatifikethi seMatriki sikaZwelonke. Lo mlinganiselo wentsebenzo uthathela ingqalelo yezinto ezimbini. Okokuqala, bangaphi na abafundi abalulutsha abathathi inxaxheba kwiimviwo. Okwesibini, bangaphi na abafundi abalulutsha ababhala iimviwo baze bazipase.

Uvimba weDatha (*Source*):

Ingxelo yeemviwo zeSatifikethi seMatriki sikaZwelonke yonyaka ongaphambili. Amanani abemi ababudala buli-18 leminyaka abalwa ngokwamanani oqikelelo abemi belizwe (*population estimates*) abonelelwa yi-DoE.

► **PM220: Umlinganiselo wenani lokuPasa (*Pass ratio*) kwiimviwo zeMathematika neSayensi kwiBakala 12**

Eli linani eliyitotali labafundi abapase iMathematika okanye iSayensi kwiSatifikethi seMatriki sikaZwelonke, elahlulwe ngenani elipheleleyo labafundi abaneminyaka eyi-18. Ngokufanayo nenani elingumlinganiselo wokupasa kwizifundo zonke, (Jonga kwi-PM219), lo mlinganiselo wentsebenzo ubonelela ngembono yokuba linani elingakanani na inani labapasayo kwinkqubo yezemfundo xa lithelekiswa nabemi belizwe.

Uvimba weDatha (*Source*):

Iziko ledatha leeMviwo zeSatifikethi seMatriki sikaZwelonke liqulethe ingcaciso engamanani abafundi abapase iiMviwo zeSatifikethi seMatriki sikaZwelonke kwiSayensi nakwiMathematika okanye zombini. ISebe iDoE linika amanani oqikelelo abemi belizwe ngokumalunga nenani labafundi abane-18 iminyaka kwiphondo.

► **PM221: Ipesenteji yabafundi kwiBakala 9 abafumene iziphumo zokufunda ezamkelekileyo kuzo zonke iinkalo zokufunda**

Lo mlinganiselo wentsebenzo ubonisa ipesenteji yabo bonke abafundi beBakala 9 abathe ngokwe-avareji bafumana iziphumo zokufunda ezamkelekileyo

Uvimba weDatha (*Source*):

Iziphumo zeBakala 9

► **PM301: Ipesenteji yezikolo ezizimelyo ezinikwa inkxaso-mali ezihanjelwayo ngenjongo yokubeka esweni inkqubo yazo**

Le yipesenti yezikolo ezizimeleyo ezifumana inkxaso-mali karhulumente ezihanjelwayo ukwenzela injongo yolawulo lomgangatho lisebe apha enyakeni. Kubalulekile ukuba urhulumente abeke esweni umgangatho wemfundo eqhubeka kwizikolo ezizimeleyo, ngakumbi ezo zifumana inkxaso-mali karhulumente, aze athathe amanyathelo apho imigangatho esezantsi ingafikelelwanga.

Uvimba weDatha (*Source*):

Ii-ofisi zeZithili zeMfundo

► **PM401: Ipesenteji yabantwana abaneemfundo ezizodwa abakubudala obunyanzelekileyo bokuhamba isikolo abangabhalisanga kumaziko emfundo**

Le yipesenti yabantwana abakhubazekileyo abakubudala obunyanzelekileyo bokuhamba isikolo abangabhalisanga kulo naliphi na iziko lemfundo. Kubalulekile ukuba urhulumente abonelele ngofikelelo olwaneleyo nolufanelekileyo kwizikolo ezineemfundo zemfundo ezizodwa nezikolo zikarhulumente eziqhelekileyo ukulungiselela aba bafundi. Ngokunqwenelekayo lo mlinganiselo wentsebenzo kufanele ube ngu-0% ngokwamanani (*carry a value of 0%.*)

Uvimba weDatha (*Source*):

Kusetyenziswe idatha efanelekileyo efunaneka kwi-*General Household Survey* yakutshanje.

► **PM501: Inani labafundi beekholeji zeFET ngokunxulumene nolutsha kwiphondo**

Eli linani labafundi beekholeji zeFET bayo yonke iminyaka yobudala, elahlulwe ngamaqela olutsha olukwi-16 ukuya kwi-18 iminyaka. Ngalo gama uninzi lwabafundi beekholeji zeFET banokuba ngaphezu kweminyaka eyi-18, lo mlinganiselo wentsebenzo nangona kunjalo unika ingcaciso esebenzisekayo ngokuba iikholeji zeFET zizenza njani na iinkonzo kulutsha nakubemi belizwe ngokubanzi.

Uvimba weDatha (*Source*):

Kwiminyaka engeyiyo eyokwenziwa kobalo-bantu, idatha isekelwe kwidatha eyisampula efunyenwe kwiisaveyi i-*General Household Survey* okanye kuqikelelo lwabemi belizwe ebonelelwe yi-DoE. Amanani okubalwa kwabafundi beFET ngokuthe ngqo afunyanwa kwiikholeji zeFET.

► **PM502: Ipesenteji yabafundi ababhinqileyo amakumacandelo obugcisa (*technical fields*)**

Le yipesenteji yabo bonke abafundi ababhinqileyo kwiikholeji zeFET ababhalise kumacandelo obinjineli nobugcisa. Ngokwembali, amanani obhaliso lwabafundi ababhinqileyo kula macandelo ebesoloko esezantsi. Ngenxa yobulungisa kwezesini le meko kufuneka iphucuke.

Uvimba weDatha (*Source*):

Nangona iirekhodi zobhaliso zeekholeji kufuneka zibenayo yonke ingcaciso ukwenzela ukubalwa kwePM, kungokunje akukho ndlela icwangciseke kakuhle yePEDs okanye yeDoE yokuqokelela le ngcaciso. Idatha yale PM kungokunje ifunyanwa kwiikholeji zeFET.

► **PM503: Ireyithi yebafundi abagqibile kwiikholeji zeFET**

Eli linani labafundi abapasa iimviwo zokuphela konyaka, elahlulwe ngenani lilonke labafundi abangene kwinkqubo yeekholeji zeFET ngenjongo yokupasa iimviwo.

Uvimba weDatha (*Source*):

Ukuqokelela le datha ngoku yinkqubo entsonkothileyo kakhulu, nekuya kufuneka ukuba iikholeji ziqeqeshwe ukuze zifikele kulo njongo. Akukho zimviwo zicwangciselwe ithuba elinye lonyaka kubo bonke abafundi abaya kubonelela ngesiseko esilula ukuze kwenziwe izibalo, njengoko kungekho qumrhu lovavanyo linye-iSETA nganye ineemfuneko zayo zovavanyuo lweenkqubo zayo). Idatha yale PM kungokunje ifunyanwa kwiikholeji zeFET.

► **PM504: Ipesenteji yabafundi abafakwe kuqeqeshelo-msebenzi (*learnerships*) kwiikholeji zeFET**

Aba ngabafundi abakuqeqeshelo-msebenzi abafumana uqeqesho lwabo kwiikholeji zeFET, njengepesenti yabo bonke abafundi abakuqeqeshelo-msebenzi kwiphondo. Lo mlinganiselo wentsebenzo ubonisa ukuba iikholeji zeFET zisebenza kangakanani na ukutsalela abafundi bazo kwiinkqubo zoqeqeshelo-msebenzi.

Uvimba weDatha (*Source*):

Ukugcinwa kweerekhodi kwimisebenzi yoqeqeshelo-msebenzi kwiiKhoelji zeFET ayinomsebenzi obanzi, ngenxa yokuba iisistim ze-IT zeekholeji azilungiselelwanga olu hlobo longenelelo ngoncedo lunqwenelekayo. Uqeqeshelo-msebenzi aluyo nkalo iphambili yeekholeji zeFET (Ukuba luzixhasa ngezimali ngokwalo). Iikholeji ziqhuba uqeqeshelo-msebenzi njengeeyunithi ezahlukileyo zoshishino, ukuqesha abasebenzi (abolawulo, ootitshala, abaphathi beprojekthi, njl.njl). Ukuphunyezwa kwe-FETMIS (*learner-tracking system for FET colleges*) kwixa elizayo kuya kunceda ekuboneleleni ngale ngcaciso.

► **PM601: Inani labafundi be-ABET ngokunxulumene nabantu abadala kwiphondo**

Eli linani labafundi ababhalise kumaziko e-ABET, elahlulwe ngenani lilonke labantu abadala kubemi belizwe. Le pesenteji ibonelela ngenkcazo ngokuba axande kangakanani na amalungiselelo karhulumente okubonelela u-ABET kweli phondo.

Uvimba weDatha (*Source*):

Kwiminyaka engeyiyo eyobalo-bantu (*non-census years*), amanani abemi belizwe kubantu abadala afunyanwa kwi-*General Household survey* kulo nyaka kubhekiselwe kuwo okanye amanani oqikelelo abemi belizwe njengoko abonelelwe yiDoE.

► **PM701: Ipesenteji yabafundi abakwiBakala R elixhaswa ngezimali ngurhulumente**

Eli linani elipheleleyo labafundi abakwiBakala R elixhaswa ngezimali ngurhulumente kwizikolo zikarhulumente okanye kumaziko oluntu), elahlulwe ngalo lonke inani labafundi abaminyaka mihlanu (*five-year-olds*) kubemi belizwe. Lo gama ingeyonjongo karhulumente ukuba ukufikelela ku-100% ngokumalunga nalo mlinganiselo wentsebenzo (abanye abafundi kulindeleke ukuba beze kumaziko abucala), umgaqo-nkqubo ucacisa ukuba masibe sele sifikelele kwelona nqanaba liphezulu ngo-2010, eliphakathi kwe- 80% ne- 90%.

Uvimba weDatha (*Source*):

Nangona i-ASS inokuthathwa njengovimba wedatha ofanelekileyo kwiBakala R elisesikolweni, ayifikeleli kulo maziko asekuhlaleni. Nangona injongo yoMgaqo-nkqubo oSenzayo 5 (*White Paper 5*) ibiyi-10% okanye babe ngaphantsi abafundi abafundiswa kumaziko asekuhlaleni, ukuphunyezwa kumaphondo awahlukileyo kukhokelele kwimeko apho bebaninzi ngokungaphezulu abafundi abasebenzisa amaziko oluntu asekuhlaleni. Amanani athathwe kwi-ASS angaba ngangachanekanga kakhulu ke ngoko.

Ukufikelela kumaziko amaninzi nakude asemaphandleni kuhlala kungumngeni kwizithili zemfundo. Oku kukwathintela ukuqokelelwa kwedatha okuchanekileyo malunga namaziko oluntu eBakala R, njengoko uninzi kula maziko kungamaziko asematyotyombeni nangenazidilesi zeposi/ zendawo yokuhlala ukuze kuziswe iifom zesaveyi. Ukungqinisiswa kweminyaka yobudala kuwo onke amaziko kuyimfuneko ukuze kuqinisekiswa ngokuchaneka kwamabango.

Ngaphandle kwemingeni yedatha, iGHS ngoyena vimba wedatha ufanelekileyo unokusetyenziselwa idinomineyitha yale PM.

IPHEPHA ELILANDULAYO

Olu xwebhu, luxwebhu oluguqulweyo oluyikopi yoxwebhu lweKomiti yophicotho olwatyikitywa lwaza lwamkelwa, kwaye iKomiti yoPhicotho ehlanganisiweyo ayinakubekwa butyala xa kuthe kwafumaniseka ukuba akugulwanga ngokuchanekileyo xa bekuguqulwa.

ISiqendu 3 – Ingxelo yeKomiti ye-Odithi

INGXELO YEKOMITI YE-ODITHI KARHULUMENTE WEPHONDO LENTSHONA KOLONI YESEBE LEMFUNDO (YEBHAJETHI 5) YONYAKA-MALI OPHELA NGOMATSHI 2009.

1. Intshayelelo

IKomiti ye-Odithi inovuyo ukunikezela ngengxelo yayo yonyaka-mali ukhankanywe ngasentla ophela ngoMatshi 2009.

2. Amalungu eKomiti ye-Odithi nabo bathi baya ezintlanganisweni

IKomiti ye-Odithi inamalungu ayo adwelisiweyo apha ngasezantsi. Kulindeleke ukuba idibane ubuncinane KANE ngonyaka ngokweMigqaliselo yokuSebenza (*Terms of Reference*) kwayo ovunyiweyo. Ngalo nyaka umiyo, kwabanjwa iintlanganiso ZANTANDATHU:

3. Amalungu alo nyaka

lintlanganiso eziyiweyo

Mnu RG Nicholls (USihlalo – ingqesho yethutyana iphele nge- 31 Julayi 2009).	6
Gqr L Kathan	6
Nks B Daries	6
Nks P White	6
Mnu L Mdunyelwa	2
(Lilungu lekomiti elinyulwe nge-1 Oktobha 2008 noye emva koko wanyulwa njengoSihlalo weThutyana ukusuka kowe-1 Agasti 2009).	

4. Umsebenzi oluxanduva lweKomiti ye-Odithi

IKomiti ye-Odithi inika ingxelo yokuba ilandele ngqo imisebenzi eluxanduva lwayo esuka kwiSiqendu 38(1)(a) soMthetho woLawulo lweMali kaRhulumente, wowe-1999 (UMthetho 1 wowe-1999) (*Section 38 (1)(a) of the Public Finance Management Act, 1999 (Act 1 of 1999)*) noMqathango 3.1.13 omalunga nezoLawulo lweMali, njengoko kuyimfuneko.

IKomiti ye-Odithi ichaza kwakhona ukuba yamkele iMigqaliselo yokuSebenza njengeTshatha yeKomithi ye-Odithi (*Audit Committee Charter*). IKomiti ye-Odithi ikwazile ukuyilawula imicimbi yayo yayenza imisebenzi eluxanduva lwayo ngokuhambelanayo ngqo nale tshatha.

5. Impumelelo kuLawulo Lwangaphakathi

Ngokoluvo lwam, iingxelo ezamkelweyo ebezisuka kwababonelela ngeenkono nengcaciso echaziweyo ngethuba leentlanganiso zeKomiti ye-Odithi, imeko yolawulo yokusebenza yangaphakathi (*internal control environment*) iqulathe iimpazamo ezininzi, emazilungiswe kunyaka-mali ophela ngoMatshi 2010.

Isitraktsha esisekiweyo, esiyiKomiti yoku-Oditha (*Audit Monitoring Team*), asikwazanga ukujongana ngokwaneleyo nezinto ezifunyanisiweyo eziphakanyiswe nguMphicothi-ncwadi Jikelele zaxhaswa yiKomiti yoku-Oditha, liSebe loku-Oditha Langaphakathi nasisiSCOPA. Nangona kwakunikwe ingxelo ngalo mba ngaphambili, ama-36% ezi zinto azikasonjululwa.

6. U-Oditho Lwangaphakathi

U-Oditho Lwangaphakathi lwatshintshwa ekupheleni konyaka wokunika ukusuka kumboneleli wenkonzo wangaphandle yenziwa ngumboneleli wenkonzo wangaphakathi. Nakuba kunjalo, njengoko kufakwe ingxelo kwiminyaka emithathu edlulileyo, u-Oditho Lwangaphakathi alwenzekanga ngempumelelo ekudaleni inguqu eyiyo eyimfuneko ngenxa yokuba nangoku lulonke, lunabasebenzi abanqongopheleyo. Ngenxa yesi siphumo, iSicwangciso esivunyiweyo so-Oditho Lwangaphakathi sowe-2008/2009 (*the approved 2008/2009 Internal Audit Plan*) asiphunyezwa sonke.

7. Umgangatho weengxelo zenyanga/zekota zokubeka esweni eziqhubeka enyakeni ezifakwa ngokwe-PFMA kunye noMthetho wokwaBiwa kweNgeniso (*Division of Revenue Act*)

Iimfuneko ezingummiselo ze-PFMA nezoMthetho wokwaBiwa kweNgeniso (*Division of Revenue Act*) ziphunyezwe ngokungephi ngokuphathelele kwiingxelo zenyanga nezekota ezichaphazelekayo. Ezi ngxelo bezingangeniswa qho kwiKomiti ye-Odithi.

8. UmSebenzi wokuLawulwa kweNgozi

Ukumiselwa komsebenzi wokuLawula iNgozi (*Risk Management function*) akukwazanga kuqhubela phambili ngokweMiqathango enguMmiselo, koko iye yalungiselelwa ingqwalaselo yabaphathi abakhulu kulo nyaka-mali umiyo.

9. Ukuphononongwa kweNgcaciso zeMali

IKomiti ye-Odithi:

- yaphonononga yaxoxa ngeengxelo zemali ezi-odithiweyo eziza kufakwa kwingxelo yonyaka yoMphicothi-ncwadi Jikelele neyeGosa yoLawulo lweMali (*Accounting Officer*);
- yaphonononga ileta yabaphathi yoMphicothi-ncwadi Jikelele kunye nempendulo yoko; kunye
- yaphonononga uhlengahlengiso oluqaphelekayo oluvela kwi-odithi.

IKomiti ye-Odithi iyavumelana kwaye isamkela isigqibo soMphicothi-ncwadi Jikelele seengxelo zemali kwaye inoluvo lokuba iingxelo zonyaka ze-odithi zinokwamkelwa kunye nengxelo yoMphicothi-ncwadi Jikelele.

Kuyavuyiswana nalo kwakhona iSebe leMfundo, ngokufumana imbono ye-odithi engenamakhwiniba (*unqualified audit opinion*) evela kuMphicothi-ncwadi Jikelele.

10. Ingcaciso malunga neNtsebenzo

Umphicothi-ncwadi Jikelele uqwalasele imiba ebalulekileyo enxulumene nokuziswa kwemfundo engundoqo enjengale ilandelayo:

- *DORA – HIV and AIDS Grant*
- *DORA – National School Nutrition Programme Grant*
- *Dinaledi Schools Initiative*
- *Learner Transport Scheme*
- *Supply Chain Management*

NgokoMphicothi-ncwadi Jikelele, ezi zinto ziya kuba yinxalenye yembono ye-odithi ukusuka kunyaka-mali ka-2010. ISebe leMfundo lacelwa, ke ngoko, ukuba lizisombulule ezi zinto njengenxalenye yeenkqubo eziqhubekayo zokulungiswa kwezinto, ukuba oko akuphumeleli kuya kukhokelela ekukhutshweni kwengxelo enamakhwiniba (*qualified audit report*) ngo-2010.

11. Ezinye iinkalo ezixhalabisayo

Ukuziswa kwemfundo esemgangathweni kuthintelwa koku (phakathi kwezinye izinto):

- Lunxibelelwano olungayondelelananga phakathi koNdlunkulu, ii-Ofisi zeZithili zeMfundo nezikolo;
- Ukunqongophala kokucaciswa kwemisebenzi noxanduva phakathi koNdlunkulu, ii-Ofisi zeZithili zeMfundo nasezikolweni ezikhankanywe ngasentla; kunye;
- Neendlela zolawulo lwangaphakathi ezingasebenzi kakuhle.

Isigqibelo

Le Komiti ye-Odithi inqwenela ukuphinda umba wokuba ulawulo olusemgangathweni lweziko (*good corporate governance*) nolawulo lwangaphakathi olululo, ngokukodwa kwiinkalo eziphawuliweyo zokulawulwa kweengozi, ziya kubekwa phambili kulo nyaka-mali mtsha.

Njengoko kuchaziweyo kwisihlokwana esingaphambili, owona msebenzi ungundoqo wesebe lemfundo ufuna ukuphononongwa kunye nengqwalaselo, ukuze uphucule umgangatho wemfundo namanqanaba entsebenzo. Ukuba kuye kwadalwa izitraktsha ezifanelekileyo, oku kufaka igalelo eliqaphelekayo kwimeko ekhuthaza ukufunda ngokukuko.

MNU L MDUNYELWA

USIHLALO WETHUTYANA WEKOMITI YE-ODITHI YESEBE LEMFUNDO LENTSHONA KOLONI

21 AGASTI 2009

Report brands SA schools 'dysfunctional'

MPUMELELO MKHABELA

A HIGH-level panel of education experts has concluded that South African schools are largely "dysfunctional".

In a report, commissioned by former minister of education Naledi Pandor, the Ministerial Committee on a National Education and Evaluation Development Unit found indications of "systematic collapse" in schools. "The committee has received consistent reports from schools about confusion, suspicion, and, at times outrage, about the underlying dysfunctionality of schools," the report says.

"Teachers and principals report about time lost because of absentee teachers, incompetent principals, and under-prepared district officials. The culture of teaching and learning has, for all intents and purposes, disappeared, especially in

rural and township schools."

To resolve the problems, the committee, chaired by renowned educationalist Professor Jonathan Jansen, has recommended the promulgation of legislation "as soon as possible" to establish a permanent independent body to conduct monitoring and evaluation at all schools.

"The unit officials must be endowed with legal and political authority to enter classrooms for purposes of monitoring and evaluation," the report says.

The report indicates that while teachers are often singled out, district and provincial authorities are also to blame for failing schools.

The committee's attention was also drawn to the plethora of policies that require teachers to toil away at endless paperwork, taking the emphasis away from the classroom.

The report has been published for public comment.

ISiqendu 4 – IiNgxelo zeMali zoNyaka (*Annual Financial Statements*)

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ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI YEMALI YESI-5

INGXELO YOMLAWULI WEMALI
yonyaka-mali ophele nge-31 Matshi 2008

Ingxelo yeGosa elinoXanduva lokuPhendula ngemiba yezemali (*Accounting Officer*) kwisiGqeba soLawulo soMthetho samaPhondo seRiphabliki yaseMzantsi Afrika

1. Ukuphononongwa ngokubanzi kwemiba yemali

Lo nyaka uphantsi kophononongo ube ngumngeni, ngenxa yesiphumo seziphumo zeSatifikethi seMatriki sikaZwelonke seqela lokuqala labafundi beBakala 12 zokubhala iimviwo phantsi kweNgcaciso yeKharityhulam kaZwelonke (*National Curriculum Statement*). Nangona ezi ziphumo bezingaphantsi kwezo zifunyenwe kunyaka ophelileyo, iziphumo zeli phondo ibisezezona ziphakame kakhulu elizweni. Ngenxa yesiCwangciso sokuPasa kwaBafundi sikaZwelonke (ngoMyinge oMiselweyo) (*National Learner Attainment Strategy*) isebe lemfundo liqwalasele ezo zikolo zemfundo ephakamileyo ezafumana umyinge wokupasa ongaphantsi kwe-60% kunyaka ophelileyo. Kufanele kucaciswe ukuba ngaphezu kwe-50% yezikolo ezikule program zaye zaziphucula iziphumo zazo ngaphezu ko-60%. Nakuba kunjalo, ezinye izikolo ezintsha zayingena le program.

Amanqanaba olwazi lokufunda nokubhala nawolwazi lokubala aqhubela phambili ngokufumana ingqwalaselo egxilileyo, zanikwa amabhaso okuwonga ezo zikolo ziziprayimari ezaqhuba kakuhle phantsi kweemeko ezingentle.

Icandelo le-ECD liselelona liphezulu kuluhlu lwezinto eziphambili, kwaye kugxininiswe kwiziseko zophuhliso kwaneenkondo ezinxulumene noko. Isebe lemfundo lisazinikele ekwandiseni inani labafundi abamkelwayo ukuqinisekisa ukuqaliswa kweBakala R kuzwelonke.

Ikholeji ze-FET zagqiba ukwenza isicwangciso sazo semali phantsi kwe*Recapitalisation Grant*, esinika inkxaso-mali yeminyaka emithathu. Ukuqingqwa kweefizi kwiikhosi ze-NC(V) kusengumngeni kwiikholeji, njengoko zisajongene nokuphelisa iikhosi ii-NATED courses.

Isebe lemfundo likwazile ukuchitha i-99.85% yebhajethi ehlenga-hlengisiweyo. Ithagethi emiselwe yi-Ofisi kaNondyebo yePhondo (*Provincial Treasury*) yeyokuba amasebe amele ukuba angachithi ngaphantsi okanye ngaphezulu kwe-1% yebhajethi. Ingcaciso yokusetyenziswa kwemali ibonisa iindleko ezenziweyo ezingaphantsi kwe-R13,6 yezigidi.

Izizathu zokwenza inkcitho engaphantsi kommiselo zibandakanya okulandelayo:

- Iindleko ezingaphantsi komlinganiselo kuphuhliso lweziseko ezibangelwa kukusetyenziswa kwayo kwiiprojekthi zosetyenziso lwemali olwathi, ngenxa yemingeni yokuthengwa komhlaba, azagqitywa.
- I-WCED ayikwazanga ukufikelela kwiithagethi ezithile. Kwezinye iinkalo iinkcitho ibe ngaphantsi kwalonto bekucwangciselwe yona.
- Apho linako isebe lemfundo, liqalise inyathelo lothintelo ngokuqalisa ukucwangcisa izinto ngokukuko, ukuphonononga iimeko ezingumngeni nokuhlenga-hlengisa iiprojekthi ngokufanelekileyo.

Intlawulo yemali isuka kwenye i-akhawunti iye kwenye (*virement*):

I-Ofisi kaNondyebo yePhondo yavuma ngokusesikweni ukwenziwa kwezi ntlawulo phakathi kwamacandelo amabini amakhulu kwiBhajethi:

Ukutshintshwa kwe-R798 000 ukusuka kwiprogram 1 ukuya kweye-4 ngenxa yokuhlululwa kwemali elityala ye-OSD, ehlawulwa ukususela kwithuba elidlulileyo (*backdated*) kuJanuwari 2008.

Ukutshintshwa kwe-R15 096 000 ukusuka kwiprogram 1 ukuya kwiprogram 5 ngenxa yeentsuku zekhefu ezahlawulelwa ootitshala be-CS abatshintshelwa ezikholejini ngokoMthetho we-FET, No. 16 ka-2006, ngokunjalo nabaqeshwa abakhetha ukuphuma kwinkqubo yezemfundo.

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Ukutshintshwa kwe-R2 353 000 ukusuka kwiprogram 1 ukuya kwiprogram 5 ngenxa yeentsuku zekhefu eziqokeleleneyo (*accumulated leave*) ezahlawulelwa ootitshala be-CS abatshintshelwa ezikholejini ngokoMthetho we-FET, No. 16 ka-2006, nokulungiselela kananjalo abaqeshwa abakhetha ukuphuma kwinkqubo yezemfundo.

Ukutshintshwa kwe-R3 273 000 ukusuka kwiprogram 1 ukuya kwiprogram 5 ngenxa yeemali ezongeziweyo ezanikwa iikholeji ze-FET ngenxa yokuqaliswa kwe-NC(V).

Ukutshintshwa kwe-R788 000 ukusuka kwiprogram 1 ukuya kwiprogram 7 ngenxa yokukhula kwenani labafundi abafumana inkxaso-mali kwizikolo zamaBakala R.

Ukutshintshwa kwe-R4 287 000 ukusuka kwiprogram 3 ukuya kwiprogram 2, i-R292 000 ukusuka kwiprogram 1 ukuya kwiprogram 2, yayi-R1 049 000 ukusuka kwiprogram 6 ukuya kwiprogram 2 yaze yayi-R6 181 000 ukusuka kwiprogram 8 ukuya kwiprogram 2. Oku kutshintshwa kweentlawulo konke kubangelwa yinkcitho engaphezulu kwiimpahla neenkonzzo, ekhokelela ekusekweni kwe-ofisi yesithili semfundo entsha nasekuhlaziyweni kwayo ngokunjalo kunye nembuyiselo (*compensation*) yabaqeshwa.

2. Inkonzo eyenziwa lisebe lemfundo

2.1 UMgaqo-nkqubo wokusetyenziswa kweMali eyiNgeniso (*Revenue Policy*)

Isebe lemfundo lihlawulisa imali ngeenkonzzo ezinxulumene neemviwo, ezinjengomakishwa kweencwadi zeempendulo, izicelo zekopi yesatifikethi sematriki ezimaxabiso amiselweyo liSebe leMfundo likazwelonke.

Isebe lemfundo libonelela ngenkonzo yokufotokopa nokuprinta kumasebe karhulumente kwiphondo ngentlawulo encinane.

2.2 linkonzo zasimahla

Isebe lemfundo aliboneleli ngayo nayiphi na inkonzo esimahla ebinokuthi endaweni yenze ingeniso eqaphelekayo.

2.3 li-inventri

I-inventri eyayikho ekupheleni konyaka-mali yayibandakanya imisebenzi esaqhubekayo (*work-in-progress*) enxulumene neemvumelwano zokwakha. Umsebenzi osaqhutywayo uchazwa njengeemvumelwano zokwakha ekuye kwabonelelwa ngeenkonzzo zazo, kodwa iimali zazo ezisagciniweyo nekusafuneka ukuba zihlawulelwe, njengoko kuvunyelwene nalowo unika inkonzo ngokwemigqaliselo yemvumelwano. Isixa-mali se-WIP yi-R125,586 yezigidi kunyaka lowo uphantsi kophononongo.

3. Izithintelo ekuphumezeni umsebenzi

Nangona isebe lemfundo liluphumeza uninzi lweethagethi zalo, kusekho iziphene ezifumanekayo. Ukusekwa kweekomiti zeeseke the kwinqanaba le-ofisi yesithili semfundo ukunika inkxaso ephuculiweyo kwamkelwe zizikolo ngokubanzi. Isebe lemfundo likholelwa ekubeni ezi komiti zeeseke the ziya kujongana neminye yale mingeni ifunyanwa zizikolo.

Izikolo zijongene nemingeni ekufumaneni ootitshala abanezakhono ezizizo nabaqeqeshwe ngokukuko kwizifundo ezithile. Izifundo ezinjengeMathematika neSayensi zijongene nolona ngongophalo lukhulu. Isebe lemfundo linaso isikim sebhassari esiwusombulula ngokuyinxalenye lo mngeni. Nakuba kunjalo, iSebe leMfundo likazwelonke lisaphanda ngokunjalo ngezisombululo ezinokwenzeka.

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Izithuba ezingenamntu kwaNdlunkulu, ngokukodwa kumacandelo emisebenzi axananazileyo (*transversal disciplines*) anjengeCandelo loLawulo lwaBasebenzi (*Human Resources Management*), iCandelo lokuThengwa kweNkonzo neMpahla (*Supply Chain Management*) neCandelo loLawulo nokuSetyenziswa kweMali (*Financial Accounting*), zisasele zingumngeni. Isebe lemfundo lithe gqolo lizizalisa izithuba zomsebenzi.

4. Ukusetyenziswa kwezipho-mali zabaxhasi (*donor funds*)

Isebe lemfundo alibanga nakufumana baxhasi abaphambili.

5. Amaziko oshishino namaziko karhulumente (*Trading entities and Public entities*)

Isebe lemfundo alinawo nawaphi amaziko abizwa ngolu hlobo kwaye lona lilawulwa ngumthetho we-PFMA.

6. Amaziko esele kukhutshelwe wona iintlawulo

Uluhlu lwamaziko asele ekhutshelwe iintlawulo luchaziwe kwisiHlomelo 1C seengxelo zemali zonyaka. Isebe lemfundo lenza iintlawulo kumaziko emfundo ahluka-hlukeneyo.

Iintlawulo zenziwa kumaziko emfundo ngokomthetho wePalamente ochaphazelekayo olawula zona. Umzekelo, iintlawulo zihlawulwa kwizikolo zikarhulumente eziqhelekileyo ngokwemimiselo nemigangatho, njengoko kumiselweyo kuMthetho weZikolo waseMzantsi Afrika (*South African Schools Act*). Uyacelwa ukuba ufunde isiHlomelo 1C ukufumana ingcaciso engaphezulu ngohlobo ngalunye lweziko lwemfundo.

Isebe lemfundo lisebenzisa ngokungqongqo iSiqundu 38(i)(i) se-PFMA, apho amaziko emfundo afumana iintlawulo kufuneka angqine ukuba achitha ezo mali kwinjongo ezabelwe yona. Amaziko achaphazelekayo kufuneka achaze aze asayine isatifikethi esiphathelele koko phambi kokuba kwenziwe iintlawulo elandelayo. Emva koko, ngokomthetho ochaphazelekayo ophathelele kumaziko emfundo, anoxanduva ngokunjalo lokungenisa iingxelo zemali eziphicothiweyo (*audited financial statements*) ungalulanga umhla osikiweyo wokuphonononga nokuthotyelwa komthetho. Le nkqubo ithe gqolo ukubekwa esweni.

7. (Intsebenziswano namaziko abucala norhulumente _ (*public private partnerships*) (PPP))

Isebe lemfundo alikangeni kuyo nayiphi imvumelwano elolo hlobo.

8. Iimvumelwano zolawulo lwamaqumrhu (*Corporate governance arrangements*)

Imimiselo esebenzayo ye-Ofisi kaNondyabo yagqiba ngokusekwa kwenkqubo yokulwa ilahleko (*risk-based approach*) kuphicotho-zincwadi lwangaPhakathi. Le nkqubo iyavumelana nengxelo kaKing II.

Inkqubo yokulwa ilahleko ifuna ukubhalwa kwayo yonke ilahleko eqaphelekayo, kodwa ayiphelelanga ekugxileni kwiilahleko ezichaphazela ukusetyenziswa kwemali neelahleko ezithile.

Kulo nyaka-mali i-Ofisi kaNondyabo yePhondo yenza umsebenzi wokuphicothwa kweencwadi wangaphakathi ngoncedo lomboneleli-nkonzo wangaphandle, u*Sihluma Sonke Consortium*. Kulo nyaka-mali, ukwenziwa kwalo msebenzi kunatyiselwe (*decentralised*) kwisebe lemfundo.

Isebe lemfundo lineKomiti yokuPhicothwa kweencwadi, enamalungu azimeleyo. Ngoku ikunyaka wesihlanu isebenza. Le komiti ihlangana qho ixoxe nabaphathi. Umsebenzi wokuphicothwa kweencwadi wangaphakathi unika iingxelo ngqo kwiKomiti yokuPhicothwa kweencwadi.

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Isebe lemfundo lineYunithi yokuPhononongwa kweLahleko (*Risk Assessment Unit*). Enye yeyona misebenzi iphambili kukuqulunqa uMgaqo-nkqubo wokuLawulwa kweLahleko (*Risk Management Policy*) ngokuhambelanayo nomgaqo-sikhokelo woMgaqo-nkqubo woLawulo lweLahleko we-Ofisi kaNondyabo wePhondo (*Provincial Treasury Risk Management Policy*). Isebe lemfundo laseka iKomiti yoLawulo lweMicimbi yeLahleko kuMaziko (*Enterprise Risk Management Committee*), likhokelwa yiNtsumpa-Jikelele. Le komiti iya kugxila kulawulo lweelahleko kumasebe achaphazelekayo. Ilahleko zokulawula iziko zibekwe esweni yiKomiti yokuBeka eSweni iLahleko kuMaziko.

Ngonyaka ngamnye, amalungu angabaphathi makazalise angenise isaziso esibhalwe '*No conflict of Interest*' (*Akukho kungqubana kweemfuno*). Onke amalungu ekomiti yokhuphiswano ngamaxabiso nabasebenzi beCandelo loLawulo lokuThengwa kweeNkonzo neeMpahla (*Supply Chain Management*) ngokunjalo mababhengeze naluphi ungqubano lweemfuno.

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni uphambili kwaye isebe lemfundo liseke intsebenziswano namanye amasebe ephondo achaphazelekayo okujongana nalo mba. Isebe lemfundo linecandelo elijongene nokhuseleko lwezikolo nemiba enxulumene neziyobisi.

9. Imisebenzi eyekiweyo / imisebenzi ekungasayi kuqhutyekwa ngayo

Ayikho.

10. Imisebenzi emitsha / ecetyiswayo

Ayikho.

11. Ukulawulwa kwee-asethi

Isebe lemfundo liziphumeze zonke izigaba ezibalulekileyo (*milestones*), njengoko kumiselweyo kwiinguqu zoLawulo lwee-asethi. Inkqubo yokungqiniswa kwee-asethi yenziwa qho kunyaka wesibini ukuqinisekisa ukuphucuka okuthe rhoqo. Zonke ii-asethi ziye zafakwa kwirejista yee-asethi yaze imeko/umqathango nge-asethi nganye warekhodwa.

12. Iziganeko zasemva komhla wokufakwa kwengxelo

Azikho.

13. Ingcaciso ngokwenziwa komsebenzi

Ingcaciso ngokwenziwa komsebenzi irekhodwa qho ngekota ingeniswe kwi-Ofisi kaNondyabo yePhondo. Ingcaciso ethile yokusetyenziswa kwemali ayifumaneki kwaye isebe lemfundo lisaxakeke kukuqaphela iisistim ezizizo nemigaqo ethile ukurekhoda ingcaciso eyiyo. Isebe lemfundo lenza ilinge (*piloting*) le-*Human Capital Leave Management System* (HC-LMS) ukufaka iirejista zokuhamba izikolo. Le sistim ijoliswe ekuncediseni ukulandela umkhwa wokungahanjwa kakuhle kwesikolo ngelokulungiselela ukuba isebe lemfundo liqalise amanyathelo okuphucula ukuhanjwa kwesikolo.

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14. Izigqibo zeSCOPA

Imiba ebhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Okufunyanisiweyo kwizinto ezisenziwayo
ISigqibo 1: Ingxelo yokuPhicothwa kweencwadi ka-2004 uMhlathi 5.4 (ii)	Inkcitho engagunyaziswanga: Inkcitho kwiprogram yolwazi lokufunda nokubhala ka-1991/92 – R21.949 yezigidi nenkcitho egqithileyo kwibhajethi yoLawulo lwangaphambili: lweNdlu yaBameli (<i>former Administration: House of Representatives</i>) 1995/96 – R10.707 yezigidi	Umthetho i- <i>Western Cape Inherited Debt Relief</i> 2009 (No. ka-2009) wamiselwa nge-21 Apreli 2009. I-Ofisi kaNondyabo yePhondo iya kunika uncedo kwindlela iincwadi zesebe lemfundo (u-15 no-70 emazilungiswe ngayo. Ibhalsani iya kuhlawulwa kunyaka-mali 2009/10.
3. Ezemfundo	Imiba yezoLawulo (iphepha 7, umhlathi 12) <ul style="list-style-type: none"> ▪ Abaphathi bafanele ukunyanzelisa ulawulo olungqongqo lwamaxwebhu axhasayo esebe lemfundo. Abaphathi bafanele ukuqulunqa isicwangciso sokuqinisekisa ukuthotyelwa kweenkqubo zolawulo. ▪ Ukwabelana ngengcaciso phakathi kwe-DTPW ne-WCED akwanelanga. I-WCED ifanele ukuqinisekisa kwakhona ukuba ingcaciso le kwabelwana ngayo kwangethuba kwaye omabini amasebe anoxanduva lokuqinisekisa ukuba ingcaciso ifumaneka lula ngeenjongo ukulungiselela ukuphicothwa kweencwadi. 	Iingcebiso zakho ziqatshelwe kwaye ziya kwenziwa.
6. Imiba exananazileyo	iKomiti zoKuphicothwa kweencwadi iKomiti inqwenela ukucebisa ukuba kubanjwe iintlanganiso qho nabaphathi baMasebe ngokwe- <i>Audit Committee Charter</i> kwaye bayazise iKomiti ngokusebenza ngempumelelo kolawulo lwangaphakathi kumaSebe qho ngekota.	Iingcebiso zakho ziqatshelwe kwaye ziya kwenziwa.
	IThekhinoloji yezeNgcaciso Onke amaSebe afanele ukunyusa lo mba awuse kwelona nqanaba liphezulu kakhulu leprayorithi lokubaluleko lwenyathelo kwaye iSebe le-Ofisi yeNkulumbuso (<i>Department of Premier</i>) lifanele ukukhokela ukuthintela ukuwa kweesistim ze-IT.	Iingcebiso zakho ziqatshelwe kwaye ziya kwenziwa.
	Ingcaciso engokusetyenziswa kwemali Imigaqo-nkqubo yolawulo nemigqaliselo, ebandakanya iinkqubo zokubeka esweni, imele ukumiselwa ukulawula inkqubo yokuqinisekisa ukuba iinjongo zesicwangciso (<i>strategic plan</i>) zinxityelelwanisa neenjongo zebhajethi nezengxelo yonyaka. Amasebe kufuneka kwakhona azise iKomiti ngokuphathelele kwimeko nasekuchanekeni kweemvumelwano zokulawulwa kokusetyenziswa kwemali qho ngekota.	Iingcebiso zakho ziqatshelwe kwaye ziya kwenziwa.

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15. Ulungelelwano lwangaphambili neengxelo zokuphicothwa kweencwadi

IKomiti yokuBeka eSweni uPhicotho-zincwadi (*Audit Monitoring Team*) (AMT) yaqinisekisa ukuba amanyathelo okulungisa izinto ngokuphathelele kwiingcebiso zoMphicothi-ncwadi Jikelele enziwa kwanikwa uncedo nesikhokelo kubaphathi ngokuphathelele ekuphunyezweni kwawo.

I-AMT yancedisa ngempumelelo ukusombulula imiba eyi-37 edweliswe kwisiHlomelo A no-B sengxelo yoMphicothi-ncwadi Jikelele yabaphathi ka-2007-08. I-AMT yakuphumeza oku ngokucela aBalawuli aBaziintloko abachaphazelekayo ukuba baqulunqe izicwangciso zokusebenza eziphathelele kuphunyezo, ekubeka esweni inkqubela qho ngenyanga.

Isebe lemfundo lenze isicwangciso sokujongana nezinto ezixhalabisayo eziphathelele kwiziqinisekiso zootitshala nezifundo ezinxulumeneyo nabo abazifundisayo. Isistim yeZiko leDatha yeziQinisekiso zeMfundo (*Qualification Database*) (QDB) isenziwa ukulungiselela ukufakwa kweziqinisekiso zootitshala. Le sistim iya kuqaliswa ngokusesikweni ekupheleni konyaka-mali ka-2009/10.

16. Uxolelo (*exemptions*) nokutenxa kwimigaqo (*deviations*) okuvela kwi-Ofisi kaNondyabo kaZwelonke

Alukho.

17. Ukusetyenziswa kwemali evela kulawulo lwangaphambili (ukucoca) (*mopping up*)

AbabekuLawulo lwePhondo leNtshona Koloni (*former Western Cape Provincial Administration*) lwangaphambili nababesaya kuba kwiNdlu yaBameli (*former House of Representatives*) baye bamkela iibhalansi ezindala ezazivela kuburhulumente bangaphambili bezopolitiko ezazisuka kunyaka-mali 1994/1995. Umthetho i-*Western Cape Inherited Debt Relief 2009* (No. ka-2009) wamiselwa nge-21 Apreli 2009 ukugunyazisa ukucinywa kwamatyala athile oLawulo lwePhondo leKoloni (*Cape Provincial Administration*) nababesaya kuba ngaBendlu yaBameli, awayegqithiselwe liPhondo leNtshona Koloni ngokoMgaqo-siseko weRiphabliki yaseMzantsi Afrika, ngo-1993, nangekahlawulwa; ukwenza amalungiselelo okuhlawula ii-akhawunti ngokunxulumene namatyala; nokukhawulelana neemeko ezinokwehla ngokubhekiselele koku.

Ukususela ekupasisweni koMthetho wokuPheliswa kwaMatyala oLawulo Lwangaphambili (*Debt Relief Act*) kunyaka-mali ka-2009/10, ukuza kuthi ga ngoku, imicimbi yezemali yolawulo lwangaphambili, nesiboniswayo kungokunje kwiincwadi zee-akhawunti, kuya kujongwana nayo kunyaka-mali ka-2009/2010. Ngenxa yoku, isibonelelo se-R818 285.43 sazisiwe (*disclosed*) kwezi ngxelo zemali zonyaka ziqhotyoshelweyo ngelokuveza injongo yeSebe leMfundo yokucima ibhalansi eyintsalela (*net balance*) ekucinyweni kwe-akhawunti (*mopping up account*) kunyaka-mali ka-2009/10.

18. Imiba engeziseko zophuhliso: Ityala likaMagqwaka

Okulandelayo ngumfanekiso wokwakuqhubeka entlanganisweni njengoko kungqinisiweyo nguMlawuli-mali Jikelele wePhondo nge-17 Julayi 2009 nge-imeyili:

Ingxelo, eyagunyaziswa yiNtloko yeSebe lezoThutho neMisebenzi kaRhulumente (*Head of Department of Transport and Public Works*), evela kumcebisi ozimeleyo ivakalisa iimbono eziphathelele kwisityholo senkcitho engenanzuzo neyilahleko eyenziwa kwezi projekthi zokuphuhlisa kweziseko, zilandelayo, e*Western Cape Nurses College*, e*Valkenberg High Care Nurses Admission Unit* nasezikolweni. Iingcebiso ezenziwa ngumcebisi ezinxulumene neenkqubo zokwenziwa komsebenzi nezolawulo zasonjululwa, ii-akhawunti zonke zenziwe kwaye iGqwetha loMbuso (*State Attorney*) ligunyaziswe ukuba lizirhoxise iigaranti (*guarantees*). Inkqubo ekujoliswe kuyo isekufumaneni naziphi iindleko ezingenanzuzo neziyilahleko nokucinywa kwayo nayiphi inkcitho eyilahleko. Kwavunyelwana kunye noMlawuli-mali Jikelele wePhondo ngomhla we-16 Julayi 2009, ukuba le micimbi

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(*transactions*) iya kurekhodwa kuphela kwiincwadi zokubhalwa kwemali kwakuba kuqinisekiswa ngesixa-mali sidibene. Kwangqinisiswa ngaphezulu ukuba nakuphi ukucinywa kwamatyala kuya kubhalwa kwiincwadi zokubhala iimali zelo sebe liyiklayenti njengoko izibonelelo zokuphunyezwa kweziseko zophuhliso ngokoMthetho weCandelo loKwahlulwa kweNgeniso (*Division of Revenue Act*) zikumagunya eebhajethi zamasebe aziiklayenti, oko kukuthi, iSebe lezeMpilo neleMfundo. Nangona oku kungasentla kukhankanyiwe, indlela yokujongana neendleko ezingenanzuzo neziyilahleko ezinokwenzeka, iya kucaciswa nguMlawuli-mali Jikelele wePhondo (*Provincial Accountant General*).

19. Ukuvunywa ngokusemthethweni

liNngxelo zeMali zoNyaka ezibhalwe kumaphepha 14 ukuya kwele-62 zivunywe ngokusemthethweni liGosa elinoXanduva loKuphendula ngokuSetyenziswa kweMali (*Accounting Officer*).



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RB SWARTZ
INTSUMPA-JIKELELE
UMHLA: 31 Meyi 2009

IPHEPHA ELILANDULAYO

Olu xwebhu lophicotho, luxwebhu oluguqulweyo oluyikopi yoxwebhu lophicotho olwatyikitywa lwaza lwamkelwa, kwaye I-Ofisi yo Mphicothi-Jikelele ayinakubekwa butyala xa kuthe kwafumaniseka ukuba akuguqulwanga ngokuchanekileyo xa bekuguqulwa.



INGXELO YOMPHICOTHI-NCWADI JIKELELE EYA KWIPALAMENTE YEPHONDO LENTSHONA KOLONI ENGEENGXELO ZEMALI NENGCACISO YOKULAWULWA KOKUSETYENZISWA KWEBHAJETHI 5: YESEBE LEMFUNDO LENTSHONA KOLONI YONYAKA OPHELE NGE-31 MATSHI 2009

INGXELO ENGEENGXELO ZEMALI

Intshayelelo

1. Ndiphicothe ezi ngxelo zemali zikhaphayo zeSebe leMfundo leNtshona Koloni ekubhalwe kuzo ingxelo yolwabiwo lwemali (*appropriation statement*), ingxelo yobume bemali ukususela nge-31 Matshi 2009, nengxelo engokusetyenziswa kwemali, ingxelo engokutshintshwa kwee-asethi ii-*Net assets*, kwanengxelo yokungena nokuphuma kwemali (*cash flow statement*) yonyaka-mali ogqithileyo, isishwankathelo semigaqo-nkqubo ephambili yokulawulwa nokusetyenziswa kwemali namanye amanqaku achazayo (*explanatory notes*), njengoko kubhaliweyo kumaphepha 14 ukuya kowama-62.

Uxanduva lwegosa elimele ukuphendula ngokuphathelele kwiingxelo zemali

2. Igosa lolawulo lwemali linoxanduva lokulungiselela nokucaciswa kakuhle kwezi ngxelo zemali ngokwenkqubo ehlenga-hlengisiweyo yokulawulwa kwemali (*modified cash basis of accounting*) ekugqitywe ngayo yi-Ofisi kaNondyebo kaZwelonke, njengoko ibhaliweyo kwisaziso 1.1 somgaqo-nkqubo wokulawulwa kwemali (*accounting policy note*) nangendlela efunwa nguMthetho woLawulo lweeMali zikaRhulumente, ka-1999 (UMthetho No. 1 ka-1999 (*Public Finance Management Act, 1999*) (*Act 1 of 1999*) (PFMA) kunye noMthetho woKwahlulwa kweMali, ka-2008 (UMthetho No. 2 ka-2008) (DoRA) (*Division of Revenue Act, 2008*) (*Act No. 2 of 2008 (DoRA)*) nokulungiselela ulawulo lwangaphakathi olunjalo njengokuba igosa elinoxanduva lokuphendula malunga noku, ukuba likubona kufanelekile ukwenza ukuba kukwazeke ukucwangciswa kakuhle kweengxelo zemali ezingenazingxelo zinamposiso ziqaphelekayo, nokuba oko kubangelwa bubuqhophololo okanye yimpazamo.

Umsebenzi oluxanduva loMphicothi-ncwadi Jikelele

3. Njengoko oku kuyimfuneko ngokweSiqendu 188 soMgaqo-siseko weRiphabliki yaseMzantsi Afrika, ka-1996 (*Constitution of the Republic of South Africa, 1996*) ofundwa kunye neSiqendu 4 soMthetho woku-Odithwa kweeMali zikaRhulumente (UMthetho No. 25 ka-2004) (*Public Audit Act, 2004*) (*Act No. 25 of 2004*) (PAA) neSiqendu 40(2) se-PFMA, umsebenzi oluxanduva lwam kukuvakalisa uluvo lwam ngezi ngxelo zemali zisekelwe kuphicotho-zincwadi olwenziwe ndim.
4. Ndilwenze uphicotho-zincwadi lwam ngokweMigangatho yaMazwe ngaMazwe yoKuphicotha iincwadi (*International Standards of Audit*) efundwa kunye ne-*General Notice 616 of 2008*, eyakhutshwa kwi-*Government Gazette No. 31057 of 15 Meyi 2008*. Le migangatho ifuna ukuba ndizithobele iimfuneko ezingummiselo wemikhwa yentsulungeko (*ethical requirements*), ndenze izicwangciso zophicotho zincwadi ukuze ndifumane ingqinisekiso esengqiqweni malunga nokuba ngaba iingxelo zemali azinampazamo ziqaphelekayo zokungaqondeki kakuhle (*material misstatement*) na.
5. Ukuphicothwa kweencwadi kubandakanya ukulandela imigaqo ethile ukufumana ubungqina bokuphicothwa kweencwadi zezixa-mali nezinto ezintsha kwiingxelo zemali. Imigaqo ekhethiweyo ixhomekeke kwisigqibo somphicothi zincwadi, kubandakanywa ubungozi bongungachaneki kweengxelo zemali (*material misstatement*) okuba oko kwenzeka ngenxa yobuqhophololo okanye impazamo. Ekwenzeni olu phononongo lunobungozi, umphicothi-zincwadi uthathela ingqalelo ulawulo lwangaphakathi olululo oluchaphazela amalungiselelo eziko nokuchazwa kakuhle kweengxelo zemali ukuze kuyilwe imigaqo neenkqubo zokuphicothwa kweencwadi ezisemgangathweni ngokweemeko-bume, kodwa injongo ingekokuvakalisa luvo ngokusebenza ngempumelelo kolawulo lwangaphakathi lweziko. Ukuphicothwa kweencwadi kwakhona kubandakanya ukuvavanya ukufaneleka kwemigaqo-nkqubo yokulawulwa kwemali esetyenzisiweyo nokufaneleka kweengqikelelo zokulawulwa kwemali okwenziwa ngabaphathi, ngokunjalo nokucaciswa ngokubanzi kweengxelo zemali.

- Ndikholelwa ekubeni ubungqina endibufumeneyo banele kwaye bufanelekile ekubeni bube sisiseko sokuvakaliswa koluvo lwam ngophicotho lweencwadi zemali.

Ukuvakalisa uluvo

Ngokoluvo lwam, ezi ngxelo zemali zichaza ngokwanelisayo ubume bezemali beSebe leMfundo leNtshona Koloni kunyaka ophela nge-31 Matshi 2009, nengxelo yokusetyenziswa kwemali, ukuophuma nokungena kwayo kulo nyaka kujoliswe kuwo, ngokwenkqubo elungelelanisiweyo yokulawulwa kwemali (modified cash basis of accounting) ekugqitywe ngayo yi-Ofisi kaNondyebo kaZwelonke, njengoko ibhaliweyo kwisaziso 31 somgaqo-nkqubo wokulawulwa kwemali (accounting policy note) ongendlela efunwa nguMthetho woLawulo lweMali kaRhulumente, ka-2009 (UMthetho No. 1 ka-1999 (Public Finance Management Act, 1999) (Act 1 of 1999) (PFMA) noMthetho woKwahlulwa kweMali, ka-2008 (UMthetho No. 2 ka-2008) (DoRA) (Division of Revenue Act, 2008) (Act No. 2 of 2008 (DoRA).

Ukugxininiswa komba

- Ndingakhange ndinike zizathu ngoluvo lwam, ndicela ukuba kuthathelwe ingqalelo le miba ilandelayo:

Iziseko zokulawulwa kwemali (*Basis of accounting*)

- Umgaqo-nkqubo wesebe lemfundo kukucwangcisa iingxelo zemali ngokwesiseko semali esihlengahlengisiweyo sokulawulwa kwemali, njengokuba kumiselwe kwisaziso 1.1 somgaqo-nkqubo wokulawulwa kwemali kwiingxelo zemali.

Iprojekthi zophuhliso lweziseko (*Infrastructure projects*)

- Ngokuphathelele kumhlathi 18 wengxelo yegosa elinoxanduva lolawulo lwemali, isebe kusengafuneka linike iingxelo ngamatyala acinyiwe ngokwezityholo zeenkitho engenanzuzo neyilahleko enxulumene neprojekthi zophuhliso lweziseko. Isiphumo ngalo mba ekugqibeleni asinakwaziwa okwangoku kwaye akukho malungiselelo enziweyo nokuba ngawaphi na malunga nenkcitho engenanzuzo neyilahleko, enokuba neziphumo kwiingxelo zemali.

Eminye imiba

- Ndicela kuqwalaselwe le miba ilandelayo inxulumene nomsebenzi oluxanduva lwam ekuphicothweni kweengxelo zemali:

Umgaqo-sikhokelo wolawulo

- Imigqaliselo yolawulo echaphazela uluvo lomphicothi-zincwadi ngeengxelo zemali inxulumene noxanduva neenkqubo ezenziwa ligosa elinoxanduva lolawulo lwemali, nabaphathi abalawulayo neboniswa kwimisebenzi eluxanduva yolawulo engundoqo ecaciswa apha ngezantsi:

Imisebenzi yolawulo eluxanduva oluphambili

- I-PFMA inika igosa lolawulo iqela lemisebenzi eluxanduva ephathelele kulawulo lwemali nelahleko kunye nolawulo lwangaphakathi. Okuphambili ekufezekisweni koku kukwenziwa kwemisebenzi eluxanduva yolawulo, endiyiphononge ngolu hlobo lulandelayo:

No.	Umba	Y	N
Uludwe olucacileyo lwamaxwebhu axhasayo afumaneka lula nekunikezwa ngawo kwangethuba			
1.	Akukho bunzima buqaphelekayo bufumanekileyo ngexa lokuphicothwa kweencwadi obuphathelele kulibaziseko okanye kubukho bengcaciso eceliweyo.		■
Umgangatho weengxelo zemali nengcaciso yolawulo lokusetyenziswa kwayo enxulumene noku			
2.	Iingxelo zemali azikhange zifakelwe zilungiso ziqaphelekayo ngenxa yesiphumo sokuphicothwa kweencwadi.		■
3.	Iingxelo yonyaka yangeniswa ukuze iqwalaselwe phambi kokuba kwandlalwe ingxelo yomphicothi zincwadi.	■	
Ummiselo wexesha leengxelo zemali nengcaciso yokusetyenziswa kwemali			

No.	Umba	Y	N
4.	lingxelo zemali zonyaka zangeniselwa ukuphicothwa ngokwemihla esikiweyo esemthethweni [ISiqendu 40 se-PFMA].	■	
Ukufumaneka kwamagosa amakhulu ngethuba lokuphicotha iincwadi			
5.	Amagosa amakhulu ayekhona ngethuba layo yonke inkqubo yokuphicothwa kweencwadi .	■	
Ukuqulunqwa kwekomiti nokuthotyelwa kwemigqaliselo yokulawulwa kwelahleko (risk management) , iinkqubo zolawulo zangaphakathi kunye nezokuphatha ezisebenza ngempumelelo			
6.	Ikomiti yokuphicothwa kweencwadi		
	<ul style="list-style-type: none"> ISebe leMfundo lalinayo ikomiti yokuphicothwa kweencwadi eyayisebenza kunyaka-mali wonke. Ikomiti yokuphicothwa kweencwadi isebenza ngokwemigqaliselo evunyiweyo, ebhaliweyo yokusebenza. Ikomiti yokuphicothwa kweencwadi izalisekise ngokuqaphelekayo imisebenzi yayo eluxanduva yonyaka, njengoko kubhaliweyo kwiSiqendu 77 se-PFMA neMimiselo yeOfisi kaNondyebo 3.1.10. 	■	
7.	Inkqubo yokuphicothwa kweencwadi yangaphakathi		
	<ul style="list-style-type: none"> ISebe leMfundo lalinayo ikomiti yokuphicothwa kweencwadi eyayisebenza unyaka-mali wonke. Icandelo lokuphicothwa kweencwadi langaphakathi lisebenze ngokwesicwangciso esivunyiweyo sokuphicothwa kweencwadi. Icandelo lokuphicothwa kweencwadi langaphakathi lisebenze ngokuncomekayo ekwenzeni umsebenzi walo wonyaka, njengoko kumiselweyo kwiMiselo ye-Ofisi kaNondyebo 3.2. 	■	
8.	Akukho ziphene ziqaphelekileyo kubume nasekuphunyezweni kolawulo lwangaphakathi ngokuphathelele kulawulo lweemali nelahleko.	■	
9.	Akukho ziphene ziqaphelekayo kubume nasekuphunyezweni kolawulo lwangaphakathi ngokuphathelele ekuthotyelweni kwemithetho nemimiselo esetyenziswayo.	■	
10.	Iinkqubo zengcaciso zazifanelekile ukuququzelela ukucwangciswa kweengxelo zemali.	■	
11.	Uphononongo lwelahleko nescwangciso sokulawulwa kwelahleko lwalusenziwa qho, lubandakanya isicwangciso sokuthintela ubuqhophololo, lubhalwe phantsi lwasetyenziswa njengoko kubhaliweyo kuMimiselo we-Ofisi kaNondyebo 3.2.	■	
12.	Amagunya nemisebenzi yabiwe, njengoko kubhaliweyo kwiSiqendu 44 se-PFMA.	■	
Ukulandelelwa kwezinto ezifunyaniswe kuphicotho-zincwadi			
13.	Izinto ezazifunyaniswe kuphicotho-zincwadi lonyaka ongaphambili zisonjululwe ngokuqaphelekayo.	■	
14.	Izigqibo zeSCOPA seziphonyeziwe ngokuqaphelekayo.		■
Imiba enxulumene nokunikwa kwengxelo yokwenziwa komsebenzi			
15.	Iinkqubo zengcaciso bezifanelekile ukuququzelela ukucwangciswa kweengxelo zemali ngokuchanekileyo nangokupheleleyo.	■	
16.	Iinkqubo zolawulo ezizizo nemigaqo ziyenziwa ziphunyezwe ukuqinisekisa ukuchaneka nokuphelela kwengcaciso echaziweyo yokwenziwa komsebenzi.	■	
17.	Isicwangciso saqulunqwa samkelwa kusenzelwa unyaka-mali ophantsi kophononongo, iinjongo ikukubeka esweni ukwenziwa komsebenzi onxulumene nebhajethi kwanokwenziwa kweenkonzo yi-WCED ngokunxulumene nesigunyaziso sayo, iinjongo eziqingqwe kwangaphambili, iziphumo, izalathisi neethagethi [IMimiselo 5.1, 5.2 ne-6.1 ye-Ofisi kaNondyebo kaZwelonke].	■	
18.	Kukho inkqubo yolawulo lwentsebenzo esebenzayo neebhonasi zentsebenzo ezihlawulwa kuphela emva kokuphononongwa ngokukuko nokuvunywa ngokusesikweni ngabo bajongene nezolawulo.	■	

14. Kwabakho ukulibaziseka kakhulu ekunikeni ingcaciso namaxwebhu alindelekileyo, ngokuphathelele kumaxesha asikiweyo ekuvunyelwene ngawo. Oku kubonisa imeko apho kukho ukusilela ekubekweni qho esweni nasekusuphavyizeni kwonokusilela kwemisebenzi yolawulo oluyimpumelelo olungqamene nokufumaneka kwengcaciso elindelekileyo. Iinkalo zenkqubo elungileyo ekufuneka zomelezwe ukuphucula oku kwiminyaka ezayo beziphathelele ekusileleni koludwe olucacileyo lwamaxwebhu axhasayo afumaneka lula.

15. Kwenziwa ingxelo eyimpazamo kwingcaciso eqaphelekayo yeengxelo zemali ezangeniswayo ngeenjongo zokuphicothwa kweencwadi. Oku kubonisa imeko apho kukho ukusilela kwinkqubo yokubeka esweni nokusuphavayisa okungenziwayo ukwenzela ukuba abaphathi bagqibe malunga nokuba ngaba ulawulo lwangaphakathi lokunika ingxelo ngendlela imali esetyenziswayo ngayo lukhona kwaye lusebenza na njengoko iishedyuli ezixhasa ukuvezwa kwengcaciso engeemali ezisetyenzisiweyo ibingangqinisiswanga ngokuthelekiswa namaxwebhu aqulethe le nengcaciso.

Ukugqitywa emva kwexesha kwengxelo yokuphicothwa kweencwadi

16. NgokweSiquendu 40(2) se-PFMA kufuneka ndingenise ingxelo yam kwigosa elinoxanduva lolawulo lwemali zingadlulanga iinyanga ezimbini zamkelwe iingxelo zemali. Kuye kwalibaziseka ukugqitywa kwale ndlela ngenxa yomdla wokuphucula ukuphendula ngokwenziwayo nokuphunyezwa kweenkqubo zangaphakathi ukujinisekisa imigangatho ephakamileyo yokunika ingxelo iyalondolozwa,

INGXELO EMALUNGA NEZINYE IIMFUNO ZOMTHETHO KUNYE NEMIQATHANGO YOMTHETHO

Ingxelo engokwenziwa komsebenzi

17. Ndiphonononge ingcaciso yokwenziwa komsebenzi njengoko ibhaliweyo kwisiquendu 2 kumaphepha 1 ukuya ku-109.

Umsebenzi oluxanduva lwegosa lolawulo lwemali wokulawulwa kokusetyenziswa kwemali

18. Igosa lolawulo lwemali linoxanduva lomsebenzi ongaphezulu njengoko kufunekayo kwiSiquendu 40(3)(a) se-PFMA ukuba liqinisekise ukuba ingxelo yonyaka neengxelo zemali eziphicothiweyo zibonisa ngokuncomekayo ukwenziwa komsebenzi ngokungqamene neenjongo ezichazwe kwangaphambili zesebe lemfundo.

Umsebenzi oluxanduva loMphicothi-zincwadi Jikelele

19. Ndiwuqhube lo msebenzi wam ngokweSiquendu 13 se-PAA esifundwa kunye ne-*General Notice 616 of 2008*, esakhutshwa yiGazethi kaRhulumente No. 31057 yange-15 Meyi 2008.
20. Ngokuphathelele koku sekubhalwe ngaphambili umsebenzi wam ububandakanya ukwenziwa kwemigaqo yokuphonononga ukufumana ubungqina obaneleyo ngengcaciso yokwenziwa komsebenzi kwaneesistim ezinxulumene (*related systems*) noko, iinkqubo kunye nemigaqo. Iinkqubo ezikhethiweyo zixhomekeke kwisigqibo somphicothi-zincwadi.
21. Ndikholelwa ekubeni ubungqina endibufumeneyo banele bufanelekile ukunika isiseko sokufunyanisiweyo okuchazwe apha ngasezantsi.

Iziphumo malunga nengcaciso yokusetyenziswa kwemali

Ingxelo ezenziweyo ngengcaciso yokusetyenziswa kwemali engathembekanga

Ukungabikho kwamaxwebhu anengcaciso ebubungqina

22. Abubangakho ubungqina baneleyo obububo obunxulumene ne-PM206 "linkcitho yolondolozo lwezakhiwo njengepesenteji yexabiso leziseko zophuhliso zesikolo" yokuxatyiswa (*valuation*) okuyi-R15 052 800 000 (R15 yezigidi-gidi (*billion*) elixabiso lokutshintshwa kwazo zonke iziseko zophuhliso zezikolo okwenziwe zi-*quantity surveyors*)

EZINYE IINGXELO

Ingxelo zophicotho-zincwadi ezingokusetyenziswa kwemali

23. Ngexesha apho bekusenziwa olu phicotho-zincwadi, bekuqhutywa uphicotho lwenkqubo zokwenziwa kweenkonzo zeziseko zophuhliso zesebe lemfundo. Ukwenziwa kophicotho-zincwadi bekugxile kule miba iphambili ilandelayo yenkqubo yokwenziwa kweenkonzo zeziseko zophuhliso.

- Ulawulo lwemfuno
- Ulawulo lokuthengwa kweenkonzo neempahla
- Ulawulo lweprojekthi nengcaciso
- Ulwabiwo nosetyenziso

Kulindeleke ukuba kwandlalwe ingxelo ungalulanga owe-30 Novemba 2009.

20. Uphicotho-zincwadi lwentsebenzo lwaqhutywa kumaziko esebe aqhagamshelene nabaqeshwa bakarhulumente nawenza imisebenzi namanye amsebe kaRhulumente wePhondo leNtshona Koloni. Le ngxelo yayikhutshwe ngo-Agasti 2008 yandlalwa ngoJuni 2009.

AMAZWI OMBULELO

21. Lubulelwa ngokungazenzisiyo uncedo olunikwe ngabasebenzi beSebe leMfundo leNtshona ngethuba lokuphicothwa kweencwadi zemali.

Auditor - General

EKapa

26 Agasti 2009



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO

INgxelo yoLwabiwo lweMali (*Appropriation Statement*)
kunyaka ophele nge-31 Matshi 2009

Usetyenziso lwemali kwiProgram nganye									
Iprogram	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlengahlengisiweyo	Ukutshintshelwa kweemali kwenye i-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (<i>virement</i>):	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Ezolawulo									
Intlawulo yalo nyaka-mali	366,044	(15,648)	(22,600)	327,796	327,796	-	100.0	324,340	324,293
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	31,773	3,068	-	34,841	34,841	-	100.0	25,775	25,775
Intlawulo yee-asethi eziyimali	18,312	12,580	-	30,892	30,892	-	100.0	11,355	11,355
2. Imfundo yezikolo zikarhulumente eziqhelekileyo									
Intlawulo yalo nyaka-mali	6,755,647	15,209	11,809	6,782,665	6,779,687	2,978	100.0	5,649,190	5,625,189
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	471,029	(17,134)	-	453,895	454,904	(1,009)	100.2	455,644	455,517
Intlawulo ye- <i>capital assets</i>	185,538	1,925	-	187,463	175,944	11,519	93.9	166,802	141,277
3. Iinkxaso-mali kwizikolo ezizimeleyo									
Iintlawulo ngoomatshini neenkxaso-mali	48,406	-	(4,287)	44,119	44,119	-	100.0	39,712	39,713
4. Imfundo yezikolo zikarhulumente ezineemfundo ezizodwa									
Intlawulo yalo nyaka-mali	417,001	(2,836)	798	414,963	414,963	-	100.0	354,586	354,586
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	92,591	2,836	-	95,427	95,427	-	100.0	79,739	79,739
5. Imfundo noqeqesho oluqhubelekayo									
Intlawulo yalo nyaka-mali	185,754	-	15,096	200,850	200,850	-	100.0	169,051	169,049
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	160,715	-	5,626	166,341	166,340	1	100.0	148,179	148,179
6. Imfundo noqeqesho lwabadala									
Intlawulo yalo nyaka-mali	5,464	-	(661)	4,803	4,803	-	100.0	6,821	6,585
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	22,423	-	(388)	22,035	22,035	-	100.0	19,235	19,236
7. Uphuhliso lwemfundo yabasaqalayo									
Intlawulo yalo nyaka-mali	95,326	(27,611)	-	67,715	67,715	-	100.0	99,794	99,794
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	132,635	27,611	788	161,034	161,033	1	100.0	65,010	42,465
8. Iinkonzo ezincedisayo nezinxulumene noko									
Intlawulo yalo nyaka-mali	109,974	2,608	-	112,582	112,552	30	100.0	100,572	88,070
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	107,366	(2,763)	(6,181)	98,422	98,422	-	100.0	106,891	106,892
Intlawulo ye- <i>capital assets</i>	90	155	-	245	155	90	63.3	36	36
Itotali	9,206,088	-	-	9,206,088	9,192,478	13,610	99.9	7,822,732	7,737,750
Ukungqinisiswa kweNgxelo yoSetyenziso lweMali									
Yongeza:									
Iirisithi zeSebe leMfundo				-				4,637	
Izixa-mali ezizizo kanye zeNgxelo yoSetyenziso lweMali (Itotali yemali)				9,206,088				7,827,369	
Izixa-mali ezizizo kanye zeNgxelo yoSetyenziso lweMaliIndleko					9,192,478				7,737,750

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

Ingxelo yoSetyenziso lweMali kwinjongo ethile kunyaka-mali ophela nge-31 Matshi 2009

Ulwabiwo-mali kudidi lwezoqoqosho ngalunye									
Udidi lwezoqoqosho	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlengahlengisiweyo	Ukutshintshelwa kweemali kwenye i-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement):	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	7,046,663	27,783	15,244	7,089,690	7,089,690	-	100.0	5,919,572	5,904,035
Iimpahla neenkonziso ezithile	885,190	(58,370)	(10,802)	816,018	813,020	2,998	99.6	769,512	748,261
Usetyenziso lwemali kwii-asethi nasematyaleni	3,357	2,300	-	5,657	5,657	-	100.0	15,270	15,270
Intlawulo yoomatshini neenkxaso mali									
Amaphondo noomasipala	-	-	-	-	-	-	-	1	1
Ii-arhente zeSebe leMfundo nee-akhawunti	4,258	(3)	-	4,255	4,255	-	100.0	3,944	3,944
Amaziko angajonge nzuzo	1,011,469	12,433	(7,715)	1,016,187	1,017,195	(1,008)	100.1	884,157	862,037
Ezamaziko	51,211	1,190	3,273	55,674	55,673	1	100.0	52,083	51,534
Iintlawulo ze-capital assets									
Izakhiwo nezinye iziseko ezisisigxina	179,367	(8,693)	-	170,674	162,455	8,219	95.2	165,634	140,109
Izixhobo zokusebenza nezinye izinto zokusebenza	24,549	12,708	-	37,257	33,857	3,400	90.9	12,428	12,428
Isoftware nezinye ii-asethi ezingaphathekiyo	24	10,652	-	10,676	10,676	-	100.0	131	131
Itotali	9,206,088	-	-	9,206,088	9,192,478	13,610	99.9	7,822,732	7,737,750

ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO

Ingxelo yoLwabiwo-mali kwinqongo ethile kunyaka-mali ophela nge-31 Matshi 2009

Ingcombolo ngeprogram 1 nganye - Ezolawulo
kunyaka ophela nge-31 Matshi 2009

Iprogram eyinxalenye yeprogram nganye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlengahlengisiweyo	Ukutshintshelwa kweemali kwenye-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement):	Ukusetyenziswa kwemali iyonke	Indleko eyiyo kanye	Umahluko	Indleko ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.1 I-Ofisi ye-MEC									
Intlawulo yalo nyaka-mali	3,805	(21)	(283)	3,501	3,501	-	100.0	3,828	3,829
Intlawulo ngoomatshini neenkxaso-mali	-	12	-	12	12	-	100.0	-	-
Intlawulo ze-capital assets	-	9	-	9	9	-	100.0	-	-
1.2 Iinkonzo zamaziko									
Intlawulo yalo nyaka-mali	190,769	(3,730)	(11,717)	175,322	175,322	-	100.0	170,263	170,261
Intlawulo ngoomatshini neenkxaso-mali	16,819	2,458	-	19,277	19,277	-	100.0	9,233	9,233
Intlawulo ze-capital assets	12,532	7,128	-	19,660	19,660	-	100.0	7,157	7,158
1.3 Ezolawulo lwemfundo									
Intlawulo yalo nyaka-mali	130,261	(926)	(7,815)	121,520	121,520	-	100.0	123,085	123,084
Intlawulo ngoomatshini neenkxaso-mali	14,954	(6,795)	-	8,159	8,159	-	100.0	16,030	16,030
Intlawulo ze-capital assets	5,780	925	-	6,705	6,705	-	100.0	3,693	3,692
1.4 ICandelo loLawulo lwaBasebenzi									
Intlawulo yalo nyaka-mali	16,201	855	-	17,056	17,056	-	100.0	12,183	12,137
Intlawulo ngoomatshini neenkxaso-mali	-	16	-	16	16	-	100.0	10	10
Intlawulo ze-capital assets	-	6	-	6	6	-	100.0	21	21
1.5 Iisistim zemfundo zolawulo lwengcaciso (EMIS)									
Intlawulo yalo nyaka-mali	25,008	(11,826)	(2,785)	10,397	10,397	-	100.0	14,981	14,982
Intlawulo ngoomatshini neenkxaso-mali	-	7,377	-	7,377	7,377	-	100.0	502	502
Intlawulo ze-capital assets	-	4,512	-	4,512	4,512	-	100.0	484	484
Itotali	416,129	-	(22,600)	393,529	393,529	-	100.0	361,470	361,423

IProgram 1 – yodidi loqoqosho ngalunye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlengahlengisiweyo	Ukutshintshelwa kweemali kwenye i-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement):	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	191 714	726	-	192 440	192 440	-	100.0	170 919	170 919
Iimpahla neenkonziso ezithile	170 973	(18 672)	(22 600)	129 701	129 701	-	100.0	138 151	138 104
Usetyenziso lwemali kwii-asethi nasematyaleni	3 357	2 300	-	5 657	5 657	-	100.0	15 270	15 270
	-	-	-	-	-	-	-	-	-
Intlawulo yoomatshini neenkxaso mali									
Amaziko angajonge nzuzo	28 489	2 570	-	31 059	31 059	-	100.0	18 724	18 724
Ezamakhaya	3 284	498	-	3 782	3 782	-	100.0	7 051	7 051
	-	-	-	-	-	-	-	-	-
Intlawulo ze-capital assets									
Izixhobo zokusebenza nezinye izinto zokusebenza	18 288	3 726	-	22 014	22 014	-	100.0	11 224	11 224
Isoftware nezinye ii-asethi ezingaphathekiyo	24	8 852	-	8 876	8 876	-	100.0	131	131
Itotali	416 129	-	(22 600)	393 529	393 529	-	100.0	361 470	361 423

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

**Ingxelo yoLwabiwo-mali kwinjongo ethile kunyaka-mali ophela nge-31 Matshi 2009
Ingcombolo ngeprogram 2 nganye – yemfundo yesikolo sikarhulumente esiqhelekileyo**

Iprogram eyinxalenye yeprogram nganye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlengahle ngisiweyo	Ukutshintshelwa kweemali kwenye i-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement):	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
2.1 Izikolo zikarhulumente eziziiprayimari									
Intlawulo yalo nyaka-mali	3,794,659	(59,614)	-	3,735,045	3,734,042	1,003	100.0	3,173,954	3,166,584
Intlawulo ngoomatshini neenkxaso-mali	286,081	(2,128)	-	283,953	283,953	-	100.0	241,825	262,150
Intlawulo ze-capital assets	107,127	(31,387)	-	75,740	67,521	8,219	89.1	99,359	74,368
2.2 Izikolo zikarhulumente eziziisekondari									
Intlawulo yalo nyaka-mali	2,562,969	50,322	-	2,613,291	2,613,291	-	100.0	2,189,102	2,189,103
Intlawulo ngoomatshini neenkxaso-mali	183,971	(22,192)	-	161,779	162,788	(1,009)	100.6	193,975	173,523
Intlawulo ze-capital assets	71,418	26,513	-	97,931	97,931	-	100.0	65,885	65,885
2.3 linkonzo zoqeqeshelomsebenzi									
Intlawulo yalo nyaka-mali	277,847	36,900	11,809	326,556	326,556	-	100.0	207,942	196,241
Intlawulo ngoomatshini neenkxaso-mali	825	1,553	-	2,378	2,378	-	100.0	19,652	19,652
Intlawulo ze-capital assets	3,493	6,681	-	10,174	10,174	-	100.0	1,472	948
2.4 Icandelo lolawulo lwabasebenzi									
Intlawulo yalo nyaka-mali	37,063	(6,788)	-	30,275	30,275	-	100.0	25,363	20,431
Intlawulo ngoomatshini neenkxaso-mali	-	22	-	22	22	-	100.0	7	7
Intlawulo ze-capital assets	200	118	-	318	318	-	100.0	16	16
2.5 Iprogram yesizwe yokondliwa kwabafundi ezikolweni									
Intlawulo yalo nyaka-mali	83,109	(5,611)	-	77,498	75,523	1,975	97.5	52,829	52,830
Intlawulo ngoomatshini neenkxaso-mali	152	5,611	-	5,763	5,763	-	100.0	185	185
Intlawulo ze-capital assets	3,300	-	-	3,300	-	3,300	-	70	60
Itotali	7 412 214	-	11 809	7 424 023	7 410 535	13 488	99.8	6,271,636	6,221,983

IProgram 2 – ngokodidi lwezoqoqosho ngalunye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlengahle ngisiweyo	Ukutshintshelwa kweemali kwenye i-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement):	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	6,147,740	16,676	11	6,164,427	6,164,427	-	100.0	5,106,780	5,091,264
Iimpahla neenkonziso ezithile	607,907	(1,478)	11,798	618,227	615,259	2,968	99.5	542,410	533,925
Intlawulo yoomatshini neenkxaso mali									
Amaphondo noomasipala	-	-	-	-	-	-	-	1	1
Amaziko angajonge nzuzo	454,927	(19,757)	-	435,170	436,179	(1,009)	100.2	440,655	440,655
Ezithengwa zisetyenziswe ziphele	16,102	2,625	-	18,727	18,727	-	100.0	14,988	14,861
Intlawulo ze-capital assets									
Izakhiwo nezinye iziseko ezisisigxina	179,367	(8,693)	-	170,674	162,455	8,219	95.2	165,634	140,109
Izixhobo zokusebenza nezinye izinto zokusebenza	6,171	8,827	-	14,998	11,688	3,310	77.9	1,168	1,168
Isoftware nezinye ii-asethi ezingaphathekiyo	-	1,800	-	1,800	1,800	-	100.0	-	-
Itotali	7,412,214	-	11,809	7,424,023	7,410,535	13,488	99.8	6,271,636	6,221,983

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

**Ingxelo yoSetyenziso lweMali kwinqongo ethile kunyaka-mali ophele nge-31 Matshi 2009
Ingcombolo yeprogram 3 nganye – linkxaso-mali zezikolo ezizimeleyo**

lingcombo zeprogram eyinxalenye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlengisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
3.1 ISigaba seePrayimari lintlawulo ngoomatshini neenkxaso-mali	23,909	(122)	(4,287)	19,500	19,500	-	100.0	19,043	19,042
3.2 ISigaba seeSekondari lintlawulo ngoomatshini neenkxaso-mali	24,497	122	-	24,619	24,619	-	100.0	20,669	20,671
Itotali	48,406	-	(4,287)	44,119	44,119	-	100.0	39,712	39,713

IProgram 3 Nganye – ngokodidi lwezoqoqosho ngalunye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlengisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
Intlawulo yoomatshini neenkxaso mali Amaziko angajonge nzuzo	48,406	-	(4,287)	44,119	44,119	-	100.0	39,712	39,713
Itotali	48,406	-	(4,287)	44,119	44,119	-	100.0	39,712	39,713

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

Ingxelo yoLwabiwo-mali kwinqongo ethile kunyaka-mali ophele nge-31 Matshi 2009

Ingcombolo ngeprogram 4 nganye – yemfundo yesikolo sikarhulumente esiqhelekileyo esineemfundo zemfundo ezizodwa

lingcombolo zeprogram eyinxalenye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
4.1 Izikolo									
Intlawulo yalo nyaka-mali	417,001	(2,836)	798	414,963	414,963	-	100.0	354,540	354,540
Intlawulo ngoomatshini neenkxaso-mali	92,589	2,838	-	95,427	95,427	-	100.0	79,739	79,739
4.2 Iinkonzo zoqeqeshelo-msebenzi									
Intlawulo yalo nyaka-mali	-	-	-	-	-	-	-	46	46
Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
4.3 ICandelo loLawulo lwaBasebenzi									
Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Itotali	509,592	-	798	510,390	510,390	-	100.0	434,325	434,325

IProgram 4 nganye – yodidi lwezoqoqosho ngalunye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
Intlawulo yalo nyaka-mali	410,134	158	798	411,090	411,090	-	100.0	349,223	349,223
Imbuyiselo yabaqeshwa limpahla neenkonzo ezithile	6,867	(2,994)	-	3,873	3,873	-	100.0	5,363	5,363
Intlawulo yoomatshini neenkxaso mali	91,518	2,401	-	93,919	93,919	-	100.0	79,019	79,019
Amaziko angajonge nzuzo Ezithengwa zisetyenziswe ziphele	1,073	435	-	1,508	1,508	-	100.0	720	720
Itotali	509,592	-	798	510,390	510,390	-	100.0	434,325	434,325

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

Ingxelo yoLwabiwo-mali kwinjongo ethile kunyaka-mali opehle nge-31 Matshi 2009
Ingcombolo ngeprogram 5 nganye – likholeji zemfundo noqeqesho oluqhubelekayo

lingcombolo zeprogram eyinxalenye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
5.1 AmaZiko kaRhulumente Intlawulo yalo nyaka-mali Intlawulo ngoomatshini neenkxaso-mali	185,754 83,408	- 2	15,096 5,626	200,850 89,036	200,850 89,035	- 1	100.0 100.0	169,049 68,179	169,049 68,179
5.2 linkonzo zoqeqesho-msebenzi Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
5.3 ICandelo loLawulo lwaBasebenzi Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
5.4 IGranti enemiqathango ethile Intlawulo ngoomatshini neenkxaso-mali	77,305	-	-	77,305	77,305	-	100.0	80,000	80,000
Itotali	346,469	-	20,722	367,191	367,190	1	100.0	17,230	317,228

IProgram 5 nganye – yodidi loqoqosho ngalunye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
Intlawulo yalo nyaka-mali Imbuyiselo yabaqeshwa Intlawulo yoomatshini neenkxaso mali	185,754	-	15,096	200,850	200,850	-	100.0	169,051	169,049
Amaziko angajonge nzuzo Ezamaxhaya	133,054 27,661	- -	2,353 3,273	135,407 30,934	135,407 30,933	- 1	100.0 100.0	121,366 26,813	121,366 26,813
Itotali	346,469	-	20,722	367,191	367,190	1	100.0	317,230	317,228

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

Ingxelo yoLwabiwo-mali kwinjongo ethile kunyaka-mali ophela nge-31 Matshi 2009
Ingcombolo ngeprogram 6 nganye – yemfundo yabadala yesiseko noqeqesho

lingcombolo zeprogram eyinxalenye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
6.1 linkxaso-mali eziya kuMaziko aBucala Intlawulo yalo nyaka-mali	5,464	-	(661)	4,803	4,803	-	100.0	6,821	6,585
Intlawulo ngeoomatshini neenkxaso-mali	22,421	-	(386)	22,035	22,035	-	100.0	19,233	19,236
6.2 linkonzo zoqeqeshelo-msebenzi Intlawulo ngeoomatshini neenkxaso-mali	1	-	(1)	-	-	-	-	1	-
6.3 ICandelo loLawulo lwaBasebenzi Intlawulo ngeoomatshini neenkxaso-mali	1	-	(1)	-	-	-	-	1	-
Itotali	27,887	-	(1,049)	26,838	26,838	-	100.0	26,056	25,821

IProgram 6 nganye – yodidi lwezoqoqosho ngalunye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
Intlawulo yalo nyaka-mali	5,172	(24)	(661)	4,487	4,487	-	100.0	6,543	6,524
Imbuyiselo yabaqeshwa	292	24	-	316	316	-	100.0	278	61
Intlawulo yoomatshini neenkxaso mali	22,423	(15)	(388)	22,020	22,020	-	100.0	19,230	19,231
Amaziko angajonge nzuzo	-	15	-	15	15	-	100.0	5	5
Itotali	27,887	-	(1,049)	26,838	26,838	-	100.0	26,056	25,821

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

Ingxelo yoLwabiwo-mali kwinqongo ethile kunyaka-mali opele nge-31 Matshi 2009
Ingcombolo yeprogram 7 nganye – Icandelo lophuhliso lwabantwana abaselula

lingcombolo zeprogram eyinxalenye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R'000	Ukutshintshelwa kweemali kwenye i-akhawunti R'000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R'000	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000
7.1 IBakala R kwiZikolo zikaRhulumente									
Intlawulo yalo nyaka-mali	69,428	(14,011)	-	55,417	55,417	-	100.0	46,517	46,519
Intlawulo ngoomatshini neenkxaso-mali	71,320	9,821	788	81,929	81,928	1	100.0	23,863	23,863
7.2 IBakala R kuMaziko oLuntu									
Intlawulo yalo nyaka-mali	9	4	-	13	13	-	100.0	10,797	10,797
Intlawulo ngoomatshini neenkxaso-mali	27,581	6,874	-	34,455	34,455	-	100.0	41,146	18,602
7.3 linkonzo zoqeqeshelomsebenzi									
Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	1	-
7.4 ICandelo loLawulo lwaBasebenzi									
Intlawulo yalo nyaka-mali	25,889	(13,604)	-	12,285	12,285	-	100.0	42,480	42,478
Intlawulo ngoomatshini neenkxaso-mali	33,733	10,917	-	44,650	44,650	-	100.0	-	-
Itotali	227,961	-	788	228,749	228,748	1	100.0	164,804	142,259

IProgram 7 nganye – yodidi loqoqosho ngalunye	2008/09							2007/08	
	Ukusetyenziswa kwemali okuhlenga hlangisiweyo R 7 000	Ukutshintshelwa kweemali kwenye i-akhawunti R 7 000	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye (virement): R 7 000	Ukusetyenziswa kwemali iyonke R 7 000	Inkcitho eyiyo kanye R 7 000	Umahluko R 7 000	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke %	Ukusetyenziswa kwemali iyonke R 7 000	Inkcitho eyiyo kanye R 7 000
Intlawulo yalo nyaka-mali	56,456	(3,254)	-	53,202	53,202	-	100.0	69,649	69,649
Imbuyiselo yabaqeshwa	38,870	(24,357)	-	14,513	14,513	-	100.0	30,145	30,145
Intlawulo yoomatshini neenkxaso mali	131,511	28,597	788	160,896	160,895	1	100.0	64,431	42,309
Amaziko angajonge nzuzo	1,124	(986)	-	138	138	-	100.0	579	156
Itotali	227,961	-	788	228,749	228,748	1	100.0	164,804	142,259

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

Ingxelo yoLwabiwo-mali kwinqongo ethile kunyaka-mali ophele nge-31 Matshi 2009

Ingcombolo yeprogram 8 nganye – linkonzo ezincedisayo nezinxulumene noko

lingcombolo zeprogram eyinxalenye	2008/09							2007/08	
	Ukusetyen- ziswa kwemali okuhlenga hlengi- siweyo	Ukutshint- shelwa kweemali kwenye i- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye (virement):	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusety- yenziswa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R 7 000	R 7 000	R 7 000	R 7 000	R 7 000	R 7 000	%	R 7 000	R 7 000
8.1 Intlawulo eziya kwiSeta Intlawulo ngoomatshini neenkxaso-mali	4,258	(3)	-	4,255	4,255	-	100.0	3,944	3,944
8.2 IGranti enemiqathango ethile Intlawulo yalo nyaka-mali Intlawulo ze- <i>capital assets</i>	13,757 90	- -	- -	13,757 90	13,727 -	30 90	99.8 -	13,011 -	13,001 -
8.3 limvavanyo zangaphandle Intlawulo yalo nyaka-mali Intlawulo ngoomatshini neenkxaso-mali Intlawulo ze- <i>capital assets</i>	80,717 62 -	6,897 34 155	- - -	87,614 96 155	87,614 96 155	- - -	100.0 100.0 100.0	71,107 18 36	64,388 18 36
8.4 Uqeqesho looitshala Intlawulo ngoomatshini neenkxaso-mali	1,905	(1,905)	-	-	-	-	-	1,909	1,909
8.5 IKapa eliHlumayo Intlawulo yalo nyaka-mali Intlawulo ngoomatshini neenkxaso-mali	15,500 101,141	(4,289) (889)	- (6,181)	11,211 94,071	11,211 94,071	- -	100.0 100.0	16,454 101,020	10,681 101,021
Itotali	217,430	-	(6,181)	211,249	211,129	120	99.9	207,499	194,998

IProgram 8 nganye – yodidi loqoqosho ngalunye	2008/09							2007/08	
	Ukusetyen- ziswa kwemali okuhlenga hlengi- siweyo	Ukutshint- shelwa kweemali kwenye i- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye (virement):	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusety- yenziswa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R 7 000	R 7 000	R 7 000	R 7 000	R 7 000	R 7 000	%	R 7 000	R 7 000
Intlawulo yalo nyaka-mali Imbuyiselo yabaqeshwa Iimpahla neenkonziso ezithile Intlawulo yoomatshini nee- nkxaso mali	49,693 60,281	13,501 (10,893)	- -	63,194 49,388	63,194 49,358	- 30	100.0 99.9	47,407 53,165	47,407 40,663
li-arhente zeSebe leMfundo nee-akhawunti Amaziko angajonge nzuzo Ezamazakha Intlawulo ze- <i>capital assets</i> Izixhobo zokusebenza nezinye izinto zokusebenza	4,258 101,141 1,967 90	(3) (1,363) (1,397) 155	- (6,181) - -	4,255 93,597 570 245	4,255 93,597 570 155	- - - 90	100.0 100.0 100.0 63.3	3,944 101,020 1,927 36	3,944 101,020 1,928 36
Itotali	217,430	-	(6,181)	211,249	211,129	120	99.9	207,499	194,998

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

Ingcaciso ehamba neNgxelo yoLwabiwo-mali
kunyaka ophele nge-31 Matshi 2009

1. Ingcombolo yeentlawulo zoomatshini neemali-nkonzo ngokoMthetho wokuSetyenziswa kweMali (emva kokuTshintshelwa kweentlawulo kwezinye ii-akhawunti) (*virement*):
Ingcombolo yokusetyenziswa kwamanqaku ayingcaciso inokufundwa kwiSaziso 6 nakwiintlawulo kunye nakwiinkxaso-mali
2. Ingcombolo yezixa-mali ezigunyazisiweyo zasetyenziselwa injongo ethile (emva kokwenziwa kweentlawulo eziya kwezinye ii-akhawunti) (*Virement*):
Ingcombolo yokusetyenziswa kwezi mali ingafundwa kwisaziso 1 (kuSetyenziso lweMali loNyaka) kwiiNgxelo zeMali zoNyaka
3. Usetyenziso lwemali kwii-asethi nasematyaleni
Ingcombolo yezi ntlawulo ngeprogram nganye ingafundwa kwisaziso 5 eya kwiintlawulo zemali ezizii-asethi nezingamatyala kwiiNgxelo zeMali zoNyaka.
4. Ingcaciso zeeyantluko kumaxabiso ezinto (*material variances*) ezivela kwizixa-mali ezigunyazisiweyo (emva kokuhlawulwa kweentlawulo kwenye i-akhawunti):

4.1 Ngeprogram nganye:

4.1 Ngeprogram nganye	Usetyenziso lwemali olupheleleyo R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Umahluko njenge-% woSetyenziso lweMali olupheleleyo R'000
Ezolawulo	393,529	393,529	-	-
Imfundo yezikolo zikarhulumente eziqhelekileyo	7,424,023	7,410,535	13,488	0.0
linkxaso-mali kwizikolo ezizimeleyo	44,119	44,119	-	-
Imfundo yezikolo zikarhulumente ezineemfuno zemfundo ezizodwa	510,390	510,390	-	-
Imfundo noqeqesho oluqhubelekayo	367,191	367,190	1	0.0
Imfundo noqeqesho lwabadala	26,838	26,838	-	-
Uphuhliso lwemfundo yabasaqalayo	228,749	228,748	1	0.0
linkonzo ezincedisayo nezinxulumene noko	211,249	211,129	120	0.0

Akukho mahluko kumaxabiso ezinto

4.2 Ngokodidi lwezoqoqosho ngalunye	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Umahluko njenge-% woSetyenziso lweMali olupheleleyo %
Inkcitho yalo nyaka-mali				
Imbuyiselo yabaqeshwa	7,089,690	7,089,690	-	-
Iimpahla neenkonzo ezithile	816,018	813,020	2,998	0
Usetyenziso lwemali kwii-asethi nasematyaleni	5,657	5,657	-	-
Iintlawulo ngoomatshini neenkxaso-mali				
Ii-arhente zeSebe leMfundo nee-akhawunti	4,255	4,255	-	-
Amaziko angajonge nzuzo	1,016,187	1,017,195	(1,008)	0
Ezamaxhaya	55,674	55,673	1	0
Iintlawulo ze-capital assets				
Izakhiwo nezinye iziseko ezisisigxina	170,674	162,455	8,219	5
Izixhobo zokusebenza nezinto zokusebenza	37,257	33,857	3,400	9
Isoftware nezinye ii-asethi ezingaphathekiyo	10,676	10,676	-	-

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

INgxelo yokuSetyenziswa kunyaka-mali ophele nge-31 Matshi 2009

	INGCACISO	2008/09 R'000	2007/08 R'000
IMALI EYINGENISO			
Ukusetyenziswa kwemali ngenjongo ethile ngonyaka	1	9,206,088	7,822,732
Imali eyingeniso yeSebe leMfundo	2	-	4,637
		<u>9,206,088</u>	<u>7,827,369</u>
ITOTALI YEMALI EYINGENISO			
IINKCITHO			
Inkcitho yalo nyaka-mali			
Imbuyiselo yabaqeshwa	3	7,089,690	5,904,035
Iimpahla neenkonzelo ezithile	4	813,020	748,261
Usetyenziso lwemali kwii-asethi nasematyaleni	5	5,657	15,270
		<u>7,908,367</u>	<u>6,667,566</u>
Inkcitho epheleleyo yalo nyaka-mali			
Iintlawulo ngoomatshini neenkxaso-mali		1,077,123	917,516
Iintlawulo ngoomatshini neenkxaso-mali	6	1,077,123	917,516
Iintlawulo ze-capital assets			
I-capital assets eziphathekayo	7	196,312	152,537
Isoftware nezinye ii-asethi ezingaphathekiyo	7	10,676	131
		<u>206,988</u>	<u>152,668</u>
Inkcitho epheleleyo ye-capital assets			
		<u>9,192,478</u>	<u>7,737,750</u>
INTSALELA YONYAKA			
		<u>13,610</u>	<u>89,619</u>
Ukungqinisiswa kwesixa-mali esiyintsalela yonyaka			
Iimali ezigunyazisiweyo		13,610	84,982
Imali eyingeniso yeSebe leMfundo	2	-	4,637
INTSALELA YONYAKA		<u>13,610</u>	<u>89,619</u>

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

INgxelo yoBume beMali nge-31 Matshi 2009

	INGCACISO	2008/09 R'000	2007/08 R'000
II-ASETHI			
li-asethi zalo nyaka-mali		92,052	190,683
Imali neemali ezingumlinganiselo wemali (<i>cash equivalents</i>)	9	17,220	117,106
Iintlawulo zangaphambili neentlawulo ngokubanzi	11	53	1,481
Imali ezamkelweyo	12	74,779	72,096
li-asethi ezingeyomali		13,324	12,008
Eziyinzuzo ngenzala	13	12,506	11,190
Ezinye i- <i>capital assets</i>	10	818	818
ITOTALI YEE-ASETHI		105,376	202,691
-			
AMATYALA EKUSAFUNEKA AHLAWULWE			
Amatyala alo nyaka-mali		55,324	156,060
Imali ezigunyazisiweyo eziya kuhlululwa kwiNgxowa yoNgeniso lweMali	14	13,657	84,982
Imali eyingeniso yeSebe eya kuhlululwa kwiNgxowa yoNgeniso lweMali	15	6,194	3,351
I-ovadrafti yeBhanki	16	5,491	52,421
Amatyala ekwakufuneka ukuba ahlawulwe	17	29,982	15,306
ITOTALI YAMATYALA		55,324	156,060
II-ASETHI EZIYINTSALELA		50,052	46,631
Ezimelwe zezi:			
Imali eselugcinweni		12,506	11,191
Imali eyingeniso enokufumaneka		37,546	35,440
ITOTALI		50,052	46,631

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

INgxelo yoTshintsho kwii-Asethi eziyiNtsalela (*Net Assets*) yonyaka-mali ophela nge-31 Matshi 2009

	Ingcaciso	2008/09 R'000	2007/08 R'000
Imali eziselugcinweni			
Ibhalansi yokuvula		11,191	10,301
Iintlawulo zemali esetyenziswayo		1,315	890
Ibhalansi ekuvalwe iyijo		<u>12,506</u>	<u>11,191</u>
Imali eyingeniso enokufumaneka			
Ibhalansi yokuvula		35,440	36,435
Iimali ezihlawulwa ngoomatshini		2,106	(995)
Amatyala ahlawuliweyo (afakiwe kwiirisithi zesebe lemfundo)		-	(995)
Amatyala awenziweyo		<u>2,106</u>	<u>-</u>
Ibhalansi yokuvala		<u>37,546</u>	<u>35,440</u>
Itotali		<u>50,052</u>	<u>46,631</u>

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

INgxelo yokuPhuma nokuNgena kweMali kunyaka-mali ophele nge-31 Matshi 2009

	Ingcaciso	2008/09 R'000	2007/08 R'000
IIMALI EZISETYENZISWAYO KWIMISEBENZI YEENTLAWULO			
lirisithi		9,228,633	7,854,124
Iimali ezisetyenzisiweyo ezamkelweyo ngonyaka	1.1	9,206,088	7,822,732
Iimali eyingeniso yeSebe leMfundo	2	22,545	31,392
Ukuncipha kwimali esetyenziswayo		13,421	(24,515)
Iimali ehlawulwe kwiNgxowa yeNzuzo		(104,637)	(223,340)
Iintlawulo zalo nyaka-mali		(7,908,367)	(6,667,566)
Iintlawulo ngoomatshini neenkxaso-mali ezenziweyo		(1,077,123)	(917,516)
Iimali esetyenziswayo eyintsalale evela kwiintlawulo ezenziwayo	18	151,927	21,187
IIMALI EZISETYENZISWAYO KWIINTLAWULO			
Iintlawulo ze- <i>capital assets</i>	7.1	(206,988)	(152,668)
(Ukwanda) kwiimali eziselugcinweni		(1,316)	(1,000)
Iimali eziyintsalela ezisetyenziswayo ezivela kwiimali eziselugcinweni		(208,304)	(153,668)
Ukwanda kwii-asethi eziyintsalela		3,421	(105)
Iimali eziyintsalela ezisetyenziswayo ezivela kwiimali eziselugcinweni		3,421	(105)
Iimali eyintsalela (ehlileyo) nemilinganiselo yemali (<i>cash equivalents</i>)		(52,956)	(132,586)
Iimali neemali ezingumlinganiselo wemali (<i>cash equivalents</i>) ekuqaleni konyaka-mali odlulileyo		64,685	197,271
Iimali neemali ezingumlinganiselo wemali (<i>cash equivalents</i>) ekupheleni konyaka-mali odlulileyo	19	11,729	64,685

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

IMigaqo-nkqubo yokuLawulwa kweeMali ekupheleni konyaka-mali ophele nge-31 Matshi 2009

liNgxelo zeMali sezilungisiwe ngokwale migaqo-nkqubo ilandelayo, eseyisetyenziswe ngokungqongqo kuyo yonke imiba ebalulekileyo, ngaphandle kokuba kuchazwe ngenye indlela. Nakuba kunjalo, apho kufanelekileyo nalapho kululutho khona ukwenjenjalo, kunikwe ingcaciso entsha ukugxinisa ukuba lulutho kweeNgxelo zeMali nokuthobela iimfuneko ezingummiselo zikarhulumente zoMthetho woLawulo lweeMali zikaRhulumente, uMthetho 1 ka-1999 (njengoko ufakelwe izilungiso ngoMthetho 29 ka-1999) (*Public Finance Management Act, Act 1 of 1999*) as amended by Act 29 of 1999, neMimiselo ye-Ofisi kaNondyebo kaZwelonke eyakhutshwa ngokwalo Mthetho nangokoMthetho woKwahlulwa kweNgeniso, uMthetho 2 ka-2006 (*Division of Revenue Act, Act 2 of 2006*).

1. Ukwandlalwa kweeNgxelo zeMali

1.1 Indlela yamalungiselelo

liNgxelo zeMali sezilungisiwe ngokohlobo lokulawulwa kwemali okuhlengahlengisiweyo, ngaphandle kwemeko apho kuchazwe ngolunye uhlobo khona. Ukusetyenziswa kwemali ngokuhlengahlengisiweyo kususiseko sokulawulwa kwemali okuncediswa ngengcaciso entsha. Phantsi kwenkqubo yokubalwa kwemali ukusetyenziswa kwemali nezinye iziganeko ziqatshelwa xa imali isamkelwa okanye ihlawulwa.

1.2 Uhlobo lwemali olusetyenziswayo ukucacisa le ngxelo

Yonke imiyinge ibhalwe ngohlobo lwemali eyiRandi (R) yaseMzantsi Afrika neluhlobo lwemali olusetyenziswayo lwesebe lemfundo.

1.3 Bhala ngokuzeleyo (*rounding*)

Ngaphandle kokuba kuchazwe ngenye indlela amanani emali abhalwe ngokuzeleyo (*rounded*) ukuya kutsho kwelona waka linye lisondeleyo (R'000).

1.4 Amanani ngokuthelekisekayo

Ingcaciso eluthelekiso yangaphambili yandlaliwe kwiingxelo zemali zalo nyaka-mali. Kwimeko apho amanani afakiweyo kwiingxelo zemali zangaphambili acazululwe ngokutsha ukuqinisekisa ukuba ifomathi leyo ingcaciso enikwe ngayo ingqamene nefomathi yeengxelo zemali zalo nyaka-mali.

1.5 Amanani abhalwe ngokuthelekisekayo – iNgxelo yokuSetyenziswa kweMali

Uthelekiso phakathi kwezixa-mali ezizizo kanye nokusetyenziswa kodidi oluphambili ngalunye lokucalulwa kwendleko lufakiwe kwiNgxelo yokuSetyenziswa kweMali.

2. Imali eyingeniso

2.1 Iimali ezisetyenziselwe injongo ethile

Iimali ezisetyenziselwe injongo ethile ziyavunywa kwiirekhodi zemali ngomhla lowo kwenzeka ngawo ukusetyenziswa kwazo. Ukuhlengahlengiswa kwiimali ezisetyenzisiweyo okwenziwe ngokwenkqubo yokuhlengahlengiswa kwebhajethi kuyaboniswa kwiirekhodi zemali ngomhla lowo uhlengahlengiso lwalwenziwe ngawo.

Itotali yeemali ezisetyenzisiweyo ibhaliwe kwiNgxelo engokuSetyenziswa kweMali.

Iimali ezingakhange zisetyenziselwe injongo ethile zinikezelwa kwiNgxowa-mali yeMali eyiNgeniso yePhondo (*Provincial Revenue Fund*). Izixa-mali ezilityala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

IMigaqo-nkqubo yokuLawulwa kweMali ekupheleni konyaka-mali ophele nge-31 Matshi 2009

2.2 Ukusetyenziswa kwemali karhulumente

limali ezisetyenzisiweyo ngokusemthethweni ziyabhalwa kwiirekhodi zemali ngomhla lowo kwenzeka ngawo ukusetyenziswa kwazo. Ukuhlengahlengiswa kwiimali ezisetyenzisiweyo ngokusemthethweni ngokwenkqubo yokuhlengahlengiswa kwebhajethi kuyabhalwa kwiirekhodi zemali ngomhla lowo uhlehlengiso lwalwenziwe ngawo.

Itotali yeemali ezisetyenzisiweyo ngokusemthethweni ibhaliwe kwiNgxelo yokuSetyenziswa kweMali.

limali ezingakhange zichithwe kwinjongo ethile esemthethweni zinikezelwa kwiNgxowa-mali eyiNgeniso yePhondo (*Provincial Revenue Fund*). Izixa-mali ezilityala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

2.3 Imali eyingeniso yeSebe leMfundo

Yonke imali eyingeniso yesebe lemfundo ihlawulwa kwiNgxowa-mali eyiNgeniso yePhondo xa yamkelwe, ngaphandle kokuba kuchazwe ngolunye uhlobo. Izixa-mali ezilityala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

Izixa-mali ezamkelweyo ngomhla wokwenziwa kwengxelo kunikwa ingcaciso entsha ngazo kwiingxelo zemali zonyaka.

2.3.1 Imali eyingeniso yerhafu

Imali eyingeniso yerhafu ibandakanya zonke izixa-mali ezingabuyiselwanga ezisisinyanzelo eziqokelelwe lisebe lemfundo ngokwemithetho kunye/okanye imimiselo (kungafakwanga zintlawulo (*fin*es), izohlwayo (*penalties*) neemali ophulukana nazo (*forfeits*).

Iirisithi zerhafu ziyabhalwa kwiNgxelo yokuSetyenziswa kweMali xa zamkelwe.

2.3.2 Ukuthengiswa kweempahla neenkonzelo ezingezizo i-capital assets

limali ezamkelwe ngokuthengiswa kweempahla kunye/okanye ngokubonelela ngeenkonzelo ziyabhalwa kwiNgxelo yokuSetyenziswa kweMali xa kusamkelwa imali.

2.3.3 Iintlawulo (*fin*es), izohlwayo (*penalties*) neemali ekuphulukenwe nazo (*forfeits*)

Iintlawulo (*fin*es), izohlwayo (*penalties*) neemali ekuphulukenwe nazo (*forfeits*) zizixa-mali ezingabuyiselwayo ezisisinyanzelo ezazinyanzelise yinkundla okanye libhunga lomthetho elinamagunya afana nawenkundla (*quasi-judicial body*) zaze zaqokelelwa lisebe lemfundo. Imali eyingeniso evela kwiintlawulo, kwizohlwayo nakwiimali ekuphulukenwe nazo iyabhalwa kwiNgxelo yokuSetyenziswa kweMali xa imali yamkelwe.

2.3.4 Inzala (*interest*), izahlulo (*dividends*) ukurentwa komhlaba

Inzala (*Interest*), izahlulo (*dividends*) nokurentwa komhlaba kuyabhalwa kwiNgxelo yokuSetyenziswa kweMali xa imali yamkelwe.

2.3.5 Ukuthengiswa kwe-capital assets

limali ezamkelwe ngokuthengiswa kwe-capital assets ziyabhalwa kwiNgxelo yokuSetyenziswa kweMali xa kusamkelwa imali.

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2.3.6 Usetyenziso lwemali kwii-asethi nasematyaleni

lintlawulo zeemboleko-mali neentlawulo zeemali zangaphambili ezazigqithiselwe kubaqeshwa nakumaziko karhulumente ngeenjongo zokuthobela umgaqo-nkqubo ziyabhalwa njengeemali eziyingeniso kwiNgxelo yokuSetyenziswa kweMali yakube yamkelwe imali.

litshekhi ezakhutshwa ngethuba langaphambili lokulawulwa kwemali eliphela phambi kokuba ibhankishwe ziyabhalwa kwiNgxelo yokuSetyenziswa kweMali xa itshekhi iphelelwe lixesha. Xa itshekhi ihlawulwa kwakhona intlawulo yenziwa ivela kwiMali eyiNgeniso (*Revenue*).

linzuzo ezivela kwi-Forex ziyabhalwa kwintlawulo yeemali.

2.3.7 Iimali ezihlawulwa koomatshini (kubandakanya izipho (*gifts*), izipho-mali (*donations*) neenkxaso (*sponsorships*))

Zonke izipho zemali, izipho-mali (*donations*) neenkxaso (*sponsorships*) zihlawulwa kwiNgxowa-mali eyiNgeniso yePhondo njengemali eyingeniso kwiNgxelo yokuSetyenziswa kweMali xa zamkelwe. Izixa-mali ezamkelweyo ngomhla wokwenziwa kwengxelo ziyavezwa kwiingcaciso eziveza ingcaciso kwiingxelo zemali.

Zonke izipho zezinto eziyimfuneko (*in-kind gifts*), iminikelo neenkxaso kunikwa ingcaciso entsha ngazo kwingqikelelo yexabiso (*fair value*) kwisihlomelo seengxelo zemali.

2.4 Iirisithi eziya ngqo kwiCandelo loLawulo lweNtlawulo zeMali (*Direct Exchequer receipts*)

Zonke iirisithi eziya ngqo kwiCandelo loLawulo lweNtlawulo zeMali (*direct exchequer receipts*) zibhalwa kwiNgxelo yokuSetyenziswa kweMali xa imali yamkelwe.

Zonke iintlawulo eziya ngqo kwicandelo lolawulo lweentlawulo zemali ziyabhalwa kwiNgxelo yokuSetyenziswa kweMali xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

2.5 Uncedo lwezemali

Uncedo lwezemali lwangaphakathi okanye lwangaphandle luyabhalwa njengemali eyinzuzo xa isaziso sokufuna uncedo lwemali kwi-Ofisi kaNondyebo kaZwelonke okanye xa isebe lemfundo lifumana ngqo imali evela kumxhasi (kubaxhasi).

Zonke izipho zezinto eziyimfuneko (*in-kind gifts*), iminikelo neenkxaso kunikwa ingcaciso entsha ngazo kwingqikelelo yexabiso (*fair value*) kwizihlomelo ezikwiingxelo zemali.

lintlawulo zemali ezaye zenziwa enyakeni ziphathelele kwiiprojekthi zoncedo lwangaphakathi nolwangaphandle ziyabhalwa njengeendleko kwiNgxelo yokuSetyenziswa kweMali. Ixabiso loncedo oluhlawulwe phambi kokwamkelwa kweemali ezo iyabhalwa njengemali eyamkelweyo kwiNgxelo yoBume beMali.

Izixa-mali ezihlawulwe ngokungafanelekanga kusetyenziswa uncedo lwangaphakathi nolwangaphandle nazo naziphi izixa-mali zivunywa njengeziintlawulo kwiNgxelo yoBume beMali.

Zonke iimali ze-CARA ezamkelweyo mazirekhodwe njengemali eyingeniso xa iimali zamkelwe. lintlawulo zemali ezenziwa enyakeni ziphathelele kwiiprojekthi zoncedo lwangaphakathi nolwangaphandle ziyavunywa njengeendleko kwiNgxelo yokuSetyenziswa kweMali.

Izixa-mali ezihlawulwe ngokungafanelekanga kusetyenziswa iimali ze-CARA nazo naziphi izixa-mali ezingasetyenziswanga ziyavunywa njengeziintlawulo kwiNgxelo yoBume Bemali.

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3. Inkcitho

3.1 Imbuyiselo yabaqeshwa

3.1.1 Izibonelelo zabaqeshwa zethutyana

Imivuzo (*salaries*) nemirholo (*wages*) ibandakanya iintlawulo eziya kubaqeshwa (kubandakanywa namalungelo ekhefu, iitshekhi zeshumi elinesithathu (*thirteenth cheques*) neebhonasi zentsebenzo encomekayo). Imivuzo nemirholo iyavunywa njengeendleko kwiNgxelo yokuSetyenziswa kweMali xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye). Imbuyiselo eluhlobo lwemali iyinxalenye yeendleko ze-*capital assets* kwiNgxelo yokuSetyenziswa kweMali¹.

Zonke ezinye iintlawulo zicalulwa njengeendleko zalo nyaka-mali.

Izibonelelo zabaqeshwa zethutyana ezikhokelela kwesi sinyanzeliso ezisemthethweni okanye izinyanzeliso zemvumelwano (*legal or constructive obligation*) ziyabhalwa njengengcaciso entsha kwiingxelo zemali. Ezi zixamali azivunywa kwiNgxelo yokuSetyenziswa okanye yoBume Bemali.

3.1.2 Izibonelelo ezihlawulwa emva komhlala-phantsi

Isebe lemfundo linika izibonelelo zomhlala-phantsi (imali zomhlala-phantsi) kubaqeshwa abathile balo lisebenzisa isicwangciso sesibonelelo esiqingqiweyo sabaqeshwa bakarhulumente. Ezi zibonelelo zixhaswa ngemali ziintlawulo ezivela kumqeshi nakumqeshwa.

Iintlawulo ezivela kumqeshi (o.k.t. iintlawulo zentlalo) kwingxowa-mali ziyahlawulwa xa ugunyaziso lokugqibela lweentlawulo kwingxowa-mali lwenziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye). Akukho sibonelelo senziweyo ngokumalunga nezibonelelo zomhlala-phantsi kwiingxelo zemali zesebe lemfundo. Neziphi na izinto ezisenokuba ngamatyala zibhalwa njengengcaciso entsha kwiingxelo zemali zeNgxowa-mali eyiNgeniso yePhondo kungekuko kwiingxelo zemali zesebe elingumqeshi.

Isebe lemfundo linika izibonelelo zonyango kubaqeshwa balo abathile. Iintlawulo ezivela kumqeshi zisiya kwingxowa-mali yonyango ziyahlawulwa xa ugunyaziso lokugqibela lweentlawulo kwingxowa-mali lwenziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

3.1.3 Izibonelelo zokupheliswa kwengqesho

Izibonelelo zokupheliswa kwenkonzo ezinjengeephakheji zokuyeka ngokuzithandela emsebenzini (*severance packages*) ziyavunywa njengeendleko kwiNgxelo yokuSetyenziswa kweMali njengokuhlululwa kwemali ngoomatshini (kwezamakhaya) xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

3.1.4 Ezinye izibonelelo zabaqeshwa zethuba elide

Ezinye izibonelelo zabaqeshwa zethuba elide (ezinjengekhefu elihlawulelwayo (*capped leave*) ziyavunywa njengeendleko kwiNgxelo yokuSetyenziswa kweMali njengokuhlululwa kwemali ngoomatshini (kwezamakhaya) xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

¹ Lo migaqo-nkqubo wokulawulwa nokwabiwa kwemali usebenza kuphela xa isebe likhetha ukuhlawula ngokungekululo uhlobo lwemali imbuyiselo ehlawulwa abaqeshwa ababandakanyeka kwiiprojekthi ezingabandakanyi ntlawulo yamali (*capital projects*).

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Izibonelelo zabaqeshwa zethuba elide ezikhokelela kwesi sinyanzeliso sisemthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) ziyavunywa njengengcaciso entsha kwiingxelo zemali. Ezi zixamali azivunywa kwiingxelo yokuSetyenziswa okanye yoBume beMali.

3.2 Iimpahla neenkonziso ezithile

Iintlawulo zeempahla kunye/okanye zeenkonziso ziyavunywa njengeendleko kwiingxelo yokuSetyenziswa kweMali xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye). Ezi ndleko zicalulwa njenge-*capital* ukuba iimpahla neenkonziso ezo zasetyenziselwa i*capital project* okanye i-asethi ye-R5,000 okanye xa kuye kwathengwa ngaphezulu. Zonke ii-asethi ezibiza ngaphantsi kwe-R5,000 ziya kubhalwa phantsi kweempahla neenkonziso.

3.3 Inzala nokurentwa komhlaba

Iintlawulo zenzala nezerenti ziyavunywa njengeendleko kwiingxelo yokuSetyenziswa kweMali xa ukugunyaziswa kokugqibela kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye). Lo mba awubandakanyi rente yokusetyenziswa kwezakhiwo okanye ezinye iziseko ezisisigxina. Ukuba akunako ukwahlula phakathi kwentlawulo yokusetyenziswa komhlaba neziseko zesigxina ezikuwo, esi sixa-mali sisonke sifanele ukurekhodwa phantsi kweempahla neenkonziso ezithengiweyo.

3.4 Usetyenziso lwemali kwii-asethi nasematyaleni

Amatyala ayacinywa xa aye aqatshelwa njengalawo angahlawulekileyo. Amatyala acinywayo aphelele kwizixamali ezongiweyo (*savings*) kunye/okanye kwinkcitho enganeno yeemali ezisetyenziselwe injongo ethile. Ukucinywa kwamatyala kwenzeka ekupheleni konyaka xa iimali zifumaneka. Akukho sibonelelo senziweyo malunga nezixamali ezingahlawulekiyo kodwa la maxabiso ayavezwa njengengcaciso entsha.

Iilahleko ezivela kwi-Forex ziyabhalwa kwintlawulo yeemali.

Zonke ezinye iilahleko ziyabhalwa xa ukugunyaziswa kwenziwe ukulungiselela ukugunyaziswa kwazo.

3.5 Iintlawulo ngoomatshini neenkxaso-mali

Iintlawulo ezenziwa ngoomatshini neenkxaso-mali ziyavunywa njengeendleko xa ukugunyaziswa kwentlawulo kokugqibela kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

3.6 Inkcitho engagunyaziswanga

Xa iinkcitho ezingagunyaziswanga zibhaqiwe zivunywa njenge-asethi kwiingxelo yobume beemali kude kuyokuba lelo xesha apho inkcitho ezo ziya kuvunywa ngabasemagunyeni abachaphazelekayo, aze ahlawuliswe lowo unoxanduva loko okanye licinywe ityala elo njengetyala elingahlawulekileyo kwiingxelo yokuSetyenziswa kweMali.

Iinkcitho ezingagunyaziswanga ziyavunywa ize imali leyo kunikwe ingcaciso entsha kwiingxelo yokuSetyenziswa kweMali xa inkcitho ezingagunyaziswanga zivunyiwe zaze iimali ezinxulumene noko zamkelwa. Xa isixa-mali eso sivunyiwe ngaphandle kwenkxaso-mali ziyavunywa njengeendleko, kuxhomekeke kubukho beemali ezongiweyo (*savings*), kwiingxelo yokuSetyenziswa kweMali kumhla lowo wokugunyaziswa.

3.7 Inkcitho engeloncedo nanzuzo

Inkcitho engeloncedo nanzuzo iyavunywa njengendkcitho kwiingxelo yokuSetyenziswa kweMali. Ukuba imali ebeyinkcitho inako ukuphinda ifunyanwe, oko kuthathwa njenge-asethi kude kube kuyahlawulwa ngumntu lowo uchaphazelekayo okanye ibhalwa njengetyala elingahlawulekileyo kwiingxelo yokuSetyenziswa kweMali.

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3.8 Inkcitho engagunyaziswanga (*irregular expenditure*)

Inkcitho engagunyaziswanga ithathwa njengencitho ekwi-*Statement of Financial Performance*. Ukuba incitho ayigunyanziswanga ngabanamagunya afanelekileyo ithathwa njenge-asethi de ibe ibuyekeziwe kwakhona okanye icinyiwe (*written off*) njengenakuphinda ibuyiseke kwi-*Statement of Financial Performance*.

3.9 Inkcitho yee-asethi ii-*capital assets*

lintlawulo ezenziwe kwii-asethi ii-capital assets zithathwa njengendleko ezikwi-*Statement of Financial Performance xa ugunyaziso lokugqibela lentlawulo luthelwafakwa kwi-sistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).*

4. Ii-asethi

4.1 Iimali nee-*cash equivalents*

Ii-*cash and cash equivalents* zenziwa kwi- *Statement of Financial Position* ngeendleko.

Ukulungiselela iinjongo ze *Cash Flow Statement*, ii-*cash and cash equivalents* zenziwa yimali ekhoyo (cash on hand), iidipozithi ezigciniweyo (*deposits held*), nezinye iintlobo zotyalo-mali zethuba elifutshane (*short-term highly liquid investments*) nee-ovadrafti zebhanki.

4.2 Ezinye ii-asethi zezemali (*financial assets*)

Ezinye ii-*financial assets* zenziwa kwi- *Statement of Financial Position* kwindleko.

4.3 Iintlawulo zangaphambili nee-*advances*

Izixa ezihlawulwa kwangaphambili (*Pre-payments*) okanye esele zihlawulwe zithathelwa ingqalelo kwi-*Statement of Financial Position* xa kusenziwa iintlawulo

Izixa ezihlawulwa kwangaphambili (*Pre-payments*) and advances ezingenziwanga ekupheleni konyaka zenziwa kwi-*Statement of Financial Position* kwindleko.

4.4 Iimali ezifunyenweyo (*Receivables*)

Iimali ii-*Receivables* ezibandakanywe kwi-*Statement of Financial Position* zivela kwiintlawulo zekheshi (*cash payments*) ezenziweyo ezinako ukufunyanwa kwezinye iinkampani/amaziko achaphazelekayo (another party).

Iimali ii-*Receivables* ezingekahlawulwa ekupheleni konyaka kwi-*Statement of Financial Position* kwindleko kwakunye nenzala ethe yenzeka.

4.5 Iintlawulo zotyalo-mali

Iintlawulo zotyalo-mali ii-*Capitalised investments* zibonakaliswa kwindleko kwi-*Statement of Financial Position*. Nayiphi na imali engenayo nephumayo (*cash flows*) efana nezahlulo (*dividends*) iimali ezifunyenwe kwiintengiso zotyalo-mali (*proceeds from the sale of the investment*) zithathelwa ingqalelo kwi-*Statement of Financial Performance* xa kufunyanwa ikheshi.

Utyalo-mali luvavanyelwa ilahleko engumonakalo (*impairment loss*) kwithuba ngalinye kukho ukutshintsha kwiimeko ezinokwalatha ukuba utyalo-mali lunokungahambi kakuhle. Nayiphi na ilahleko ibandakanyiwe kwingcaciso yokucacisa oku.

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4.6 Iimali-mboleko

Iimali-mboleko zithathelwa ingqalelo kwi *Statement of Financial Position* ngesixa esiqhelekileyo (nominal amount) xa inako imali ukuhlawulwa kulowo uxhamlayo. Ilibhalansi zeemali-mboleko (*Loan balances*) zincitshiswa xa iintlawulo zekheshi (*cash repayments*) zifunyanwayo kwabazuzayo. Izixa ekungenakwenzeka ukuba zibuyiswe kwakhona zibandakanyiwe kumanqaku achazayo.

Iimali-mboleko ezingekabuyiswa ekupheleni konyaka ziyafakwa kwi-*Statement of Financial Position* kwindleko.

4.7 I-inventri

Ii-iventri ezithengwa ngethuba lonyaka-mali ziyachazwa kwiindleko kumanqaku.

4.8 Ii-Capital assets

4.8.1 Ii-asethi ezinokushenxiseka (movable assets)

I-*capital asset* iyarekhodwa yakufunyanwa kwindleko (on receipt of the item at cost). Ixabiso le-asethi (*asset*) icaciswa njengexabiso liphelele le-akhwizishini (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, i-*capital asset enokususwa (movable capital asset)* icaciswa ngokwexabiso elamkelekileyo. Apho ixabiso elamkelekileyo lingenako ukuqinisekiswa, i-*capital asset* ibandakanywa kwirejista yee-asethi kwi-R1.

Inkcitho ethi ilandele kamva (*subsequent expenditure*) yohlobo oluyimali irekhodwa kwi-*Statement of Financial Performance* njengenkcitho ye-asethi eyimali ize ifakwe kwirejista yee-asethi yesebe kwakuba kugqitywe iprojekthi.

Ukulungisiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwinkcitho "njengempahla neenkonzo" kwi-*Statement of Financial Performance*.

4.8.2 Ii-asethi ezingenakushenxiseka (Immovable assets)

I-asethi eyimali (*capital asset*) iyarekhodwa yakufunyanwa njengendleko (*on receipt of the item at cost*). Ixabiso le-asethi libhalwa njengexabiso liphelele loko kuthengiweyo (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, ii-asethi ezingenakushenxiseka (*immovable capital asset*) zibhalwa ngokweR1 ngaphandle kokuba ixabiso elamkelekileyo le-asethi liqikelelwe ngokuthembekileyo.

Umsebenzi osaqhutywayo wohlobo lwee-asethi eziyimali (*capital nature*) uyarekhodwa kwi-*Statement of Financial Performance* njengenkcitho eyi-"*expenditure for capital asset*". Kwezigqityiweyo iprojekthi, iindleko ezipheleleyo zeprojekthi zibandakanyiwe kwirejista yee-asethi yesebe elinelungelo ngokomthetho kulo asethi okanye isebe lephondo lemisebenzi yoluntu.

Ukulungisiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwinkcitho "njengempahla neenkonzo" kwi-*Statement of Financial Performance*.

5. Iintlawulo ezingamatyala afanele ukuhlawulwa (Liabilities)

5.1 Iimali ezabiweyo (voted funds) emazinikezelwe kwi-Revenue Fund

Iimali ebezabiweyo ezingakhange zisetyenziswe zinikezelwa kwi-*Provincial Revenue Fund*. Izixa ezifanele ukuhlawulwa kwi-*Provincial Revenue Fund* ekupheleni konyaka-mali zithathelwa ingqalelo kwi-*Statement of Financial Position*.

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5.2 limali zesebe (*departmental revenue*) emazinikezelwe kwi-*Revenue Fund*

Izixa ezifanele ukuhlawulwa kwi*Provincial Revenue Fund* ekupheleni konyaka-mali zithathelwa ingqalelo kwi*Statement of Financial Position* kwiindleko.

5.3 lirisithi ze*Direct Exchequer* emazinikezelwe kwi-*Revenue Fund*

Zonke iirisithi i*direct exchequer fund receipts* zithathelwa ingqalelo kwi*Statement of Financial Performance* xa kufunyenwe imali

Izixa ezifunyanwayo mazigqithiselwe kwingxowa-malo efanelekileo (relevant revenue fund) xa zifunyenweyo. Nasiphi isixa esinganikezelwanga ekupheleni konyaka sibonakaliswa njengemali efanele ukuhlawulwa ngoku (*current payable*) kwi-*Statement of Financial Position*.

5.4 I-ovadrafti yebhanki

I-ovadrafti yebhanki ifakwa kwi-*Statement of Financial Position* kwiindleko.

5.5 limali ezihlawulwayo (*Payables*)

limali ezihlawulwayo zithathelwa ingqalelo ubukhulu becala ziqulethe izixa ezingamatyala kwamanye amasebe karhulumente (*governmental entities*). Ezi ntlawulo zithathelwa ingqalelo kwiindleko ezinika imbali (historical cost) kwi*Statement of Financial Position*.

5.6 Amatyala azii-*Contingent liabilities*

Ii-*Contingent liabilities* zibandakanyiwe kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*).

5.7 limali ezabelwe iinjongo ezithile (*Commitments*)

limali ezabelwe iinjongo ezithile kwi*Statement of Financial Position* njengetyala okanye inkcitho (*liability or as expenditure*) kwi-*Statement of Financial Performance* nezibandakanyiweyo kumanqaku acacisayo (*disclosure notes*).

5.8 limali ii-*Accruals*)

Ii-*accruals* azithathelwa ngqalelo kwiNgxelo yoBume beMali (*Statement of Financial Position*) njengamatyala okanye inkcitho (*liability or as expenditure*) kwiNgxelo yoKusetyenziswa kweMali (*Statement of Financial Performance*) nezibandakanyiweyo kumanqaku acacisayo (*disclosure notes*).

5.9 Izibonelelo zabaqeshwa

Izibonelelo zabaqeshwa zethuba elifutshane zibangela ukuba kubekho imfanelo esemthethweni okanye yokulungisa imeko-bume (*legal or constructive obligation*) ziyachazwa kumanqaku achazayo (*disclosure notes*) kwiingxelo zezemali. Ezi zixa azithathelwa ngqalela kwiNgxelo yoKusetyenziswa kweMali (*Statement of Financial Performance*) okanye kwiNgxelo yoBume beMali (*Statement of Financial Position*).

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5.10 Iimali ezabelwe ukuqeshisa (*Lease commitments*)

Ukuqeshisa kwezemali

Ukuqeshisa kwezemali (*Finance leases*) akuthathelwa ngqalelo njengee-asethi namatyala kwingxelo yemeko yezemali. Iintlawulo zokuqeshisa kwezemali (*finance lease payments*) zithathelwa ingqalelo njengencitho kwingxelo yokusetyenziswa kwemali (*statement of financial performance*) kwaye zabiwa phakathi kwezixa eziyikhapitali neziyinzala (*capital and the interest portions*). Amatyala azii-finance lease liability ayachaza kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*).

Iingqeshiso ezisebenzayo

Iintlawulo zeengqeshiso ezisebenzayo (*Operating lease payments*) zithathelwa ingqalelo njengencitho kwingxelo yemeko yezemali. Ii-operating lease commitments ziyachazwa kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*).

6. Ii-asethi ii-Net Assets

6.1 Ii-Capitalisation reserve

Ii-capitalisation reserve ziqulethe ii-asethi zezemali (*financial assets*) kunyelokanye amatyala avela kwithuba elingaphambi kokwnziwa kwengxelo nelithathelwa ingqalelo kwiStatement of Financial Position okokuqala kwithuba lokwenza ingxelo lalngoku (*current reporting period*). Izixa ezihlawulwa kwiProvincial Revenue Fund ukusetyenziswa ukuhlawulwa kwakhona nokubuyiswa (*disposal, repayment or recovery*) kwezixa ezinjalo.

6.2 Iimali ezinokubuyiswa (*Recoverable revenue*)

Izixa zithathelwa ingqalelo njengeemali ezinokubuyiswa (*recoverable revenue*) xa kusenziwa iintlawulo kunyaka-mali wangaphambili xa zibuyiswa kwabanamatyala (*debtor*) kunyaka-mali omiyo (*current financial year*).

7. Imicimbi yemali namaqela achaphazekelayo (*Related party transactions*)

Ingcaciso echanekileyo ngokumalunga nemicimbi yemali namaqela achaphazekelayo (*related party transactions*) ibandakanyiwe kumanqaku achazayo.

8. Abasebenzi bolawulo abaphambili (*Key management personnel*)

Imbuyiselo ehlawulwa abasebenzi abakulawulo abaphambili (*key management personnel*) kuquka amalungelo osapho apho kufanelekileyo, ibandakanyiwe kumanqaku achazayo.

9. Intsebenziswano neenkampani zabucala (*Public private partnerships*)

Ingcaciso yamalungiselelo ePPP, iifizi zemvumelwano (*contract fees*) nenkcitho eyi-current and capital expenditure emalunga namalungiselelo ePPP ibandakanyiwe kumanqaku achazayo.

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1. Ulwabiwo-mali lonyaka (Annual Appropriation)

1.1 Ulwabiwo-mali lonyaka (Annual Appropriation)

	Ulwabiwo lokugqibela 2008/09	limali kanye ezifunyen- weyo 2007/08	limali ezinga- biwanga/ ezingafunya- nwanga	limali ezabiweyo ezifunyenweyo 2007/08
Iprogram	R' 000	R' 000	R' 000	R' 000
Ulawulo	393,529	416,129	(22,600)	361,470
Kwimfundo yeSikolo sikarhulumente esiqhelekileyo	7,424,023	7,412,214	11,809	6,271,636
linkxaso-mali zeZikolo eziZimeleyo	44,119	48,406	(4,287)	39,712
Izikolo zemfundo eneemfuno ezizodwa zikarhulumente	510,390	509,592	798	434,325
IMfundo noQeqesho oluQhubekayo	367,191	346,469	20,722	317,230
IMfundo noQeqesho lwaBadala	26,838	27,887	(1,049)	26,056
Imfundo noPhuhliso lwaBasaqalayo	228,749	227,961	788	164,804
linkonzo eziNcedisayo neziNxulumene nazo (Auxiliary and Associated Services)	211,249	217,430	(6,181)	207,499
Itotali	9,206,088	9,206,088	-	7,822,732

Ingcaciso 2008/09 2007/08
R' 000 R' 000

**1.2 Igranti ekhutshwa phantsi
kwemiqathango****

Igranti ezipheleleyo ezifunyenweyo	IsiHlomelo 1A	298,188	226,358
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(** Makuqatshelwe ukuba iigranti ezikhutshwa phantsi kwemiqathango (Conditional grants) zibandakanyiwe kwizixa kuLwabiwo loKugqibela (Final Appropriation) kwi-Nqaku 1.1)

Ingcaciso 2008/09 2007/08
R' 000 R' 000

2. Izimali zesebe (Departmental Revenue)

Ukuthengiswa kweempahla neenkonzo ngaphandle kwee-asethi ii-capital assets	2.1	8,297	9,048
Iifayini, izohlwayo neemali ekuphulukenwe nazo	2.2	382	361
Inzala, izahlulo nerenti yemihlaba	2.3	1,227	1,524
Ii-Financial transactions kwii-asethi nasematyaleni (assets and liabilities)	2.4	12,639	20,459
Izimali (revenue) eziqokelelweyo		22,545	31,392
Thabatha izimali ezizesebe eziqokelelweyo kulwabiwo- mali	15	22,545	26,755
Izimali zesebe (Departmental Revenue) eziqokelelweyo		-	4,637

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
2.1 Ukuthengiswa kweempahla neenkonzongaphandle kwee-asethi ii-<i>capital assets</i>			
lintengiso zeempahla neenkonzongaphandle eziveliswa lisebe		8,297	9,048
lintengiso ngamaziko eentengiso (<i>market establishment</i>)		8,297	9,048
Itotali		8,297	9,048
2.2 lifayini, izohlwayo neemali ezinikezelwanjengentlawulo eyimali ekuphulukenwenayo (<i>forfeits</i>)			
lifayini		382	361
Itotali		382	361
2.3 Inzala, izahlulo nerenti yemihlaba			
Inzala		1,227	1,524
Itotali		1,227	1,524
2.4 Imicimbi yemali (<i>Financial transactions</i>) kwii-asethi nasematyaleni (<i>assets and liabilities</i>)			
Iitshekhi ezigqithelwe lixesha (Stale cheques) zibhalwengemva		(28)	(189)
Ezinye iiRisithi kubandakanywa ii <i>Recoverable Revenue</i>		12,667	20,648
Itotali		12,639	20,459
3. Ukubuyiselwa kwabaqeshwa imali			
3.1 Imivuzonemirholo (<i>Salaries and wages</i>)			
Umvuzo oyintsusa		5,308,791	4,467,496
Ibhaso lentsebenzo		11,224	11,011
Esekelwe kwiNkonzo		22,570	7,432
Eyimbuyiselo / Eyemeko-bume ezithile		75,403	50,366
Iintlawulo zamathuba athile		12,705	4,305
Ezinye izibonelelo ezingatsalelwa rhafu		746,654	571,682
Itotali		6,177,347	5,112,292

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
3.2 lintlawulo zezentlalo eziyiminikelo (<i>Social Contributions</i>)			
lintlawulo zomqeshi			
Ipenshini		592,975	506,676
Isikim soncedo lonyango		317,019	283,205
IBhunga loThetha-thethwano phakathi kwabasebenzi nabaqeshi (<i>Bargaining council</i>)		454	442
limanyano nemibutho esemthethweni		1,895	1,420
Itotali		912,343	791,743
Itotali yokubuyiselwa kwabaqeshwa iimali		7,089,690	5,904,035
Inani labaqeshwa eliyi-avareji		39,949	39,618
4. Iimpahla neeNkonzo			
lintlawulo zolawulo		932	670
Upapasho		11,909	11,760
li-asethi ezingaphantsi kwe-R 5, 000	4.1	22,062	20,668
liBhasari (abaqeshwa)		17,924	9,204
Ezonxibelelwano		11,305	10,838
linkonzo zeKhompyutha	4.2	16,565	12,866
linkonzo zabacebisi, ezeekhonzaka (<i>contractors</i>) nee-arhente zangaphandle (<i>outsourced services</i>)	4.3	56,146	70,413
Ezolonwabo		226	197
Iindleko zokuphicothwa kweencwadi zemali – iinkonzo zangaphandle	4.4	7,842	5,580
I-inventri	4.5	327,801	321,377
Ulonolozo, ulungiso neendleko zokwenza oko (<i>Maintenance, repairs and running costs</i>)		-	-
lingqeshiso ezisebenzayo		6,293	8,428
Inkcitho ngepropati eyeyesebe okanye eqeshisayo	4.6	120,519	90,766
Izithuthi ezibonelelwa njengenxalenye yemisebenzi yephondo		113,101	107,411
Ihambo nenkxaso	4.7	58,553	44,179
Iindawo nezibonelelo (<i>facilities</i>)		20,689	19,802
Uqeqesho nophuhliso lwabasebenzi		19,441	10,904
Enye incitho yokusebenza	4.8	1,712	3,198
Itotali		813,020	748,261

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Ingcaciso kwiiNgxelo zeMali zoNyaka
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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
4.1 li-asethi ezingaphantsi kwe-R 5, 000			
li-asethi eziphathekayo (<i>tangible</i>)		21,611	20,122
Oomatshini nezixhobo		21,611	20,122
li-asethi ezingaphathekiyo		451	546
Itotali		22,062	20,668
4.2 linkonzo zeKhompyutha			
linkonzo zeKhompyutha zeSITA		13,939	12,748
Ababoneleli-nkonzo beekhompyutha bangaphandle		2,626	118
Itotali		16,565	12,866
4.3 linkonzo zabacebisi, ezeekhontraka (<i>contractors</i>) nee-arhente zangaphandle (<i>outsourced services</i>)			
linkonzo zoshishino nezeengcebiso		11,519	62,391
Amaseko noCwangciso		1,673	-
lindleko zezomthetho		4,303	2,372
likhontraka		6,615	5,691
li-arhente neNkxaso/ iinkonzo zangaphandle		32,036	(41)
Itotali		56,146	70,413
4.4 lindleko zokuphicothwa kweencwadi zemali – iinkonzo zangaphandle			
Uphicotho-zincwadi lokuchaneka kwemigaqo (<i>Regularity audits</i>)		6,437	4,013
Uphicotho-zincwadi lokusebenza kwemali (<i>Performance audits</i>)		1,315	1,077
Olunye uphicotho-zincwadi		90	490
Itotali		7,842	5,580
4.5 I-inventri			
Izibonelelo zeLTSM		222,114	239,867
Ukutya nezibonelelo zokutya		72,668	49,642
Ezinye izinto ezisebenzisekayo		567	408
Izinto zokubhala nokuprinta		32,452	31,460
Itotali		327,801	321,377
4.6 Inkcitho ngepropati eyeyesebe okanye eqeshisayo			
linkonzo zoomasipala		12,179	13,535
Okunye		108,340	77,231
Itotali		120,519	90,766

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Ingcaciso kwiiNgxelo zeMali zoNyaka
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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
4.7 Ihambo nenkxaso			
Ezangaphakathi		57,478	42,536
Ezamazwe angaphandle		1,075	1,643
Itotali		58,553	44,179
4.8 Enye inkcitho yokusebenza			
Intlawulo zeMibutho yaBaqeqeshiweyo, nezobulungu		37	1,330
lindleko zokuhlawula amatyala (<i>Resettlement costs</i>)		1,463	1,824
Okunye		212	44
Itotali		1,712	3,198
5. Imicimbi yemali (<i>Financial transactions</i>) kwii-asethi nasematyaleni (<i>assets and liabilities</i>)			
lilahleko zezinto (<i>material resources</i>) ngenxa yolwaphulo-mthetho		322	385
Ezinye izinto eziyilahleko	5.1	322	385
Ezinye izinto eziyilahleko ezikhutshiweyo ezincwadini	5.2	501	184
Amatyala akhutshiweyo ezincwadini	5.3	4,834	14,701
Itotali		5,657	15,270
5.1 Ezinye izinto eziyilahleko			
Ezinye izinto eziyilahleko (<i>material losses</i>)			
Isehlo	Amanyathelo oluleko athathiweyo/ linkqubo zezomthetho		
lingozi zezithuthi zikaRhulumente (GG –accidents)		322	385
Itotali		322	385
5.2 Ezinye izinto eziyilahleko ezikhutshiweyo ezincwadini			
Ezinye izinto eziyilahleko (<i>material losses</i>)			
Amabango ngakurhulumente		-	103
Inkcitho eyilahleko nengenanzuzo		-	81
Okunye		501	-
Itotali		501	184

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Ingcaciso kwiiNgxelo zeMali zoNyaka
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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
5.3 Amatyala acinyiweyo ezincwadini			
Ubunjani bamatyala acinyiweyo ezincwadini			
Amatyala acinyiweyo ezincwadini amalunga nenkcitho engagunyaziswanga		1,705	-
Irhafu yabaqeshwa		206	5,551
Igaranti zikarhulumente (<i>State guarantees</i>)		103	16
Imivuzo engaphezu kwefanelekileyo (<i>Overpayments</i>)		593	590
IiBhasari		1,225	227
Inzala ematyaleni		941	267
Okunye		61	1,817
Ilahleko ye-akhawunti yokurhweba 1996/97		-	1,536
Amabango anoubuyiswa		-	4,697
Itotali		4,834	14,701
6. Iimali ezihlawulweyo neenkxaso-mali			
Amaphondo noomasipala		-	1
Ii-arhente zesebe nee-aakhawunti	IsiHlomelo B	4,255	3,944
Amaziko angenzi ngeniso	IsiHlomelo C	1,017,195	862,037
Amakhaya	IsiHlomelo 1D	55,673	51,534
Itotali		1,077,123	917,516
7. Inkcitho yee-aseti ii-capital assets			
Ii-aseti eziphathekayo (<i>tangible</i>)		196,312	152,537
Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	31.1	162,455	140,109
Oomatshini nezixhobo	29.1	33,857	12,428
I-<i>software</i> nezinye ii-aseti ezingaphathekiyo		10,676	131
Iindleko zophuhliso ezenziwe iKhaptali (<i>Capitalised</i>)	30.1	8,149	-
Isoftware yekhompuyutha	30.1	2,527	131
Itotali		206,988	152,668

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	Ingcaciso	2008/09	2007/08
		R' 000	R' 000
7.1 Inkcazo yezimali ezisetyenziselwa ukufumana ii-capital assets - 2008/09			
	Izixa-mali ezabiweyo	Uncedo	Itotali
	R' 000	R' 000	R' 000
li-asethi eziphathekayo (<i>tangible</i>)	196,312	-	196,312
Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	162,455	-	162,455
Oomatshini nezixhobo	33,857	-	33,857
I- <i>software</i> nezinye ii-asethi ezingaphathekiyo	10,676	-	10,676
Iindleko zophuhliso ezenziwe iKhaptali (<i>Capitalised</i>)	8,149	-	8,149
I- <i>software</i> yekhompyutha	2,527	-	2,527
Itotali	206,988	-	206,988
7.2 Inkcazo yezimali ezisetyenziselwa ukufumana ii-capital assets - 2007/08			
	Izixa-mali ezabiweyo	Uncedo	Itotali
	R' 000	R' 000	R' 000
Itotali yee-asethi ezifunekayo	152,668	-	152,668
8. Inkcitho engenanzuzo neyilahleko			
8.1 Inkcitho engenanzuzo neyilahleko			
Imali eyibhalansi ekuqalwe kuyo		-	708
Kongezwa: Inkcitho engenanzuzo neyilahleko yonyaka omiyo			47
Inkcitho yangoku			47
Kwathatyathwa izixa-mali ezigunyazisiweyo		-	(674)
Intlawulo		-	(674)
Kwathatyathwa izixa ezihlawuliweyo kwiimali ezifunyanweyo		-	(81)
Inkcitho engenanzuzo neyilahleko elindele ukuvunywa		-	-
9. Imali ne-cash equivalents			
Imali neebhanki zorhwebo (Ezangaphakathi)		17,220	117,106
Itotali		17,220	117,106

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Ingcaciso kwiiNgxelo zeMali
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	Ingcaciso	2008/09 R' 000	2007/08 R' 000			
10. Ezinye ii-<i>finicial assets</i>						
Ezingezizo ezangoku						
Ezangaphakathi						
Amasebe ethuba langaphambili : Ukulungisa umonakalo (<i>Mopping up</i>)		818	818			
Itotali yezinye ii-<i>finicial assets</i> engezizo ezangoku		818	818			
11. Iintlawulo zangaphambili nee-<i>advances</i>						
Ihambo nenkxaso		53	362			
Iintlawulo esele zahlawulwayo kwezinye ii-akhawunti		-	1,119			
Itotali		53	1,481			
		2008/09				
	Ingcaciso	Nganeno kunonyaka omnye R' 000	Unyaka omnye ukuya kwemithathu R' 000	Ezindala kunemin-yaka emithathu R' 000	Itotali R' 000	Itotali R' 000
12. Iimali ezifunyenweyo- (<i>receivables</i>)						
Amabango anokubuyiswa	12.1	4,334	133	-	4,467	1,883
Amatyala abasebenzi	12.2	5,794	9,328	4,880	20,002	17,178
Amanye amatyala	12.3	6,614	12,041	31,655	50,310	53,035
Itotali		16,742	21,502	36,535	74,779	72,096
12.1 Amabango anokubuyiswa						
Amasebe kazwelonke					57	1,883
Amasebe ephondo					2,514	-
Amaziko karhulumente (<i>Public entities</i>)					1,895	-
Urhulumente wengingqi					1	-
Itotali					4,467	1,883
12.2 Amatyala abasebenzi						
Imivuzo engaphezu kwefanelekileyo					3,738	7,043
I-akhawunti yamatyala					16,177	10,048
Inkcitho engagunyaziswanga (<i>irregular expenditure</i>) eyabiwe lisebe					87	87
Itotali					20,002	17,178

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Ingcaciso kwiiNgxelo zeMali zoNyaka
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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
12.3 Amanye amatyala			
Ukophula isigqibo semvumelwano		17,065	20,820
Abaqeshwa bangaphambili		25,091	17,259
Igaranti zikarhulumente (<i>State guarantees</i>)		1,085	1,202
Izenzo zolwaphulo-mthetho		1,913	2,020
Izinto ngezinto		2,106	2,805
Ukuhlawula ii-akhawunti		3,050	8,929
Itotali		50,310	53,035
13. Utyalo-mali			
Ezingezizi ezangoku			
Izabelo nezinye ii-equity			
Sir David Harris Trust		4	6
JL Bisset Fund		373	341
Graham Civil Service Bursary Fund		44	43
Royal Reception Fund		34	34
School Building Fund		12,051	10,766
Itotali yezingezizo ezangoku		12,506	11,190
Ucazululo ngotyalo-mali olungelulo olwangoku			
Imali eyibhalansi ekuqalwe kuyo		11,190	10,190
Izongelelo zemali		1,316	1,000
Ukusetyenziswa kwemali		-	-
Okungeyomali (<i>Non-cash movements</i>)		-	-
Ibhalansi ekugqityelwe kuyo		12,506	11,190
14. Iimali ezabiweyo (<i>voted funds</i>) emazinikezelwe (<i>surrendered</i>) kwi-<i>Revenue Fund</i>			
Imali eyibhalansi ekuqalwe kuyo		84,982	195,513
Iintlawulo ezihlawulweyo ezikwingxelo yokusetyenziswa kwemali		13,610	84,982
Ezihlawulwe apha enyakeni		(84,935)	(195,513)
Ibhalansi ekugqityelwe kuyo		13,657	84,982

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
15. Iimali zesebe (<i>departmental revenue</i>) emazinikezelwe kwi- <i>Revenue Fund</i>			
Imali eyibhalansi ekuqalwe kuyo		3,351	(214)
Intlawulo ezihlawulweyo ezikwiNgxelo yokuSetyenziswa kweMali (<i>Statement of Financial Performance</i>)		-	4,637
Izimali ezizesebe eziqukiweyo kulwabiwo-mali		22,545	26,755
Ezihlawulwe apha enyakeni		(19,702)	(27,827)
Ibhalansi ekugqityelwe kuyo		6,194	3,351
16. I-ovadrafti yebhanki			
I-Akhawunti eQhelekileyo neHlanganisiweyo kaPeymasta		5,491	52,421
Itotali		5,491	52,421
17. Ezihlawulweyo-ezangoku			
Ukuhlawula ii-akhawunti	17.1	29,958	13,466
Ezinye ezihlawulwayo	17.2	24	1,840
Itotali		29,982	15,306
17.1 Ukuhlawula ii-akhawunti ngokupheleleyo			
Ukwaliwa kweentlawulo zezinto ngezinto		-	480
Imivuzo (<i>Sa</i>): li- <i>ACB recalls</i>		1,974	7,570
Imivuzo (<i>Sa</i>): irhafu yengeniso		119	1,959
Imivuzo (<i>Sa</i>): ingxowa-mali yepenshini		468	756
I- <i>Salary reversal control</i>		812	596
Umvuzo: uncedo lonyango		26,480	2,105
Ezinye ii-akhawunti zotsalo-mali		105	-
Itotali		29,958	13,466
17.2 Ezinye ezihlawulwayo			
Igaranti zemali-mboleko yezezindlu (<i>Housing loan guarantees</i>)		-	1,265
Izinto ngezinto		24	575
Itotali		24	1,840

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
18. Imali engenayo nephumayo eyi-<i>Net cash flow</i> efumanekayo xa kusenziwa imisebenzi			
I- <i>Net surplus</i> kwiNgxelo yoKusebenza kweMali ngasinye		13,610	89,619
Ii- <i>Add back non cash/cash movements</i> ezingathathwa njengemisebenzi eyenziwayo (<i>operating activities</i>)		138,317	(68,432)
(Ukwanda) kwimali ezifunyanwayo (<i>receivables</i>) – ezangoku		(2,683)	2,235
Iintlawulo zangaphambili neesele zahlawulayo (<i>advances</i>)		1,428	(1,051)
Ukuncipha kwezinye ii-asethi zangoku		-	708
(Ukwanda) kwimali ezifunyanwayo (<i>receivables</i>) – ezangoku		14,676	(26,407)
Inkcitho yee-asethi ii- <i>capital assets</i>		206,988	152,668
Ukunikezela kwi- <i>Revenue Fund</i>		(104,637)	(223,340)
Izimali ezizesebe eziqukiweyo kulwabiwo-mali		22,545	-
Ezinye izinto ezingezozemali (<i>non-cash items</i>)		-	26,755
Imali eyi-<i>Net cash flow</i> efumanekayo xa kusenziwa imisebenzi		151,927	21,187
19. Ukungqinelanisa i-<i>cash ne cash equivalents</i> ukwenzela iinjongo ze-<i>cash flow</i>			
I-Akhawunti eQhelekileyo neHlanganisiweyo kaPeymasta		(5,491)	(52,421)
Imali neebhanki zorhwebo (Ezangaphakathil)		17,220	117,106
Itotali		11,729	64,685

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000	
20. Amatyala azii-Contingent liabilities				
Afanele ukuhlawulwa (<i>liable</i>)	Ubunjani			
ligaranti zemali-mboleko yezezindlu (<i>Housing loan guarantees</i>)	Abaqeshwa	IsiHlomelo 2A	2,671	7,322
Amabango ngakurhulumente		IsiHlomelo 2B	45,279	25,836
Amanye amasebe (imali eziyibhalansi zama- sebe asebenzisanayo ezingaqinisekiswa (<i>interdepartmental unconfirmed balances</i>)		IsiHlomelo 4	4,926	4,254
Itotali		52,876	37,412	
21. Iimali ezabelwe injongo ezithile (<i>Commitments</i>)				
Inkcitho yangoku				
Ezivunyiweyo nezineemvumelwano		220,166	280,511	
Ezivunyiweyo kodwa ekungekho mvumelwano zazo		-	42,931	
		220,166	323,442	
Inkcitho iCapital Expenditure				
Ezivunyiweyo nezineemvumelwano		148,098	64,275	
Ezivunyiweyo kodwa ekungekho mvumelwano zazo		72,516	119,672	
		220,614	183,947	
Itotali yeemali ezabiweyo (<i>Commitments</i>)		440,780	507,389	
22. Ii-Accruals				
Ezidweliswe ngohlelo lwezoqoqosho	30 lintsuku	30+ lint- suku	Itotali	Itotali
Ukubuyekenza kwabaqeshwa	906	776	1,682	41,269
Iimpahla neeNkonzo	75,495	12,334	87,829	12,177
Iimali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	11,769	10,759	22,528	924
Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	3,006	1,931	4,937	824
Itotali	91,176	25,800	116,976	55,194

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000	
Ezidweliswe ngenqanaba leprogram				
Iprogram 1		26,780	11,266	
Iprogram 2		72,157	40,415	
Iprogram 4		1,902	2,117	
Iprogram 5		117	28	
Iprogram 6		126	5	
Iprogram 7		8,800	336	
Iprogram 8		6,419	1,027	
Iprogram 3		675	-	
Itotali		116,976	55,194	
Ibhalansi eziqinisekisiweyo (<i>Confirmed balances</i>) namasebe	IsiHlomelo 4	481	1,393	
Itotali		481	1,393	
23. Izibonelelo zabaqeshwa				
Amalungelo ekhefu		79,450	78,763	
Itshekhi yeshumi elinantathu		205,248	178,109	
Amabhaso entsebenzo		-	99	
Iimali ezabelwe ikhefu elihlawulelwayo (<i>capped leave</i>)		857,540	815,692	
Itotali		1,142,238	1,072,663	
24. Iimali ezabelwe ukuqeshisa (<i>Lease commitments</i>)				
	Umhlaba	Izakhiwo nezi- nye izitraksha- ezingenaku- suswa (<i>fixed structures</i>)	Oomatshini nezixhobo	Itotali
24.1 Iingqeshiso ezisebenzayo	R' 000	R' 000	R' 000	R' 000
2008/09				
Kungekho emva konyaka omnye (1)	-	-	1,369	1,369
Ngaphantsi konyaka omnye (1) kungabi semva kweminyaka emi-5	-	-	778	778
Iimali ezabelwe ukuqeshisa (<i>Lease commitments</i>)	-	-	2,147	2,147
2007/08				
Kungabi semva konyaka omnye (1)	-	-	1,185	1,185
Ngaphantsi konyaka omnye (1) kungabi semva kweminyaka emi-5	-	-	272	272
Iimali ezabelwe ukuqeshisa (<i>Lease commitments</i>)	-	-	1,457	1,457

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		Ingcaciso		2008/09	2007/08
		Umhlaba	Izakhiwo nezinye izitraksha ezingenakusiswa (<i>fixed structures</i>)	R' 000	R' 000
		R' 000	R' 000	Oomatshini nezixhobo	Itotali
24.2	Inkcitho yeemali zengqeshiso			R' 000	R' 000
	Kungabi semva konyaka omnye (1)	-	-	348	348
	Ngaphantsi konyaka omnye (1) kungabi semva kweminyaka emi-5	-	-	172	172
	Iimali ezabelwe ukuqeshisa (<i>Lease commitments</i>)	-	-	520	520
	Ixabiso eliyitotali langoku lamatyala engqeshiso	-	-	520	520
2007/08					
	Kungekho emva konyaka omnye (1)	-	-	11	11
	Iimali ezabelwe ukuqeshisa (<i>Lease commitments</i>)	-	-	11	11
	Ixabiso eliyitotali langoku lamatyala engqeshiso	-	-	11	11
25.	Inkcitho engagunyaziswanga (<i>irregular expenditure</i>)				
25.1	Ukungqinelanisa inkcitho engagunyaziswanga				
	Imali eyibhalansi ekuqalwe kuyo			5,199	4,612
	Kongezwe: Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili			78	-
	Kongezwe: Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili			256	3,490
	Kuthatyathwe izixa-mali ezigunyazisiweyo			(1,449)	(2,903)
	Kuthatyathwe izixa-mali ezingenakubuyiswa (ezingavunywanga)			(1,705)	-
	Inkcitho engagunyaziswanga ezilinde ukuvunywa (<i>condonation</i>)			2,379	5,199
	Ucazululo (<i>analysis</i>) olulindele ukuvunywa ngokohlelo lweminyaka yobudala (<i>per age classification</i>)				
	Unyaka omiyo			78	3,313
	Iminyaka yangaphambili			2,301	1,886
	Itotali			2,379	5,199

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		Ingcaciso 2008/09 R' 000	2007/08 R' 000
25.2	linkcukacha zenkcitho engagunyaziswanga –unyaka omiyo		
	Isehlo	Amanyathelo oluleko athathiweyo/ linkqubo zezomthetho	
	Cape Peninsula University of Technology		210
	Iifizi zophicotho zincwadi ezihlawulwe ku-Dr LG Kathan		46
			256
25.3	linkcukacha zenkcitho engagunyaziswanga - ezivunyiweyo		
	Isehlo (<i>Incident</i>)	Amanyathelo oluleko athathiweyo/ linkqubo zezomthetho	
	T/A ODA		1,190
	I-Cape Peninsula University of Technology		210
	Iifizi zophicotho zincwadi ezihlawulwe ku-Dr LG Kathan		46
	VLS 05012 Kobus Kruger Ver- voer (inkcitho engagunyazis- wanga engekho mihethweni)		3
			1,449
25.4	linkcukacha zenkcitho engagunyaziswanga engenakubuyiswa – (ezingavunywanga)		
	Isehlo	Ezingavunywanga (ngabasemagunyeni)	
	VLS 04989, 05008, 05010, 05011, 05017, 05018: Izikim zoThutho lwaBafundi (<i>Learner Transport Schemes</i>)		1,705
			1,705
26.	Imicimbi yemali namasebe/namaziko anxulumene neWECD (<i>Related party transactions</i>)		
1.	Ngokwenkcazelo yamasebe anxulumene neWCED (<i>related parties</i>), izikolo zikarhulumente eziqhelekileyo zithathwa njengeqela elinxulumeneyo (<i>related party</i>) kwaye imicimbi yemali emalunga noku ichazwe kwisiHlomo 1C		
2.	Lifumene iinkonzo isebe kula maqela achaphazelekayo apha enyakeni nanxulumene nesebe njengoko kucacisiwe:		
2.1	ISebe lezoThutho neMisebenzi kaRhulumente leNtshona Koloni (<i>Western Cape Department of Transport and Public Works</i>) ISebe elikwisakhiwo esisetyenziswa liSebe lezoThutho neMisebenzi kaRhulumente leNtshona Koloni mahala.		
2.2	I-Ofisi yeSebe loMphathiswa eNtshona Koloni (<i>Western Cape Department of the Premier</i>) ISebe lisebenzise amaseko anxulumene ne-IT abonelelwa yi-Ofisi yeSebe loMphathiswa eNtshona Koloni mahala.		

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000		
27. Abasebenzi bolawulo abaphambili (<i>Key management personnel</i>)		-	-		
Abasezikhundleni zezopolitko (<i>Political office bearers</i>) (Inkulumbuso yeSebe leMfundo (<i>MEC for Education</i>))	1	943	844		
Amagosa:	-	-	-		
Amanqanaba 15 ukuya ku-16	6	5,715	4,605		
Inqanaba 14 (kuquka CFO ukuba bakwinqanaba elisezantsi)	9	5,738	3,924		
Amalungu osapho abasebenzi bolawulo abaphambili (<i>key management personnel</i>)	12	2,819	2,122		
Itotali		15,215	11,495		
28. Imimiselo (Amalungiselelo) (Provision)					
Amatyala anokwenzeka angenakubuyiswa					
Amatyala abasebenzi		4,880	4,018		
Amanye amatyala		31,655	30,489		
Amatyala afunyenwe kumasebe angaphambili		818	-		
Itotali		37,353	34,507		
29. Ii-Capital Assets eziNokususwa neziPhathekayo (<i>Movable Tangible Capital Assets</i>)					
Utshintsho (<i>movement</i>) kwii-capital assets ezinokususwa eziphathekayo ngokwerezista yee-asethi kunyaka ophela nge-31 Matshi 2009					
	Imali eyibhalansi ekuqalwe kuyo R' 000	Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambi R' 000	Izongezelelo R' 000	Ezichithiweyo R' 000	Ibhalansi ekugqityelwe kuyo R' 000
Oomatshini nezixhobo	44,892	(38)	33,880	25,895	52,839
li-asethi zothutho	13	-	7,080	7,080	13
Izixhobo zeKhompyutha	35,037	(19)	10,038	4,316	40,740
Ifanitshala nezixhobo ze-ofisi	9,842	(19)	16,762	14,499	12,086
Itotali yee-Capital Assets eziNokususwa eziPhathekayo	44,892	(38)	33,880	25,895	52,839

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	Ingcaciso		2008/09	2007/08
			R' 000	R' 000
29.1 Izongezelelo				
Utshintsho (<i>movement</i>) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 2009				
	Ikheshi	Okungeyomali (ikheshi) (<i>Non-cash</i>)	(lindleko ezimiyo zoMsebenzi ephambili eyenziwa-yo (<i>Capital work-in-progress</i>) neentlawulo zengqeshiso zeMali	Ezifunyenweyo, ezimiyo ezingahlawulwanga (Unyaka omiyo ohlawulweyo ezifunyenwe kunyaka ongaphambili)
	R' 000	R' 000	R' 000	R' 000
Oomatshini nezixhobo	33,857	23	-	33,880
Ii-asethi zothutho	7,080	-	-	7,080
Izixhobo zeKhompyutha	10,015	23	-	10,038
Ifanitshala nezixhobo ze-ofisi	16,762	-	-	16,762
Itotali yee-Capital Assets eziNokususwa eziPhathekayo	33,857	23	-	33,880
29.2 Ezichithiweyo				
Utshintsho (<i>movement</i>) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 2009				
	Ezithengiselwe imali	Ezitshintshweyo okanye ezitshatyalalis iweyo okanye ezicinyiweyo (<i>scrapped</i>)	Itotali yezichithiweyo	Imali efunyenweyo eyiyo
	R' 000	R' 000	R' 000	R' 000
Oomatshini nezixhobo	3,539	22,356	25,895	62
Ii-asethi zothutho	-	7,080	7,080	-
Izixhobo zeKhompyutha	3,539	777	4,316	62
Ifanitshala nezixhobo ze-ofisi	-	14,499	14,499	-
Itotali yee-Capital Assets eziNokususwa eziPhathekayo	3,539	22,356	25,895	62
29.3 Utshintsho (<i>movement</i>) lwango-2007/08'000				
Utshintsho kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 2008				
	Imali eyibhalansi ekuqalwe kuyo	Izongezelelo	Ezichithiweyo	Ibhalansi ekuqityelwe kuyo
	R' 000	R' 000	R' 000	R' 000
Oomatshini nezixhobo	35,178	12,586	2,872	44,892
Ii-asethi zothutho	13	478	478	13
Izixhobo zeKhompyutha	26,588	10,818	2,369	35,037
Ifanitshala nezixhobo ze-ofisi	8,577	1,290	25	9,842
Itotali yee-Capital Assets eziNokususwa eziPhathekayo	35,178	12,586	2,872	44,892

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
29.4	li-asethi ezincinane		
	li-asethi ezincinane zesebe ze-31 Matshi 2009		
	li-asethi ezingaphathekiyo	li-asethi ezililifa	Oomatshini nezixhobo
	R' 000	R' 000	R' 000
	li-asethi ezi- <i>biological</i>	R' 000	R' 000
	R' 000	R' 000	R' 000
	li-asethi ezincinane	408	- 21,564
	ITOTALI	408	- 21,564
	Inani lee-asethi ezincinane	23	- 39,377
	ITOTALI	23	- 39,377
30.	li- <i>Capital assets</i> ezingaphathekiyo		
	Utshintsho kwii- <i>capital assets</i> ezinokususwa eziphathekayo ngokwrejistha yee-asethi kunyaka ophela nge-31 Matshi 2009		
	Imali eyibhalansi ekuqalwe kuyo	Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphamb	Izongezelelo
	R' 000	R' 000	R' 000
	Ezichithiweyo	R' 000	R' 000
	R' 000	R' 000	R' 000
	I- <i>software</i> yekhomyutha	290	- 2,527
	li- <i>Capital assets</i> ezingaphathekiyo	290	- 2,527
30.1	Izongezelelo		
	Utshintsho kwii- <i>capital assets</i> ezinokususwa eziphathekayo ngokwrejistha yee-asethi kunyaka ophela nge-31 Matshi 2009		
	Imali	Okunge-yomali (kheshi) (<i>Non-cash</i>)	(Iindleko ezimiyo zomsebenzi wiphuhliso oqhubekekayo)
	R' 000	R' 000	R' 000
	Ezifunyweweyo, ezimiyo ezingahlawulwanga (Unyaka omiyo ohlawulweyo, ezifunyenwe kunyaka ongaphambili)	R' 000	R' 000
	R' 000	R' 000	R' 000
	Iindleko zophuhliso ezi- <i>Capitalised</i>	8,149	- (8,149)
	I- <i>software</i> yekhomyutha	2,527	-
	Itotali yezongezelelo kwi-<i>Capital assets</i> ezingaphathekiyo	10,676	- (8,149)
30.2	Utshintsho lwango-2007/08		
	Utshintsho kwii- <i>capital assets</i> ezinokususwa eziphathekayo ngokwrejistha yee-asethi kunyaka ophela nge-31 Matshi 2008		
	Imali eyibhalansi ekuqalwe kuyo	Izongezelelo	Ezichithiweyo
	R' 000	R' 000	R' 000
	R' 000	R' 000	R' 000
	I- <i>software</i> yekhomyutha	159	131
	Itotali	159	131

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	Ingcaciso	2008/09 R' 000	2007/08 R' 000
31. Ii-Capital Assets eziNgenakususwa neziPhathekayo (Movable Tangible Capital Assets) ezi			
Utshintsho kwii-capital assets ezinokususwa eziphathekayo ngokwerekista yee-asethi kunyaka ophela nge-31 Matshi 2009			
	Imali eyibhalansi ekuqalwe kuyo	Ungqinelwano lon-yaka omiyo ukuya kwii-bhalansi zonyaka ongaphambili	Izongezelelo
	R' 000	R' 000	R' 000
			Ezichithi weyo
			R' 000
			Ibhalansi ekugqityelwe kuyo
			R' 000
Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	-	-	352,577
Izakhiwo ekungahlalwayo kuzo	-	-	352,577
	-	-	352,577
	-	-	352,577
Ii-Capital Assets eziNgenakususwa neziPhathekayo (Movable Tangible Capital Assets)	-	-	352,577

	Imali	Okungeyom ali (kheshi) (Non-cash)	(Iindleko ezimiyo zeMsebenzi yolwakhiwo eyenziwayo (Capital work-in-progress))	Ezifunye-weyo, ezi-miyo ezingahlawulwan-ga (Unyaka omiyo ohla-wulweyo, ezifunyenwe kunyaka ongaphambili)	Itotali
	R' 000	R' 000	R' 000	R' 000	R' 000
Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	162,455	315,708	(125,586)	-	352,577
Izakhiwo ekungahlalwayo kuzo	162,455	315,708	(125,586)	-	352,577
Itotali yee-Capital Assets eziNokususwa neziPhathekayo (Movable Tangible Capital Assets)	162,455	315,708	(125,586)	-	352,577

	Ezithengisel we imali	Eziquqithisiweyo okanye ezitshatyalal isiweyo okanye ezicinyiweyo (scrapped)	Itotali yezichithiweyo	Imali efunyenweyo Eyiyo
	R' 000	R' 000	R' 000	R' 000
Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	-	352,577	352,577	-
Izakhiwo ekungahlalwayo kuzo	-	352,577	352,577	-
	-	-	-	-
Itotali yee-Capital Assets eziNgenakususwa neziPhathekayo (Movable Tangible Capital Assets)	-	352,577	352,577	-

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		Ingcaciso	2008/09 R' 000	2007/08 R' 000
31.3	Utshintsho (<i>movement</i>)-lwango-2007/08			
	Utshintsho kwii- <i>capital assets</i> ezinokususwa eziphathekayo ngokwerejista yee-asethi kunyaka ophela nge-31 Matshi 2008			
		Imali eyibhalansi ekuqalwe kuyo R' 000	Izongeze- lelo R' 000	Ezichithi- weyo R' 000
				Ibhalansi ekugqityelwe kuyo R' 000
	Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	-	40,785	40,785
	Izakhiwo ekungahlalwayo kuzo	-	40,785	40,785
	Itotali yee-<i>Capital Assets</i> neziPhathekayo ezinokususwa (<i>Movable Tangible Capital Assets</i>)	-	40,785	40,785

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IziHlomelo kwiNgxelo zeMali zoNyaka ophela ngowe-31 Matshi 2009

IsiHlomelo 1A

IiNgxelo zeeGranti ekhutshwa phantsi kwemiqathango ezifunyenweyo

Igranti ekhutshwa phantsi kwemiqathango	Ulwabiwo lweGranti					Ezichithiweyo			2007/08	
	Iigranti ze- <i>Division of Revenue Act / ezePhondo</i> R' 000	Ii- <i>Roll overs</i> R' 000	Ezihlengahlengisiweyo zeDoRA R' 000	Ezinye ezihle-ngahlengisiweyo R' 000	Itotali ekhoyo R' 000	Isixa esifunyenwe lisebe R' 000	Isixa esichithwe lisebe R' 000	I-% yeemali ezikhoyo ezichithwe lisebe %	I- <i>Division of Revenue Act</i> R' 000	Izixa ezichithwe ngamaSebe R' 000
I-HIV/AIDS	13,847	-	-	-	13,847	13,847	13,727	99.1	13,011	13,001
Iprogram iNational School Nutrition Programme	71,109	-	-	15,452	86,561	86,561	81,301	93.9	53,084	53,075
Iigranti zeFET	77,305	-	-	-	77,305	77,305	77,305	100.0	80,000	80,000
Iigranti yeziseko zophuhliso zePhondo	120,475	-	-	-	120,475	120,475	120,478	100.0	80,263	125,642
	282,736	-	-	15,452	298,188	298,188	292,811		226,358	271,718

IsiHlomelo 1B

Izitetimenti zeemali ezihlawulweyo kwii-arhente zamasebe nakwii-akhawunti

ISebe/ I-akhawunti ye-Arhente	Ulwabiwo lweemali ezihlawulweyo				Inkcitho		2007/08
	UMthetho woLwabiwo oluhlengahlengisiweyo R' 000	Ulwabiwo ii- <i>Roll overs</i> R' 000	Uhlengahlengiso R' 000	Itotali yezikhoyo R' 000	Etyo imali ehlawulweyo R' 000	I-% yeemali ezikhoyo ezihlawulweyo %	UMthetho woLwabiwo-mali lokugqibela R' 000
I-SETA	4,258	-	-	4,258	4,255	100	3,944
	4,258	-	-	4,258	4,255		3,944

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IziHlomelo kwiNgxelo zeMali zoNyaka opele ngowe-31 Matshi 2009

IsiHlomelo 1C

IiNgxelo zeemali ezihlawulweyo kumaziko angenzi ngeniso (*non-profit institutions*)

Amaziko angenzi ngeniso	Ulwabiwo lweemali ezihlawulweyo				Inkcitho		2007/08
	UMthetho woLwabiwo oluhlengahlengisiweyo	Ulwabiwo ii-Roll overs	Uhlengahlengiso	Itotali yezikhoyo	Eyiyo imali ehlawulweyo	I-% yeemali ezikhoyo ezihlawulweyo	UMthetho woLwabiwo-mali
	R' 000	R' 000	R' 000	R' 000	R' 000	%	R' 000
Iimali ezihlawulweyo							
Izikolo zikarhulumente eziqhelekileyo	565,557	-	(24,714)	540,843	553,673	102.4	554,399
Izikolo eziZimeleyo	48,406	-	(4,287)	44,119	44,119	100.0	39,712
Izikolo ezinabafundi abaneemfuno zemfundo ezizodwa	101,518	-	2,401	103,919	95,081	91.5	79,019
IiKholeji zeMfundo noQeqesho oluQhubekayo	175,787	-	2,353	178,140	186,057	104.4	127,366
ABET:Amaziko abucala	22,423	-	(403)	22,020	22,020	100.0	19,230
ECD: Izikolo zikarhulumente zeBakala R	70,197	-	29,385	99,582	81,790	82.1	23,718
ECD:Amaziko oluntu eBakala R	27,581	-	-	27,581	34,455	124.9	40,713
Itotali	1,011,469	-	4,735	1,016,204	1,017,195		884,157

IsiHlomelo 1D

IiNgxelo zeeMali ezihlawulweyo kumakhaya (*households*)

Amakhaya	Ulwabiwo lweemali ezihlawulweyo				Inkcitho		2007/08
	UMthetho woLwabiwo oluhlengahlengisiweyo	Ulwabiwo ii-Roll overs	Uhlengahlengiso	Itotali yezikhoyo	Eyiyo imali ehlawulweyo	I-% yeemali ezikhoyo ezihlawulweyo	UMthetho woLwabiwo-mali
	R' 000	R' 000	R' 000	R' 000	R' 000	%	R' 000
Iimali ezihlawulweyo							
Izibonelelo zezeNtlalo zabaqeshwa (<i>Employee Soc Benefits</i>): Ukwenzakala emsebenzini	1,730	-	(1,730)	-	-	-	-
Izibonelelo zezeNtlalo zabaqeshwa (<i>Employee Soc Benefits</i>): Ikhefu elisisipho (<i>Leave gratuity</i>)	16,944	-	1,778	18,722	18,722	100	21,098
Izibonelelo zezeNtlalo zabaqeshwa (<i>Employee Soc Benefits</i>): Isibonelelo somhlala-phantsi	3,013	-	492	3,505	3,505	100	-
Izibonelelo zezeNtlalo zabaqeshwa (<i>Employee Soc Benefits</i>): Ipakeji yokuqhawula inkonzo okuqawa ngabasebenzi	-	-	2,989	2,989	2,989	100	-
IiBhasari (abangengobaqeshwa)	29,415	-	(1,000)	28,415	28,414	100	28,334
Amabango ngakarhulumente (ikheshi)	-	-	1,403	1,403	1,403	100	2,072
Izenzo zemfesane	109	-	(103)	6	6	100	30
Izipho-mali % Izipho (ikheshi)	-	-	634	634	634	100	-
Itotali	51,211	-	4,463	55,674	55,673		51,534

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IziHlomelo kwiNgxelo zeMali zoNyaka opele ngowe-31 Matshi 2009

IsiHlomelo 1E

liNgxelo zezipho, izipho-mali (*donations*) neemali zenkxaso (*sponsorships*) ezifunyenweyo

Igama lombutho	Uhlobo lwesipho, izipho-mali okanye iimali zenkxaso	2008/09	2007/08
		R' 000	R' 000
Ezifunyenwe ziyikheshi		-	101
		-	44
ITOTALI		-	145

IsiHlomelo 1F

liNgxelo zezipho, izipho-mali (*donations*) neemali zenkxaso (*sponsorships*) ezenziweyo neemali zezaphulelo (*remissions*), iimali zembuyiselo (*refunds*) neentlawulo ezenziweyo njengezenzo zemfesane (*act of grace*)

Udidi lwesipho, izipho-mali minikelo okanye iimali zenkxaso	2008/09	2007/08
	R' 000	R' 000
Ezihlawulwe ziyikheshi		
Ukuxhaswa kwe <i>Youth Festival Program 2009</i>	150	80
Itotali engekapheleni	150	80
Iimali zezaphulelo (<i>Remissions</i>), iimbuyiselo neentlawulo ezenziwe njengezenzo zemfesane (<i>act of grace</i>)		
Reygersdal Primary: lindleko zomngcwabo: M Snyders	6	30
Itotali engekapheleni	6	30
Itotali	156	110

IziHlomelo kwiNgxelo zeMali zoNyaka opele ngowe-31 Matshi 2009

IsiHlomelo 2A

liNgxelo zezegaranti zezemali (*financial guarantees*) ezikhutshwe ukususela kwi-31 Matshi 2009 – Ezengingqi (*Local*)

Iziko/lbhanke eliyigaranta (<i>guarantor</i>)	Igaranti emalunga	Isixa i-guaranteed capital amount esiyintsusa	Imali eyibhalansi ekuqalwe kuyo 1 Apreli 2008	Il- <i>Guarantees draw downs</i> apha enyakeni	Iintlawulo zegaranti eziyimbuyiselo /eziyekisiweyo/ezin-citshisiweyo/ezikhu-tshiweyo apha enyakeni	Ukuxatyiswa kwakhona (<i>Revaluations</i>)	Ibhalansi ekugqityelwe kuyo 31 Matshi 2009	Inzala eyi- <i>Guaranteed interest</i> yonyaka ophelileyo 31 Matshi 2009	Iilahleko eziqatshele- weyo / ezingenabuyi swa o.k.t amabango ahlawulweyo
	nezezindlu	R'000	R' 000	R'000	R'000	R'000	R'000	R' 000	R'000
0001 - Standard Bank of S.A. Limited		-	1,194	-	769	-	425	-	-
0003 - Nedbank Limited		-	61	20	61	-	20	-	-
0004 - Firstrand Bank Limited: First Na		-	614	-	218	-	396	-	-
0010 - Nedbank Ltd Incorporating B O E		-	99	-	88	-	11	-	-
0017 - Absa		-	3,099	32	2,653	-	478	-	-
0041 - Old Mutual Finance Limited		-	49	-	-	-	49	-	-
0052 - Peoples Bank Limited (Former FBC)		-	89	-	52	-	37	-	-
0053 - Nedbank Limited Incorporating NB		-	178	-	135	-	43	-	-
0054 - First Rand Bank Ltd (Fnb - Forme)		-	1,563	169	754	-	978	-	-
0055 - Old Mutual Bank Div. Of Nedbank		-	268	-	207	-	61	-	-
0444 - Boe Bank Limited		-	16	-	-	-	16	-	-
0516 - Green Start Home Loans (Pty) Ltd		-	25	65	-	-	90	-	-
0530 - National Housing Finance Corpora		-	67	-	-	-	67	-	-
Itotali		-	7,322	286	4,937	-	2,671	-	-

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IziHlomelo kwiiNgxelo zeMali zoNyaka ophela ngowe-31 Matshi 2009

Annexure 2B

Ingxelo yamatyala azii-contingent liabilities ukususela ngowe-31 Matshi 2009

Uhlobo lwetyala (<i>Liability</i>)	Ibhalansi ekuqalwa kuyo 1 Apreli 2008	Amatyala ahlawulwe apha enyakeni	Amatyala ahlawulweyo/ ayekiweyo/ ancitshisiweyo apha enyakeni	Amatyala anokubuyiswa (Nika iinkcukacha apha ngezantsi)	libhalansi ekugqityelwe kuzo
	R'000	R'000	R'000	R'000	R'000
Amabango ngakurhulumente Awahluka-hlukeneyo	25,836	19,318	200	-	44,954
Atyalwa kwiGEPF	-	325	-	-	325
ITOTALI	25,836	19,643	200	-	45,279

IziHlomelo kwiiNgxelo zeMali zoNyaka ophela ngowe-31 Matshi 2009

IsiHlomelo 3

Amabango anokubuyiswa

Amasebe karhulumente	libhalansi eziqinisekisiweyo ezingakahlawulwa		libhalansi ezingaqinisekiswa ezingakahlawulwa		Itotali	
	31/03/2009	31/03/2008	31/03/2009	31/03/2008	31/03/2009	31/03/2008
	R' 000	R' 000	R' 000	R' 000	R' 000	R' 000
Isebe						
ISebe leMfundo kuzwelonke	-	-	-	104	-	104
ISebe leMfundo loMntla Koloni (0067)	67	-	-	-	67	-
ISebe leMfundo leMpuma Koloni (Eastern Cape Education Department (EED))	-	-	1,754	14	1,754	14
ISebe lezeMisebenzi kuZwelonke (DLB)	-	-	19	214	19	214
I-ELRC (<i>Electoral Labour Resolution Council</i>)	809	-	459	-	1,268	-
Iinkonzo zoLuleko	-	-	38	-	38	-
I-SADTU (<i>South African Democratic Teachers Union</i>)	-	-	511	463	511	463
I-CTPA (Cape Teachers Professional Ass.)	-	-	85	41	85	41
I-Public Allied Workers Union S.A.	-	-	31	-	31	-
ISebe leeNkonzo zezeNtlalo laseNtshona Koloni (WSS)	-	-	-	149	-	149
WC Dept. Community Safety (WSL)	2	4	-	-	2	4
ISebe lezoLimo	20	-	-	-	20	-
ISebe lezeMpilo (WHW)	40	-	-	-	40	-
ISebe leMicimbi yeKhaya (WAC)	-	-	149	-	149	-
I-Ofisi yoMphathiswa (WAM)	-	2	5	-	5	2
I-Clanwilliam Secondary (WED)	-	-	160	160	160	160
IWC Provincial Treasury (WFE)	-	1	-	-	-	1
I-NAPTOSA (<i>Nat Admin & Prof Teachers of SA</i>)	-	-	-	99	-	99
ISebe leZothutho, iiNdlela neMisebenzi kaRhulumente leNtshona Koloni	-	-	301	600	301	600
ISebe leMicimbi yeMihlaba (DLA)	-	-	-	23	-	23
ISebe iNC Dept. of Justice (DJC)	-	9	-	-	-	9
ISebe leMfundo laseGauteng	-	-	17	-	17	-
ISebe leMfundo kuRhulumente weNgingqi leNtshona Koloni (WGA)	-	-	1	-	-	-
Itotali	938	16	3,530	1,867	4,467	1,883

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

IziHlomelo kwiNgxelo zeMali zoNyaka opele ngowe-31 Matshi 2009

IsiHlomelo 4

Iintlawulo eziphakathi kwamasebe (*Inter-Departmental Payables*) – Ezikhoyo (*Current*)

Amasebe karhulumente	Ibhalansi eziqinisekisiweyo ezingakahlawulwa		Iibhalansi ezingaqinisekiswa		Itotali	
	31/03/2009	31/03/2008	31/03/2009	31/03/2008	31/03/2009	31/03/2008
	R' 000	R' 000	R' 000	R' 000	R' 000	R' 000
ISebe.						
Akhoyo						
ISebe leZothutho, iiNdlela neMisebenzi kaRhulumente leNtshona Koloni	-	21	4,179	4,179	4,179	4,200
ISebe lezoBulungisa noPhuhliso loMgaqo-siseko kuZwelonke	-	472	82	-	82	472
ISebe lezeMpilo laseNtshona Koloni	2	7	-	-	2	7
I-ofisi kaNondyabo wePhondo	-	819	274	-	274	819
ISebe lezoLimo leNtshona Koloni	-	22	-	-	-	22
ISebe lezeMisebenzi kuZwelonke	-	-	-	17	-	17
ISebe leMicimbi yezeMihlaba kuZwelonke	-	-	-	12	-	12
ISebe loPhuhliso lwezeNtlalo leNtshona Koloni	-	8	-	-	-	8
ISebe leMfundo kuZwelonke	-	-	3	3	3	3
ISebe lezeMpilo laseMntla Koloni	-	-	-	13	-	13
INkonzo yesiPolisa kuZwelonke	-	-	-	11	-	11
ISebe leMicimbi yezeKhaya	9	-	-	9	9	9
ISebe leMfundo laKwazulu Natal	-	-	6	10	6	10
ISebe lobuRhulumente beNgingqi nezeZindlu kwiNtshona Koloni	74	44	-	-	74	44
ISebe lezoThutho neMisebenzi kaRhulumente leNtshona Koloni	311	-	-	-	311	-
ISebe le-Ofisi yoMphathiswa	-	-	364	-	364	-
ISebe leMfundo laseFree State	52	-	-	-	52	-
ISebe leMfundo loMntla Koloni	33	-	-	-	33	-
ISebe leMfundo leMpuma Koloni	-	-	18	-	18	-
Itotali	481	1,393	4,926	4,254	5,407	5,647

ICandelo 5 ULawulo lwaBasebenzi

1. Inkqubo yokwenziwa kweenkonzo

Onke amasebe kufuneka aqulunqe isiCwangciso soPhuculo loKwenziwa kweNkonzo (*Service Delivery Improvement Plan (SDIP)*). Ezi theyibhile zilandelayo zibonisa ikhombenti ye-SDIP yeSebe iWCED kwakunye nenkqubo eyenziweyo ukuphumeza esi sicwangciso.

Ittheyibhile 1.1: Iinkonzo eziPhambili (Main services) ezibonelelwayo nemigangatho

Iinkonzo eziphambili	Abasebenzi beenkonzo kanye	Abanokuba ngabasebenzi beenkonzo Abanokuba ngabasebenzi abalindelekileyo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
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Ukuqulunqwa kweTshatha yeeNkonzo neMigangatho yeeNkonzo (*Service Charter and Service standards*)

<p>I-<i>WCED Service Delivery Charter</i> equlunqiweyo eneMigangatho yeeNkonzo eyi-12 esekelwe kwiiNkalo ekuJoliswe kuzo luVavanyo lweSikolo Siphela</p> <p>Ukususela ngoJanuwari ukuya ku-Apreli 2007, kwabanjwa oomasifundisane nawo onke amacandelo nee- <i>EMDC</i> kwaza kwamiselwa imigangatho yokwenziwa kweenkonzo yecandelo ngalinye ne- <i>EMDC</i> ngokwenkonzo ezenziwayo.</p> <p>Kwaqhutywa oomasifundisane abancinane (mini-workshops) neentlanganiso.</p> <p>Kwahlelwa, kwahlaziywa imigangatho yoKwenziwa kweenkonzo yecandelo ngalinye</p>	<p>Abasebenzi bakwaNdlunkulu – ootitshala abasezi-ofisini, nabasebenzi benkonzo karhulumente</p>	<p>Abahlali abangqonge izikolo zeNtshona Koloni ngokubanzi, ootitshala, abazali nabafundi</p>	<ul style="list-style-type: none"> Onke amacandelo akwaNdlunkulu nee-Ofisi zeZithili amisela iMigangatho yoKwenziwa kweNkonzo ngokwemisebenzi neenkonzo abafanele ukuzenza 	<ul style="list-style-type: none"> Aqeqeshelwa oku kulandelayo onke amacandelo akwaNdlunkulu nee-Ofisi zeZithili zeMfundo Ukubhala umgangatho wenkonzo ngokwemigqalisela ye-Batho Pele nakwimigqalisela yeosekelwe kwi-<i>Quality, Quantity, Target group, Target Area and Time period (QOTT)</i> Ukumisela imigangatho yoKwenziwa kweNkonzo ngokwemisebenzi neenkonzo ezifanelwe ukwenziwa Ukuqulunqa iSicwangciso soPhuculo loKwenziwa kweNkonzo Ukulawula Imigangatho yoKwenziwa kweNkonzo kumacandelo nezithili zazo Ukulinganisela iinkonzo zazo zizithelekisa neMigangatho yeeNkonzo
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linkonzo eziphambili	Abasebenzi beenkonzo kanye	Abanokuba ngabasebenzi beenkonzo Abanokuba ngabasebenzi abalindelekileyo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
				<ul style="list-style-type: none"> • Ukulinganisele iinkonzo zazo zizithelekisa neMigangatho yeeNkonzo • I-<i>WCED Service Delivery Charter</i> yaphehlelelwa ngokusesikweni ngowe-17 Agasti 2007 e<i>Frank Pietersen Music Centre, Sanddrift Street</i>, ePaarl. Amagosa e-WCED, amagosa neenqununu zezikolo namanye amalungu amabhunga alawula izikolo ayekho.

linkonzo eziphambili	Abasebenzi beenkonzo kanye	Abanokuba ngabasebenzi beenkonzo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
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Ukuqulunqwa kweTshatha yeeNkonzo neMigangatho yeeNkonzo (*Service Charter and Service standards*)

<p>Kugxininiswe kwimigangatho emi- 2 yeeNkonzo zeNkqubo ze<i>Business Process Mapping</i> Nokungeniswa kwi- DPSA ukuze ibekwe esweni:</p> <ul style="list-style-type: none"> • I-<i>West Coast Winelands ngoqeqesho lweSGB</i>; kwakunye 	AmaBhunga oLawulo eZikolo (SGBs)	AmaBhunga oLawulo eZikolo (SGBs)	Ukubonelela ngoqeqesho lokuxhobisa iiSGBs ukungqinelana noMthetho weZikolo waseMzantsi Afrika kwi- 100% lamabhunga alawula izikolo kuzo zoli- 9 iisekethe zesithili iWest Coast Winelands ze-WCED ngexesha lokufunda lonyaka	Onke amabhunga olawulo ezikolo kuzo zoli-9 iisekethe zesithili ze-WCED kwi- West Coast Winelands aqeqeshwa ngokweemfuno zazo ngazinye ngokweemfuno zazo ngazinye
<ul style="list-style-type: none"> • UNdlunkulu: iCandelo loKunika iNkxaso kwiMfundo eneemfuno ezi-Zodwa: Ukubonelela ngezidlo ezinesongo kwizikolo zamabanga ap-hantsi naphezulu ezikumanganaba 1-5 okuhlwempuzeka 	Abafundi kwizikolo ezikumanganaba okuhlwempuzeka 1-5	Abafundi kwizikolo ezikumanganaba okuhlwempuzeka 1-5	Ukubonelela ngezidlo ezinesongo kwizikolo zikarhulumente zeprayimari, neziziisekondari ezikumanganaba 1-5 okuhlwempuzeka kangangentsuku eziyi-170 kwiiprayimari ne-156 kwiisekondari kunyaka wokufunda	Abafundi abayi-203 000 babonelelwa ngesidlo ezinesongo kwizikolo ezikumanganaba 1-5 okuhlwempuzeka zikarhulumente eziziprayimari, neziziisekondari ezikumanganaba 203-000 okuhlwempuzeka kangangentsuku eziyi-170 kwiiprayimari ne-156 kwiisekondari Ama-260 eegadi zokutya alinywa kuzo zonke izithili zephondo.

Ittheyibhile 1.2: Amalungiselelo othethathethwano nabasebenzisi-nkonzo (*customers*)

Udidi lwamalungiselelo	Abasebenzisi beenkonzo kanye	Abanokuba ngabasebenzisi beenkonzo	Iziphumo kanye ekufikelelwe kuzo
Ukuqeqesha amaBhunga oLawulo			
likhweshine kwii-SGBs lintlanganiso neenqununu lintlanganiso nee- SGBs	Onke amaBhunga oLawulo eZikolo kwiingingqi ezisi-9 zeeseke the ze-West Coast Winelands	Onke amaBhunga oLawulo eZikolo kwiingingqi ezisi-9 zeeseke the ze- <i>West Coast Winelands</i>	Ukuqulunqwa kwamaxwebhu eKhosi ngokweemfuno zeSGB nganye
Ukubonelelwa kweenkonzo			
Ukuqeqeshwa kweeSGBs ukungqinelana noMthetho weZikolo waseMzantsi Afrika	AmaBhunga oLawulo eZikolo	AmaBhunga oLawulo eZikolo	Onke amaBhunga eZikolo aqeqeshwa ngokweemfuno zazo ezikhethekileyo
lintlanganiso zekota nabasebenzi be <i>National School Nutrition Programme</i> kwii-ofisi zeSithili. lintlanganiso zekota naBaboneleli-Nkonzo	Abafundi kwizikolo ezikumanqanaba okuhlwempuzeka 1-5	Abafundi kwizikolo ezikumanqanaba okuhlwempuzeka 1-5	Bayi -203 abafundi abafumana ukutya okunesondlo

Ittheyibhile 1.3: IsiCwangciso sokwazi ukufikeleleka kweenkonzo ezenziwayo

Isicwangciso soKufikelela	Iziphumo kanye ekufikelelwe kuzo
Amabhunga oLawulo eZikolo makaqeqeshwe ukuthobela uMthetho weZikolo waseMzantsi Afrika. Onke Amabhunga oLawulo eZikolo aqeqeshelwa ukuthobela uMthetho weZikolo waseMzantsi Afrika.	IiNgxelo zeKota, iiNgxelo zoNyaka, iiSetyhula, iiNtlanganiso, nemagazini yooMasifundisane beSithili
Abafundi abakwizikolo ezikumanqanaba 1-5 okuhlwempuzeka mababonelelwe ngezidlo ezinesondlo ukwenza nokuphucula imfundo esemgangathweni. Iigadi zokutya ziya kunceda ngesondlo, ziphucule imeko yemfundo.	Abafundi kwizikolo ezikumanqanaba 1-5 okuhlwempuzeka 203-000 babonelelwa ngezidlo ezinesondlo. Kwasungulwa iprojekthi yeegado zokutya yaye iqhuba kakuhle njengoko kwalinywa ama- 260 egadi zokutya kuzo zonke izithili zephondo.

Ittheyibhile 1.4: Isixhobo sengcaciso yeNkonzo (*Service information tool*)

lingxelo zeKota	lingxelo zeKota
lingxelo zoNyaka	lingxelo zoNyaka
lisetyhula	liSetyhula
lintlanganiso	lintlanganiso
Oomasifundisane	Oomasifundisane
Imagazini yesithili	Imagazini yesithili
Isitishi serediyo yengqingqi	Isitishi serediyo yengqingqi
Incwadana enengcaciso	Incwadana enengcaciso
Ibrowutsha engoKwenziwa kweeNkonzo	Ibrowutsha engoKwenziwa kweeNkonzo
Ibrowutsha <i>yeBatho Pele</i>	Ibrowutsha <i>yeBatho Pele</i>
Amaphetshana anengcaciso (<i>fliers</i>) eNkqubo yoKwenziwa kweeNkonzo	Amaphetshana anengcaciso (<i>fliers</i>) eNkqubo yoKwenziwa kweeNkonzo
<i>I-Tetha Nathi</i> Brochure	<i>I-Tetha Nathi</i> Brochure

Itheyibhile 1.5: Iinkqubo zeziKhalazo

Iintlanganiso, ooMasifundisane	Iintlanganiso zaqho ngekota, umasifundisane omnye omakujongwane naye
Iinkqubo zeziKhalazo kuMphathi weSekethe	izikhalazo,
UMphathi weSekethe oMkhulu noMlawuli	Izikhalazo kuBaququzeleli beZithili nakuMququzeleli wePhondo neeFoni ezilungiselelwe oku zomququzeleli wesithili newephondo
Iinkqubo zezikhalazo/zezincomo (<i>Compliments</i>) zeCandelo LoQinisekiso lweMigangatho	ezilingwe kwisithili eesinye. I- <i>Telefax-line</i> eMiselwe oku Amaziko eDatha amatyala Izikhalazo/izincomo ezigqithiselwa kwicandelo elifanelekileyo ukuze zisonjululwe.

2. Inkcitho

Ezi theyibhile zingezantsi zibonisa amagama eeprogram namaqondo emivuzo ahambelana nazo kumanqanaba omvuzo awahlukileyo ekubhekiswa kuwo kule ngxelo.

Iiprogram

Iiprogram	Iigama leprogram
Iiprogram 1	Ulawulo
Iiprogram 2	Imfundo yeSikolo sikaRhulumente esiqhelekileyo
Iiprogram 3	Izikolo zeMfundo eziZimeleyo
Iiprogram 4	Izikolo zeMfundo eneeMfuno ezizodwa zikaRhulumente
Iiprogram 5	IiKholeji zeMfundo noQeqesho oluQhubekayo
Iiprogram 6	Imfundo noQeqesho lwaBadala
Iiprogram 7	Imfundo noPhuhliso lwaBasaqalayo
Iiprogram 8	Iinkonzo eziNcedisayo neziNxulumene

Amanqanaba eMivuzo

Inqanaba lomvuzo	Inkcazo	Udidi lwenqanaba
Inqanaba lomvuzo 1	Abanezakhono ezisezantsi	R 42 663 x 1% - R 47 583
Inqanaba lomvuzo 2	Abanezakhono ezisezantsi	R 47 787 x 1% - R 53 316
Inqanaba lomvuzo 3	Abanezakhono	R 54 879 x 1% - R 63 717
Inqanaba lomvuzo 4	Abanezakhono	R 64 410 x 1% - R 74 772
Inqanaba lomvuzo 5	Abanezakhono	R 76 194 x 1% - R 88 464
Inqanaba lomvuzo 6	Abanezakhono eziphezulu	R 94 326 x 1% - R 109 515
Inqanaba lomvuzo 7	Abanezakhono eziphezulu	R 117 501 x 1% - R 136 419
Inqanaba lomvuzo 8	Abanezakhono eziphezulu	R 145 9201 x 1% - R 169 410
Inqanaba lomvuzo 9	Abanezakhono eziphezulu zokusuphavayiza	R 174 243 x 1% - R 202 287
Inqanaba lomvuzo 10	Abanezakhono eziphezulu zokusuphavayiza	R 217 482 x 1% - R 252 483
Inqanaba lomvuzo 11	Abanezakhono eziphezulu zokusuphavayiza	R 344 052 x 1% - R 398 805
Inqanaba lomvuzo 12	Abanezakhono eziphezulu zokusuphavayiza	R 407 745 x 1% - R 472 758
Inqanaba lomvuzo 13	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band A</i>))	R 615 633 x 1.5% - R 736 065
Inqanaba lomvuzo 14	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band B</i>))	R 746 181 x 1.5% - R 905 538
Inqanaba lomvuzo 15	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band C</i>))	R 921 054 x 1.5% - R 1 037
Inqanaba lomvuzo 16	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band D</i>))	R 1 203 522 x 1.5% - R 1 355 766

libhajethi zamasebe ngokweprogram ezicaciswe kakuhle Ezi theyibhile zilandelayo zishwankathela inkcitho yokugqibela ephicothiweyo ngokwenkqubo (iTheyibhile 2.1) nangokwacandelo/zintlu zemivuzo (iTheyibhile 2.2). Ngokuchanekileyo, zinika inkcazo ngesixa-mali esichithwe kwiindleko zezabasebenzi ngoprogram nganye e okanye uluhlu/inqanaba lomvuzo kwisebe.

Ittheyibhile 2.1: lindleko ezimalunga nabo bonke abasebenzi ngokweprogram nganye: 2008/09

Iprogram	Inkcitho epheleleyo (R'000)	Inkcitho emalunga nabasebenzi (R'000)	Inkcitho yoqeqesho (R'000)	IiNkonzo zoQeqesho neZizodwa (R'000)	Inkcitho emalunga nabasebenzi njenge-% yenkcitho epheleleyo	Inani labaqeshwa	lindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye (R'000)
1	393 529	192 440	21 395	0	2.09	989	194 58
2	7 410 411	6 164 427	26 924	0	67.06	35 152	175 36
3	44 119	0	0	0	0	0	0
4	510 390	411 090	0	0	4.47	2 609	157.57
5	367 190	200 850	0	0	2.18	994	202.06
6	26 838	*1 889 **2 598	147	0	0.02	12	*157.42
7	228 748	53 202	2 496	0	0.58	271	196.32
8	211 129	***49 532 ****13 662	6 974	0	0.54	126	***393.11
litotali	9 192 354	7 089 690	57 936	0	77.13	40 153	176.57

Qaphela :

* Inkcitho ngezabasebenzi ngokweProgram 6 (IMfundo noQeqesho lwaBadala) efikelela kwi- R 1.889 yezigidi, yeyabasebenzi abasisigxina abali- 12. abasisigxina kuphela. I-avareji yeendleko zezabasebenzi obonakalisiweyo ngoko ke ngowabasebenzi abasisigxina kuphela.

** Isixa esiyi- R 2.598 izigidi sibonakalisa isixa esiyincitho ngootitshala i abaqeshwe behlawulwa ngokweyure ukufundisa kumaziko e- ABET.

*** Inkcitho ngezabasebenzi ngokweProgram 8 (IiNkonzo eziNcedisayo neziNxulumene nazo) efikelela kwi- R R49.532 yezigidi, yeyabasebenzi abasisigxina abali- 126. abasisigxina kuphela. I-avareji yeendleko zezabasebenzi obonakalisiweyo ngoko ke ngowabasebenzi abasisigxina kuphela.

**** Isixa sama- R13.662 sezigidi sibonakalisa isixa senkcitho ngaBevi/IiModareyitha/Abamakishi nabasebenzi bethutyana benkxaso yolawulo kwiIMviwo zeMatriki zongo- 2008).

Ittheyibhile2.2: lindleko zezabasebenzi ngokumalunga nabo bonke abasebenzi ngokwamacandelo emivuzo 2008/09

Amanqanaba emivuzo	Inkcitho emalunga nabasebenzi (R'000)	% yetotali yeendleko zezabasebenzi	Inani labaqeshwa*	lindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye (R'000)
1-2	207 160	2.92	3 347	61.89
3-5	408 314	5.76	4 744	86.07
6-8	4 834 583	68.23	26 521	182.29
9-12	1 601 354	22.60	5 487	291.85
13-16	34 414	0.49	**54	637.30
litotali	*7 085 825	100.00	40 153	176.47

Qaphela :

* Inkcitho yezabasebenzi iyonke kwiitheyibhile 2.1 no- 2.2 yahlukile ngenxa yeentlawulo eziphathelile kwezabasebenzi ezenziwa ngqo kwi- BAS.

** Inani lilonke labasebenzi elibonakaliswe kwiitheyibhile 2.1 no- 2.2 ngentla libandakanya abasebenzi benkonzo karhulumente nootitshala. Inani labasebenzi abakuluhlu - 13 - 16 libandakanya ii- CEO ezintandathu ezikwiKholeji zeMfundo noQeqesho oluQhubekayo..

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, okt. abasigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Ezi theyibhile zilandelayo zinika isishwankathelo ngeprogram nganye (iTheyibhile 2.3) namacandelo emivuzo (iTheyibhile 2.4) senkcitho eyenziwe ngenxa yemivuzo, intlawulo ye-*overtime*, izibonelelo zokuthenga izindlu noncedo lwezonyango. Kwimeko nganye, itheyibhile inika inkcazo yepesenteji yebhajethi emalunga nabasebenzi ebisetyenziselwe ezi zinto.

Itheyibhile 2.3: Imivuzo, Intlawulo ye-*overtime*, iziBonelelo zoKuthenga IZindlu nezoNcedo lwezoNyango kubasebenzi ngokweprogram: 2008/09

Iprogram	Imivuzo		Intlawulo ye- <i>overtime</i>		Izibonelelo zoKuthenga iNdlu		Uncedo lwezoNyango	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabas-ebenzi	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabas-ebenzi	Isixa (R'000)	Isibonelelo soKuthenga iNdlu (HOA) njenge-% yeendleko zezabas-ebenzi	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabas-ebenzi
Iprogram 1	184 391	2.602	4.316	0.061	3.624	0.051	10.242	0.145
Iprogram 2	4 627 213	65.302	1.036	0.015	89.778	1.267	273.843	3.865
Iprogram 3	-	0.000	-	0.000	-	0.000	-	0.000
Iprogram 4	302 740	4.272	139	0.002	7.390	0.104	18.967	0.268
Iprogram 5	130 769	1.846	-	0.000	2.412	0.034	7.775	0.110
Iprogram 6	1 613	0.023	-	0.000	40	0.001	80	0.001
Iprogram 7	40 398	0.570	-	0.000	661	0.009	2.621	0.037
Iprogram 8	22 817	0.322	1.587	0.022	646	0.009	1.594	0.022
Itotali	5 309 941	74.938	7.078	0.100	104.549	1.475	315.122	4.447

Itheyibhile 2.4: Imivuzo, Intlawulo ye-*overtime*, iziBonelelo zoKuthenga IZindlu nezoNcedo lwezoNyango ngokubhekiselele kumacandelo emivuzo abo bonke abasebenzi: 2008/09

Amanqa naba emivuzo	Imivuzo		Intlawulo ye- <i>overtime</i>		Izibonelelo zoKuthenga iNdlu		Uncedo lwezoNyango	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabas-ebenzi	Isixa (R'000)	I- <i>overtime</i> njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Isibonelelo soKuthenga iNdlu (HOA) njenge-% yeendleko zezabas-ebenzi	Isixa (R'000)	Uncedo lwezoNyango njenge-% yeendleko zezabasebenzi
1-2	150.578	2.125	126	0.002	6.389	0.090	9.687	0.137
3-5	296.288	4.181	2.224	0.031	10.692	0.151	21.827	0.308
6-8	3.642.569	51.406	4.221	0.060	66.200	0.934	217.414	3.068
9-12	1.200.361	16.940	507	0.007	21.268	0.300	65.554	0.925
13-16	20.144	0.284	0	0.000	0	0.000	641	0.009
Itotali	5.309.941	74.938	7.078	0.100	104.549	1.475	315.122	4.447

3. Ezengqesho neZithuba zeNgqesho

Ezi theyibhile zilandelayo zishwankathela inani lezithuba zengqesho kwiziko, inani labasebenzi, ireyithi yezithuba zengqesho, nokuba ngaba kukho abasebenzi abongezelelweyo na kwiziko kusini na. Le ngcaciso inikwa ngokwee-variables eziindlela ezintathu eziphambili: - iprogram (iTheyibhile 3.1), amacandelo emivuzo (iTheyibhile 3.2) nemisebenzi ebalulekileyo (iTheyibhile 3.3). Amasebe alathe imisebenzi ebalulekileyo efuna ukubekwa esweni. ITheyibhile 3.3 ibonelela ngengcaciso yenani lezithuba zengqesho kumaziko kwimisebenzi ebalulekileyo yesebe. Ireyithi yezithuba zengqesho ibonisa ipesenteji yezithuba zengqesho ezingekazaliswa.

ITheyibhile 3.1: Ezengqesho neZithuba zeNgqesho ngokweeprogram: 31 Matshi 2009

Iqela labasebenzi	Iprogram	Inani lezithuba zengqesho	Inani lezithuba zengqeshoezizaliswiweyo	Ireyithi yezithuba zengqesho	*Inani lezithuba ezizaliswiweyo ukongezelela kwiziko	Inani labasebenzililonke
Bonke abasebenzi	Iprogram 1	1 131	983	13	6	989
	Iprogram 2	35 515	34 893	2	259	35 152
	Iprogram 3	0	0	0	0	0
	Iprogram 4	2 681	2 567	4	42	2 609
	Iprogram 5	1 368	987	28	7	994
	Iprogram 6	15	12	20	0	12
	Iprogram 7	15	271	0	0	271
	Iprogram 8	141	126	11	0	126
	Itotali	40 866	39 839	3	314	40 153
Ootitshala	Iprogram 1	126	126	0	5	131
	Iprogram 2	28 451	28 404	0	160	28 564
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 643	1 623	1	23	1 646
	Iprogram 5	875	768	12	7	775
	Iprogram 6	4	4	0	0	4
	Iprogram 7**	15	271	0	0	269
	Iprogram 8***	1	12	0	0	12
	Itotali	31 115	31 208	1	195	31 403
Abasebenzi beNkonzo kaRhulumente	Iprogram 1	1 005	857	15	1	858
	Iprogram 2	7 064	6 489	8	99	6 588
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 038	944	9	19	963
	Iprogram 5	493	219	56	0	219
	Iprogram 6	11	8	27	0	8
	Iprogram 7	0	0	0	0	0
	Iprogram 8***	140	114	19	0	114
	Itotali	9 751	8 631	11	119	8 750

Qaphela :

* Kwimeko yootitshala abongezelelweyo kwiziko, kuboniswe kuphela amanani abo titshala bachazwe njengabongezelelweyo ngokweemvumelwano ekungenwe kuzo namaqela abameli beemanyano zabasebenzi.

** Iprogram 7: Izithuba zengqesho zootitshala: ezeprye-priyimari zibhangisiwe njengoko zingenamntu. I- WCED yamkela umgaqo-nkqubo ekuthi ngawo kuvalwe izithuba ngentlawulo yenkxaso-mali ukuzama ukudala iindawo zokufunda ezingaphezulu kubafundi beprirayimari i (IMfundo noPhuhliso lwaBasaqalayo), ngokukodwa kuluntu oluhlelekileyo.

*** Ootitshala abali- 18 kwiProgram 8 ngabasebenzi beZakhono zoBomi nge- *HIV/Aids* – aba basebenzi bonke babalwa njengabongezelelweyo yaye bahlawulwa ngemali yegranti ezikhutshwa phantsi kwemiqathango.

Qaphela : Kufuneka kuchazwe ukuba kumaziko emfundo, inani lezithuba zengqesho zootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala elifanelwe kukuba nalo. Libonisa kuphela ukuba izithuba zengqesho zootitshala azizaliswanga ngokusisigxina. Kwimeko nganye apho isithuba singazaliswanga ngokusisigxina, kuqeshwa ngemvumelwano ukuqinisekisa ukuba onke amaziko emfundo anenani elifunekayo lootitshala afanelwe kukuba nalo.

ITheyibhile 3.2: Ezengqesho neZithuba zeNgqesho ngokwamacandelo emivuzo: 31 Matshi 2009

Iqela labasebenzi	Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lezithuba zengqeshoezizalisiweyo	Ireyithi yezithuba zengqesho	*Inani lezithuba ezizalisiweyo ukongezelela kwiziko	Inali lilonke labasebenzi nge-32 Matshi 2009
Bonke abasebenzi	1-2	3 566	3 302	7	45	3 347
	3-5	5 611	4 724	16	20	4 744
	6-8	25 380	26 273	0	248	26 521
	9-12	6 255	5 487	12	0	5 487
	13-16	54	53	2	1	54
	Itotali	40 866	39 839	3	314	40 153
Ootitshala	1-2	0	0	0	0	0
	3-5**	0	1 041	0	2	1 043
	6-8	25 155	24 893	0	193	25 086
	9-12	5 960	5 274	12	0	5 274
	13-16	0	0	0	0	0
	Itotali	31 115	31 208	0	195	31 403
Abasebenzi beNkonzo kaRhulumente	1-2	3 566	3 302	7	45	3 347
	3-5	4 246	3 683	13	18	3 701
	6-8	1 590	1 380	13	55	1 435
	9-12	295	213	28	0	213
	13-16	54	53	2	1	54
	Itotali	9 751	8 631	11	119	8 750

Qaphela :

* Kwimeko yootitshala abongezelelweyo kwiziko, kuboniswe kuphela amanani abo titshala bachazwe njengabongezelelweyo ngokweemvumelwano ekungenwe kuzo namaqela abameli beemanyano zabasebenzi.

Ukumatanisa nokufakwa abasebenzi abongezelelweyo kwizithuba zengqesho ezikhoyo ezingenamntu (*vacant substantive posts*) yinkqubo eqhubekayo kwaye ikhokelwa ziimvumelwano o nemibutho yabasebenzi ezinokusetyenziswa. Ukuzama kwakhona ukukhuthaza ukufakwa kwizikhewu kwabasebenzi abongezelelekileyo (redeployment of additional employees), kupapashwa qho izithuba zengqesho kwizintlu zezithuba zengqesho zesebe.. I-WCED iqulunqe iqela lamanyathelo omgaqo-nkqubo ukuqinisekisa ukusetyenziswa ngokupheleleyo kweenkonzo zabasebenzi abongezelelekileyo.

** Zonke izithuba zootitshala zenzelwa ukuqeshwa kootitshala abaziingcungela nabaqeqeshwe ngokufanelekileyo (ubuncinane iMatriki neminyaka emithathu (3) yoqeqesho) kwawona manqanaba omvuzo 6-7 asezantsi. Inyaniso kukuba i-WCED inabo ootitshala abangaqeqeshwanga ngokupheleleyo nabangaqeqeshwanga kwinkqubo yayo. Aba ngootitshala abangama- 678 abahlawulwa kumanqanaba emivuzo 3 - 5 kuba bengafezekisi ezona mfuno zisezantsi zokuhlululwa kumanqanaba emivuzo 6-7. Bonke aba titshala baqeshwa ngokwezithuba ezivunyiweyo nezibonakaliswe kumacandelo emivuzo 6-8 kule theyibhile.

4. Ukuxatyiswa kweMisebenzi

IMigaqo yeNkonzo kaRhulumente, 2001, njengoko ifakelwe izilungiso, yaqalisa ukuxatyiswa kwemisebenzi njengendlela yokuqinisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwinkqubo-sikhokelo emiselwe kuzwelonke, amagunya aphelelyo aphezulu angaxabisa okanye axabise ngokutsha nawuphi na umsebenzi kwiziko lawo. Ngokwale Migaqo (*Regulations*), zonke izithuba zengqesho kumanqanaba emivuzo 9 nangaphezulu mazixatyuswe phambi kokuba zizaliswe.

Le theyibhile ilandelayo (iTheyibhile 4.1) ishwankathela inani lemisebenzi eyaxatyiswayo kunyaka ekubhekiselelwe kuwo.

Itheyibhile 4.1: Ukuxatyiswa kweMisebenzi ngokweZithuba zeNgqesho kwiNkonzo kaRhulumente: 1 Apreli 2008 ukuya kwi-31 Matsi 2009

Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lemisebenzi exatyisiweyo	I-% yemisebenzi exatyisiweyo	Ukuhlelwa kwezithuba okungatshintshwanga		Izithuba eziNyusiweyo		Izithuba ezihliselweyo	
				Inani:	%	Inani	%	Inani	%
1-2	3 566	18	0.50	18	.54	0	0	0	0
3-5	4 246	56	1.32	55	1.29	1	0.02	0	0
6-8	1 590	50	3.14	48	3.01	2	0.12	0	0
9-12	295	35	11.86	35	11.86	1	.33	0	0
13	39	0	0	0	0	0	0	0	0
14	9	0	0	0	0	0	0	0	0
15	5	0	0	0	0	0	0	0	0
16	1	0	0	0	0	0	0	0	0
Itotali	9 751	159	1.63	156	1.59	4	.04	0	0

Qaphela : Ukuxatyiswa kwemisebenzi kujolise kuphela kwizithuba zengqesho zabasebenzi abasezi-ofisini njengenxalenye yenkqubo yohlenga-hlengiso yeWCED. Kuqhutywe uxatyiso lwemisebenzi eyi-71 nokuthe kwachaphazela imisebenzi ethile kwizithuba ezingaphezu kwesinye kwinqanaba elithe ngqo, nelifanayo ngokwengcaciso yomsebenzi.

Lilonke iNani laBasebenzi abamivuzo yabo ibe ngaphezulu kwamaqondo achazwe luxatyiso lwemisebenzi ngowama- 2005/06	ALIKHO
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5. Iinguqu kwezeNgqesho

Eli candelo libonelela ngengcaciso engeenguqu kwezengqesho kunyaka-mali ekubhekiselelwe kuye.

Ireyithi zeenguqu *–(turnover rates)* zinika izalathi zokuqhubekayo kwiprofayili yesebe. Le theyibhile ilandelayo inika isishwankathelo *see-turnover rates* ngokwecandelo lemivuzo (Itheyibhile 5.1) kwanangemisebenzi ebalulekileyo (Itheyibhile 5.2).

Abasebenzi beNkonzo kaRhulumente nooTitshala abangekho kwizikhundla ezisisigxina baqeshwa ngemvumelwano ixesha elivalelekileyo. Aba baquka nabasebenzi abaqeshwe kwizikhundla ezikhoyo (*substantive vacancies*) ezivele ngenxa yokucutheka kwabasebenzi okubangwa yindalo, ukufa, unyuselo, njl.njl. nabasebenzi (ootitshala) ababembeleyo kwiindawo zabo bangekhoyo emsebenzini ngenxa yekhefu lokugula, elokuya kubeleka, njl.njl. Lo mgaqo-nkqubo uthetha ukuba abasebenzi abanye bangaqeshwa ukuya kumaxa amane kunyaka othile wokunika ingxelo kuba imvumelwano nganye ithathwa njengengqesho entsha. Ukuphelelwa kwemvumelwano kuthathwa njengokuphela kwenkonzo ngenxa yezizathu zokunika ingxelo yaye esi sisizathu senani eliphezulu kakhulu sokushiya umsebenzi. Noxa kunjalo, kuyinjongo ye-WCED ukuba zonke izithuba zemisebenzi kumaziko emfundo, ngokukodwa ezootitshala, zizaliswe njengezisisigxina ngokukhawuleza kangangoko emva kokuba isithuba sivelile.

Itheyibhile 5.1: Ireyithi yabasebenzi abahambileyo ngonyaka zaza izithuba zabo zathathwa ngabanye (*turnover rates*) ngokwamacandelo emivuzo kwithuba lomhla woku- 1 Apreli 2008- 31 Matshi 2009

Iqela labasebenzi	Icandelo lomvuzo	Inani labaqeshwa ngokwecandelo ngalinye njengakwi-1 Apreli 2008	Ukuqeshwa nokuTshintshelwa kwiSebe	Ukulahlwa komsebenzi nokutshintshwa kwisebe	Ireyithi yabasebenzi abahambileyo nge-%
Bonke abasebenzi	1-2	3 160	2 623	2 382	7.63
	3-5	4 418	5 261	4 039	27.66
	6-8	26 301	14 620	1 498	49.89
	9-12	5 595	379	582	-4.59
	13	40	4	1	7.5
	14	7	1	3	-28.57
	15	5	0	0	0
	16	1	0	0	0
	Itotali	39 527	22 888	21 505	3.5
Ootitshala	1-2	0	0	0	0
	3-5	734	3 125	1 954	159.54
	6-8	24 804	14 452	14 265	0.54
	9-12	5 425	233	468	-4.33
	13	0	0	0	0
	14	0	0	0	0
	15	0	0	0	0
	16	0	0	0	0
	Itotali	30 963	17 810	16 687	3.63
Abasebenzi beNkonzo kaRhulumente	1-2	3 160	2 623	2 382	7.63
	3-5	3 684	2 136	2 085	1.38
	6-8	1 497	168	233	-4.34
	9-12	170	146	114	18.82
	13	40	4	1	7.5
	14	7	1	3	-28.57
	15	5	0	0	0
	16	1	0	0	0
	Itotali	8 564	5 078	4 818	3.04

Ittheyibhile 5.2: Izizathu zokuba abasebenzi balishiye isebe

Udidi lokushiya	Inani	% yeTotali
Ukufa	122	0.56
Ukulahla (<i>Resign</i>)	1 242	5.80
Ukuphelelwa kwemvumelwano*	19 384	90.53
Ukugxothwa – linguqu kwindlela yokusebenza **	0	0
Ukugxothwa – Ukuziphatha kakubi	113	0.52
Ukugxothwa – Ukungakwazi ukusebenza	1	0.03
Ukugula	13	0.06
Umhlala-phantsi	487	2.27
Ukutshintshelwa kwamanye amaSebe kaRhulumente, Amaqumrhu aseMthethweni, njl.njl.	18	0.08
	31	0.14
Itotali	21 411	100
Lilonke inani labasebenzi abalahlileyo njenge- % yabo bebonke abaqeshiweyo	2 027	9.46

Qaphela :

Inani "loKuphelelwa kweMvumelwano" lingakhangeleka liphezulu xa lithelekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba i-WCED inomgaqo-nkqubo othi abasebenzi abasebenzi mabaqeshwe ngemvumelwano ixesha elifutshane. (Ezi zithuba zipapashwa ngokwenkqubo-sikhokelo yeemvumelwano nemibutho yabasebenzi efanelekileyo enokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko). Ngaphezulu, kufuneka kuqatshelwe ukuba ootitshala ababambeleyo baqeshwa ezindaweni zootitshala abasebenzisa ikhefu okanye abathunyelwe kwezinye iindawo yaye elona xesha lifutshane lengqesho katitshala ziiveki ezimbini.

Ittheyibhile 5.3: Unyuselo ngokwamacandelo emivuzo

Iqela labasebenzi	Amanqanaba emivuzo	Abasebenzi 1/4/2008	Unyuselo ukuya kwelinye iNqanaba loMvuzo	Unyuselo kuMacandelo eMivuzo njenge-% yaBasebenzi ngokwenqanaba lemivuzo	Ukunyuselwa kwenye iNotshi kwiNqanaba loMvuzo	Unyuselo kuMaqondo oMvuzo njenge-% yaaBasebenzi ngokwamanqanaba emivuzo
BONKE ABASEBENZI	1-2	3 160	15	0.50	2 307	73.01
	3-5	4 418	145	3.28	2 801	63.40
	6-8	26 301	335	1.27	24 832	98.76
	9-12	5 595	423	7.56	5 103	92.08
	13	40	1	2.50	0	0.00
	14	7	6	85.71	0	0.00
	15	5	0	0	0	0.00
	16	1	0	0	1	100.00
	Itotali	39 527	925	2.34	35 044	88.66
OOTITSHALA	1-2	0	0	0	0	0
	3-5	734	1	0.14	644	87.74
	6-8	24 804	296	1.19	23 847	96.14
	9-12	5 425	397	7.32	5 024	92.61
	13	0	0	0	0	0
	14	0	0	0	0	0
	15	0	0	0	0	0
	16	0	0	0	0	0
	Itotali	30 963	694	2.24	29 515	95.32
ABASEBENZI BENKONZO KARHULUMENTE	1-2	3 160	15	0.50	2 157	76.39
	3-5	3 684	144	3.91	1 640	62.61
	6-8	1 497	39	2.61	985	67.14
	9-12	170	26	15.29	79	47.88
	13	40	1	2.50	0	0
	14	7	6	85.71	0	0
	15	5	0	0	0	0
	16	1	0	0	1	100
	Itotali	8 564	231	2.70	5 529	67.85

Qaphela :

Unyuselo olungama- 35969 lumele:

Abasebenzi abayi- 925 abanyuselwe ukusuka kwelinye inqanaba lomvuzo ukuya kwinqanaba eliphezulu lomvuzo; nama- 350 44 abasebenzi abafumene unyuselo lwamaqondo emivuzo.

6. Ulingano kwezeNgqesho

litheyibhile kweli candelo zisekelwe kwiifomathi ezichazwe kuMthetho woBulungisa kwezeNgqesho, 1998, uMthetho 55 ka-1998.

Itheyibhile 6.1 Lilonke inani labasebenzi (kuquka abasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngomhla wama- 31 Matshi 2009

likhathegori zemisebenzi (SASCO)	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu, Abaphathi	3	15	3	12	9	5	1	2	50
lingcali eziqeqeshiweyo	1 934	6 899	58	1 980	4 743	11 514	80	4 526	31 734
lingcali ezingamagcisa ombane neengcali ezinxulumene noko	40	113	2	24	37	108	1	35	360
Oomabhalane	97	303	1	25	384	1 407	11	500	2 728
Abasebenzi beenkonzo zeentengiso	1	30	0	0	0	5	0	2	38
Abasebenzi kwezenkcubeko nokuyelele kuko	1	13	0	0	0	0	0	0	14
Abaqhubi boomatshini bokusebenza nabakhandi	2	18	0	1	0	1	0	0	22
Abemisebenzi elula	613	2 078	1	114	364	1 843	2	192	5 207
Itotali	2 691	9 469	65	2 156	5 537	14 883	95	5 257	40 153
Abasebenzi abakhubazekileyo	4	9	0	8	2	8	0	6	37

Itheyibhile 6.2 Lilonke inani labasebenzi (kuquka abasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngomhla wama- 31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Ulawulo Oluphezulu	0	2	0	2	1	1	0	0	6
Ulawulo oluphakathi	5	15	3	10	8	4	1	2	48
lingcali eziqeqeshiweyo nezizamava nolawulo oluphakathi	293	1 901	29	969	341	1 042	24	966	5 565
Awabasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavayiza, iiforimani, neentsumpa	1 560	5 172	31	1 030	4 368	10 385	62	3 835	26 443
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	370	1 174	1	124	497	2 173	6	399	4 744
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	463	1 205	1	21	322	1 278	2	55	3 347
Itotali	2 691	9 469	65	2 156	5 537	14 883	95	5 257	40 153

Itheyibhile 6.3 Ukugaya abasebenzi ukwenzela ithuba elisusela kwi-1 Apreli 2008 ukuya 31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	Aba Mnyama	AbeBala	Ama Ndiya	AbaMhlophe	AbaMnyama	AbeBala	Ama Ndiya	AbaMhlophe	
Ulawulo Oluphezulu	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu	0	0	1	1	0	0	0	1	3
lingcali eziqeqeshi- weyo nezinamava nolawulo oluphakathi	31	140	6	43	22	77	1	41	361
Abasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavayiza, iiforimani, neentsumpa	746	2 901	20	561	3 242	5 275	19	1 805	14 569
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	595	635	11	112	977	2 465	9	452	5 256
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	381	1 026	3	29	290	837	2	55	2 623
Itotali	1 753	4 702	41	746	4 531	8 654	31	2 354	22 812
Absebenzi abakhubazekileyo	0	0	0	0	0	0	0	0	0

Qaphela :

Inani lokugaywa kwabasebenzi lingakhangeleka liphezulu xa lithlekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba i-WCED iqesha abasebenzi bemvumelwano/bemvumelwano yethutyana kangangexesha eliqingqiweyo. Ngenxa yoko, ukuqeshwa ithuba elifutshane ngalinye kuthathwa njongokugaywa ngokutsha kwabasebenzi.

Itheyibhile 6.4 Unyuselo-sikhundleni kwithuba elisusela kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	Aba Mnyama	AbeBala	Ama Ndiya	AbaMhlophe	AbaMnyama	AbeBala	Ama Ndiya	AbaMhlophe	
Ulawulo Oluphezulu	0	1	0	0	0	0	0	0	1
Ulawulo oluphezulu	2	2	0	1	0	1	0	1	7
lingcali eziqeqeshi- weyo nezinamava nolawulo oluphakathi	300	1 896	29	922	337	1 057	23	962	5 526
Abasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavayiza, iiforimani, neentsumpa	1 568	4 946	32	882	4 215	10 103	52	3 369	25 167
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	231	803	1	97	289	1 208	2	315	2 946
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	299	793	0	12	230	955	1	32	2 322
Itotali	2 400	8 441	62	1 914	5 071	13 324	78	4 679	35 969
Abasebenzi abakhubazekileyo	5	10	0	6	3	10	0	6	40

Qaphela :

Olu nyuselo lungentla lumele inani labaqeshwa ababenyuselwe ukusuka kwelinye inqanaba lomvuzo ukuya kwelinye eliphezulu.

Ittheyibhile 6.5 Izithuba eziphelisiweyo kwithuba elisusela kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Ulawulo Oluphezulu	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu	0	1	0	3	0	0	0	0	4
Iingcali eziqeqeshiweyo nezizamava nolawulo oluphakathi	43	215	4	83	22	101	2	99	569
Abasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavayiza, iiforimani, neentsumpa	810	2 874	26	537	3 092	5 398	14	1 685	14 436
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	435	562	6	87	709	1 893	9	321	4 022
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	337	960	2	24	253	751	1	52	2 380
Itotali	1 625	4 612	38	734	4 076	8 143	26	2 157	21 411
Abasebenzi abakhubazekileyo	0	2	0	0	0	0	0	0	2

Qaphela :

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Inani lezithuba eziphelisiweyo lingakhangeleka liphezulu xa lithelekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba i-WCED iqesha abasebenzi bemvumelwano ithuba elifutshane kangangexesha eliqingqiweyo. Ngenxa yoko isithuba sengqesho ngasinye sethuba elifutshane sithathwa njengesitsha ukuze oko kubangele ukupheliswa kwesithuba. (Ezi zithuba zipapashwa ngokwenkqubo-sikhokelo yezivumelwano ezifanelekileyo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko).

Ittheyibhile 6.6 Uphuhliso lwezakhono kwithuba elisisula kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Iikhathegori zemisebenzi (SASCO)	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu, Abaphathi	456	764	66	431	465	551	25	354	3 112
Iinkonzo zoqeqesho	870	1 748	4	402	941	2 799	158	498	7 420
Abaqeqeshiweyo angekho kwikhathegori ethile ngokobuhlanga nesini									
Iingcali ezingamagcisa ombane neengcali eziqeqeshiweyo ezingekho kwikhathegori	34	87	0	2	0	14	0	0	137
Oomabhalane	102	371	0	92	128	455	43	181	1 372
Oomabhalane abangekho kwikhathegori									
Abasebenzi beenkonzo zeentengiso	0	0	0	0	0	0	0	0	0
Abasebenzi abanezakhono bezolimi nezokuloba	0	0	0	0	0	0	0	0	0
Abasebenzi kwezenkucubeko nokuyelele kuko	0	0	0	0	0	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	0	0	0	0	0	0	0	0	0
Abemisebenzi elula	16	174	0	1	9	112	0	0	312
Itotali	1 478	3 144	70	928	1 543	3 931	226	1 033	12 353

Qaphela :

- Uninzi lwabaqeshwa ngakumbi ootitshala, basala ukuchaza uhlanga nesini kwirejista yokuhamba isikolo, nangona kucaciswa ukuba oko kwenzelwa izizathu zolingano nezeenkukacha-manani.
- Umqeshwa angabalwa kabini ngenxa yokuba angathatha inxaxheba kwiikhosi ezingaphezu kwesibini.
- Abaqulunqi-mithetho, Amagosa aPhezulu, aBaphathi kuqukwa iMMS.

7. AmaBhaso eNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, izebe liwonge ngala mabhaso alandelayo kulo nyaka uphantsi koqwalaselo. Ingcaciso echazwa ngokohlanga, isini, ukhubazeko (Itheyibhile 6.1), amanqanaba omvuzo (Itheyibhile 6.2) nemisebenzi ebalulekileyo (Itheyibhile 6.3).

Itheyibhile 7.1: Amabhaso eNtsebenzo ngokohlanga, isini nokhubazeko kubasebenzi beNkonzo kaRhulumente (kungabandakanywanga -iiSMS): 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Iqela labemi belizwe	Iprofayili yozuzayo		Iindleko ((R'000))		
	Inani laBazuzayo	Inani eliyitotali labaqeshwa eqeleni	Ipesenteji yeqela lamanani abemi	Iindleko eziyiTotali (R'000)	Iindleko zeavareji ngomqeshwa ngamnye
AbaMnyama	127	1 614	7.87	549	4 323
Amadoda	47	779	6.03	182	3 870
Amabhinqa	80	835	9.58	367	4 589
Ama-Ashiya	6	20	30	34	5 736
Amadoda	0	5	0	0	0
Amabhinqa	6	15	40	34	5 736
AbeBala	1 151	6 118	18.81	5 805	5 043
Amadoda	429	2 653	16.17	2 194	5 113
Amabhinqa	722	3 465	20.83	3 611	5 001
AbaMhlophe	364	944	38.55	2 248	6 175
Amadoda	58	189	30.69	406	6 995
Amabhinqa	306	755	40.52	1 842	6 020
Itotali	1 648	8 696	18.95	8 636	5 240
Abasebenzi abakhubazekileyo	0	0	0	0	0

Qaphela :

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Itheyibhile 7.2 AmaBhaso eNtsebenzo nokwamanqanaba emivuzo kuBasebenzi beNkonzo kaRhulumente abangaphantsi kweNkonzo yoLawulo oluPhakathi: 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Inqanaba lomvuzo	Iprofayili yozuzayo		Iindleko ((R'000))		
	Inani laBazuzayo	Inani labaqeshwa	Ipesenteji yeqela ngokwenqanaba lomvuzo	Iindleko eziyiTotali (R'000)	Iindleko ze-avareji ngomqeshwa ngamnye
1-2	337	3347	10.06	1 107	3 283
3-5	664	3701	17.94	2 709	4 079
6-8	612	1435	42.64	4 372	7 144
9-12	35	213	14.43	449	12 814
Itotali	1648	8696	18.95	8636	5 240

Qaphela :

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Ittheyibhile 7.3: Amabhaso anxulumene nentsebenzo (ibhonasi yemali) ngokwamanqanaba omvuzo: Inkonzo yoLawulo oluPhezulu

Inqanaba lomvuzo	Iprofayili yozuzayo			lindleko eziyi Totali (R'000)	lindleko ze-avareji ngozuzayo gamnye	Inkcitho epheleleyo njenge-% ye-totali yenkcitho epheleleyo yabasebenzi be-SMS
	Inani laBazuzayo	Inani lamaLungu eSMS	Ipesenteji yetotali ngokwenqanaba lomvuzo			
13	10	39	25.64	288	28842	0.838
14	2	9	22.22	66	32993	0.192
15	0	5	0	0	0	0
16	0	1	0	0	0	0
Itotali	12	54	22.22	354	29534	1.03

Qaphela :

Kuseza kuthathwa isigqibo semvumelwano nemibutho yabasebenzi (*collective agreement*) ngokumalunga namabhaso entsebenzo kooitshala kwi-ELRC kazwelonke.

8. Abasebenzi baMazwe angaphandle

Le theyibhile ingezantsi inika isishwankathelo sokuqeshwa kwabasebenzi bamazwe angaphandle kwisebe ngokwamanqanaba emivuzo nangokwemisebenzi ephambili. Itheyibhile zikwashwankathela utshintsho kwinani elipheleleyo labasebenzi bamazwe angaphandle kwinqanaba ngalinye lomvuzo nangokwemisebenzi ephambili.

Ittheyibhile 8.1: Abasebenzi bamazwe angaphandle ngokwamacandelo emivuzo 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Inqanaba lomvuzo	1 Apreli 2008		31 Matshi 2009		linguqu kwezeNgqesho	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
1-2	0	0	6	5.50	6	13.04
3-5	24	38.10	0	0	-24	-52.17
6-8	30	47.62	103	94.50	73	158.7
9-12	9	14.28	0	0	-9	-19.57
13 - 16	0	0	0	0	0	0
Itotali	63	100.00	109	100.00	46	100

Ittheyibhile 8.2: Abasebenzi bamazwe angaphandle ngokwemisebenzi ephambili: 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Umsebenzi oPhambili	1 Apreli 2008		31 Matshi 2009		linguqu	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
Abasebenzi abasezi-ofisini zolawulo	0	0	6	5.50	6	13.04
Abemisebenzi elula	0	0	0	0.00	0	0
Abasebenzi abaqeqeshiweyo nabaphathi	63	100	103	94.50	40	86.96
Itotali	63	100	109	100	46	100

Qaphela :

Abasebenzi bamazwe angaphandle baqeshwa kuphela kwiimeko apho kungekho basebenzi bafumanekayo bangabemi baseMzantsi Afrika abaqeqeshwe ngokufanelekileyo ukuba banepemithi esemthethweni yaseMzantsi Afrika.

9. Ukusetyenziswa kwekhefu kwithuba elisusela kwi-1 Januari 2008 ukuya kwi-31 Disemba 2008

IKomishoni yeNkonzo kaRhulumente (*Public Service Commission*) iqaphele imfuno yokuba kubekwe esweni ikhefu lokugula kubasebenzi benkonzo karhulumente. Ezi theyibhile zilandelayo zibonelela ngokusetyenziswa kwekhefu lokugula (Itheyibhile 9.1) nekhefu lokukhubazeka (*disability leave*) (Itheyibhile 9.2). Kuzo zombini ezi meko, iindleko eziqikelelweyo zekhefu nazo zibonelelwe.

Qaphela: Ukunika ingxelo malunga nekhefu kwenzelwe uMjikelo weKhefu o.k.t. kuNyaka weKhalenda ingenguye uNyaka-mali, ngaphandle kwakwiTheyibhile 9.5 (Iintlawulo seKhefu)

Itheyibhile 9.1 : Ikhefu lokugula Ukususela nge-1 Januari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku	I-% yeentsuku ezineSatifikethi sokuGula	Inani laBaqeshwa abasebenzisa iKhefu lokuGula	Inali lilonke labasebenzi nge-31/12/2008	I-% yetotali yaBaqeshwa kwinqanaba lomvuzo abasebenzisa iKhefu lokuGula	I-avareji yeeNtsukanoMqeshwa esekelwe kwinqanaba labaqeshwa ukususela kwi-31/12/2008	Iindleko eziqikelelweyo (R'000)
BONKE ABASEBENZI	1-2	23 620	87	2 050	3 330	62	7	4 281
	3-5	32 680	86	2 889	4 470	65	7	7 895
	6-8	203 163	83	18 499	26 214	71	8	107 244
	9-12	33 766	86	3 105	5 617	55	6	26 828
	13-16	177	87	27	52	52	3	253
	Itotali	293 406	84	26 570	39 683	67	7	146 501
OONI-TSHALA	1-2	0	0	0	0	0	0	0
	3-5	4 577	84	450	725	62	6	1 331
	6-8	188 854	83	17 363	24 759	70	8	100 929
	9-12	32 844	86	2 998	5 429	55	6	25 997
	13-16		0	0	0	0	0	0
	Itotali	226 275	83	20 811	30 913	67	13	128 257
ABASEBENZI BENKONZO KARHULUMENTE	1-2	23 620	87	2 050	3 330	62	7	4 281
	3-5	28 103	87	2 439	3 745	65	8	6 534
	6-8	14 309	86	1 136	1 455	78	10	6 119
	9-12	922	83	107	188	57	5	810
	13-16	177	87	27	52	52	3	253
	Itotali	67 131	87	5 759	8 770	66	8	17 997

Ittheyibhile 9.2: Ikhefu lokukhubazeka (kwethutyana nangokusisigxina): Ukususela nge-1 Januwari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-% yeentsuku ezineSatifikethi sokuGula	Inani laBaqeshwa abasebenzisa iKhefu lokuKhubazeka	Inali lilonke labaqeshwa nge-31/12/2008	Inani laBaqeshwa abasebenzi sa iKhefu lokuKhubazeka	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31/12/2008	lindleko eziqikelelweyo (R'000)
BONKE ABASE-BENZI	1-2	9 526	97	204	3 330	6	3	1 776
	3-5	12 958	98	253	4 470	6	3	3 199
	6-8	79 575	98	1 853	26 214	7	3	42 174
	9-12	14 063	99	304	5 617	5	3	11 250
	13-16	25	100	1	52	2	0,48	0
	Itotali	116 147	98	2 615	39 683	7	3	58 399
OOTI-TSHALA	1-2	0	0	0	0	0	0	0
	3-5	1 945	99	37	725	5	3	641
	6-8	73 631	98	1 740	24 759	7	3	39 580
	9-12	13 741	99	299	5 429	6	3	10 998
	13-16	0	0	0	0	0	0	0
	Itotali	89 317	98	2 076	30 913	7	3	51 219
ABASEBENZI BENKONZO KARHULUMENTE	1-2	9 526	97	204	3 330	6	3	1 776
	3-5	11 013	98	216	3 745	6	3	2 564
	6-8	5 944	99	113	1 455	8	4	2 458
	9-12	322	100	5	188	3	2	250
	13-16	25	100	1	52	2	0,48	33
	Itotali	26 830	98	539	8 770	6	3	7 081

Qaphela :

Ikhefu lokukhubazeka (ikhefu lokugula) linikwa umsebenzi ochazwe njengongenakukwazi ukusebenza okwethutyana ngenxa yempilo, kodwa enokukwazi ukuqalisa umsebenzi wakhe wesiqhelo emva kwexesha.

Ittheyibhile 9.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Imvumelwano ngemivuzo ekwafikelelwa kuyo nemibutho yabasebenzi kwi-PSCBC ngo-2000 inyanzelisa ulawulo lwekhefu lonyaka ukuthintela ukuhlawulwa kwamanqanaba aphezulu ekhefu eliqokelelweyo ngethuba lokuyeka enkonzweni.

Ittheyibhile 9.3: Ikhefu lonyaka: Ukususela nge-1 Januwari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31 Disemba 2008	Inali lilonke labaqeshwa nge-31 Disemba 2008
BONKE ABASE-BENZI	1-2	22 976	11	3 330
	3-5	29 382	11	4 470
	6-8	37 710	5	26 214
	9-12	20 521	8	5 617
	13-16	1 117	21	52
	Itotali	111 706	8	39 683

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi- 31 Disemba 2008	Inali lilonke labaqeshwa nge-31 Disemba 2008
OOTI-TSHALA	1-2	0	0	0
	3-5	301	4	725
	6-8	19 800	3	24 759
	9-12	17 650	8	5 429
	13-16	0	0	0
	Itotali	37 751	5	30 913
ABASEBENZI BENKONZO KARHULUMENTE	1-2	22 976	11	3 330
	3-5	29 081	11	3 745
	6-8	17 910	15	1 455
	9-12	2 871	16	188
	13-16	1 117	21	52
	Itotali	73 955	12	8 770

Qaphela :

Ngokwekhefu, ootitshala abakumaziko abanalo ilungelo lekhefu lonyaka njengoko bethathwa njengabasebenzisa ikhefu lonyaka ngethuba lokuvalwa kwezikolo, okt. liholide zezikolo.

Itheyibhile 9.4: Ikhefu eliqokelelweyo (*capped leave*): Ukususela nge-1 Januwari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku zekhefu eliqingqiweyo elithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngomqeshwa	I-avareji yekhefu eliqingqiweyo ngomqeshwa ukususela kwi- 31 Disemba 2008	Inali lilonke labaqeshwa nge-31 Disemba 2008
BONKE ABASEBENZI	1-2	4 027	1.21	19	3 330
	3-5	13 285	2.97	33	4 470
	6-8	45 095	1.72	33	26 214
	9-12	23 416	4.17	73	5 617
	13-16	180	3.46	72	52
	Itotali	86 003	2.17	37	39 683
OOTI-TSHALA	1-2	0	0	0	0
	3-5	1 903	2.62	26	725
	6-8	41 375	1.67	31	24 759
	9-12	23 304	4.29	74	5 429
	13-16	0	0	0	0
	Itotali	66 582	2.15	39	30 913
ABASEBENZI BENKONZO KARHULUMENTE	1-2	4 027	2.62	19	3 330
	3-5	11 382	2.62	35	3 745
	6-8	3 720	2.62	51	1 455
	9-12	112	2.62	37	188
	13-16	180	2.62	72	52
	Itotali	19 421	2.21	32	8 770

Qaphela :

1. Le theyibhile inika ingcaciso ngekhefu eliqingqiweyo ngonyaka weKhalenda ukususela kwi-1 Januwari 2008 -31 Disemba 2008, lo gama le ngxelo yonyaka iquka unyaka-mali 1 Apreli 2008 ukuya kwi - 31 Matshi 2009.
2. Kuphela ngabasebenzi ebebeqeshwe isigxina phambi komhla wama- 30 Juni 2000 nabasaqeshwe isigxina abanekhefu eliqingqiweyo elingekasetyenziswa

Ittheyibhile 9.5: lintlawulo zekhefu ngethuba lomhla woku- 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Le theyibhile ilandelayo ishwankathela iintlawulo ezenziwe kubaqeshwa ngenxa yekhefu elingasetyenziswanga.

Iqela labasebenzi	Isizathu	Isixa esiyitotali (R'000)	Inani labaqeshwa	lintlawulo ye-avareji ngoMqeshwa ngamnye
OOTITSHALA	lintlawulo zekhefu ngowama- 2008/09 ngenxa yekhefu elingasetyenziswa kumjikelo odlulileyo	0	0	0
	lintlawulo zekhefu eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	7 949	221	35 968
	lintlawulo zekhefu lonyaka eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	0	0	0
	Isaphulelo sekhefu ngowama- 2008/2009	9 320	1 673	5 570
	Itotali	13 830	1 237	11 180
ABASEBENZI BEN-KONZO KARHULU - MENTE	lintlawulo zekhefu ngowama- 2008/09 ngenxa yekhefu elingasetyenziswa kumjikelo odlulileyo	0	0	0
	lintlawulo zekhefu eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	2 978	134	22 223
	lintlawulo zekhefu lonyaka eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	536	60	8 933
	Isaphulelo sekhefu ngowama- 2008/2009	883	280	3 153
	Itotali	4 512	554	8 144

Qaphela :

1. I-WCED yamisela umgaqo-nkqubo othi akukho khefu lonyaka elingasetyenziswanga malihlawulwe kubasebenzi. Abasebenzi neesuphavayiza bayalelwa ukuba baqinisekise ukuba bonke abasebenzi bayasisebenzisa sonke isibonelelo sabo sekhefu lonyaka njengoko kuchaziwe kwimiqathango eyamkelekileyo yekhefu.
2. lintlawulo zekhefu eliqingqiweyo zithetha isongezelelo sekhefu lesiqhelo esihlawulwa akubhubha umntu, akuyekiswa ngenxa yempilo, nakumhlala-phantsi oqhelekileyo.
3. Isaphulelo sekhefu eliqingqiweyo sinikwa njengentlawulo yenkonzo ende kwiminyaka engama- 20 & 30 enkonzo eyanelisayo nengaqhawukanga kubo bonke abaqeshwa.
4. lintlawulo zekhefu elimiyo ukuphela kwenkonzo zithetha ukuhlawulwa kwekhefu elingasetyenziswanga ngethuba lokulahla emsebenzini.

10. Iiprogram ze-*HIV/AIDS* nokuPhuculwa kwezeMpilo:

ITHEYIBHILI 10.1 – Amanyathelo athatyathiweyo ukunciphisa ingozi yokoba semngciphekweni kwabasebenzi (occupational exposure)

Iiyunithi/iikategori zabaqeshwa abaqapheleka njengabasengozini enkulu yokosulelwa yi-HIV nezigulo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo ukunciphisa ingozi
➤ Ootitshala naMaziko oLutsha	➤ Oomasifundisane abamalunga nokuba semngciphekweni kwabasebenzi
➤ Ootitshala naBasebenzi abanika iNkxaso (amanesi ezikolo, abacoci ootitshala abasezilebhu, iinjinieli noonobhala)	➤ Ibrowutsha engeenkqubo emazilandelwe malunga nomngcipheko wokosuleleka kwabasebenzi

ITHEYIBHILE 10.2 – Iinkcukacha zoKuphuculwa kwezeMpilo neeProgram zeHIV/AIDS (tikhisha iibhokisi ezinokusetyenziswa uze ubonelele ngengcaciso efunekayo)

Umbuzo	Ewe	Hayi	Iinkcukacha ukuba ngu-ewe
1. Ingaba isebe linegosa le-SMS elalathelwe ukuphumeza sela imimiselo equlethwe kwiCandelo VI E seSahluko 1 seMimiselo yeNkonzo kaRhulumente, 2001? Ukuba kunjalo, nika igama nesikhundla salo.	X		Umlawuli weCandelo loPhuhliso lweZakhono zaBasebenzi lwaNgaphakathi
2. Ingaba isebe lineyunithi emiselwe oku okanye lalathe abasebenzi abathile ukuba bakhuthaze ezempilo nempilo-qete yabasebenzi benu? Ukuba kunjalo, nika inani labasebenzi abachaphazeleka kulo msebenzi nebhajethi yonyaka ekhoyo ngenjongo yalo msebenzi.	X		I- WCED ineeprogram ezizodwa ezimbini egxininise kuzo okt. iNkqubo yeZakhono zoBomi nge- <i>HIV/AIDS</i> (LSOP) neye-HIV ne-AIDS kwiNdawo yoMsebenzi (HWP). Ezi program zimbini ziyaxhasana ngokubhekiselele kuqeqesho nongenelelo ngenkxaso. Abasebenzi ababini abagxininise kuLawulo lweMpilo neMpilo Qete yaBasebenzi (EHWP) ngokweNkcazelo zeNgqesho zabo. Ibhajethi yonyaka: R1 258 360
3. Ingaba isebe lazise iProgram yoNcedo lwaBasebenzi okanye ukuKhuthazwa kwezeMpilo kubasebenzi benu? Ukuba kunjalo, nika eyona misebenzi/zinkonzo zale Program	X		Le nkqubo inika inkxaso ethe gqolo kwiimfuno zeemvakalelo nezengqondo neendlela yokuphila kubasebenzi bethu; yiNkqubo yoLawulo lwezeMpilo neMpilo Qete egxininisa, phakathi kwezinye izinto, kwi-HIV ne-AIDS, udandatheko, ulawulo lwezemali, ubudlelwane nobuhlobo, imiba yezomthetho, imicimbi yeentsapho, ukusetyenziswa gwenxa kwezinyobisi notywala. Ezi nkonzo kubonelelwa ngazo ngababoneleli-nkonzo babucala ukuqinisekisa ukuba yimfihlo koku. Le program ikwaqwalasela nemiba yentlalontle yabasebenzi ngokuqatshelwa koSuku lweMpilo neMpilo Qete lwaBasebenzi. Iinjongo zezi ntsuku kukukhuthaza indlela yokuphila enempilo nokwazisa ngeenkono ebonelela ngazo i- WCED kubasebenzi bayo Ngaphezulu, iintsuku zokuKhuthazwa kwezeMpilo ziqhubeka ngokweentsuku eziqwalaselwe kwiKhalenda yeMpilo yeSebe lezeMpilo
4. Ingaba isebe limisele ikomiti okanye iikomiti njengoko kumiselweyo kwiCandelo VI E.5 (e) leSahluko 1 seMimiselo yeeNkonzo zikaRhulumente, 2001? Ukuba kunjalo, nceda unike amagama amalungu ekomiti nabathathi-nxaxheba ababameleyo.	X		Umlawuli we-IHCM, uSekela-Mlawuli we-IHCM, uMququzeleli weHIV, abameli bamaCandelo, abameli bamqela abasebenzi achaphazelekayo
5. Ingaba isebe liyhlaziyile na imigaqo-nkqubo yalo yengqesho neendlela zokusebenza ukuqinisekisa ukuba ayibacalu-caluli abasebenzi ngenxa yemeko yabo yokuba bene-HIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho ehlaziyiweyo.	X		I- WCED yaseka owayo uMgaqo-nkqubo we- HIV ne-AIDS kwiNdawo yoMsebenzi, ngokweNkqubo-sikhokelo esibonelelwe nguRhulumente wePhondo.

Umbuzo	Ewe	Hayi	Iinkcukacha ukuba ngu-ewe
6. Ingaba isebe limisele imiqathango yokukhusela abasebenzi abane- HIV okanye abo babonwa njengabane- HIV ukuze bangcalu-calulwa? Ukuba kunjalo, dwelisa iingongoma eziphambili zala miqathango.	X		Amanyathelo okukhuthaza ulwazi kwiimeko-bume ezifanelekileyo apho kufuneka kuthathelwe ingqalelo iHIV ne-AIDS. Imiba eyodwa malunga ne-HIV ne-AIDS, umz. Ukuba yimfihlo, ukuchazwa elubala, iVCT njl.njl. Iprogram yaMalungelo oLuntu yeWCED ikwahambisa umyalezo omalunga nokuchasa izenzo zocalu-calulo. Umgaqo-nkqubo we-WCED weHIV ne-AIDS nawo ugqithisa kwalo myalezo kwaye ukwayinxalenye yomsebenzi oluxanduva lomphathi oyintloko yecandelo nekufuneka uqwalaselwe.
7. Ingaba isebe liyabakhuthaza abasebenzi balo ukuba baye kuVavanywa bafumane neeNgcebiso ngokuZithandela? Ukuba kunjalo, dwelisa iziphumo enizifumeneyo.			I-VCT yenziwa ifikeleleke kubasebenzi ngeeNtsuku zoKwazisa ngeMpilo neMpilo Qeqtq kuBasebenzi. Olu vavanyo lwenziwa yi-10% ukuya kwi-15% yabo bakhoyo kwezi Ntsuku zoKwazisa ngeNgcaciso.
8. Ingaba isebe liqulunqe amanyathelo/iindlela zokubeka esweni nokuvavanya ifuthe leprogram yokukhuthazwa kwempilo? Ukuba kunjalo, dwelisa la manyathelo/iindlela.			Iingxelo zenyanga ezivela kubaboneleli-nkonzo abohlukeneyo, ezibonakalisa ukusetyenziswa kweenkonzo neengxelo zeeNtsuku zoKwazisa ngezeMpilo neMpilo-Qete yaBasebenzi.

Qaphela :

I- PEAP edibene ngokupheleleyo ne-WCED inika umkhombandlela owakhayo malunga nale miba/nezi nkonzo zibalulekileyo zilandelayo:

1. Imfundo nokufumana ulwazi kwindawo yomsebenzi
2. Ukuqhutywa kophicotho-zincwadi ze- HIV/AIDS kwindawo yomsebenzi ukuqaphela iimfuno zamaseko, umz likiti zoNcedo lokuQala njl.njl.
3. Iiprogram zothintelo umz. ukuhanjiswa kweekhondom
4. Ukukhuthazwa kokuba nenkathalo jikelele, umz. ukuthathwa kwamanyathelo okhuseleko xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
5. UVavanyo nokuFumana iiNgcebiso ngokuziThandela
6. Ukukhuthazwa kwenkxaso kubasebenzi abosuleleke yi- HIV/AIDS

11. Ubudlelwane emiSebenzini

Kwathathwa ezi zivumelwano zesininzi zilandelayo nemibutho neemanyano zabasebenzi ngaphakathi kwisebe.

Ittheyibhile 11.1 limvumelwano nemibutho yabasebenzi (*Collective Agreements*), kwithuba elisusela kwi-1 Apreli 2008 ukuya 31 Matshi 2009

Izivumelwano zeSininzi ziphelele (*Total collective agreements*) Azikho

Le theyibhile ilandelayo ishwankathela iziphumo zengxoxo zoluleko eziqhutywe apha ngaphakathi kwisebe kulo nyaka uphantsi koqwalaselo:

Ittheyibhile 11.2.1 – lingxoxo zokuziphatha kakubo noluleko ezigqityiweyo, 1 Apreli 2008 - 31 Matshi 2009

Iziphumo zeengxoxo zoluleko	Inani
Ululeko ngokuCetyiswa	2
Isilumkiso somlomo	0
Isilumkiso esibhaliweyo	3
Isilumkiso esibhaliweyo sokugqibela	112
Ukunqunyanyiswa ngaphandle komvuzo (njengesohlwayo)	29
Ifayini	71
Ukuhliselwa	3
Ukugxothwa	62
Ukungabinatyala	7
Ityala lirhoxisiwe	34
Itotali	323

Ittheyibhile 11.2.2 - Amanyathelo oluleko, kuquka izigaba zoLuleko oluQhubekayo (*Progressive Discipline*), kwithuba lomhla woku- 1 Apreli 2008 - 31 Matshi 2009

Inyathelo loLuleko	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Itotali	65	160	0	22	44	94	0	6	391

Ittheyibhile 11.3 – lintlobo zokuziphatha kakubi eziqwalaselwe kwiingxoxo zoluleko

Uhlobo lokuziphatha kakubi	Inani
Ubusela, ukunyoba, isenzo sobuqhophololo malunga neemviwo	5
Ukuxhaphaza umfundi ngokwesondo	9
Ukuxhaphaza omnye umqeshwa ngokwesondo	0
Ubudlelwane ngezesondo nomfundi kweso sikolo sinye	0
Ukubetha omnye umfundi okanye isityudenti ngeenjongo zokwenzakalisa	0
Ukubetha omnye umqeshwa ngeenjongo zokwenzakalisa	0
Ukuphatha into engekho mthethweni, enxilisayo okanye edodobalisa ingqondo	0
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi na ummiselo, umgaqo okanye umsebenzi	0
Ukulawula gwenxa ngeenjongo okanye ngokuswela inkathalo izimali zikaRhulumente	19
Ukusebenzisa gwenxa ipropati karhulumente	3
Ukudlela indlala okungafanelekanga kulawulo, ululeko okanye ukugqibelela kweSebe	3
Ukusebenzisa gwenxa isikhundla sakhe kwi- DOE ukunyusa okanye ukusingela phantsi umdla wakhe nawuphi na omnye umntu	0

Uhlobo lokuziphatha kakubi	Inani
Ukwamkela ingqesho yesibini kunye/okanye umvuzo ngaphandle kwemvume ebhaliweyo evela kuMqeshi	0
Ukungaphumeleli ukuthobela umyalelo osemthethweni okanye/kunye nomyalelo wesiqhelo	7
Ukungabikho emsebenzini	38
Ucalu-calulo	0
Umsebenzi ombi, ngenxa yezizathu ezingekuko ukungakwazi ukuphangela ngenxa yokugula	0
Ukunxila okanye ukuba phantsi kweempembelelo zeziyobisi emsebenzini	5
Ukuziphatha ngendlela engafanelekanga, elihlazo okanye engamkelekanga emsebenzini	47
Ukubetha, okanye ukuzama ukuetha nokugrogrisa ngokubetha	49
Ukudlakazelisa kunye/okanye ukugrogrisa	0
Ukunika ingxelo engeyonyani okanye ubungqina ekwenzeni umsebenzi, kunye/okanye ukugqwetha amaxwebhu	0
Iintshukumo zoqhankqalazo ezingekho mithethweni	0
Ulwaphulu-mthetho ngokomthetho wemveli (ubusela, ubuqhophololo)	10
Ukungathembeki	2
Ukunyamalala emsebenzini	25
ITOTALI	222

Ittheyibhile 11.4 – Izikhalazo ezifakwe kwithuba lomhla woku- 1 Apreli 2008- 31 Matshi 2009

	Inani
Inani lezikhalazo ezisonjuluweyo	472
Inani lezikhalazo ezingasonjululwanga	135
Inani eliyitotali lezikhalazo ezifakiweyo	607

Ittheyibhile 11.5 – Iimbambano ezifakwe kumaBhunga kwithuba lomhla woku-1 Apreli 2008 31 Matshi 2009

	Inani
Inani leembambano ezimanyelweyo	26
Inani leembambano ezichithiweyo	82
Inani leembambano ezisaphethweyo	102
Inani eliyitotali lezikhalazo ezifakiweyo	210

Ittheyibhile 11.6 –Izenzo zoqhankqalazo kwithuba lomhla woku-1 Apreli 2008 - 31 Matshi 2009

Inani eliyitotali leentsuku zomsebenzi zabantu ekuphulukwene nazo	1045
Itotali yeendleko(R) yeentsuku zomsebenzi ekuphulukwene nazo	R 288 005.73
Isixa (R) esifunyenweyo ngenxa kawangasebenzi wangahlawulwa	R 288 005.73

Ittheyibhile 11.7 Ukunqunyanyiswa okuyimiqathango kwithuba elisisula kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Inani labantu abanqunyanyisiweyo	45
Inani labantu abanqunyanyisiweyo abantsuku zabo zingaphezu kwe-30 iintsuku	39
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo	106
Iindleko zonqunyanyiso	R 2 387 226. 40

12. Uphuhliso lwezakhono

Eli candelo ligxininisa imizamo yesebe ngokumalunga nophuhliso lwezakhono.

Ittheyibhile 12.1: Iimfuno zoqeqesho eziqatshelweyo kwithuba elisusela kwi-1 Apreli 2008 ukuya kwi-31 Matshi ngokwesiCwangciso seZakhono eMsebenzini seWCED (*WCED's Workplace Skills Plan*).

Iikhathegori zemisebenzi	Isini	Inali labasebenzi nge-1 Apreli 2008	Iimfuno zoqeqesho eziqatshelweyo ekuqaleni kwithuba lokunika ingxelo			
			Uqeqeshelo-msebenzi*	Iiprogram zezakhono nezinye iiKhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu, nabaphathi	Amabhinqa	6	0	1 363	0	1 363
	Amadoda	35	0	970	0	970
Iinkonzo zoqeqesho	Amabhinqa	19 436	0	7 304	0	7 304
	Amadoda	10 633	0	5 549	0	5 549
Iingcali ezingamagcisa ombane (<i>Technicians</i>) neengcali ezinxulumene noko	Amabhinqa	138	0	0	0	0
	Amadoda	145	0	30	0	30
Oomabhalane	Amabhinqa	2 258	0	1 505	0	1 505
	Amadoda	496	0	834	0	834
Abasebenzi beenkonzo zeentengiso	Amabhinqa	8	0	0	0	0
	Amadoda	37	0	0	0	0
Abasebenzi kwezenkcubeko nokuyelele kuko	Amabhinqa	1	0	0	0	0
	Amadoda	14	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Amabhinqa	1	0	0	0	0
	Amadoda	25	0	0	0	0
Abemisebenzi elula	Amabhinqa	2 285	0	311	0	311
	Amadoda	2 689	0	268	0	268
Itotali engekapheleni	Amabhinqa	24 133		10 483	0	10 483
	Amadoda	14 074		7 651	0	7 651
Itotali		38 207		18 134	0	18 134

Ittheyibhile 12.2 limvumelwano nemibutho yabasebenzi (*Collective Agreements*), kwithuba elisusela kwi-1 Apreli 2008 ukuya 31 Matshi 2009

Iikhathegori zemisebenzi	Isini	Inali labasebenzi nge-1 Apreli 2008	Uqeqesho olubonelelwe ngethuba lokunika ingxelo			
			Uqeqeshelo-msebenzi*	Iiprogram zezakhono nezinye iiKhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu, nabaphathi	Amabhinqa	6	0	1 392	0	1 392
	Amadoda	35	0	1 720	0	1 720
linkonzo zoqeqesho	Amabhinqa	19 436	0	4 248	0	4 248
	Amadoda	10 633	0	3 172	0	3 172
lingcali ezingamagcisa ombane (<i>Technicians</i>) neengcali ezinxulumene noko	Amabhinqa	138	0	14	0	14
	Amadoda	145	0	123	0	123
Oomabhalane	Amabhinqa	2 258	0	798	0	798
	Amadoda	496	0	578	0	578
Abasebenzi beenkonzo zeentengiso	Amabhinqa	8	0	0	0	0
	Amadoda	37	0	0	0	0
Abasebenzi kwezenkcubeko nokuyelele kuko	Amabhinqa	1	0	0	0	0
	Amadoda	14	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Amabhinqa	1	0	0	0	0
	Amadoda	25	0	0	0	0
Abemisebenzi elula	Amabhinqa	2 285	0	121	0	121
	Amadoda	2 689	0	191	0	191
Itotali engekapheleli	Amabhinqa	24 133	0	6 573	0	6 573
	Amadoda	14 074	0	5 780	0	5 780
Itotali		38 207		12353		12 353

Qaphela

- Izithintelo zezemali nezexesha aziniki ngcaciso ngabo bonke abaqeshwa abathe bafumana uqeqesho.
- Ikhosi okanye uqeqesho ekuye kulo umqeshwa lubalwa njengemqeshwa omnye othe akufumana uqeqesho inani labo le ngaphezu kwenani elililo labaqeshwa kwelo nani lezithuba zenngqesho ezabelwe amaziko.
- Amagosa amakhulu naBaphathi ukwenzela iinjongo zoqeqesho kwabanakanywa iiMMS.
- Nceda uqaphele ukuba abo bakuluhlu oluphezulu (Abaqulunqi-mitho, amagosa aphezulu) becandelo 12.1 no-12.2 anganeno kulo manani akwiCandelo 6.6. Isizathu sesi sokuba kwasetyenziswa ii-*OFO codes* ngo-08/09. Ngokwezi khowudi , bonke abaphathi kuquka iinqununu, bafakwa phantsi koluhlu lwaBaqulunqi-mithetho njl.njl.
- Ezinye iindidi zoqeqesho zibandakanya iiBhasari neekhosi zeCAA.
- Itotali ayibandakanyi okanye ayiboniisi bantu bayi-4203 abaqeqeshwe yi-ABET.

13. Ukwenzakala emsebenzini

Ezi theyibhile zilandelayo zinika ingcaciso ngokwenzakala emsebenzini.

Itheyibhile 13.1 Ukwenzakala emsebenzini ukususela nge-1 Apreli 2008 ukuya 31 Matshi 2009

Iqela labasebenzi	Ubunjani bomenzakalo emsebenzini	Inani	I-% yeTotali
OOTITSHALA	Unyango olusiseko olufunekayo kuphela	62	77
	Ukukhubazeka ngokupheleleyo kwethutyana	19	23
	Ukukhubazeka Ngokupheleleyo	0	0
	Ukufa	0	0
	Itotali	81	100
ABASEBENZI BENKONZO KARBHULUMENT	Unyango olusisiseko olufunekayo kuphela	75	82
	Ukukhubazeka ngokupheleleyo kwethutyana	16	18
	Ukukhubazeka Ngokupheleleyo	0	0
	Ukufa	0	0
	Itotali	91	100

Qaphela :

Ukucaciswa kwe *Basic Medical Attention* kukuba umqeshwa akakho emsebenzini ithutyana elifutshane (kangangeentsuku ezimbalwa). Ukukhubazeka okupheleleyo okwethutyana (*Temporary total disablement*) kwamathuba amade, umzekelo, ngaphezu kweveki enye kumonzakalo womqolo (*back injury*).

14. Usetyenziso lwaBacebisi

Itheyibhile 14. 1: Inxelo ngokuqeshwa kwabacebisi kusetyenziswa izimali ezifanelekileyo

Itayitile yeProjekthi	Lilonke inani labacebisi abasebenze kwiprojekthi	Ithuba elithatyathiweyo lintsuku zokusebenza	Ixabiso leMvumelwano ngeeRandi
AYIFANELEKANGA	0	0	0

Inani eliyitotali leprojekthi	Itotali yabacebisi abangabodwa	Ithuba elithatyathiweyo lintsuku zokusebenza	Ixabiso leMvumelwano ngeeRandi
AYIFANELEKANGA	0	0	0

Itheyibhile 14.2: Uhlalutyo lwokuqeshwa kwabacebisi kusetyenziswa izimali ezifanelekileyo, ngokwemeko yaBantu ababeVinjwe amathuba (HDIs)

Itayitile yeProjekthi	Ipesenteji yabunini ngamaqela eeHDIs	Ipesenteji yabakulawulo ngamaqela eeHDIs	Inani laBacebisi abakumaqela eeHDIs asebenza ngeprojekthi
AYIFANELEKANGA	0	0	0

Itheyibhile 14.31: Inxelo ngokuqeshwa kwabacebisi kusetyenziswa izimali zaBaxhasi (*Donor funds*)

ISebe iWCED alikhange liqeshe nabaphi na abacebisi ngezimali zabaxhasi ukuze baqhube iiprojekthi.

15. I-oganogram

Ukuma kwestraksha seSebe bubonakaliswa kwi-oganogram kwiphepha elilandelayo.

Amanqwanqwa Okuma Kwesebe Lemfundo Lentshona Koloni

