



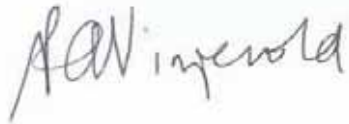
**URhulumente
weNtshona Koloni**

EzeMfundo

Ingxelo yoNyaka 2010/2011
ISebe EzeMfundo

Mnu Donald Grant
UMphathiswa wezeMfundo

*INgxelo yoNyaka yeSebe leMfundo leNtshona Koloni yethuba eliqala ngo-Apreli 2010 ukuya kwi-31 Matshi 2011
ingeniswa ngokomyalelo*

A handwritten signature in black ink, appearing to read 'PA Vinjevold', is written on a light blue rectangular background.

PA Vinjevold
Agasti 2011

ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YONYAKA KA-2010/2011

1. Ingcaciso ngokubanzi

Umbono, injongo ephambili neemfundiso ezisisiseko	1
Imeko engqonge isebe	2
Ugunyaziso lwemithetho	2
Amaqumrhu anika ingxelo kumphathiswa	2
Inkcazo yoMphathiswa	3
Isishwankathelo seGosa elimele ukuphendula ngosetyenziso lwemali	5

2. Ingcaciso ngeenjongo esele zimiselwe

2.1 Intsebenzo ngokubanzi.....	9
2.1.1 Iimali ezabiweyo	9
2.1.2 Injongo yolwabiwo-mali	9
2.1.3 Isishwankathelo seeprogram.....	10
2.1.4 Impumelelo kwiinjongo zezicwangciso eziphambili	11
2.1.5 Inkcazo ngemeko yokwenziwa kweenkonzo (<i>service delivery environment</i>) ngo-2010/11	18
2.1.6 Inkcazo ngemeko eqhubeka kwiziko (<i>Overview of the organisational environment</i>) ngo-2010/11.....	22
2.1.7 Uphuhliso lwemigaqo-nkqubo ephambili neenguqu zomthetho	24
2.1.8 Ingeniso yeSebe.....	25
2.1.9 Inkciitho yeSebe	25
2.1.10 Iintlawulo ezenziweyo (<i>Transfer payments</i>)	26
2.1.11 Iigranti ezikhutshwa phantsi kwemiqathango neemali ezizii- <i>earmarked funds</i>	26
2.1.12 Utyalo-mali kwiiprojekthi zolwakhiwo (<i>capital investment</i>), isicwangciso solondolozo nokulawulwa kwee- <i>asethi, (maintenance and asset management plan)</i>	29
2.2 Intsebenzo kwiiProgram	34
IProgram 1: Ezolawulo	37
Iprogram 2: Imfundo kwizikolo zikaRhulumente	44
Iprogram 3: Iinkxaso-mali kwizikolo ezizimeleyo	63
Iprogram 4: Imfundo kwizikolo zikaRhulumente ezineemfuno ezizodwa.....	68
IProgram 5: Imfundo noQeqesho oluQhubekayo	75
IProgram 6: Imfundo noQeqesho lwaBadala	82
IProgram 7: Uphuhliso lweMfundo yaBantwana aBasaqalayo	89
IProgram 8: Iinkonzo ezincedisayo nezinxulumene nazo	95

3.	liNgxelo-mali zoNyaka	100
	INGxelo yeKomiti yoPhicotho-zincwadi (<i>Audit Committee</i>)	101
	INGxelo yeGosa eliMele ukuPhendula ngoSetyenziso lweMali (<i>Accounting Officer</i>)	106
	INGxelo yoMphicothi-zincwadi Jikelele (<i>Auditor-General</i>)	114
	INGxelo yoLwabiwo-mali (<i>Appropriation Statement</i>).....	120
	Ingcaciso ehamba neNgxelo yoLwabiwo-mali.....	130
	INGxelo yokuSetyenziswa kweMali (<i>Statement of Financial Performance</i>).....	132
	INGxelo yoBume beMali (<i>Statement of Financial Position</i>).....	133
	INGxelo yokuTshintsha kwii-Asethi ii-Net Assets).....	134
	INGxelo yokuNgena nokuPhuma kweMali (<i>Cash Flow Statement</i>)	135
	IMigaqo-nkqubo yokuLawulwa kweMali (<i>Accounting Policies</i>).....	136
	Ingcaciso (<i>notes</i>) ehamba neNgxelo yoNyaka yokuSetyenziswa kweMali)	146
	Ingcaciso echaza amatyala (<i>disclosure notes</i>) kwiNgxelo zeMali zoNyaka	156
	IziHlomelo kwiiNgxelo-mali zoNyaka.....	168
4.	ULawulo lwezaBasebenzi (<i>Human resource management</i>)	176
5.	Enye ingcaciso	
	Izishunqulelo	208
	Uludwe lweenkcukacha zoqhagamshelwano	209
	Imilinganiselo yeentsebenzo kwiiprogram zikazwelonke- iinkcazo.....	210

ICandelo 1 – INgcaciso ngokuBanzi

Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda

Oku kubonakaliswa kukufikelelwa kwezi njongo zintathu zongameleyo:

1. Ulwazi lokufunda nokubhala kunye nolwazi lokubala olubhetele ezikolweni zaseprayimari
2. Inani nomgangatho ongcono wabo bapasa iSatifikethi seMatriki sikaZwelonke
3. Ukuncipha kwenani lezikolo eziqhuba kakubi

Injongo ephambili

Ukubonelela ngemfundo esemgangathweni kubo bonke abafundi kwiphondo ngokwenza oku kulandelayo:

- Ucwangciso nolawulo lwenkqubo yemfundo iphela
- Imfundo kwizikolo zikarhulumente eziqhelekileyo
- Ukunika inkxaso kwizikolo ezizimeleyo
- Imfundo kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente
- Imfundo noQeqesho oluQhubekayo kwiikholeji zeFET zikarhulumente
- Imfundo noQeqesho lwaBadala (AET) kumaziko emfundo oluntu
- UPuhliso lweMfundo yaBantwana aBasaqalayo (ECD) kwiBakala R
- Amathuba oqeqesho kootitshala nakwabangezotitshala
- Ukunika inkxaso umntwana ngokupheleleyo ngokwandisa ulwazi nge-HIV/AIDS; ukubonelela ngokutya abafundi abaqatshelwe njengabathwaxwa yintlupheko nendlala ukwenzela ukuba bafunde ngokuyimpumelelo; kunye nokukhuthaza ukuba indawo engqonge isikolo ibe yekhuselekileyo
- Ukunika inkxaso ootitshala ngokubonelelwa kwabo ngeemeko zengqesho ezifanelekileyo, iiprogram zenkuthazo (*incentives*) nezempilo-qete yabasebenzi

limfundiso ezisisiseko

- Ukubaluleka komfundi okubekwa phambili
- limfundiso ezisisiseko zoMgaqo-siseko woMzantsi Afrika noMqulu wamaLungelo (*Bill of Rights*)
- Ukugqwesa ngokuthi kubonelelwe ngabasebenzi abangootitshala abaneenjongo eziphakamileyo nabaqhubela phambili, ngokubanika inkxaso nangokubaxhobisa
- Ukwazi ukuphendula kwabo baphetheyo ngoxanduva lwabo nokwenzela izinto elubala
- Ukuthembeka nokugqwesa nokuba novelwano kwimisebenzi yolawulo nenika inkxaso
- Ukuphendula ngokukhawuleza kwiifundo zezikolo
- Ukuqaphela nokungqina ukugqwesa kootitshala nenkxaso yokufikelela kule njongo

Ukuma kwestraksha seziko eli (*organisational structure*)

ISebe leMfundo leNtshona Koloni likhokelwa yiNtsumpa-Jikelele. Mane amacandelo amakhulu, ngalinye likhokelwa liSekela Mlawuli-Jikelele. La macandelo makhulu ngala: EloCwangciso lwezeMfundo (*Education Planning*); EloLawulo lweKharithulam noVavanyo (*Curriculum and Assessment Management*); EloPhuhliso noQuquzelelo lwamaZiko (*Institution Development and Co-ordination*) kunye neleeNkonzo zeZiko (*Corporate Services*).

Isigunyaziso somthetho

UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho 108 ka-1996)
(*Constitution of the Republic of South Africa, 1996 (Act 108 of 1996)*)
UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (uMthetho 1 ka-1998)
(*Constitution of the Western Cape, 1998 (Act 1 of 1998)*)
UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997)
(*Western Cape Provincial School Education Act, 1997 (Act 12 of 1997)*)
UMthetho weZikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996)
(*South African Schools Act (SASA), 1996 (Act 84 of 1996)*)
UMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1996 (uMthetho 27 ka-1996)
(*National Education Policy Act, (NEPA), 1996 (Act 27 of 1996)*)
UMthetho weMfundo noQeqesho oluQhubekayo, (Act 16 of 2006)
UMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi, 2001 (uMthetho 58 ka-2001)
(*General Further Education and Training Quality Assurance Act, 2001 (Act 58 of 2001)*)
UMthetho weNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998)
(*Employment of Educators Act, 1998 (Act 76 of 1998)*)
UMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho 1 ka-1999), njengoko ufakelwe izilungiso
(*Public Finance Management Act, 1999 (Act 1 of 1999)*),
UMthetho woLawulo lweMali yooMasipala, 2003 (uMthetho 56 ka-2003)
(*Municipal Finance Management Act, 2003 (Act 56 of 2003)*)
UMthetho woKwahlulwa kweNgeniso yoNyaka
(*Annual Division of Revenue Act*)
UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo 103 sika-1994)
(*Public Service Act, 1994 (Proclamation 103 of 1994)*)
UMthetho weGunya eliLawula iZiqinisekiso waseMzantsi Afrika, 1995 (uMthetho 58 ka-1995)
(*South African Qualifications Authority Act, 1995 (Act 58 of 1995)*)
UMthetho weBhunga looTitshala laseMzantsi Afrika (uMthetho 31 ka-2000)
(*The South African Council for Educators Act 9 (Act 31 of 2000)*)
UMthetho weMfundo noQeqesho lwaBadala, 2000 (uMthetho 52 ka-2000)
(*Adult Basic Education and Training Act, 2000 (Act 52 of 2000)*)

Amaqumrhu enza ingxelo (*reporting*) kuMphathiswa

Akukho nalinye

INgxelo yoMphathiswa

Unyaka-mali ka-2010/2011, ube ngunyaka obalulekileyo kulo rhulumente njengoko ibiyibhajethi yokuqala ebingqinelana ngokupheleleyo neprayorithi ezicwangciswa ngobuchule zorhulumente wethu njengoko kucacisiwe kwisicwangciso sentsebenzo sonyaka sethu.

Esi sicwangciso sijolise kwezona nkalo ziziprayorithi ezibalulekileyo ezilishumi ezinjongo yazo ikukuphucula ngokukhawuleza kakhulu umgangatho wemfundo efundiswayo kweli phondo, kuze ke ekugqibeleni kuphuculwe iziphumo zabafundi.

Ezi nkalo zibandakanya ukuphucula ulwazi lokufunda nokubhala, ulwazi lokubala neziphumo zeSatifikethi seMatriki sikaZwelonke, ukwandisa uxanduva lokumelwa kukuphendula ngendima yakho (*accountability*) kwinkqubo le, ukwandisa ukubonelelwa ngeencwadi zezifundo (*textbooks*), ngezakhiwo nokuphucula izikolo, ukuphucula uqeqesho nophuhliso lootitshala nokuphucula ukwazi ukukhawuleza kuphendulwe imibuzo yoluntu ngendlela eyiyo nefanelekileyo liSebe iWCED

Ngalo nyaka-mali, singuRhulumente weNtshona Koloni singatsho ngokuzithemba ukuba sikwazile ukwenza inkqubela enkulu ekubekeni isiseko esiyimfuneko sokuba sifikelele kwezi njongo.

Ukwenza umzekelo, kulwazi lokufunda nokubhala, nakulwazi lokubala, iNtshona Koloni iqhubekile ukukhokela ilizwe liphela ekusetyenzisweni ngokubanzi kovavanyo lwabafundi. Kunyaka ophelileyo siyandisile iprogram yethu yovavanyo ngokuthi kuvavanywe abafundi beBakala 3 ne-6 omabini kunyaka omnye, endaweni yokutshintshanisa iminyaka saza sangenisa nabafundi beBakala 9 kule program okokuqala ngqa. Iziphumo zibe zezithembisayo nezibonise ububhetele kwiziphumo zabafundi kulwazi lokufunda nokubhala, nakulwazi lokubala.

Entloko kule nkqubo, iSebe iWCED lijolise ubukhulu bezibonelelo zalo ekuncediseni abafundi beBakala 12 nezikolo eziqhuba kakubi. Ungenelelo ngoncedo kwizikolo eziqhuba kakubi lubandakanye ukunikwa inkxaso ngamandla kwezolawulo zii-ofisi zezithili zemfundo, ukunikwa inkxaso kwizifundo ezithile kwezikolo ngokwembali ezipaselwa kakubi, nokusiwa kweencwadi zezifundo ezongezelelweyo kwiinkalo zezifundo ezibaluleke kakhulu. Olu ngenelelo ngoncedo lube yimpumelelo enkulu baza abafundi beKlasi ka-2010 baphucula ukupasa kwabo iMatriki kwakunye nokwandisa inani labapasileyo yaye kwancipha nenani lezikolo eziqhuba kakubi.

Ngokumalunga noxanduva lokumelwa kukuphendula ngezinto eziluxanduva lwakho (*accountability*), mna neNtloko yeSebe sasayina iimvumelwano zentsebenzo (*performance agreements*) ekuqaleni konyaka ophelileyo ezisinxulumanisa ngqo nokuphuculwa kweziphumo zabafundi. Saphinda sapisisa uMthetho oYilwayo oFakela iziLungiso kuMthetho weMfundo wePhondo leNtshona Koloni, (*Western Cape Provincial School Education Amendment Bill*), owenza uMphathiswa wePhondo akwazi ukuvelisa imimiselo ephathelele kwiimvumelwano zentsebenzo phakathi kweNtloko yeSebe neenqununu namasekela-nqununu ezinxulumanisa ngqo uvavanyo lwentsebenzo nomgangatho weziphumo zabafundi kuzo zonke izikolo.

Ukuphuculwa kweenkqubo zemisebenzi yesebe neesistim (*department's business processes and systems*) ukwenzela ukuqinisekisa ukuphendula ngokukhawuleza nokunika inkxaso izikolo, kube yeyona nto ephambili ekujoliswe kuyo ngo-2010/11.

Siyazingca ngendlela esiyitshintshe ngayo ngokupheleleyo inkqubo yezithuba zemisebenzi, ngokuthi sipapashe izintlu zezithuba ezisixhenxe ngo-2010, xa kuthelekiswa nezintlu ezimbini kwiminyaka engaphambili. Ngokutshintsha amaxesha kwinkqubo yokuqeshwa kwabantu, siqinisekisa uzinzo ngakumbi ezikolweni. Oku kuyinyaniso ngakumbi kwimeko yeenqununu, apho sidla ngokufikelela kwimeko apho lowo usanda kuqeshwa engena phambi kokuba obambe isikhundla ashiye isithuba sakhe.

Imfundo esemgangathweni ixhomekeke ekufundiseni okusemgangathweni. Ngako oko ke, sisuse okungafunekiyo kwiiprogram zoqeqesho nophuhliso lootitshala, ukwenzela ukuba zigxile ngakumbi, apho kunyanzelekileyo ukuqeqeshwa kootitshala kwizikolo eziqhuba kakubi nokunyenyeselwa kootitshala banikwe ukuba bazikhethole okuthile kwizikolo eziqhuba kakuhle.

Lo rhulumente ukholelwa ngakumbi kwinto yokuba iincwadi zezifundo (*textbooks*) zisisibonelelo esibaluleke kakhulu, yaye ngo-2010/11 iSebe iWCED laqabela ngaphaya kwemilinganiselo kazwelonke yesabelo-mali seencwadi zezifundo ngokwaba imali eyi-R123 yezigidi ukuba kuthengwe iincwadi zezifundo kwinkqubo iphela. Iincwadi zezifundo ezongezelelweyo eziyi-15 000 zasiwa kubafundi beBakala 12 ngeprogram yokongezelela (*top-up programme*) iincwadi zokufunda (*reading books*) zanikwa izikolo ezikhethiweyo zamaBakala 1 – 6 zaza iincwadi zezifundo ze-maths zasiwa kuzo zonke izikolo zethu eziziprayimari kuwo onke amaBakala 2 – 7. Sikholelwa ukuba oku kuza kudlala indima ebaluleke kakhulu ekuphuculeni izakhono zokubala kubafundi bezikolo eziziprayimari.

Ngethuba lokuqhubeka konyaka-mali ophelileyo, iSebe iWCED labala laza labeka njengepryorithi ephambili iimfuno zethu zeziseko zophuhliso laza lakhupha isicwangciso seziseko zophuhliso esiya kwenza kwakhiwe izikolo ezitsha eziyi-25 kule MTEF iqhubekayo ngoku, ukulungiswa kwezikolo eziyi-20 kutshintshwe izinto ezakhiwe ngazo ezingafanelekanga, kwakhiwe amagumbi okongezelela nokufakwa kweeklasi ezingoomahamba nendlwana apho kukho ingxinano engamandla kakhulu.

Siye safakela ngempumelelo iyunithi ezingoomahamba nendlwana ezingaphezu ko-171 kwaze kwakhiwa okanye kwaqaliswa ukwakhiwa iiklasi eziyi-112. Ngo-2010/11 kwakhiwa izikolo ezilishumi kwaza kwatshintshwa ezine nezikwizigaba ezahlukeneyo zokwakhiwa kweli phondo, ukanti ezinye izikolo ezingamashumi amathathu zikwizigaba ezahlukeneyo zokwakhiwa.

Ezi zezinye zezinto ezibe yimpumelelo ezenziwe ngo-2010/11. Ibingunyaka obenomahluko owodwa, ngenxa yokuba ubeke iziseko zokuphunyezwa kwesicwangciso esenziwe ngobuchule.

Nangona kunjalo siyazi ukuba kusenomgama ekufuneka siwuhambile ukuze sikwazi ukufikelela kwiinjongo zethu ezicaciswe kwisicwangciso sethu kodwa ke iyasivuyisa inkqubela eyenziweyo ngo-2010/11.

Ngo-2011 siza kuqhubeka ukwakhela kwezi ziseko, ngakumbi ukuthagetha izigaba zokuqala zokufunda, ukwandisa ukubonelelwa kweencwadi zezifundo, ukuhlabela mgama kwisicwangciso sethu seziseko zophuhliso, kwakunye nokuqinisekisa ukuba iSebe lethu likulungele yaye lizimisele ukunika inkxaso efunekayo kwizikolo ezihluphekayo.

Siya kusoloko siqinisekisa ukuba iimfuno zabafundi zibekwa ekuqaleni, kwaye siya kwenza konke okusemandleni ethu esinako ukukwenza ukuqinisekisa ukuba ootitshala baphathwa njengezifundiswa eziqeqeshiweyo nezixabisekileyo njengoko benjalo.

Donald Grant

UMphathiswa weMfundo wePhondo leNtshona Koloni

Isishwankathelo seGosa eliMele ukuPhendula ngoSetyenziso lweMali

Ukwanda kumanani obhaliso

Lo nyaka ubonise iimpawu zokwanda kwamanani abafundi kuzo zonke iindidi zeenkalo eziphambili.

Icandelo	2009	2010	Uahluko
Abafundi beBakala R kwiZikolo zikaRhulumente eziQhelekileyo	46 100	50 726	4 626
Abafundi kwiZikolo zikaRhulumente eziQhelekileyo	913 965	919 936	5 971
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	17 966	18 292	326
Abafundi abasisigxina beSatifikethi seMatriki sikaZwelonke	44 931	45 783	852
Abantu abadala ababhalise kuMaziko eMfundo oLuntu	38 053	40 120	2 067
Abaviwa be-AET beLevel 4 qualifications	1 901	2 066	165
Abafundi kwiiKholeji zeFET	42 291	45 056	2 765

Umgangatho ophuculweyo

Ukongeza koku kwanda kwamanani obhaliso, kukho ubungqina bokuphuculwa komgangatho wemfundo njengoko ulinganiswa ngeemvavanyo neemviwo zangaphandle.

Ulwimi neMathematika kumaBakala 3, 6 no-9

Ukususela ngo-2002 kuye kwakho uvavanyo oluqhutywa kwiphondo (*provincial testing*) lwabafundi beBakala 3 no-6 kwiminyaka etshintshanayo (*alternate years*) ukwenzela ukufumanisa iingxaki ezikhoyo nokulandelela indlela abaqhuba ngayo abafundi. Ngo-2010 iSebe iWCED, okokuqala ngqa, lavavanya bonke abafundi beBakala 3, 6 no- 9 ukufumanisa imeko yokufunda ulwimi nemathematika kwisikolo ngasinye kwiphondo. Oku ibikokokuqala ngqa kuvavanywa abafundi beBakala 9. Inani lilonke labafundi abavavanywayo ngo-2010 ngu-227 899. Eli nani liphindwe kathathu kubafundi abavavanywayo kunyaka ngamnye kwiminyaka esibhozo edlulileyo. Ngokomndilili nje, zizikolo ezingaphezu kwe-100 ezavavanywa ngosuku ngalunye kusetyenziswa abalawuli bovavanyo (*test administrators*) abayi-200. Uvavanyo lweBakala 9 ibiluvavanyo olulingwayo (*pilot exercise*) ukwenzela ukuba kumiselwe uvavanyo lokwandlalela. Iprogram yovavanyo yandiswa ngenxa yokusingathwa ndawonye (*centrality*) kovavanyo kwisiCwangciso iLiteracy and Numeracy Strategy.

Iziphumo zovavanyo zabafundi beBakala 3 no-6 zibonisa ukuphucuka kwezi nkalo zilandelayo:

IBAKALA 3			IBAKALA 6		
ULwazi lokuBala	I-% Yabapasileyo	I-avareji %	I-Mathematika	I-% Yabapasileyo	I-avareji %
2008	35,0%	39,5%	2009	17,4%	31,9%
2010	48,3%	48,0%	2010	24,4%	39,2%
	+ (13,3%)	+ (8,5%)		+ (7,0%)	+ (7,3%)
ULwazi loku-Funda nokuBhala	I-% Yabapasileyo	I-avareji %	Ulwimi	I-% Yabapasileyo	I-avareji %
2008	53,5%	50,5%	2009	48,6%	48,2%
2010	54,9%	50,7%	2010	52,3%	50,8%
	+ (1,4%)	+ (0,2%)		+ (3,7%)	+ (2,6%)

ISatifikethi seMatriki sikaZwelonke:

Unyaka ka-2010 ibingunyaka wesithathu weSatifikethi seMatriki sikaZwelonke esitsha. Ibingunyaka apho iikota zesikolo zaye zatshintshwa ukulungiselela ukhuphiswano lweNdebe yeBhola iSokha yeHlabathi (*Soccer World Cup*) nekwathi kwangawo kwachaphazeleka ixesha lokufundisa neshedyuli yeemviwo ziintshukumo zogwayimbo. Nakuba bekukho ezi meko zoxinzelelo, kubekho ubungqina obubonisa inkqubela kuzo zonke ezi nkalo ziqatshelweyo zokwanda kwamanani ngolu hlobo lulandelayo:

ISatifikethi seMatriki sikaZwelonke -2010			
	2009	2010	Ukwanda
Abaviwa abasisigxina beNSC	44 931	45 783	852
Inani labapasileyo	34 017	35 139	1 122
Ireyithi yoKupasa	75.7%	76.8%	1.1%
Abafanele ukungena kwiZifundo zesiDanga	14 324	14 414	90
Abafanele ukungena kwizifundo zediploma	12 677	13 755	1 078

ISatifikethi sikaZwelonke (Vocational)

La mabanga emfundo matsha eminyaka emithathu aqaliswa kwiiKholeji zeFET ngo-2007. Unyaka ka-2009 yayingunyaka wokuqala wovavanyo lwabafundi benqanaba lokugqibela yaye kwapasa abayi-690. Ngo-2010, kwapasa abafundi *be-Level 4* abayi-1 370 NC (V) (beeKholeji zeFET), nekulinani eliphinde itotali yango-2009. Icandelo lijonge ngethemba koku kwanda kwamanani kuqhubekayo.

Intsebenzo ithelekiswa neethagethi

Ukwanda kwamanani nomgangatho ekubhekiswa kuwo ngentla apha kubonisa inkqubela eyenziwe liSebe iWCED xa kuthelekiswa neenjongo ezintathu ezichaziweyo: Intsebenzo ephuculweyo kulwazi lokufunda nokubhala nolwazi lokubala, iziphumo eziphuculweyo zeSatifikethi seMatriki sikaZwelonke nokuncipha kwenani lezikolo ezingaqhubi kakuhle.

Ukushwankathela:

- Ngo-2010, ireyithi yokupasa yeBakala 12 yande yaya kutsho ku-76.8%, ukuze ngokwenjalo kuguqulwe imeko yokuhla komgangatho weziphumo kwiminyaka emi-5 ukususela ku-2004 – 2009;
- Kubekho ukuhla kumanani ezikolo eziphakamileyo ezingaqhubi kakuhle (izikolo ezinereyithi yokupasa engaphantsi ko-60% kwiBakala 12), ukuqala ku-85 ukuya ku-78 ngo-2010. ISebe iWCED ke ngoko liye layiguqula imeko emva kwethuba leminyaka emithathu elandelelanayo yokwanda kwamanani kwizikolo ezingaqhubi kakuhle.
- Iziphumo *kulwazi lokufunda nokubhala*, njengoko zilinganisiwe ngeemvavanyo zamaBakala 3 no-6, zibonisa inkqubela eyenziweyo. Indlela ekuqutywe ngayo seyiyonke yile ilandelayo:

	Ulwazi lokuBala kwiBakala 3	Ulwazi lokuFunda nokuBhala kwiBakala 3	IMathematika kwiBakala 6	lilwimi kwiBakala 6
Inani labafundi	74 397	74 430	77 656	77 707
Inani labapasileyo	35 934	40 862	18 948	40 641
Iithagethi	40%	55%	15%	45%
Ireyithi yokupasa	48.3%	54.9%	24.4%	52.3%
Amanqaku angumndilili	48%	50.7%	39.2%	50.8%

Amanqaku kwezi mvavanyo anika isikolo umfanekiso waso ngezo zinto sinokuzenza ncam nezo singenako ukuzenza. Ubungqina obungamaxwebhu aye esanda, buya kunceda iSebe iWCED ekomelezeni inkxaso yalo nasekuncedeni izikolo ekwakheni iziseko eziyimfuneko ekufikeleleni kwimigangatho ephezulu kulwazi lokufunda nokubhala nakulwazi lokubala.

Inkqubela ethe gqolo kwindlela izikolo eziqhube ngayo kwizifundo isisiphumo sezicwangciso ezicaciswe kakuhle neeprogram ezikolweni. IsiCwangciso soLwazi lokuFunda nokuBhala noLwazi lokuBala (*Litnum Strategy*) sigxininsa kula maphulo mane aphambili alandelayo: limvavanyo zokufumanisa ingxaki (*diagnostic tests*), nocazululo, uqeqesho lootitshala nenkxaso, ukubonelelwa ngezibonelelo ezixhasa ukufunda nokufundisa nokuthatha inxaxheba kwabahlali kwezemfundo.

Iprogram *iLiteracy and Numeracy Programme* ngo-2010 yabonelela izikolo ezipriyimari eziyi-250 ngoqeqesho olumandla (intensive training) nangenkxaso eqhubekela kumaziko yootitshala bamaBakala 1-6. Izikim zokufunda ii-structured reading schemes zabonelelwa kwizikolo eziipriyimari eziyi-508. Esi sibonelelo sakhathshwa yinkxaso eziklasini. Iincwadi zezifundo zeMathematika zanikwa bonke abafundi kumaBakala 2-7 ngo-2010, ukulungiselela kwazo ngo-2011. Abafundi kumaBakala 1 – 3 baya kufumana iincwadi zezifundo kuzo zonke izifundo ngo-2012 nabo bakumaBakala 4 – 6 baya kunikwa ngokunjalo iincwadi zazo zonke izifundo ngo-2013. ISebe leMfundo esiSiseko labonelela ngeencwadi zomsebenzi kumaBakala 1-6, laza iSebe iWCED lanika inkxaso yokwenziwa kweenkonzo.

IProgram yokuPhucula iZikolo eziPhakamileyo (*High School Improvement Programme*) ijolise ekwandiseni amanani abafundi abapasa iSatifikethi seMatriki sikaZwelonke nokunciphisa inani lezikolo ezingaqhubi kakuhle. I-*High School programme* yaqala ngo-Januwari kwaye inendlela enomahluko eqhuba ngayo kuzo zonke izikolo eziphakamileyo kwiphondo. Kwizikolo apho kwapasa abafundi abangaphezu kwe-90% ngo-2009 zaye zanikwa inkxaso encinane, zaza ezo zifumene ireyithi yokupasa engu-60% – 89% zanikwa inkxaso ephakathi nokugxininisa kwizifundo ezithile ukanti kwezo zikolo bangaphantsi kwe-60% abapasileyo kwagxininiswa ngamandla kwizikolo siphela kwabo bafundi.

NgoJanuwari 2010 nango-2011, iSebe iWCED, libambisene nezikolo ezichaphazelekayo, lacazulula iziphumo zesikolo ngasinye, ngokwesifundo ngasinye nangokwephepha lemibuzo ngalinye. Kwamiselwa izicwangciso, neethagethi ezihambelana nezikolo ngqo, ngokususela kolu cazululo. Kwamiselwa iithagethi ngesikolo nangesithili ngasinye zamanani okupasa abafundi abanokwamkelwa kwizidanga zokuqala (*B-degrees*). Kwabonelelwa ngabaniki-ngcebiso (*mentors*) kubafundi abasemngciphekweni. Iprogram yokufundisa kusetyenziswa ootitshala abaziingcali ekufundiseni, abavela ngaphakathi nangaphandle kweSebe iWCED, yaqala ngoMatshi yaza yandiselwa kuNovemba. Kwasasazwa ngamaza omoya izifundo ze *Telematics* kwizikolo eziyi-120. Inkxaso engamandla yabonelelwa ngaBacebisi ngezeKharityhulam kwezo zikolo zafumana ngaphantsi kwe-avareji yephondo (*provincial average*) kwizifundo ezinamanani obhaliso aphezulu. Bekukho iimviwo zikaSeptemba kuzo zonke izikolo neziye zaxhaswa ngabasebenzi besithili. Incwadana yeengcebiso zokufunda nephekhi yamaphepha emibuzo yanikwa umfundi weBakala 12 ngamnye.

Inkxaso yokulungisa undonakele wethuba langaphambili.

Kubekho ukwanda kweenkonzo zenkxaso kunyaka-mali ka-2010/11. Izikolo eziziiPrayimari eziyi-568 neziziiSekondari eziyi-108 kumaNqanaba 1-3 eNtlupheko kaZwelonke (*National Quintiles 1-3*) zixhamle izibonelelo ezongezelelweyo ngolu hlobo lulandelayo:

	2009	2010	Uahluko
Abafundi abaxhamla kwiprogram yesondlo (<i>nutrition programme</i>)	334 287	415 829	81 542
Abafundi abaxhamla kwinkqubo yokungabizwa zifizi	349 373	365 112	15 739

Izikolo eziyi-50 ezitsha zabonelelwa ngokufakwa izixhobo zokuxhasa ukhuseleko (*safety support installations*) nenkqubo yesikim sothutho lwabafundi (*learner transport scheme*) yongeza abafundi abayi-1 033, ukwandisa ukubonelelwa kwabafundi abayi-47 753 abathuthwayo yonke imihla ngo-2009 ukuya ku-48 786 ngo-2010/11.

Inkqubela kumgangatho wedatha

ISebe iWCED liwomeleze ngakumbi umgangatho wolawulo lwedatha yalo ngo-2010/11. Ukulandelela okuqhubeka kwicandelo le-ECD nokuphendula okungaphezulu malunga nezikolo ezizimeleyo kwisaveyi yaQho ngoNyaka yeyona mizekelo iphambili, kodwa kukwakho inkqubela ebubungqina kwinkqubo yokulandelela idatha yeeKholeji zeFET kwakunye nakwimeko yabafundi abaneemfuno ezizodwa zemfundo. Idatha echaneke ngokungaphezulu, ize nomahluko kwidatha yezembali ebingachanekanga. Idatha yengcaciso engcono nethembeke ngakumbi iya kuba nefuthe ekumiseleni iithagethi nezigqibo ezimalunga nenkxaso.

Intsebenzo ngaphakathi kwiziko ngokubanzi

ISebe leMfundo esiSiseko liqaphele eli qela lezalathi-nkqubela njengenxalenye ye-“*Action Plan 2014*”. Inani elikhulu kwezi livele kwi-WCED *Five Year Plan* yaye inkqubela ngakwithagethi zentsebenzo kwizifundo ilandelelwa kule Ngxelo yoNyaka. ISebe leMfundo esiSiseko liya kunika ingxelo ngeqela elipheleleyo lezalathi-nkqubela, zakuba zonke iinkcukacha zilungiswe ngendlela. Amanqaku e-*Annual National Assessments (ANA)*, amiselwe liSebe leMfundo esiSiseko, aya kuba yinxalenye yale ngxelo.

Icandelo 2- Ingcaciso kwiinjongo esele zimiselwe

2.1. Intsebenzo ngokubanzi

2.1.1. Iimali ezabiweyo

Uhlahlo-mali oluPhambili	UHlahlo-mali oluHlenga-hlengisiweyo	Eyona Mali kanye eSetyenzisiweyo	Inkcitho engaphantsi kwebibhajethelwe
R11,845,691,000	R11,998,212,000	R11,955,743,000	R42,469,000
UMphathiswa othweswe uxanduva	UMphathiswa wezeMfundo wePhondo		
ISebe eliBambe ezoLawulo	ISebe leMfundo		
IGosa elimele ukuphendula ngemicimbi yezemali	INTloko yeSebe, ISebe lezeMfundo laseNtshona-Koloni (iSebe iWCED) (INTsumpa-Jikelele yezeMfundo)		

2.1.2. Injongo yoLwabiwo-mali

URhulumente waseNtshona Koloni unenjongo yokuphucula amathuba okuphila abo bonke abantwana bakhe ngokubabonelela **ngemfundo esemgangathweni**. Ngenxa yoku, bonke abantwana baya kuhlala besesikolweni kangangelo thuba linokwenzeka baze bazuze ezona ziphumo zibhetele.

Ukwenzela ukuba kufikelelwe kule njongo, iSebe iWCED liya kubonelela ngezi nkonzo zilandelayo zingundoqo:

- Ucwangciso luphela nolawulo lwenkqubo yemfundo
- Imfundo kwizikolo zikarhulumente eziqhelekileyo
- Inkxaso kwizikolo ezizimeleyo
- Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
- Imfundo noQeqesho oluQhubekayo kwiikholeji ze-FET (*Further Education and Training*)
- Imfundo yaBadala noQeqesho (*AET*) kumaziko emfundo oluntu
- UPuhliso lweMfundo yaBantwana aBasaqalayo (*ECD*) kwiBakala R
- Amathuba oqeqesho kootitshala nakwabo bangezotitshala
- Ukunika inkxaso umntwana ngokupheleleyo ngokwandisa ulwazi ngeHIV/AIDS; ukubonelela ngokutya kubafundi abahluphekileyo nabafunyenwe yindlala ukwenzela ukuba bafunde ngokuyimpumelelo nokukhuthaza ukuba indawo engqonge isikolo ibe yekhuselekileyo
- Ukunika inkxaso ootitshala ngokubabonelela ngenkonzo yeemeko ezingundoqo zengqesho, iiprogram zenkuthazo (*incentives*) nezempilo-qete yabasebenzi

2.1.3. Isishwankathelo seeprogram

Imisebenzi yawo onke amasebe ezemfundo ephondo eMzantsi Afrika icwangcise yaziiprogram ezisibhozo (8) ngolu hlobo lulandelayo:

Iprogram	Iprogram esekelayo
1. Ezolawulo	1.1 I-ofisi yoMphathiswa wezeMfundo (<i>MEC</i>) 1.2 IiNkonzo zeZiko 1.3 Ulawulo lwezeMfundo 1.4 Uphuhliso lwezakhono zabasebenzi 1.5 ISistim yoLawulo lweNgcaciso yezeMfundo (<i>i-EMIS</i>)
2. IMfundo yeZikolo zikaRhulumente eziQhelekileyo	2.1 Izikolo zikarhulumente eziziprayimari 2.2 Izikolo zikarhulumente eziziisekondari 2.3 Iinkonzo zokufundisa 2.4 Uphuhliso lwezakhono zabasebenzi 2.5 IProgram yoKutyiswa kwaBantwana kaZwelonke
3. IiNkxaso-mali zeZikolo eziZimeleyo	3.1 Isigaba sePrayimari 3.2 Isigaba seSekondari
4. IZikolo zeMfundo eneeMfuno eziZodwa zikaRhulumente	4.1 Izikolo. 4.2 Iinkonzo zokufundisa 4.3 Uphuhliso lwezakhono zabasebenzi
5. IiKholeji ze-FET (Further Education and Training)	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 Iinkxaso-mali kumaziko abucala 6.2 Iinkonzo zokufundisa 6.3 Uphuhliso lwezakhono zabasebenzi
7. Uphuhliso lweMfundo yaBantwana aBasaqalayo	7.1 IBakala R kwizikolo zikarhulumente 7.2 Ibakala R kumaziko oluntu 7.3 Iinkonzo zokufundisa 7.4 Uphuhliso lwezakhono zabasebenzi
8. IiNkonzo eziNcedisayo neziNxulumene nazo*	8.1 Iintlawulo eziya kwiSETA 8.2 Iiprojekthi zegranti ekhutshwa phantsi kwemiqathango-HIV/AIDS 8.3 Iimviwo zangaphandle 8.4 Uqeqesho lootitshala 8.5 iKapa eliHlumayo

* Apha kukho umahluko omncinane phakathi kwamaphondo

2.1.4. Impumelelo kwiinjongo zezicwangciso eziphambili

Ezona zinto ziyimpumelelo (*main achievements*) ekwandeni kwamanani abafundi nenkqubela kwindlela abafundi abaqhuba ngayo zidwelise phantsi kwesihloko “*Isishwankathelo seGosa lezeMali*” apha ngasentla.

UkuMelwa kukuPhendula

Onke amagosa athweswe uxanduva lokumelwa kukuphendula ngendlela yeemvumelwano zeenkcazo zomsebenzi neemvumelwano zentsebenzo. Amagosa akwaNdlunkulu athweswe uxanduva lokumelwa kukuphendula ngenkxaso yobungcali ekufuneka inikwe kwangexesha kwizithili zemfundo nasezikolweni yaye izithili zemfundo zithweswe uxanduva lokumelwa kukuphendula ngenkxaso emayinikwe izikolo nangendlela abaqhuba ngayo abafundi. Izikolo zamiselwa iithagethi emazifikelelwe zokupasa kwabafundi kumaBakala 3, 6 no-12. Amagosa ezithili abeka esweni inkqubela eyenziwa zizikolo ekudaleni iimeko eziyimfuneko ukuze kufikelelwe kwezi thagethi. Ukuya esikolweni kootitshala nabafundi nokusetyenziswa kosuku lwesikolo ngeyona ndlela enenzuzo enkulu, ibe zezona nkalo kujoliswe kuzo.

Ukuphendula ngokuqhubeka esikolweni kuya komelezwa ngamandla ukususela ku-2011 ngokusetyenziswa koMthetho weMfundo wePhondo leNtshona Koloni oFakelwe iziLungiso, 2010 (*Western Cape Provincial School Education Amendment Act*) (uMthetho 7 ka-2010) (*Act No 7 of 2010*), oqale ukusebenza ngoJanuwari 2011.

Ukuthweswa uxanduva lokumelwa kukuphendula kwandiswe ngeendima zokongamela ezidlalwa yi-Ofisi kaNondyabo wePhondo nokaZwelonke (*Provincial and National Treasury*) ngokwemfundo ezinyanzelekileyo (*mandatory elements*) zemijikelo yezicwangciso neyokwenza ingxelo (*planning and reporting cycles*) nejongene nayo yomibini imibandela yezemali nengeyiyo eyezemali. Amathuba okunika ingxelo asusela kwawaqho ngenyanga (umz. ezemali) ukuya kwawaqho ngonyaka. Onke amacandelo akwiSebe iWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko okanye iSebe leMfundo ePhakamileyo noQeqesho (*Higher Education and Training*) apho kulondolozwa khona iingxelo ezilandelelanayo, ingcaciso ngocazululo lwentsebenzo noqikelelo. ISebe leNkulumbuso lenza umsebenzi wokongamela iiprojekthi eziphambili zeWCED ezithi zilandelelwe ngenkqubo ye-*Provincial Dashboard*.

Ukuthweswa uxanduva lokumelwa kukuphendula ebalulekileyo yobudlelwane obusemthethweni obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke leziphumo zokufunda: obu budlelwane bungqinisiswa ekumodareyithweni kwangaphakathi kweenkqubo zovavanyo nokubonelelwa kwenkqubo yovavanyo eyamkelekileyo.

Amaxesha empendulo ekhawulezileyo nenkxaso

UNdlunkulu neSebe iWCED baye bahlenga-hlengiswa ukwenzela ukuba kulungiswe ngokufanelekileyo ukwenziwa kweenkonzo nokuba kujongiswe izigxeko ezibhekiswa kwinkqubo yokwenziwa kweenkonzo engangqinelaniyo. ISebe iWCED liyaqhubeka nokuphonononga iinkqubo zesitraktsha esigqibeleleyo neenkqubo zoshishino (*optimum structure and business processes*) ekwenzeni iinkonzo ezikolweni.

Bekukho ukuya kuthi ga ngo-2009, izintlu ezimbini zezithuba zengqesho zootitshala. Ukulungiselela u-2010 bekucwangciswa izintlu zezithuba ezintlanu. Izithuba zeenquunnu zabhengezwa kwigazethi nganye. Iinkqubo zoshishino eziphuculweyo zikhokelele kwixesha lokuguqula indlela ekuqhutywa ngayo yeentsuku ezilishumi (*ten day turnaround time*) ukulungiselela ukuqeshwa kweenqununu yaye isigqibo sokuba kuveliswe ezinye izintlu ezimbini, olunye ngoSeptemba nolunye ngo-Oktobha 2010. Le nkqubo inciphise amathuba apho ootitshala bebekwizikhundla zokubambela nokusetyenziswa kootitshala abangesosigxina yaye yafaka igalelo kwimeko ezinzileyo esikolweni.

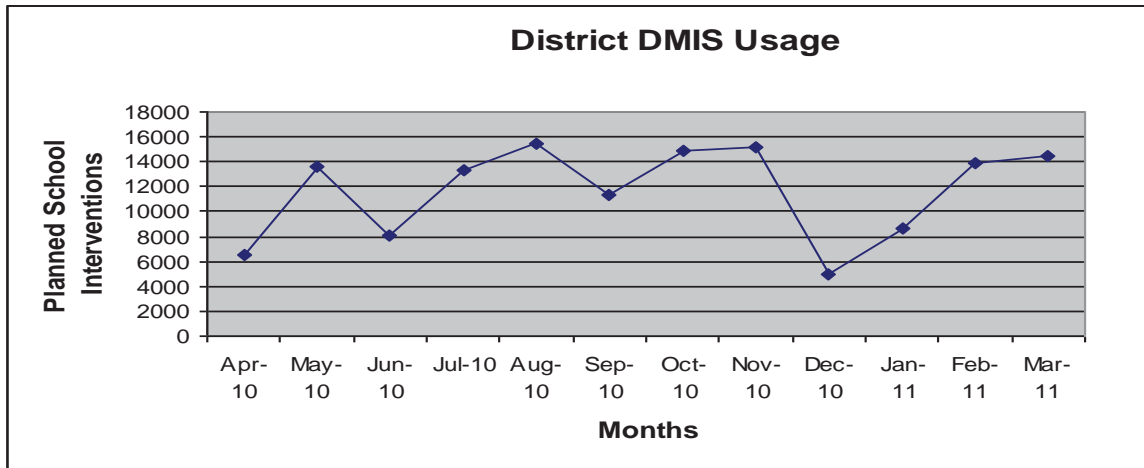
ISebe iWCED lahlule phakathi amanani eentsuku ezithathiweyo ekusingatheni inkqubo yekhefu *iPolicy and Procedure on Incapacity Leave and For Ill-Health Retirement (PILIR)* ngokunceda abenzi-sicelo ekuzaliseni iifom zabo ngokuchanekileyo, ukukhawulezisa izicelo, ukugqiba izicelo zomhlala-phantsi ngenxa yokugula kwiintsuku eziyi-7 zokufumana isigunyaziso esivela kuBalawuli *beHealth Risk Management*, ukunxibelelana nabenzi-sicelo, ukucebisa abenzi-sicelo abangaphumelelanga ukuba babuyele esikolweni okanye bajongane nezohlwayo nokuhlangana rhoqo neMibutho yaBasebenzi (*Labour Unions*), ukujongana nezikhalazo ezithe zavela kule nkqubo.

Kuqulunqwe isicwangciso ukwenzela abasebenzi abangaphezu kwemfuneko ukuba bafakwe ezindaweni, kwanabo babenikwe ibhasari abazii*Funza Lushaka bursary holders*, njengootitshala abasisigxina okanye ababambeleyo.

I-CEMIS yisistim yekhompuyutha esisixhobo esisebenza ngempumelelo sokulawula ubhaliso lwabafundi nokubalandelela kwinkqubo yezemfundo. Inika inkxaso ngokuthe ngqo kwiinkqubo zeemviwo, ezeemvavanyo nobhaliso yaye ibonelela ngedatha yokubalwa kwezithuba ezabelwa amaziko nokwenza iisaveyi ekhompuyutheni kwizikolo zikarhulumente eziqhelekileyo nakwizikolo eziineemfuno ezizodwa. I-CEMIS ibonelela ngedatha yabafundi ukwenzela iinjongo zokucwangciso nolawulo. Intshayelelo yokulandelela abafundi nge-*web-enabled i-SAMS* sisiqalo sokufikelela kwidatha engaphezulu yezikolo. Ngokwangoku iyalingwa apha kwiphondo ngokubanzi.

Ukwenziwa kwesaveyi yangoFebruwari kwikhompuyutha *iFebruary online SNAP survey administration* neyangoMatshi *i-March Annual School Survey (ASS)* zaqhutywa ngokwezicwangciso yaye amanani abafundi be-ASS yethutyana (*provisional ASS learner numbers*) afumaneka ekupheleni kukaMatshi 2011. Kwaqhutywa isaveyi yonyaka yezikolo kubafundi beMfundo eneeMfuno eziZodwa, yaza yenziwa yafumaneka idatha ngoSeptemba 2010. Kwaqhutywa i-SNAP saveyi yezikolo zabafundi beMfundo eneemfuno ezizodwa ngo-2011 nge-1 Matshi 2011 aza amanani abafundi afumaneka engadlulanga u-Apreli 2011.

Isistim *i-District Management Information System (DMIS)* yaqalisa ukusebenza ngokupheleleyo kuzo zoyi-8 izithili zemfundo ngo-Apreli 2010. Amagosa ezithili zemfundo asebenzisa le sistim ukucwangcisa, ukufaka nokujonga iingxelo zalo lonke ungenelelo ngoncedo olwenziweyo ezikolweni. Kule thebhile elapha ngezantsi, i-axis ibonisa inani leengxelo ezifakwe kwisistim kwinyanga echaphazelekayo.



Inkxaso eNikwa ooTitshala noPhuhliso

ISebe iWCED liqhubekile ngenjongo yalo ecacisiweyo yokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala ngokwabo. Oku kwenziwe ngokuthi kuncitshiswe uxinzelelo kootitshala ekwenzeni imisebenzi yezolawulo nokuya qho koomasifundisane neentlanganiso.

Ekubeni kuthathelwa ingqalelo oku, kwathunyelwa ezikolweni ngo-2009 nango-2010 iiKhalenda zoCwangciso (*Planning Calendars*), ezazidwelise imihla ebalulekileyo, enjengeyokuqala nokugqiba iimviwo, neminye imihla ebekiweyo yokwenza imisebenzi yezolawulo, phambi kokuqala konyaka wezifundo ngamnye ukunceda izikolo ukuba zicwangcise kuselithuba elide ngaphambili.

Ukongeza apho, iSebe iWCED lazibophelela ukwazisa izikolo ubuncinane kuseyinyanga ngaphambili ngazo naziphi na iintlanganiso, yaye aBalawuli beZithilili zeMfundo babamba iintlanganiso ezizodwa nootitshala ukuxoxa ngezicwangciso zika-2011 nokubabulela ngomsebenzi wabo. Le program yenkxaso eyahlukenisiweyo yezikolo yathetha ukuba kwabonelela ngenkxaso efanelekileyo nengaphezulu ezikolweni nakoomasifundisane abaqhutywa ndawonye.

Ukugcinwa kweerekhodi zolawulo kuncitshisiwe kakhulu, ingakumbi ngokumalunga novavanyo lwabafundi. Bekukho amabhaso ephondo ootitshala abagqwesileyo, emva kwenkqubo yokhetho ebiyimpumelelo. La mabhaso anika ingqwalasela kwimpumelelo eyenziwe ngootitshala nokuba beze nezinto ezintsha.

Uphuhliso lootitshala abaqeqeshiweyo oluqhubeka okokoko kwiSebe iWCED yinkalo ephambili ekugxininiswa kuyo. Ngo-2010 lwabandakanya ukubonelelwa ngeebhasari nangeendidi zeekhosi, iisemina neenkomfa e-Cape Teaching and Leadership Institute (CTLI).

Ilibhasari zaphambi kokungena enkonzweni zanikwa ootitshala ababonisa umdla nabanolangazelelo (*aspiring teachers*), lokuqhubeka nezifundo eziqabileyo kwiinkalo ezifana neMathematika, iSayensi, iTekhnoloji neSigaba seSiseko. Isixa-mali esiyi-R5 yezigidi senziwa safumaneka kulo nyaka yaye kwafumana abafundi abayi-126 iibhasari. Bayi-14 abagqiba izifundo zabo ngo-2010, bayi-112 abaqhubekayo ngo-2011. Kwakhutshwa iibhasari eziyi-15 ezintsha ngo-2011. Ootitshala abaqeqeshwa besenkonzweni bafumana iibhasari ezintsha eziyi-919 ukuphucula amabanga abo emfundo ngeeprogram ze-ACE kwiinkalo ezahlukeneyo. Baya kugqiba izifundo zabo ngo-2011.

Uqeqesho lo gama usenkonzweni nophuhliso lukwenziwa yi-CTLI. Ikhosi zoqeqesho eziyi-29 zaqhutyelwa ootitshala beSigaba seSiseko, iSigaba esiPhakathi neSigaba saBadala, bayi-811 ootitshala abeza kwezi khosi zeveki ezimbini ukuya kwezintathu kulo nyaka-mali. Ziyi-337 iinqununu namalungu eekomiti yolawulo lwesikolo afumana uqeqesho ngokusetyenziswa kweekhosi zolawulo eziyi-10 ezaqhutywa ngeli thuba. Iinkomfa neesemina kwi-Mathematika nakwi-Reading nezeeNqununu zafikelela kootitshala neenqununu eziyi-2 230.

ULawulo lweSikolo noBunkokeli

Ugxininiso kulo nyaka belusekuboneleleni ngozinzo oluphuculweyo ezikolweni nakuphuhliso nenkxaso kwiinqununu ebezingenawo amava, okanye ebezifuna ukunikwa ingcebiso engaphezulu, okanye ezinomdla wokuphucula amabanga emfundo yoqeqesho kunye/okanye ukuqhubela phambili nezifundo.

Ukwenzela ukuba kwandiswe uzinzo kulawulo ezikolweni, inkqubo yokugqibezela ukuqeshwa kweenqununu zezikolo ngaphandle kokulibaziseka, yaba yinto eqwalaselwa kuqala. Ukwanda kwenani lezithuba zengqesho kwanceda ekuqinisekiseni ukuba izikolo zingaqesha ngexesha elililo, zaze ngokwenjenjalo zaqinisekisa utshintsho olungenamagingxingxi kubunkokeli nokuphazamiseka okungengako kwinkqubo yesikolo.

Ziyi-147 zizonke iinqununu ezaqeshwa ngo-2010. Zonke izithili zemfundo zabamba iiseshoni zoqhelwaniso nomsebenzi (*induction sessions*) zabo baqeshiweyo. Inqununu nganye esanda kunyulwa yabekwa kunye nongumcebisi wayo ukususela ngoJanuwari 2011. Ezinye eziyi-45 iinqununu zabekwa kwiiprogram zokufumana iingcebiso ezisemthethweni neSebe iWCED lalugqiba uphando oluncinane ngenkqubo yokunika iingcebiso ukwenzela ukomeleza iprogram yoqeqesho.

Bayi-152 abaphathi bezikolo ababhalisela i-*Advanced Certificate in Education: School Leadership*.

I-CTLI yenza uqeqesho lwabaphathi bezikolo abayi-337 kwizihloko ezibandakanya inqununu njengomphathi wekharithyulam; iindima nemisebenzi yamasekela-nqununu; iindima nemisebenzi yeentloko zezifundo (*heads of department*), zeenqununu ezibonisa umdla nolangazelelo neenkokeli zesikolo; ukuqheliswa kweenqununu namasekela-nqununu; iikomiti zolawulo lwesikolo nabasetyhini abakulawulo.

Iincwadi (texts) neZibonelelo zoKufunda eziseMgangathweni (Quality Texts and Materials)

Ikhubalo elingundoqo xa kulungiselelwa ukufunda nokufundisa (*teaching and learning*) kukubonelelwa ngeencwadi ezifanelekileyo nezinye izibonelelo zokufunda. Kuthathelwa ingqalelo ukuqhubeka nokuthengwa kwakhona kweencwadi zezifundo neencwadi zokufunda okuqhubeka okokoko. Oku kunikwa inkxaso liphulo lokuqinisekisa ukuba abafundi bayazibuyisa iincwadi zabo ekupheleni konyaka ukwenzela ukuba iincwadi zibenako ukusetyenziswa kwakhona kunyaka olandelayo.

Isebe lichithe i-R120 yezigidi kwiilayibrari zezikolo kwizikolo zamaNqanaba 1, 2 no-3 entlupheko kwithuba leminyaka emithathu yaye kuqaliswe iinkqubo zokubeka esweni nezinye ukuqinisekisa ukuba ezi zibonelelo zisetyenziswa ngokupheleleyo. Ukongeza, ngo-2010/11, isikolo sikarhulumente esiyisekondari ngasinye sabonelelwa ngeseti yeencwadi ze-HIV/AIDS, ezixabisa i-R2.1 yezigidi, kwilayibrari zazo. Ukubonelelwa ngeencwadi zelayibrari kwezikolo ngale ndlela kukwanika inkxaso uphuhliso lolwazo lokufunda nokubhala.

Ngo-2010/11 iSebe iWCED lityale i-R123 yezigidi kwiincwadi zokufunda neencwadi zezifundo. Kwabonelelwa izikolo eziyi-508 ngezikum zokufunda zoLwimi lwaseKhaya kwaza kwabonelelwa izikum zesiNgesi uLwimi lokuQala oloNgezelelweyo kwizikolo zaseprayimari eziyi-158 apho ulwimi lokufunda nokufundisa isisiXhosa. Iincwadi zeMathematika zabonelelwa kubo bonke abafundi kumaBakala 2-7. Ukongeza, bonke abafundi abafunda *iLife Sciences*, njengesifundo kwiBakala 12, babonelelwa ngeencwadi zezifundo ze*Life Sciences*.

Ukuqinisekisa ukuba ukufundisa kuxhaswa ngezibonelelo, ziyi-196 izibonelelo zekhompuyutha ezintsha ezabonelelwayo, inani elingaphezu kwethagethi engu-160 yonyaka. Kwangaxeshanye, ziyi-83 izibonelelo zekhompuyutha ezidala ezahlazyiwayo. Ziyi-117 iibhodi ii-*interactive whiteboards* ezaphiwa izikolo zaza zafakwa. Zonke ezi bhodi zafakwayo zixhotyiswe nge-*software* efanelekileyo yaye ootitshala baqeqeshiwe ekusetyenzisweni kwethekhnoloji.

Ezinye izibonelelo zekhompuyutha ezifakiweyo zisondeze iSebe iWCED kufutshane nokugqitywa kweprojekthi yeKhanya, eyaba yiprojekthi yebhongo yokubonelela zonke izikolo ubuncinane ngelebhu enye yekhompuyutha ekupheleni konyaka-mali ka-2011/12. Ngo-2011/12 izikolo zokugqibela eziyi-156 ziya kubonelelwa ngezibonelelo zekhompuyutha.

Iziko lewebhu leSebe iWCED libonelela ngezibonelelo ezixhasa ukufunda nokufundisa ezingqinelana namaziko ewebhu ezifundo ngqo. Iziko lewebhu livumela uluntu ngokubanzi ukuba ludlale indima kwezifundo apha kwiSebe iWCED ngaphakathi.

Iziseko zophuhliso

Amanani obhaliso lwabafundi kwizikolo zikarhulumente eziqhelekileyo (AmaBakala 1–12) andile ngo-17 894 ukususela ngo-2006, kwizikolo zikarhulumente zabafundi bempfuno eneempfuno ezizodwa ande kwangeli thuba linye ngo-1 829, yaye kwiBakala R kwizikolo zikarhulumente ande ngo-20 681. Oku kwanda kubangela imfuneko yeprogram eqhubeka okokoko yeziseko zophuhliso zeprogram yokwandisa. Phakathi ko-2009 no-2010 yedwa amanani obhaliso ande ngolu hlobo lulandelayo:

Icandelo	Ukwanda ukususela ngo-2009
Abafundi beBakala R kwizikolo zikarhulumente eziqhelekileyo	4 626
Abafundi kwizikolo zikarhulumente eziqhelekileyo	5 971
Abafundi kwizikolo zeMfuno eneempfuno ezizodwa	326

Isicwangciso seziseko zophuhliso kwi-*Medium Term Expenditure Framework (MTEF)* ukususela ngo-2010 – 2013 saqwalasela izibonelelo zeziseko zophuhliso saza saqaphela ezi nkalo zilandelayo zophuhliso:

- Ukungasetyenziswa kweeklasi kwizikolo ezikhoyo
- Ukwakha iiklasi ezintsha kwizikolo ezikhoyo ukuphelisa ingxinano (*over-crowding*)
- Ukwakha izikolo ezintsha, kubandakanywa nezikolo zemfuno eneempfuno ezizodwa, ukuphelisa uxinzelelo kwindawo yokuhlala (*accommodation pressures*)
- Ukutshintsha izikolo ezikhoyo okanye iiklasi ezazakhiwe ngezinto zokwakha ezingafanelekanga
- Ulondolozo nolungiso lwazakhiwo
- Ukubonelelwa ngeeklasi zeBakala R
- Ukusetyenziswa ngokupheleleyo kweehostele
- Ukuphononongwa kwakhona kokuqeshisa ngezakhiwo zesikolo

Ukongeza, ukubonelelwa nokusetyenziswa kweklasi ezingoomahamba nendlwana kuhleli kuyimfuneko ukwenzela ukubonelela ngendawo yokuhlala kwiimeko zeemfuno ezingxamisekileyo nezingacwangciselwanga. Isicwangciso seMTEF ke ngoko siphakamisa:

	Ezitsha	Ezithintshwayo	Itotali
Inani lezikolo :	26	23	49
Inani leeklasi	768	583	1 351

Iziseko zophuhliso ezacwangciselwa ukwakhiwa ngo- 2010/11 zidweliswe apha ngezantsi, kunye namanani ezo ziza kwakhiwa.

Udidi	Ezithagethiweyo	Inani kanye lezikolo
Izikolo ezitsha	5	5 (3 ezingoomahamba nendlwana)
Izikolo ezithintshwayo	3	1
Iiklasi zeBakala R	64 (ukusuka ku-2009) + 50 (2010)	94
Iiklasi zokuphungulela (<i>Relief Classrooms</i>)	Akukho zithagethi zimiselweyo kodwa ibhajethi eyandisiweyo yavumela iiprojekthi ezongezelelweyo eziziiprayorithi.	106 (+14 engadlulanga uMeyi 2011)
Ukwandisa kweeklasi		23
Iiklasi ezingoomahamba nendlwana		181

Ukongeza, iiholo zezikolo ezi-3/iiforam nezindlu zangasese eziyi-32 zakhiwa zagqitywa (kwizikolo ezizipryimari) kwakhiwa nezindlu zangasese eziyi-81 (kwizikolo eziphakamileyo).

Ulondolozo

UNdlunkulu weSebe iWCED wenza umsebenzi wolawulo lwazo zombini, ulondolozo olucwangcisiweyo nolweentleke. Sele icwangcisiwe inkqubo yokuqaphela iiprayorithi ukwenzela ukunciphisa izinto ezingeyomfuneko yaye isithili semfundo ngasinye singenise uluhlu lwezikolo eziyiprayorithi. Ngokususela koku, izintlu zolondolozo olucwangcisiweyo ukuya kufikelela ku-2012/13, sele zenziwe yaye kuphandwa ngokudibanisa iiprojekthi zolondolozo (ukulungiselela iinjongo zokhuphiswano ngamaxabiso (*tendering purposes*)). Ziyi-487 iiprojekthi zizonke ezagqitywa kulo nyaka-mali ngemali eyi-R8,9m yezigidi eyabelwe ulondolozo olungxamisekileyo ne-R8m yezigidi, yenkxaso-mali yolondolozo olucwangcisiweyo.

Ukuthwaxwa yiNtlupheko noKulungisa umonakalo wethuba langaphambili

Iimali ezasetyenziselwa ukujongana neenkitho kwezemfundo, iMimiselo neMigangatho yolwabiwo-mali ezikolweni, ziyalinganiselwa ukwenzela ukuba izikolo zabahlali abahlelekileyo zabelwe iimali ezingaphezulu.

INqanaba leNtlupheko	Inani lezikolo	Isixa se-R ngomfundi
NQ 1	323	855
NQ 2	163	784
NQ 3	189	784
NQ 4	321	431
NQ 5	456	202
Itotali	1 452	539 (i-avareji)

Onke amacandelo emithombo yeemali ezisetyenziswa ngokokubona kwalowo ungumsebenzisi (*discretionary funding streams*), afana neprogram yezikolo ezingabizi zifizi nokwabelwa kwezikolo ootitshala abongezelelweyo, ibhekiswa ngakwicala lokulungisa umonakalo wethuba langaphambili (*historical disadvantage*) ukuphelisa ifuthe lentlupheko. Umgaqo-nkqubo wezikolo ezingabizi zifizi isetyenziswa kumanqanaba 1, 2 no-3 entlupheko kazwelonke ekuye kwaxhamla abafundi abayi-365 112.

Imeko yeefizi	Inani eliyitotali yezikolo
Ezingabizi zibizi	675
Isikolo ezibiza iifizi	777
Itotali ePheleleyo	1 452

Amagosa amaninzi abelwe umsebenzi kwezo ndawo apho zinzi kakhulu izikolo ezithwaxwa yintlupheko (*needy schools*). Izikolo ekugxilwe kuzo zeendidi ezahlukeneyo zinika amathuba okufunda kubafundi abangenako ukufikelela kwezi zifundo kwithuba elidlulileyo. Iiprogram ezinikwe inkxaso-mali ziqhutywa kwezo zikolo eziwela ngokuba zezona zihlwempuzekileyo ngokwamanqanaba entlupheko kazwelonke, (*Quintiles 1-3*). Ezi program yi-*Quality Improvement, Development, Support and Upliftment Programme (QIDS-UP)* neProgram yeSondlo yeZikolo (*School Nutrition Programme*).

Ngo-2010, ziyi-568 iZikolo eziziiPrayimari neziyi-108 eziziiSekondari ezaxhamlayo kwi-*QIDS-UP programme* kumanqanaba 1-3 entlupheko. Yi-60% yezibonelelo zolwabiwo-mali eya kwizikolo eziziiPrayimari ne-40% eya kwizikolo eziphakamileyo. Iindidi ezibanzi zamaphulo okuphucula umgangatho axhaswa ngezimali (*funded improvements*) zezi: izakhiwo nendawo ezingqongileyo ephuculweyo, izibonelelo zekharithulam eziphuculweyo nophuhliso lootitshala.

Amaphulo ongenelelo ngoncedo abandakanya: ukuhlaziywa kwezakhiwo zeehostele zezikolo eziyi-33; uqeqesho kwezelayibrari; iphulo i-*Telematics Intervention* laBafundi beBakala 12 kwizikolo eziyi-120; ukuthengwa kweekhihti zeMathematika zabafundi beSigaba esiPhakathi kuzo zonke izikolo eziziiPrayimari kumanqanaba 1-3 entlupheko kunye noqeqesho lootitshala ekusetyenzisweni kwezi zixhobo; ukuthengwa kwezixhobo ze-*Physical Education* ukwenzela ukusetyenziswa kwiSigaba seSiseko neSigaba esiPhakathi.

I-*National School Nutrition Programme* ibonelela abafundi abayi-415 829 ngokutya okunesondlo yonke imihla kwizikolo eziyi-1 000 eziziiPrayimari, eZikolo zemfundo eneemfuno ezizodwa neZikolo eziziiSekondari ezithagethiweyo. Bonke abafundi kwizikolo eziziiSekondari zamanqanaba entlupheko 3 badityaniswa kwiprogram kwikota yokuqala ka-2011, ukuze ngokwenjenjalo kwandiswe iprogram ukuba ibandakanye zonke zikolo ezikumqanaba 1- 3 entlupheko. Oomasifundisane baqhutyelwa abantu abaphatha ukutya abangamavolontiya, ukhuseleko lokutya nokhuseleko lokusebenzisa igesi (*food and gas safety*) nococeko. Ootitshala, abazali nabafundi baqhutyelwa iikhosi ezingokuveliswa kokutya. Kwasekwa iigadi zemifuno eziyi-23 ezongezelelweyo kwizikolo ezithagethiweyo.

Inkqubo yothutho lwabafundi njengangoku, ibonelela ngezithuthi eziziiBhasi ukuya nokubuya esikolweni kubafundi abayi-48 786, ikakhulu abakwiindawo zasemaphandleni.

Ziyi-491 iititshala ezongezelweyo ezafumana uqeqesho *lweHIV/AIDS Life skills*. Bayi-202 ootitshala bamaBakala 10-12 *beLife Orientation* abafumana uqeqesho kwiprogram ebizwa ngokuba yi- “*Today’s Choices*”. Ukudibanisa ulwazi nge-HIV/AIDS kuzo zonke izifundo, bayi-63 abacebisi ngezekharityulam abaqheliswa kule nkqubo. Iiprogram zokufundisana kootitshala (*peer education programmes*) zaqhubeka ezikolweni ngo-2010. Izibonelelo zokufunda zamaBakala R-7 nezamaBakala 8-9 zasiwa ezikolweni. Bayi-616 abantu abafumana uqeqesho kwi-“*Schools as Nodes of Care and Support*”.

Iiprogram yeZikolo eZikhuselekileyo ineenkalo ezi-6 ekujoliswe kuzo: ukuphucula iziseko zokulawula ulwaphulo-mthetho (*crime control infrastructure*); ukomeleza iisistim zolawulo lokhuseleko lwezikolo; ukwakha umoya wemvano phakathi kwabahlali nesikolo; ukunqanda ukusetyenziswa gwenxa kweziyobisi; ukuqinisekisa ukuthotyelwa komthetho ngokufanelekileyo nokuhlenganisa ukhuseleko lwesikolo namaphulo othintelo lolwaphulo-mthetho asekelwe naxhaswa ngabahlali ngokubanzi. Zingamashumi amahlanu izikolo ezitsha ezafumana iziseko zophuhliso zokhuseleko ezingundoqo (iigeyithi ezizivulekelayo (*motorized gates*); iigeyithi zokubeka esweni abahambi ngeenyawo (*pedestrian monitoring gates*); iisistim ze-alam (*alarm systems*) eziqhagamshelene kwi-*armed response*; iingcingo ii-*barbed wire* nee-*mesh wire*; ii- *burglar bars*) nezithe zaxhamla kuqeqesho lwee-*peer mediators*. Iingcingo kwizikolo ezisengozini zalungiswa; likhamera iiCCTV cameras zafakwa kwizikolo ezikhethekileyo kwabonelelwa nangokhuseleko ngethuba leholide apho kuyimfuneko. Uqeqesho kwi-*Occupational Health and Safety and Disaster Management* lwabonelelwa, kwakunye noqeqesho kumgaqo-nkqubo wokuvavanyelwa iziyobisi. Izixhobo zokuvavanyelwa iziyobisi zabonelelwa kwiimeko ezixhomisa amehlo, ngokudibene neenkqubo zokusetsha nokuhlutha iziyobisi notywala nokubonelelwa ngeditektha ii-*hand held metal detectors* kwizikolo eziyi-50 ezizezinye ezikhethiweyo. Ziyi-R3.26 izigidi ezabelwa ibhajethi yokuqulela okungekehli (*contingency budget*) ukuphendula kwiimfuno zokhuseleko olungxamisekileyo kunyaka-mali uwonke. Kukho izicwangciso zokuthintela ulwaphulo-mthetho zezithili zemfundo namahlakani kunye namasebe karhulumente nee-NGOs.

2.1.5. Inkcazo ngemeko engqonge ukwenziwa kweenkonzo (*service delivery environment*) ngo-2010/11

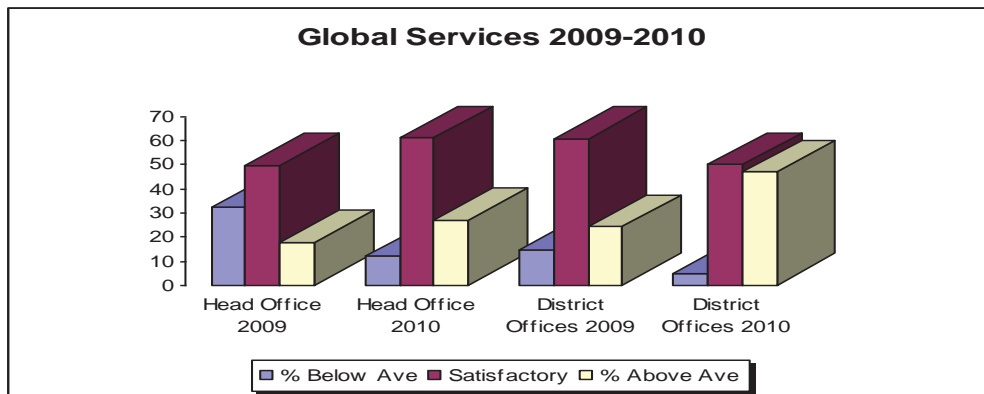
Uxwebhu lwephondo i*Strategic Statement for Education 2010 to 2019* lwapapashwa ngoNovemba 2009. Isicwangciso sicacisa ukuba “URhulumente waseNtshona Koloni uya kuphucula amathuba okuphila abo bonke abantwana kwiphondo ngokubabonelela ngemfundo esemgangathweni. Ngenxa yoku, bonke abantwana baya kuhlala besesikolweni kangangelo thuba linokwenzeka baze bazuze iziphumo ezigqwesileyo. Kuza kujoliswa, nangakumbi, ngeli thuba 2010 – 2019 ekuphuculeni izakhono zokufunda, ukubhala nokubala zabafundi. Ithuba eliqalela ku-2010 – 2014 liya kumisela ezi ziseko zolu phuhliso. Kwithuba eliqalela ku-2014 –2019 abantwana beli phondo baya kuvuna iziqhamo zale nkqubo esele ilungisiwe yephantsi kolawulo yokufikelela kwiithagethi ezimiselweyo”.

Ukuphucula ukwenziwa kweenkonzo ezingundoqo okwenziwe kulo nyaka uchaphazelekayo kubandakanya oku kulandelayo:

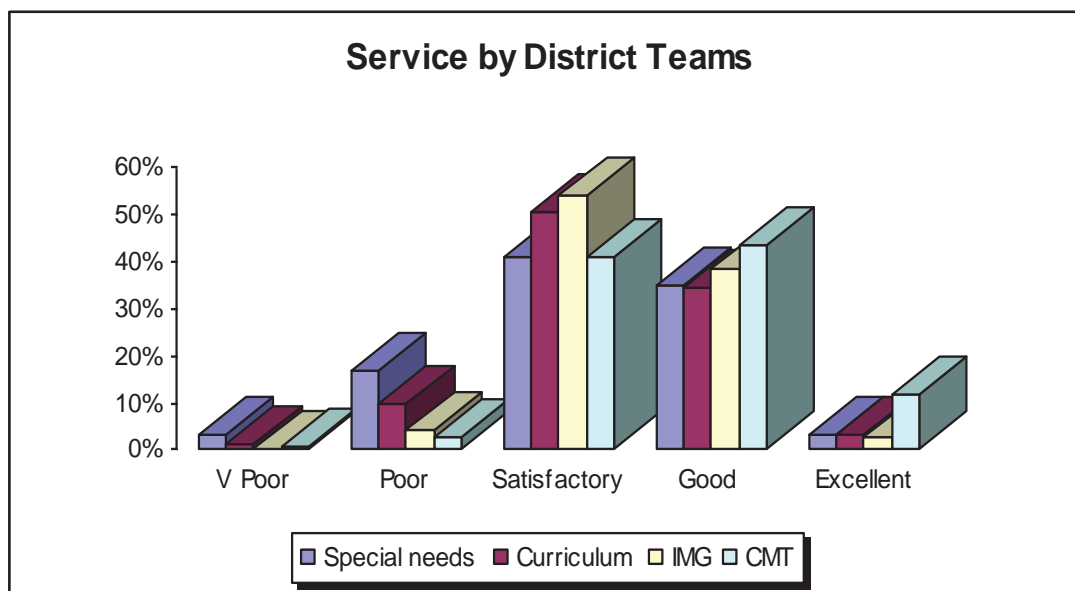
Inkonzo ephuculweyo yeSebe iWCED eyenzelwa izikolo yabandakanya oku kulandelayo:

- Ukutshintshwa kwenkqubo kwiinkalo zonke ukuba ibe nokufikelela kumanqanam (*goals*) okuphucula indlela izikolo eziqhuba ngayo kwizifundo. Oku kubandakanya ukumiselwa kwezitraktsha ezimelwe kukuphendula ukuqinisekisa ukuba iithagethi zemfundo (*academic targets*) ezimiselwe zizikolo ziba ziziphumo zokwenziwa kwenkonzo ngamagosa eSebe iWCED kuwo onke amanqanaba.
- Izibonelelo (ezingabasebenzi, izibonelelo ezizincwadi (*text*) neziyimali) zisetyenziselwe ukuphucula inkxaso enikwa izikolo. Amanathelo athathwayo abandakanya ukulungiswa ngokutsha kwezithuba zengqesho apho, umzekelo, kwaye kwapapashwa izithuba zokubambela zabasekondiweyo kwaza kwabonelelwa nangezithuba ezongezelelweyo kwezo zikolo zizifunayo.
- Ukwenziwa nokwandiswa kwesicwangciso seZiseko zoPhuhliso esonga iindleko sayiprayorithi ephambili esiza nezinto ezintsha sokujongana nee-*backlogs* nokwanda kwamanani abafundi.
- Isigqibo sokuba ibe ngamagosa aqhuba iikhosi eCTLI, endaweni yokuba ibe ngababoneleli-nkonzo.
- Izithuba zakwaNdlunkulu kuwo onke amanqanaba ezithuba zange zizaliswe kwade kwaba kuqwalaselwe ngokutsha (*evaluated*) imfuno yezithuba nezitraktsha. Isiphumo soku kukuba amagosa makongeze eminye imisebenzi ukwenzela ukuba kubenokongiwa imali ethe kratya yokusetyenziswa ekunikeni inkxaso ezikolweni. Okunxulumene noku ibe kukutshintshwa kokwenziwa kwemisebenzi ukwenzela ukuba uNdlunkulu athwale uxanduva lokunika inkxaso izikolo ezizimeleyo, kwaza ngaloo ndlela kwanika umtyhi kwizithili zemfundo.
- Unxibelelwano nezikolo lwaphuculwa ukulungiselela ukuba lusebenze kakuhle nangokufanelekileyo - umzekelo, kubonelelwe kwasekuqaleni ngekhanda engeenkqubo zezinto eziza kwenziwa ngonyaka.
- Isigqibo sokuba kubekho izintlu ezintlanu (5) qho ngonyaka zezithuba zengqesho, xa kuthelekiswa nezimbini zithuba langaphambili, ukwenzela ukuba kuqinisekise ukubanako ukuqwalasela imfuno yezikolo yootitshala bokufundisa.
- Kumiselwe iinkqubo zokunciphisa ukuphazamiseka kwexesha lokufundisa. Ezi nkqubo zibandakanya imbalelelwano yokukhumbuza qho iinqununu nootitshala ukuba kufanele kungabikho ziphazamiso kwiprogram yokufundisa ngenxa yeendwendwe ezihambela izikolo, iiNGOs nezinye izinto eziqhubeka esikolweni. Zonke iintlanganiso nootitshala zifanele ukwenziwa emva kwemini, emva kokuphela kwexesha leeyure zesikolo zokufundisa eziqhelekileyo. Lincitshiswe kakhulu inani leentlanganiso neenqununu nootitshala. Kusetyenziswa ikhompyutha ukuhambisa ingcaciso enokuthunyelwa ngeli jelo. ISebe iWCED laphumeza umgaqo-nkqubo weehambo zokufunda zesikolo (*school excursion policy*) ocacisa ukuba isikolo masenze isicelo kumlawuli wesithili semfundo phambi kokuba abafundi bathathe uhambo lokufunda. ISebe iWCED lanika izikolo imihla ekunoqala ngayo iimviwo zangaphakathi (ngoJuni nangoNovemba), kwakunye nowona mhla uphambili wokugqiba iimviwo. Ikhosi zophuhliso lootitshala kuLwazi lokuFunda nokuBhala noLwazi lokuBala ziqhutywa ngezithuba leeholide zezikolo.

Kubalulekile ukulandelelela imigangatho yokwenziwa kweenkonzo (*delivery standards*). Isaveyi *iCustomer Satisfaction Survey* yokuqala yaqhutywa ngo-2009. Eyesibini yaqhutywa ngo-2010, inemibuzo eyongezelelweyo. Okubalulekileyo kukuba iibono ezimalunga nokwenziwa kweenkonzo, kwaNdlunkulu nakwii-ofisi zezithili zemfundo, kwabonisa inkqubela. Ukuqaliswa kwekomiti zeesekeke ngo-2009 kwaye kwanika ithemba. Ukureyithwa kwenkxaso eyenziwa zizithili zemfundo njenge-“ngaphezu kwe-avareji” kwaphinda-phindana ukususela kwi- 24% ngo- 2009 ukuya ku-47% ngo- 2010.



Inkonzo eyenziwe ngamagosa ala macandelo iMfundo eneeMfuno ezizodwa (*Special Needs*), eleKharityhulam eloLawulo nokuPhathwa kwaMaziko (*Institutional Management and Governance*) naBaphathi beeKomiti zeeSekethe (*Circuit Team Management*) zireyithiwe apha ngezantsi. Kuphela yi-4% abanike iimpundulo abareyithe iiKomiti zeeSekethe njengezinganeno "kwezanelisayo" yaza i-66% yazibona "njengezisemgangathweni" okanye "ezigqwesileyo". Oku kutshintsha kube yireyithingi eyanelisayo engu- 98% "eyanelisayo nengaphezulu" ngo-2010 xa kuthelakiswa no-84% ngo-2009.



Njengenxalenye yoqhelwaniso oluphuculweyo lwabenzelwa iinkonzo, elinye kumasango okungena akwaNdlunkulu weSebe iWCED laphuculwa, kwafakwa nabasebenzi ukuze libe liZiko leeNdwendwe (*Visitors' Centre*). Eli ziko libonelela ngendawo yokulinda nendawo yentlanganiso kumalungu oluntu atyelela iSebe iWCED. IZiko leeNdwendwe, iZiko leefoni, iziko lewebhu, neziko labenzelwa iinkonzo, onke aye asetyenziswa kakhulu yaye aneereyithingi eziphezulu ngo-2010.

Kunyaka ophantsi koqwalaselo, ugwayimbo lwachaphazela iintsuku zokuhamba isikolo eziyi-16. Oku kwenza iintsuku zomsebenzi eziyi-23 787. Izikolo eziyi-1 303 zabonisa ukubakho komahluko ekuphazamisekeni kwiprogram yokufundisa. Amaphulo ongenelelo ngoncedo phantsi kwe-*High School Improvement Programme*, anjengokufundisa ngesathelayithi (*satellite tuition*), iiklasi ezongeziweyo (*extra classes*) nenkxaso ekufundiseni (*tutoring support*), omelezwa ngakumbi ukuqinisekisa ukuba ixesha lokufundisa alidlelelwanga.

Itheyibhile kwiphepha elilandelayo inika idatha yobhaliso lwabafundi kwinkqubo yezikolo zikarhulumente eziqhelekileyo zaseNtshona Koloni ukususela ngo-2000 – 2010 yaye ibonisa ukuhla nokunyuka kwamanani abafundi kodwa ikwabonisa nokwanda kwawo jikelele. Indlela eboniswa ngamanani obhaliso iyachatshazelwa lutshintsho, kwinqanaba likazwelonke, ngokumalunga nomgaqo-nkqubo yobudala bokwamkelwa komfundi esikolweni kwiBakala 1 ngo-2000, nowavumela izikolo ukuba zibhalise kuphela abafundi abaminyaka isi-7 kunyaka wokwamkelwa kokuqala ngqa. Ngenxa yoko, inani lokwamkelwa kwiBakala 1 lancipha. Kwathi ngethuba kwakutshintshwa imfuno engummiselo yobudala bokwamkelwa esikolweni ngo-2004, ngokuthi kuqaliswe omnye umgqaliselo, aphinde anda amanani obhaliso kwakhona.

Le theyibhile ingezantsi ikwabonisa ukuba kukho uzinzo kumanani obhaliso nahlala engatshintshi de abafundi baye kutsho kwiBakala 10. Ukuhla kwamanani kumaBakala 11 no-12 kuphantsi koqwalaselo ngokuthi kuphuculwe ukukhethwa kwezifundo ekupheleni kweBakala 9, ukunikwa ingcebiso ngeentlobo zamakhondo omsebenzi ezinokukhethwa kunye nezifundo ezikhethwayo nokomelezwa kwenkxaso kwizifundo okunikwa izikolo eziphakamileyo.

Ubhaliso kwizikolo zikarhulumente eziqhelekileyo ngo-2000 – 2010

Unyaka	IBkl 1	IBkl 2	IBkl 3	IBkl 4	IBkl 5	IBkl 6	IBkl 7	IBkl 8	IBkl 9	IBkl 10	IBkl 11	IBkl 12	Itotali
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	87 650	85 972	89 828	80 443	77 811	73 106	65 347	78 926	80 595	83 529	57 536	40 198	900 941
2007	92 818	82 562	83 914	89 973	78 674	78 021	72 733	66 406	80 697	86 495	61 938	42 624	916 855
2008	91 853	83 267	79 454	85 891	87 116	78 290	76 146	71 410	72 914	79 133	63 819	43 470	912 763
2009	93 601	82 158	80 385	83 150	82 382	85 621	76 262	75 227	79 795	68 405	60 812	45 692	913 490
2010	98 086	83 046	79 155	84 234	80 290	81 402	82 777	75 426	85 114	70 630	53 799	44 876 ¹	918 835 ²

Umthombo weDatha : 2000 – 2010: Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners)

¹ Makuqatshelwe ukuba bekukho abaviwa abayi-45 783 ababhala iimviwo zeSatifikethi seMatriki sikaZwelonke kwiBakala 12. La manani eNSC abandakanya abaviwa bezikolo ezizimeleyo (2 300) nezikolo zeemfundo eneemfundo ezizodwa (78) – iitotali aziboniswa kule theyibhile. Amanani kule theyibhile ingentla athathwe kumhla othile yaye awananto yakwenza nabafundi abangena bephuma kwinkqubo yezemfundo emva kwalo mhla.

² Makuqatshelwe ukuba ezi totali azibandakanyi abafundi beeyunithi ze-LSEN abayi-1101

2.1.6. Isishwankathelo ngemeko yokuqhubeka kwiziko ngo-2010/11

ISebe iWCED lenziwa yi-Provincial Ministry of Education, undlunkulu wephondo, ii-ofisi zezithili ezisibhozo nezikolo zikarhulumente eziqhelekileyo, izikolo zemfundo eneemfundo ezizodwa, iikholeji zeFET, amaziko emfundo abantu abadala namaziko e-ECD.

Iziko linenjongo yokubonelela

- ngamagosa anenkathalo, anolwazi nanocwangco ukunika inkxaso izikolo, ootitshala nabafundi
- ngootitshala abakhoyo, abakulungiseleleyo ukufundisa nokusebenzisa iincwadi (texts)
- ngenkxaso-mali ebonelelweyo ukukwandisa impumelelo
- ngezikolo ezanaleyo nezikhuselekileyo
- ngemeko yendawo engqongileyo kumahlakani kwezemfundo ukwenza igalelo kwimfundo esemgangathweni: Imibutho yabasebenzi, amaBhunga oLawulo eZikolo, amacandelo abucala, Amaqumrhu angekho ngaphantsi kukaRhulumente (Non-Governmental Organisations), izikolo ezizimeleyo, Amaziko eMfundo ePhakamileyo (Higher Education Institutions) neekholeji.

Imisebenzi yeSebe iWCED –umhlaba ofikelelweyo nomlinganiselo (scale)*

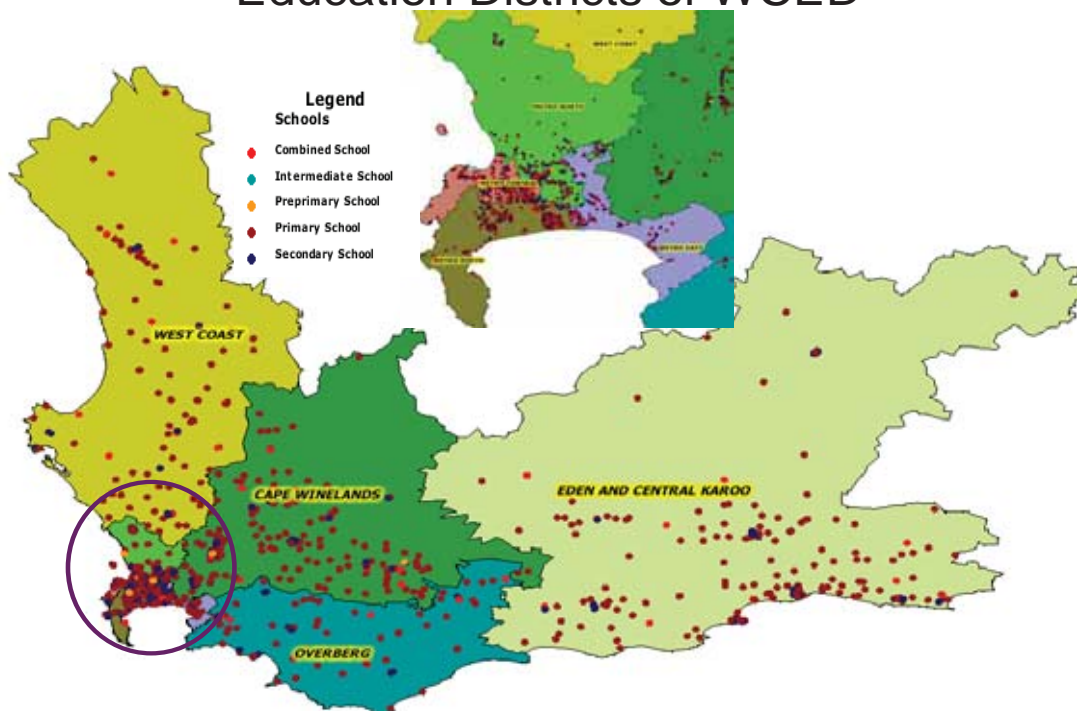
Abafundi**	965 058
Izikolo zikarhulumente eziqhelekileyo*	1 452
Izikolo ezinabafundi abaneemfundo ezizodwa zemfundo	72
Iikholeji ze-FET (Further Education and Training)	6 (43 amaziko)
AMaziko eMfundo oLuntu abantu abadala	142 (349 amaziko)
Ii-Ofisi zezithili zemfundo	8
Ootitshala	31 672
Abasebenzi beNkonzo kaRhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	8 751

* Amaziko akhoyo (Zonke izikolo zikarhulumentw eziqhelekileyo, i-pre-Grade R ukuya kwimatriki) (31 Matshi 2011)

**Source 2010: Annual Survey for schools pre-Grade R to matric)

Ii-ofisi zezithili zemfundo ezisibhozo zahlulwa zaba ziisekethe eziyi-49 nezibonelela ngenkxaso ngqo ezikolweni. Iikomiti zeesekeke ziiKomiti ezenza imisebenzi emininzi ezinabacebisi ngezekharityhulam; iingcali zeenkono zemfundo eneemfundo ezizodwa (special education service professionals) (iisayikholoji, oonontlalontle, abacebisi bezibonelelo zokufunda (learning support advisers) nabacebisi be-IMGP. ABaphathi beeKomiti zeeSekethe bakhokela ezi komiti zenkxaso.

Education Districts of WCED



Amanani ezikolo nabafundi ami ngolu hlobo lulandelayo:

Izikolo zikaRhulumente eziQhelekileyo naBafundi ngeSithili seMfundo ngasinye neSekethe nganye										
ISITHILI SEMFUNDO		1	2	3	4	5	6	7	8	Itotali
Cape Winelands	Izikolo.	40	35	33	38	30	30	33	36	275
	Abafundi	25 276	25 537	21 962	13 063	14 697	22 549	9 725	9 891	142 700
Eden and Central Karoo	Izikolo.	33	32	24	32	40	39	28		228
	Abafundi	8 915	22 875	23 399	19 010	12 729	14 433	14 379		115 740
Metro Central	Izikolo.	45	44	36	36	25	25			211
	Abafundi	28 625	21 777	22 094	23 088	17 931	17 524			131 039
Metro East	Izikolo.	36	20	19	18	18	26			137
	Abafundi	38 636	21 704	20 636	19 381	21 298	26 832			148 487
Metro North	Izikolo.	28	26	27	26	33	31	31		202
	Abafundi	24 346	18 621	30 190	23 532	22 915	21 529	31 566		172 699
Metropole South:	Izikolo.	35	33	28	16	17	30	30		189
	Abafundi	26 269	20 962	18 082	12 796	17 890	32 602	28 151		156 752
Overberg	Izikolo.	29	28	25						82
	Abafundi	10 594	18 495	10 438						39 527
West Coast	Izikolo	27	26	22	26	31				132
	Abafundi	13 888	9 748	16 419	7 555	10 504				58 114
Qaphela : Umthombo Annual Survey 2010 - All Grades: Pre-Grade R to Grade 12 plus LSEN. 1 452 izikolo ngowe- 31 Matshi 2011										
7 Izikolo ezavalwayo: Blackwood SSKV Primary, Cafda Primary, Grootte Post Primary, Napier High, Platdrif VGK Primary, Smuts-Malan High, Weltevreden Primary										
3 Izikolo ezavulwayo : Claremont High, Westlake Primary, Zwelihle Primary										

2.1.7. UPuhliso lweMigaqo-nkqubo ePhambili neeNguqu kwimithetho

UMthetho i-Basic Education Laws Amendment Bill, 2009: ISebe leMfundo esiSiseko lapapasha uMthetho ozaYilwayo *Basic Education Laws Amendment (BELA) Bill, 2009*, ukuba kwenziwe iikhomenti, nge-9 Disemba 2009, kwiGazethi kaRhulumente No. 32790. Injongo yalo Mthetho usaYilwayo kukulungiselela imiba engokudalwa kweSebe leMfundo esiSiseko (*Department of Basic Education*) nemibandela enxulumene noko ukuze ngokwenjenjalo kufakelwe izilungiso kuMthetho i-National Education Policy Act (NEPA) nakuMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act (SASA)*); kufakelwe izilungiso kwingcaciso-gama elithi “umzali” nakwi “mali-mboleko”; kwezo ntlobo zahlukeneyo zezikolo zemfundo eneemfuno ezizodwa, imisebenzi eyongelweyo yeenqununu zezikolo nokuqeqesha amabhunga olawulo ezikolo ngumbutho wamabhunga olawulo ezikolo owaziwayo. Likwajonge ukufakela izilungiso kuMthetho weNgqesho yooTitshala (*Employment of Educators Act*), No. 76 ka-1998, i-South African Council for Educators Act No 31 of 2000 ne-General and Further Education and Training Quality Assurance Act No. 58 ka-2001

UMthetho oFakela iZilungiso kuMthetho weMfundo wePhondo leNtshona Koloni (Western Cape Provincial School Education Amendment Act, No. 7 of 2010), wapapashwa kwiGazethi yePhondo yeSikhawu, No. 6823, nge-8 Disemba 2010. UMthetho oFakela iZilungiso kuMthetho weMfundo wePhondo leNtshona Koloni (*Western Cape Provincial Schools Act*), 12 ka-1997, noMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act*), 84 ka-1996, ofakelwe izilungiso amaxesha asibhozo ngeli thuba linye; wandisa amagunya okwenza imigaqo-nkqubo kwezemfundo oMphathiswa wePhondo namagunya okwenza imithetho eNtloko yezeMfundo; obonelela ngokuhlolwa kwezikolo; omisela ngokutsha imigaqo yokusekwa nemisebenzi yebhunga lezemfundo lephondo; obonelela ngomahluko phakathi kwezikolo zemfundo eneemfuno ezizodwa zabafundi abanezithintelo ekufundeni nezikolo ezineemfuno ezizodwa ezibonelela ngemfundo egxininisa kwiimfuno ezizodwa; ogunyazisa uMphathiswa wePhondo ukuba amisele imimiselo nemigangatho emalunga neziseko zophuhliso ezizezona zizezantsi nokwazi ukwenza umsebenzi (*capacity*) kwezikolo zikarhulumente; othintela izixhobo eziyingozi, iziyobisi ezingekho mthethweni notywala obunxiliso kumasango esikolo; othintela izinto zezopolitiko (*political activities*) esikolweni ngethuba lokufunda; othintela ukuhlawulwa kweentlawulo ezingagunyaziswanga kubaqeshwa abathile; obonelela ngokuba ootitshala abathile bathathwe ngokuba bagxothiwe (*deemed discharged*) kwiimeko ezithile; onciphisa ithuba lokufaka izikhalazo ezithile nowandisa amagunya oMphathiswa wePhondo okwenza imimiselo.

Umgaqo-nkqubo i-National Policy for an Equitable Provision of an Enabling School Physical Teaching and Learning Environment wabhengwa nge-11 Juni 2010 (Vol. 540 (no-No. 33283). Imimiselo (*regulations*) (*norms and standards*) ephathelele kulo migaqo-nkqubo ayikagazethwa.

UMgaqo-nkqubo ongoKuhamba iSikolo kwaBafundi wagazethwa nge-4 Meyi 2010 waza waphunyezwa kuzo zonke izikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa ukususela nge-1 Januwari 2011. Zonke izikolo zikarhulumente sazeMzantsi Afrika maziphembelele zikhuthaze umoya wokuthanda ukuhamba isikolo qho yaye ziwugcine uqhubeka loo moya. Isikolo ngasinye sinomsebenzi wokukhusela ilungelo elisisiseko lomfundi ngamnye lokufumana imfundo; yaye ubhaliso esikolweni lumbeka umfundi phantsi kwembopheleleko (*obligation*) yokuba ahambe isikolo rhoqo, afike ngexesha esikolweni, ngaphandle kokuba kukho isizathu esivakalayo, sokungabikho esikolweni. Injongo yalo migaqo-nkqubo kukukhuthaza (a) ukuhamba isikolo rhoqo, nokufika ngexesha kwizikolo zikarhulumente yaye (b) kubonelelwe izikolo namasebe ephondo ngenkqubo yokurekhoda, ukulawula nokubeka esweni ukuhamba isikolo kwabafundi.

2.1.8. Ingeniso yeSebe

Itheyibhile elapha ngezantsi ishwankathela ingeniso eqokelelwe liSebe, eyenziwa zezi ntlawulo (*administration fees, insurance premium collections, reprographic services* (iintlawulo zenkonzo zokufotokopa nokuvelisa amaxwebhu); *refunds*) ngokumalunga neminyaka edlulileyo nemicimbi yezemali kwii-asethi namatyala (*financial transactions in assets and liabilities*).

	2007/08 Eyona kanye kanye	2007/08 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Eyona kanye kanye	2010/11 Eyona kanye kanye	I-% yomahluko kwithagethi
	R'000	R'000	R'000	R'000	R'000	
Ukuthengiswa kweempahla neenkonzo ngaphandle kwee-asethi ii-capital assets	9,049	8,297	9,127	9,466	11,193	18.2%
lifayini, izohlwayo neemali ekuphulukenwe nazo	361	382	383	228	511	124.1%
Inzala, izahlulo nerenti yemihlaba	1,524	1,227	1,394	1,998	324	-83.8%
li-Financial transactions kwii-asethi nasematyaleni (assets and liabilities)					-	
li-Financial transactions (recovery of loans and advances)	20,458	12,639	15,543	11,182	10,206	-8.7%
Zizonke iimali zesebe ezifunyenweyo (Total departmental receipts)	31,392	22,545	26,747	22,874	22,234	-2.8%

2.1.9. Inkcitho yeSebe

Itheyibhile elapha ngezantsi ibonisa inkcitho ngeProgram nganye kwiminyaka emi-4. Isebe lichithe i-99.6% kwibhagethi ebelabelwe yona ngo-2010/11.

Iiprogram	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Eyona kanye kanye	2010/11 Eyona kanye kanye	I-% yomahluko kwithagethi
	R'000	R'000	R'000	R'000	
1. Ezolawulo	393,529	415,605	440,064	425,918	-3.09%
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	7,410,535	8,587,360	9,691,042	9,687,499	-0.04%
3. Iinkxaso-mali zezikolo ezizimeleyo	44,119	55,522	59,709	59,696	-0.02%
4. Izikolo zikarhulumente zemfundo eneemfuno ezizodwa	510,390	623,604	721,679	719,684	-0.28%
5. Iikholeji ze-FET (<i>Further Education and Training</i>)	367,190	368,917	447,043	446,971	-0.02%
6. Imfundo noQeqesho lwaBadala olusisiseko	26,838	29,479	32,152	32,152	0.00%
7. Uphuhliso lweMfundo yaBantwana aBasaqalayo	228,748	288,620	365,586	345,895	-5.39%
8. IiNkonzo eziNcedisayo neziNxulumene nazo*	211,129	244,206	240,937	237,928	-1.25%
Itotali	9,192,478	10,613,313	11,998,212	11,955,743	-0.35%

2.1.10. IiNtlawulo eZenziweyo (*Transfer payments*)

Njengoko kubonisiwe apha ngezantsi, isebe lihlawule (*transferred*) 99.37% yesixa ebesibhajethiwe kumaziko alo Esona sixa-mali sikhulu semali sibalwa ngokwee-Norms and Standards zemali exhasa amaziko ngamaziko.

litheyibhile: Isishwankathelo seentlawulo ezenziweyo (*Transfer payments*) ngo-2010/11 (R'000)

Iiprogram	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Eyona kanye	2010/11 Eyona kanye	I-% yomahluko kwithagethi
	R'000	R'000	R'000	R'000	
Izikolo zikaRhulumente eziQhelekileyo*	553,673	604,506	624,737	602,685	-3.5%
Izikolo ezizimeleyo	44,119	55,522	59,709	59,696	0.0%
Izikolo ezinaBafundi abaneeMfuno eziZodwa zeMfundo	95,081	115,014	106,146	119,552	12.6%
Iikholeji ze-FET (<i>Further Education and Training</i>)	186,057	163,969	165,042	165,042	0.0%
I-ABET: Amaziko abucala	22,020	22,578	24,058	24,987	3.9%
Amaziko e-ECD IBakala R: Izikolo zikarhulumente	81,790	89,441	150,753	150,753	0.0%
Amaziko e-ECD IBakala R: Amaziko oluntu	34,455	45,732	45,287	45,287	0.0%
Itotali	1,017,195	1,096,762	1,175,732	1,168,002	-0.7%

2.1.11. Iigranti ezikhutshwa phantsi kwemiqathango neemali ezabelwe ezinye iinjongo (*earmarked funds*)

litheyibhili: Isishwankathelo seeGranti eziphuma ngokwemiqathango ethile ngo-2010/2011 (R'000)

Iigranti eziphuma ngokwemiqathango ethile	Ulwabiwo oluhlenga-hlengisiweyo 2010/11	Eziziqithisiweyo (<i>Roll-over</i>) ukusuka 2010/11	Itotali yeemali ezabiweyo 2010/11	Itotali yemali ezihlawu-lweyo ezifunyenweyo	Inkcitho eyayo kanye 2010/11	% Inkcitho
	R'000	R'000	R'000	R'000	R'000	
I-HIV/AIDS	15,392		15,392	15,392	14,440	94%
IProgram yoKutyiswa kwaBantwana kaZwelonke (<i>Nat. School Nutrition Programme</i>)	173,318		173,318	173,318	169,775	98%
Iikholeji ze-FET (<i>Further Education and Training</i>)	447,043		447,043	447,043	446,971	99.98%
Iigranti yeziseko zophuhliso yephondo	255,062		255,062	255,062	255,062	100%
Ukuxhaswa ngemali kwakhona kweeSekondari zoBugcisa	3,288		3,288	3,288	3,253	98.9%

Zonke iimfuno ezingummiselo ngokwe-*Division of Revenue Act, 2010*, ngokumalunga nezi Granti ziphuma ngokwale miqathango ithile kwahlangabezwana nazo:

- Zonke iimali ezihlawulweyo (*transfers*) ezifunyenweyo zadipozithwa kwi-akhawunti yebhanki yesebe;
- Zonke iimali zachithwa kwizicwangciso zoshishino;
- Yonke imiqathango yeegranti eziphuma ngokwemiqathango ethile, njengoko icaciswe kwizicwangciso zoMsebenzi (*Business Plans*), kwahlangatyezwana nayo.

IZakhono zoBomi l-HIV/AIDS	
liNkalo zeNtsebenzo eziPhambili (KPA)	Inkqubela
<p>Ukugaya inkxaso ngamandla</p> <p>Ukugaya inkxaso ngamandla kuyaqhubeka okokoko kwiphondo, kwizithili zemfundo, kwiikomiti zeesekeke nakubahlali besikolo. Iphulo lokugaya inkxaso litshintshwe ngenjongo ethile ekubeni 'lulwazi nge-AIDS' laba liphulo lochwangciso ngobuchule ngokunxulumene neempendulo ezisekelwe kubungqina obuphathekayo kwi-HIV/AIDS, nemiba enxulumene nemiba echaphazela ingqondo nezentlalo kunye noqoqosho enjengokusetyenziswa gwenxa kwezinyobisi notywala). Iiprogram zemisebenzi zasemva kwamaxesha okufundisa (<i>extra-mural</i>), ezasemva kweeyure zesikolo (<i>after-school</i>) nezeeholide zezikolo zinikwa inkxaso, ngokusebenzisana namaziko ngamaziko, ukugcina abafundi abasemngciphekweni bekhuselekile kwaye besesikolweni. 'Intsebenziswano 'yoluntu oluyinxalenye yesikolo', 'ekarhulumente namashishini abucala' 'nekarhulumente nemibutho yoluntu' kunye nentsebenziswano ephakathi kwamacandelo ngamacandelo, iyakhuthazwa kuzo zonke iiKPA, ukuqinisekisa ngeempendulo ezifanelene nezasekuhlaleni, ezinoqoqosho nezizinzileyo ezinciphisa ukuxhomekeka kwizibonelelo zemali nakwinkxaso encinane yabasebenzi. Iinkqubo eziphangaleleyo zokukhuthaza ezempilo ngokusebenzisa imfundo ezinjenge <i>Child-Friendly Schools (UNICEF Health Promoting Schools (WHO), Caring Schools (UCT)</i>, ziyakhuthazwa ngenjongo yokunceda ukunciphisa ingozi nokuthintela i-AIDS.</p>	
<p>Uphuhliso lootitshala: Ezekharithulam</p> <p>Injongo yale Nkalo yeNtsebenzo ePhambili kukuqinisekisa ukuba ootitshala bafumana uqeqesho olululo nokuba izikolo zixhotyiswe ngezinto zokusebenza zaniwa nenkxaso. Ithagethi yango-2010/11 yoqeqesho lootitshala abayi-100 beBakala 1-7, abayi-100 beBakala 8-9 nabayi-50 bamaBakala 10-12 sele kufikelelwe kuyo. Uqeqesho lujongwe nezinye iindlela zokufundisa (<i>alternative teaching methodologies</i>).</p>	
<p>UBunkokeli, uLawulo nokuPhatha ezikolweniNgokoMthetho woMgaqo-nkqubo weMfundo kaZwelonke: uMgaqo-nkqubo weHIV/AIDS woTitshala naBafundi (National Education Policy Act: HIV/AIDS Policy for Educators and Learners (1996), kunyanzelekile kwisikolo ngasinye ukuba senze esaso iSicwangciso sokuFundisa ngeHIV/AIDS (HIV/AIDS Implementation Plan). Oku kuye kufakwe kwiSIP (School Improvement Plan) yesikolo ngasinye. Ngokusebenzisa inkqubo yokufumana izibonelelo (<i>resource mapping</i>), izikolo ziyakhuthazwa zikhangele amahlakani eziya kusebenzisana nawo asekuhlaleni kwaye, apho kufanelekileyo kunye/okanye kuyimfuneko, zibandakanye abantu abajongene nezibonelelo (<i>resource persons</i>) kwii-SGB zazo.</p>	
<p>UkuNonophela nokuNika iNkxaso</p> <p>Bamalunga ne-5 ootitshala namalungu eSGB ayi-5 kwisikolo ngasinye (kuxhomekeke kubukhulu besikolo) abathagethiweyo kuqeqesho lokuNonophela nokuNika iNkxaso. Uqeqesho kwimodeli ye <i>Soul City 'Schools as Nodes of Care and Support' (SNOG)</i>, kweeSGB namahlakani oluntu oluyinxalenye yesikolo, luyaqhubeka ukwenziwa ngokugqitha kuqala kwiiKomiti zeeSekethe. Ikhithi zoNcedo lokuQala zithengelwe zonke izikolo kwiphondo yaye ziya kusiwa kwikota yesibini ngo-2011. Amagumbi abagulayo (<i>sickbays</i>) kwizikolo ezikumanganaba 1-3 entlupheko eziyi-80 sele ehlaziyiwe ngokweemfuno zazo.</p>	
<p>Ukufundisana koontanga</p> <p>Iiprogram yokufundisana koontanga yezikolo ezizisekondari ixhaswe ngezimali yi-<i>Global Fund (GF)</i> kule minyaka mihlanu idlulileyo, ekuthe ngayo bayi- 37 348 ootitshala abancinci (<i>junior</i>) (IBakala 10) abangootitshala abangoontanga abaqeqeshwayo kwizikolo ze-<i>GF</i> zizodwa, baze abayi-21 169 baqhubeka njengootitshala abaneqhuzu (<i>senior</i>) (IBakala 11) Oontanga abafundisanayo nabayi-7 822 abaqhubeka bangabacebisi beBakala 12 (<i>Grade 12 mentors</i>). Le nkqubo ilawulwa ngentsebenziswano liSebe lezeMpilo lePhondo (<i>DoH</i>).</p>	
<p>IZixhobo zokuNcedisa ukuFunda nokuFundisa (LTSM)INTshona Koloni ivelisa iLTSM ye-HIV/AIDS Life Skills LTSM kwiilwimi ezintathu (IsiNgesi, isi-Afrikansi nesiXhosa) ize izise ezikolweni qho ngonyaka. I-LTSM entsha eveliswe yi-DBE (ukutshintsha iLTSM endala engqinelana neKharithulam 2005) yahlelwa yaza yaguqulwa. Kwathengwa i-LTSM entsha yamaBakala R – 9 yaza yasiwa ezikolweni kwikota yokuqala ngo-2011. I-Specialised LTSM ikwabonelelwa kwiintlobo ngeentlobo zezikolo ze-<i>ELSEN</i>. I-LTSM yeHIV/AIDS iyabonelelwa ukunika inkxaso ikharithulam. Oku kwabandakanya i-HIV/AIDS Life Skills enxulumene neLTSM yeelayibrari zezikolo neyabonelelwa kuzo zonke izikolo eziphakamileyo kwikota yokuqala ka- 2011.</p>	
<p>UkuBeka esweni (Monitoring), ukuNika iNkxaso (Support) noVavanyo (Evaluation)Isistim yaseNtshona Koloni yaBaququzeleli abaqeshelwe iZikolo beze-HIV/AIDS (abancediswa ngokuzithandela ngaBaququzeleli Beeklasta), efakwe kwisigunyaziso sokwenziwa komsebenzi seKomiti yeNgcebiso ngezeMpilo (<i>Health Advisory Committee</i>) (<i>NEPA</i>) neeKomiti zokuNika iNkxaso kuBafundi ezikuMaziko zeEWP 6 (<i>EWP 6 Institution-based Learner Support Teams</i>) (okanye ii-<i>EST/TST</i>), zizo emazomelezwe ukwandisa ukuzimela kwezikolo nasekuxhomekekeni kwiinzame zazo zokujongana nesiphumo seHIV neAIDS kwiMfundo nakuluntu oluyinxalenye yesikolo.</p>	

IZakhono zoBomi I-HIV/AIDS	
IiNkalo zeNtsebenzo eziPhambili (KPA)	Inkqubela
Ezokuphatha nezoLawulo	
<p>Isikhokelo nabaphathi bale program bagxile kwiziphumo zethuba eliphakathi kwaye sichaphazela izalathiso ezibhalwe kumgaqo-sikhokelo seUNGASS samazwe ngamazwe kwanezicwangciso zoorhulumente bakaZwelonke nabamaPhondo zango-2007-2011, apho uxanduva oluphambili lwezeMfundo ikukuqinisekisa ukuba (i) ngonyaka ngamnye, kubo bonke abafundi bamaBakala 1-12, amashumi amathathu (30) eeyure zokufundisa okuqhubekela eklasini kweZakhono zoBomi ngeHIV/AIDS, ukwenzela ukuba (ii) iMfundo ikwazi ukufaka igalelo ngokuqaphalekayo ekuncitshisweni ekujoliswe kuko kwe-50% yamanqanaba obukho beHIV phakathi kolutsha oluyiminyaka 15-24 ubudala (engagqithanga u-2011). Ngentsebenziswano namasebe ngamasebe, eli phondo liphumelele ekunciphiseni iHIV phakathi kolutsha. Ukulungiselelwa kwemisebenzi yeprogram kujoliswe ekulawuleni, ekuphumezeni iithagethi zephondo ezilibhongo nezo zesiCwangciso seKhabhinethi seHIV/AIDS sikaZwelonke sika-2007-2011 (<i>Cabinet's National HIV/AIDS Strategic Plan 2007-2011</i>).</p>	
Okwenziwe kwiiprogram	
<p>Abafundi abayi-415 829 babonelelwa ngokutya okunesondlo kwizikolo eziyi-1 000 ezithagethiweyo. Ngokwembali, iprogram yaqala kwizikolo zeeprayimari yaye yandisiwe ngokungangxamanga ukuze libandakanye izikolo eziziisekondari. Ngo-2011, zizikolo eziziisekondari eziyi-18 zeNqanaba 3 lentlupheko ezongezwayo kule program zaza zaqala ukutyisa bonke abafundi ukususela nge-1 Apreli 2011.</p>	
Izibonelelo nezixhobo (Material and equipment)	
<p>Izikolo zenqanaba 3 lentlupheko ezongezelelweyo zonke zabonelelwa ngezixhobo zasekhitshini nangeeyunithi zamakhitshi angoomahamba nendlwana. Izikolo eziyi-13 zafumana imali yokuhlaziywa kweziseko zophuhliso zazo. Iincwadana zeresiphi zeemenyu zeNSNP ezivela kwi-ofisi yeNational NSNP zasiwa kuzo zonke izikolo. Izibonelelo zezifundo zezondlo ngeenzuzo zokutya iziqhamo nemifuno nazo zasiwa.</p>	
Ukuphuhlisa izakhono	
<p>Bayi-521 oomasifundisane bokuphuhlisa izakhono (<i>capacity building workshops</i>) abaqhutyhelwa amaVolontiya aPhatha uKutya (<i>Volunteer Food Handlers</i>) malunga nokhuseleko lokutya nokusebenzisa igesi nococeko (<i>food and gas safety and hygiene</i>). Izikolo ezithathu zatyunjelwa amabhaso eNSNP Best School awards.</p>	
Iiprogram ezongezelelweyo	
<p>Iiprogram elingwayo i-special pilot programme ebizwa ngokuba yi-Edutaining yaqhutywa ezikolweni kwizithili zemfundo ezi-5 apho kwagxininiswa inzuzo efunyanwa ekutyeni iziqhamo ezifreshi ngengoma nangokudanisa. Ngeeholide zesikolo ngoJuni 2010, iSebe iWCED laququzelela iiprogram zezemfundo kwizikolo ezininzi ezenzela abahlali abathwaxwa yintlupheko iinkonzo. Injongo yalo msebenzi kukufaka igalelo ekugcineni abafundi abasengozini bangayi ezitratweni ngethuba leNdebe yeBhola eKhatywayo yeHlabathi. Iziphungo neziselo zaphiwa abafundi ababekho kwezi program.</p>	
Imenyu	
<p>Iziqhamo ezifreshi zaqaliswa ukongeza kwiimenyu ezinazo zonke izakha-mzimba nezinezondlo. Abafundi bafumana isiqhamo esipheleleyo kabini ngeveki.</p>	
Iigadi zokutya	
<p>Bayi-17 oomasifundisane bokuVeliswa koKutya abaqhutywayo: Inani lezikolo ezineegadi zokutya kwiphondo landa ukususela ku-303 ukuya ku-326. ISebe lezoLimo (DoA) labamba uSuku loKutya lweHlabathi kwiPhondo (<i>Provincial World Food Day</i>). Izikolo ezineegadi zokutya zatyelwa rhoqo ukwenzela iinjongo zokuzinika inkxaso. ISebe lezeMpilo, neSebe leNkonzo zezeNtlalo, neSebe lezoLimo enze ikomiti eyi-Integrated Food Security and Nutrition Task Team.</p>	
UkuBeka esweni (Monitoring), ukuNika iNkxaso (Support) noVavanyo (Evaluation)	
<p>Izikolo ezithagethiweyo zatyelwa rhoqo. Iindawo zokugcina (<i>warehouses</i>) zabo bonke ababoneleli ngenkonzo kabini ngonyaka ukuqinisekisa ukuba ngaba iziveliso zokutya ziyangqinelana neenkukacha ezimiselweyo.</p>	
Enye inkxaso	
<p>Amagosa avela kwi-ofisi i-Environmental Health Office (Department of Health) aqhubeka ukubonelela ngenkxaso ngokumalunga nokhuseleko lokutya nesondlo njengoko kucacisiwe kwi-Service Level Agreement.</p>	

Isebe lacela i-Ofisi kaNondyabo wePhondo (*Provincial Treasury*) ukuba igqithisele i-R3,473 yezigidi kwiNSNP ekwakuyinkcitho ebe ngaphantsi kwebhajethi (*under-spending on the NSNP*). Ukuchitha imali ngaphantsi koku bekungenxa yababoneleli-nkonzo abangazange baphumelele ukungenisa amabango abo kwangexesha, yaza ngenxa yoko iNSNP yafaka isicelo sokugqithiselwa kwezimali (*roll over of the funds*) esele zabelwe ezinye izinto ekuhlawuleni amabango ababoneleli-nkonzo.

Igranti yecandelo leeKholeji zeFET isetyenziselwa ukubonelela urhulumente ngenkxaso-mali yeekholeji. Iinkcukacha zeziphumo zeekholeji zirekhodwa phantsi kweProgram 5 yolu xwebhu. Ngokufanayo igranti i*Provincial Infrastructure Grant* isetyenziselwa ukuxhasa ngezimali utyalo-mali kwizakhiwo –(*capital investment*) neenkukacha zoku zinikiwe apha ngezantsi, phantsi ko-2.1.12. Ngokweprogram ye-*Technical Schools Recapitalisation*, ziyi-9 izikolo ezikhethiweyo ukuze zixhamle kulwakhiwo lweewekhishophu ezintsha, ukuhlaziywa kwazo nokuthengwa kwezixhobo ezintsha; ukuthengwa kwezixhobo zokusebenza (*tools*); uqeqesho lootitshala nokuhlaziya iilebhu zeekhompyutha. Le yiprogram yeminyaka emi-3.

Bekukho iingxowa-mali ezi-2 ebezabiwe ngolo hlobo lulandelayo:

Iprogram	Eyabiweyo R'000	Echithiweyo R' 000
UPhuhliso lweMfundo yaBantwana aBasaqalayo (Iprogram 7-kungabandakanywanga iziseko zophuhliso)	R330 934	R311 243
UZinziso lweZiseko zoPhuhliso noLondolozo (Kubandakanywa iiGranti eziPhuma ngokweMiqathango)	R535 990	R543 248

Iziphumo zophando lweSigaba seSiseko zingasazwa ngokubanzi, yaye njengoko kwenziwe ingxelo phantsi kweProgram 2, neemali ezingachithwanga ezisetyenziselwe ukunika inkxaso izibonelelo zolwazi lokufunda nokubhala nolwazi lokubala. Inkqubela kuPhuhliso lweMfundo yaBantwana aBasaqalayo kunikwe ingxelo ngayo phantsi kweProgram 7.

2.1.12. Utyalo-mali kwiiprojekthi zolwakhiwo (*Capital investment*), isicwangciso solondolozo nokulawulwa kwee-asethi, (*maintenance and asset management plan*)

Izakhiwo zezikolo zihlelwa ngokwendibanisela yeekhrayitheriya (*matrix of criteria*) ngokumalunga nokufaneleka kwazo nangokwazi ukusetyenziswa kwazo. Ukuba iikhrayitheriya zisetyenziswa kuzo zonke izikolo zeWCED, izikolo eziyi-218 (14%) zireyithwa “njengezingekho mgangathweni” (nekuqeshiswe ngeziyi-33 zazo); eziyi-1308 (86%) zireyithwa “njengezisemgangathweni onguwo” ukuze ezi-2 zibe “zezigqwesileyo” kwi-*User-Asset Management Plan* yango-2011 (*U-AMP*) yeSebe iWCED.

liprojekthi zokwakha ezagqitywayo ngo-2010/11

Izikolo ezitsha (26 ngaphezu kwe-MTEF)

- Izikolo ezibini ezitsha zanikezelwa ngo-2010: *Wallacedene High School ne-Tafelberg Special School*
- Izikolo ezibini ezitsha ngoJanuwari 2011: *Claremont High School for Science Technology, Engineering, Mathematics (STEM) ne-Khayelitsha COSAT*
- Kwanikezelwa izikolo ezithathu ezingoomahamba nendlwana: *Naphakade Secondary School (Julayi 2010), Khayamandi Primary School ne-Bardale High School (Januwari 2011)*
- Izikolo ezitsha ezithandathu zanikezelwa ngoJulayi 2011: *Westlake Primary School (Apreli); Blue Downs Primary School; Delft High School 1; Delft High School 2; Delft Primary School 1; Delft Primary School 2*
- Izikolo ezitsha ezithandathu ziyakhiwa: *Citrusdal High School; Napakhade High School; Fisantekraal High School; Northpine Technical High School; Melkbosstrand High School ne-Sunningdale Primary School*
- Kwenziwa izicwangciso zezikolo ezithathu ezitsha : *Imyeso Wama Apile High School (Grabouw Secondary School); Wellington Primary School; Concordia High School*
- Kwenziwa izicwangciso zezikolo ezibini zeemfundo eneemfuno ezizodwa : *Chéré Botha neRusthof*
- Isikolo esixhaswa ngeziphomali ngokupheleleyo (*fully donor-funded school*) ziyakhiwa eHout Bay

Izikolo ezitshintshwayo (replacement schools) (ebezakhiwe ngezixhobo ezingafanelekanga) [eziyi-23 ngaphezu kwe-MTEF]

- Esinye sigqitywe ngo-2010 yaye siyasetyenziswa: *Bongoletu Primary School*
- *Wallacedene Primary School*: Isigaba sokuqala sigqitywe yaye isikolo siyasetyenziswa.
- Isikolo esitshintshwayo esinye esiza kwenziwa engadlulanga uJuni 2011: *Klapmuts Primary School*
- Izikolo ezisithoba ziyakhiwa : *Cloeteville Primary School; Thembaletu Primary School; Masibambane High School; M M Mateza Primary School; Bloekombos Primary School; Oaklands High School; Fairview Primary School; Enshona Primary School ne-Plantation Primary School*
- Kwenziwa izicwangciso zezikolo ezitshintshwayo ezilishumi elinambini: *New Eisleben High School; Itsitsa Primary School; Naliekamva Primary School; Kathleen Murray Primary School; Pacaltsdorp Primary School; Bottelary Primary School; Garden Village Primary School; Wes Einde Primary School; ACJ Pakhade Primary School; Rusthof Primary School; Formosa Primary School ne-St Thomas Primary School*

Iiklasi ezongezelelweyo

- Ezandiswayo (100 iiklasi) : liprojekthi ezi-5 zigqityiwe. liprojekthi ezi-6 eziphantsi kolwakhiwo neeprojekthi ezi-3 ezikwisigaba socwangciso. Ziyi-23 iiklasi esele zigqityiwe.
- Iiklasi zokuphungulela (*Relief classrooms*) (120 iiklasi): Ziyi-106 iiklasi esele zigqityiwe. Eziseleyo eziyi-14 iiklasi ziya kugqitywa engaphelanga uMeyi 2011.
- Iiklasi zeBakala R: Ziyi-94 iiklasi ezagqitywayo. Ezinye iiklasi eziyi-20 ziya kugqitywa ngoJuni 2011.
- Iiyunithi ezingoomahamba nendlwana ezibonelelweyo: 181

Ezinye

- liforam/iiholo: Zimbini ezagqitywayo kwizikolo eziziiprayimari (*Plantation Road* neSiyazakha) nesinye (1) kwisikolo esiphakamileyo (Indwe Secondary)
- Izindlu zangasese zabonelelwa eBongulethu (13); eMM Mateza (6) naseWallacedene (13) izikolo eziziiprayimari; Wallacedene (37); Naphakade (13); Bardale (18) neClaremont (13) izikolo eziphakamileyo.

Inkcitho ihambelana nemimiselo yezorhwebo. Ii-arhente zesebe ii-*Implementing Agents (Department of Transport ne-Public Works and the PIU)* zisingatha zonke iinkqubo zokukhuphisana ngamaxabiso kwizakhiwo ezitsha neeprojekthi ngokungqinelana noMthetho i-*Public Finance Management Act* neminye imithetho emiselweyo.

Ulawulo lwee-asethi

li-asethi ezishenxisekayo (*movable assets*)

ISebe iWCED lisebenzisa i-*Education Management Information System (EMIS)* ne-*Schools' Register of Needs Information System (SRNIS)* ukusingatha ii-asethi ezishenxisekayo.

li-asethi ezinkulu ezishenxisekayoNgokunxulumene nee-asethi ezishenxisekayo, iSebe iWCED laseka iyunithi yokulawulwa kwee-asethi. Le yunithi yenye yeentsika zeYunithi yoLawulo loQhagamshelwano naBathengi naBathengisi (*Supply Chain Unit*).

Yonke ifanitshala nezixhobo ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zithengwa nguNdlunkulu zize zifakwe kwi-inventri yee-asethi ezishenxisekayo ngokweemfuneko ezimiselwe yi-Ofisi kaNondyebo kaZwelonke.

La manyathelo alandelayo aye athathwa ukuqinisekisa ukunyaniseka kwedatha ekuncediseni ekubhalweni ngempumelelo kwerejista yee-asethi nokugcina imigangatho ye-akhawunti nasekuqinisekiseni ukungqinisiswa ngempumelelo, ngobuchule nangokuchanekileyo kwengcaciso:

- Ukubalwa kwestokhwe qho ngonyaka kwenziwa lisebe lemfundo, njengoko kumiselwe yiMimiselo ye-Ofisi kaNondyebo
- Ukusayinwa kwee-inventri ngamagosa ajongene noko nokuqinisekiswa kwazo ngaBaphathi bamaCandelo
- Ukukhutshwa kweesetyhula ngokungqinelana neSahluko 10 seMimiselo ye-Ofisi kaNondyebo
- Iinkqubo zokuthengwa kwee-asethi kwiSistim yeGosa loLawulo lweMali (*Accounting Officer's System*)
- Ukungqiniselwa kwamaxwebhu ezinto ezithengwayo qho ngenyanga kwiLOGIS nenkcitho kwiBAS
- Ukulondolozwa kwerejista yee-asethi ekubhalwe kuyo yonke ingcaciso efunekayo ngokweMimiselo ye-Ofisi kaNondyebo

Iindlela eziphunyeziweyo ezenzelwe ukuqinisekisa ukuba kumiselwa isistim esebenza kakuhle yokuqaphela, ukukhusela, ukubeka esweni nokugcina iirekhodi zee-asethi ezingesosigxina zimi ngolu hlobo lulandelayo:

- Zonke ii-asethi zafakwa iibhakhawudi, zaphawula "RSA" kwii-inventri ezirekhodiweyo.
- Zonke ii-asethi zaye zabhalwa kwirejista yee-asethi ezishenxisekayo kuzo zonke iintlobo zee-asethi ezibhalwe yi-Ofisi kaNondyebo zanikwa iinombolo ezifana zodwa.
- Abaphathi bamacandelo banoxanduva lokukhusela ii-asethi zabo.
- Zonke ii-asethi ezishenxisekayo zarekhodwa kwi-inventri ngokweziko ngalinye nendawo ezifumaneka kuyo. Ii-inventri zaqinisekiswa njengezichanekileyo ngabaphathi bamaziko zaza zagcinwa kwindawo esekuhleni kwindawo nganye

Izikolo

ISebe iWCED lathenga ifanitshala nezixhobo zokwenza ukhawuleze umsebenzi wezikolo. Ezi zixhobo aziyonxalenye yeRejista yee-Asethi yeSebe iWCED (*WCED Asset Register*). NgokoMthetho weZikolo zaseMzantsi Afrika, ka-1996 (uMthetho No 84 ka-1996), ezi zithathwa njengezinto ezizii-inventri zezikolo. Izikolo kufuneka, ngoko ke, zinike ingxelo ngezi zinto zikwii-inventri kwiingxelo-mali zonyaka zazo. IRejista yee-Asethi yeSebe iWCED ibonisa ii-inventri zakwaNdlunkulu kunye nezee-ofisi zezithili zemfundo kunye neendawo ezisetyenziswa kuzo.

Izicwangciso ngokuphatelele kwii-asethi ezishenxisekayo, ezinjengeemoto

ISebe lePhondo lezoThutho neMisebenzi (ezoThutho zeeMoto zikaRhulumente) (*The Provincial Department of Transport and Works (Government Motor Transport)*) lilawula ukubonelelwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye iimoto zeGaraji kaRhulumente (*Government Garage*) (GG). Bakwenza umgaqo-nkqubo wephondo ophathelele ekusetyenzisweni kwezithuthi ze-GG.

ISebe leMfundo lijongene nokuhlalulwa kweelayisensi, ukulondolozwa nokuthiwa amafutha kweemoto, ngokunjalo nokulondoloza irejista yee-asethi kwiSistim yeCandelo lezoThutho (*Fleetman System*).

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyasebenza. Likwalondoloza irejista yezithuthi ezisetyenziswa liSebe iWCED lize libeke esweni ukusetyenziswa kwazo ngokusebenzisa amaxwebhu okulogisha. Ezi zithuthi zikhoyo ziyazifizekisa iimfuno zeSebe iWCED.

Ulonolozo

Iiprojekthi zolondolozo ezinkulu

Inani leeprojekthi	Ibhajethi ka-2010/11 R'000	Iindleko zokugqibela eziqukelweyo R'000
231	R102,276	R102,276

I-U-AMP ka-2011 ibonisa ukuba oku kulandelayo phantsi kwesihloko “*User Condition Rating*”

Imeko yesakhiwo	Inkcazo ngokubanzi	Ukureyithwa
Intle ngokugqwesileyo	Akukho ziphene. Sikhangeleka sisitsha. Isalathi sezinto ezixhalabisayo: Akukho nto ingenzeka ekusetyenzisweni kwaso (<i>service capability</i>). Akukho nto ixhalabisayo.	C5
Sikwimeko entle	Sibonisa ulondolozo olungephi lokuba sisetyenziswa (<i>wear and tear</i>), ziziphene ezincinane neempawu ezingephi zokuxweba nje komphandle wesakhiwo (<i>deterioration to surface finishes</i>). Isalathi sezinto ezixhalabisayo: Lulondolozo olufuna ukumana lusenziwa, kungekho kuphazamiseka ekusetyenzisweni kwaso. Inkxalabo kwimpilo nokhuseleko okanye kwipropathi incinane kakhulu. Iindleko zokusilungisa zisezantsi.	C4
Sikwimeko engagxekekanga kangako	Sikwimeko ephakathi nje, ukuhla komgangatho wenkangeleko yangaphandle (<i>deteriorated surfaces</i>) kufuna uqwalaselo; iinkonzo ziyasebenza kodwa zifuna uqwalaselo, kukho ukusilela kumsebenzi wolondolozo. Isalathi sezinto ezixhalabisayo: Kukho ukuphazamiseka qho ekusetyenzisweni kwaso. Kukho inkxalabo ekhoyo ebeka engxakini impilo nokhuseleko kwipropathi. Iindleko zokusilungisa ziphakathi nje.	C3
Sikwimeko embi	Sikwimeko embi kuba sigxagxisekile, kwaye kukho iingxaki mpela kwisakhiwo ngokwaso. Inkangeleko yaso imbi nje ngokubanzi. Ipeyinti ixobukile (<i>eroded</i>)	C2

Imeko yesakhiwo	Inkcazo ngokubanzi	Ukureyithwa
	<i>protective coatings</i>); izinto zophukile, iinkonzo azenziwa; kukho iqela leziphene eziphambili. Isalathi sezinto ezixhalabisayo: Kukho ukuphazamiseka kakhulu ekwenziweni komsebenzi. Kukho inkxalabo enkulu ebeka engxakini impilo nokhuseleko kwipropathi. Iindleko zokusilungisa ziphezulu/kukho nelahleko yezemali.	
Sikwimeko embi kakhulu	Soyisakele nje ngokupheleleyo, asinakusetyenziswa, akufanelanga kuhlala bantu kuso. Isalathi sezinto ezixhalabisayo: Asinakusebenziseka, siyingozi enkulu engxamisekileyo kwimpilo nakukhuseleko okanye kwipropathi. Kukho iindleko ezinkulu ezinokubakho.	C1

Zingamakhulu amane anamashumi asixhenxe anesihlanu (475) izikolo zikarhulumente eziqhelekileyo eNtshona Koloni ezireyithwe njengezikwimeko “embi”. Izikolo eziqeshe izakhiwo nezikolo ezingafanelekanga (izikolo zamaplanga (“*plankie*” schools)) zikolu didi. Kwiminyaka egqithileyo kwenziwe ulondolozo oluncinane olucwangcisiweyo ngabanini bepropathi eziqeshiweyo. Abanini bepropathi bathi iintlawulo zerenti ezisezantsi zizo ezisisizathu esiphambili sokuba kungabikho kolondolozo olufanelekileyo kwizikolo eziqeshisayo. Izikolo ezingamakhulu asithoba anamashumi amahlanu anesibhozo (958) zireyithwe “njengezikwimeko engaxekekanga kangako”. Ezininzi kwezi zikolo kufanele sireyithwe “njengezikwimeko entle” kodwa ukusilela kulondolozo lwezi zakhiwo kuchaphazele ukureyithwa kwazo, zibonisa inkcitho kulondolozo engaphantsi kwemfuneko.

Zingamashumi amabini (20) izikolo zikarhulumente eziqhelekileyo ezireyithwe ngo-“C4”.

Le meko yezakhiwo zeSebe iWCED iye isihla ngokomgangatho yaye iya kuqhubeka ukuhla ngaphande kokuba kuphuculwe ibhajethi yolondolozo okanye kusetyenziswe ezinye iindlela. Okufunekayo qho ngonyaka kulondolozo yi-1.5% yexabiso lestokhwe. Nangona iiprojekthi zolondolozo ezicwangcisiweyo ziqhubela phambili ngokwesicwangciso, ukwanda kwaqho ngonyaka kwiindleko kunefuthe kubungakanani balo nto inokulungiswa. Ngenxa yoko, inkxalabo yokuphelelwa lixesha kwesitokhwe nokuhla komgangatho waso iya kuhlala ihleli. Isishwankathelo samanani sicaciswa apha ngezantsi.

Ukusilela kulondolozo				
Unyaka-mali	Ixabiso lee-asethi	Yi-1,5% eFunekayo kuLondolozo	Ibhajethi eBonelelweyo	Ukusilela
2004	10,560,000	158,400	73,719	84,681
2005	12,000,000	180,000	76,174	103,826
2006	12,000,000	180,000	90,037	89,963
2007	15,052,800	225,792	37,192	188,600
2008	15,052,800	225,792	52,363	173,429
2009	15,052,800	225,792	73,719	152,073
2010	17,357,885	260,368	102,363	158,005
2011	18,225,779	273,387	108,413	164,974
Itotali yokusilela ukususela ngo-2004		1,115,551		

2.2 Intsebenzo kwiiProgram

ICandelo leMfundo yePhondo

ST001	ICANDELO LEMFUNDO YEPHONDO-Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
Ingeniso (R' 000)*					
	Isabelo esilinganayo	8,782,197	10,183,421	11,073,016	11,035,772
	Iigranti eziphuma ngokwemiqathango ethile	282,736	302,345	894,103	889,501
	Inkxaso-mali yabaxhasi (<i>donors</i>)	0	0		
	Ukuxhasa ngemali	105,000	100,800	8,219	8,219
	Ingeniso yethu	22,545	26,747	22,874	22,234
	ITOTALI	9,192,478	10,613,313	11,998,212	11,955,743
IINTLAWULO NGEPROGRAM (R'000)					
	1 Ezolawulo	393,529	415,605	440,064	425,918
	2 Imfundo yezikolo zikarhulumente eziqhelekileyo (funda elinye icandelo layo)	7,410,535	8,587,360	9,691,042	9,687,499
	3 Iinkxaso-mali kwizikolo ezizimeleyo	44,119	55,522	59,709	59,696
	4 Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	510,390	623,604	721,679	719,684
	5 Imfundo noqeqesho oluqhubelekayo	367,190	368,917	447,043	446,971
	6 Imfundo noqeqesho lwabadala	26,838	29,479	32,152	32,152
	7 Uphuhliso lwemfundo yabantwana abasaqalayo	228,748	288,620	365,586	345,895
	8 Iinkonzo ezincedisayo nezinxulumene nazo	211,129	244,206	240,937	237,928
	ITOTALI	9,192,478	10,613,313	11,998,212	11,955,743
IINTLAWULO EZIYA KWIMFUNDO YEZIKOLO ZIKARHULUMENTE EZIQHELEKILEYO (R'000)*					
	2.1 Izikolo zikarhulumente eziziprayimari	4,085,516	4,885,119	5,580,207	5,580,207
	2.2 Izikolo zikarhulumente ezizisekondari	2,874,010	3,149,110	3,429,232	3,429,232

ST001	Icandelo leMfundo yePhondo – Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
	Iintlawulo ngokukhulwa kwezoqoqosho (R'000)*				
	Iintlawulo zalo nyaka-mali	7,908,367	9,179,618	10,287,702	10,259,092
	Imbuyiselo yabasebenzi	7,089,690	8,214,843	9,198,930	9,193,265
	Ootitshala	6,262,879	7,249,591	8,072,849	8,069,255
	Abasebenzi abangezotitshala	826,811	965,252	1,126,081	1,124,010
	limphala neenkonziso kunye nezinye izinto kulo nyaka-mali	818,677	964,775	1,088,772	1,065,827
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	1,077,123	1,164,546	1,262,462	1,260,490
	Iintlawulo zee-capital assets	206,988	269,149	448,048	436,161
	ITOTALI	9,192,478	10,613,313	11,998,212	11,955,743
	Iinkukacha-manani zentsebenzo				
	Ukuqeshwa kwabasebenzi				
	Inani labasebenzi (abaqeshwe kwinkonzo karhulumente)	31 462	31 401	31 581	31 965
	Inani labasebenzi abangengabo ootitshala (abaqeshwe kwinkonzo karhulumente)	9 112	8 750	8 600	8 851
	Ubhaliso kwinqanaba lokufunda elinyanzelekileyo*				
	Abafundi abaminyaka yobudala eyi-6 –15 kwizikolo zikarhulumente eziqhelekileyo	715 151	721 443	725 500*	731 818
	Abafundi abaminyaka yobudala eyi-6 –15 kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	9 208	10 047	10 483	10 195
	Abafundi abaminyaka yobudala eyi-6 –15 kwizikolo ezizimeleyo	20 064	25 776	25 776*	28 031
	Itotali	744 423	757 266	761 759	770 044
	Ubhaliso kwinqanaba eliqhithileyo kwelinyanzelekileyo*				
	Abafundi abaminyaka yobudala eyi-16 –18 kwizikolo zikarhulumente eziqhelekileyo	182 454	181 645	190 500	183 815
	Abafundi abaminyaka yobudala eyi-16 –18 kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	6 614	6 917	7 027	7 398
	Abafundi abaminyaka yobudala eyi-16 –18 kwizikolo ezizimeleyo	6 599	7 290	8 000	7 656
	Abafundi abakwiikholeji zeFET abaminyaka iyi-16-18	4 000	6 170	4 000	7 879
	Itotali	199 667	202 022	209 527	206 748

ST001	Icandelo lemfundo yephondo –Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Target	2010/11 Eyona kanye kanye
Amanani abemi belizwe					
Abemi abaminyaka yobudala eyi--6-15		994 084	1 006 113	725 483	982 527
Abemi abaminyaka yobudala eyi-16-18		286 337	289 167	265 000	272 878
<p>Amanqakwana:</p> <p>* <i>Ezi thagethi zabekwa kungekho ngcaciso kanye kanye engqimisiweyo ka-2009/10. Lunikiwe uqikelelo lwamanani oluhlaziyiweyo.</i></p> <p>1. <i>Imithombo: Provincial Budget Statement (2010); Persal [2008/9 and 2009/10 employee figures refer to figures as at March 31]; EMIS 2010 enrolment figures are as per Annual Survey 2010.</i></p> <p>2. <i>Amanani oluntu jikelele anikwe ngu-Stats SA: Midyear population estimates for 2010. Note that the targets for 2010 were set based on the adjusted age range and data provided at the time.</i></p> <p>3. <i>Amanani abasebenzi abaqeshwe ngurhulumente akule theyibhile nazo zonke ezinye iithayibhile zeempawu eziphambili abonisa ubalo lwabaqeshwa ababodwa kwiPesali (unique employees on Persal), r kungathathelwa ngqalelo imeko yezengqesho (regardless employment status (umz. kungathathelwa ngqalelo ukuba ngaba uqeshwe ngokusisigxina okanye ngokungesosigxina).</i></p> <p>4. <i>"Abafundi bezikolo ezizimeleyo" kubandakanya izikolo eziqhelekileyo kunye nezikolo zemfundo eneemfuno ezizodwa.</i></p>					

IProgram 1: Ezolawulo

Injongo yeprogram

Ukubonelela ngolawulo lwamacandelo onke nenkxaso kwinkqubo yezemfundo ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kuZwelonke (*National Education Policy Act*), uMthetho woLawulo lweeMali zikaRhulumente (*Public Finance Management Act*) neminye imigaqo-nkqubo efanelekileyo.

Iprogram yolawulo iqulethe ezi program zisekelayo zilandelayo³:

I-Ofisi yoMphathiswa wezeMfundo

- ukulungiselela ukwenziwa kweenkonzo kwi-ofisi yoMphathiswa wezeMfundo

IiNkonzo zeZiko

- ukubonelela ngeenkonzo zolawulo ezingajolisanga ngqo kwezemfundo kwinkqubo yezemfundo

ULawulo lwezeMfundo

- ukubonelela ngeenkonzo zolawulo lwezemfundo kwinkqubo yezemfundo

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso lwezakhono zabasebenzi kubasebenzi abase-ofisini kwandlunkulu

I-EMIS (*Education Management Information System (EMIS)*)

- ukubonelela ngengcaciso yolawulo lwezemfundo ngokungqinelana noMgaqo-nkqubo weNgcaciso yezeMfundo kaZwelonke (*National Education Information Policy*)

Iinjongo ezicwangciswe ngobuchule (*Strategic Objectives*)⁴

Iinjongo ecwangciswe ngobuchule 1.1	Ukusa izibonelelo ezingabantu neziyimali kwezo zithili zemfundo nakwizikolo ezithe ngokwemali azafumana inkxaso-mali esezantsi nokuqinisekise ulawulo lwezemali nolwabasebenzi ngokwento yonke
Iinjongo ecwangciswe ngobuchule 1.2	Ukuphucula ukubanokuphendula nobuchule beSebe iWCED ngokugxininisa ekuphuculeni iinkqubo zemcimbi yesebe neesistim.
Iinjongo ecwangciswe ngobuchule 1.3	Ukubonelela abakulawulo abathagethiweyo ngoqeqesho lwamagosa, amalungu eekomiti zolawulo zesikolo neeSBGs.
Iinjongo ecwangciswe ngobuchule 1.4	Ukuqinisekisa ukuba ootitshala baxhotyiselwa ukufundisa ngophuhliso loqeqesho oluqhubeka okokoko noqeqesho nangenkxaso esekelwe eziklasini ukuba iyafuneka.

Iinjongo zoKwenziwa kweeNkonzo neZalathi-nkqubela

Imilinganiselo yeNtsebenzo yeProgram (Imilinganiselo kaZwelonke)
PPM101: Inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS ukubonelela ngedatha kwisistim kazwelonke yokulandelela abafundi (<i>national learner tracking system</i>)
PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)
PPM103: Ipesenti yenkcitho yangoku kwezemfundo (<i>education current expenditure</i>) emalunga nezinto ezinganxulumananga nabasebenzi (<i>non-personnel items</i>)

³ The sub-programmes are part of the national sector template and are Treasury funding categories. The funds in Programme 1 cover costs related to the administration of the system.

⁴ The objectives as outlined in the APP of 2010 have been realigned and inserted into the APP for 2011 accordingly. See appendix for the 2010 list

ST-101	Ezolawulo – Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Target	2010/11 Eyona kanye kanye
	lintlawulo ngeprogram esekelayo nganye (r'000)*				
	1.1 I-ofisi yoMphathiswa wezeMfundo (MEC)	3,522	4,200	4,886	4,886
	1.2 IInkonzo zeZiko	214,259	217,745	234,915	227,096
	1.3 ULawulo lwezeMfundo	136,384	154,574	160,429	154,102
	1.4 Uphuhliso lwezakhono zabasebenzi	17,078	15,878	15,321	15,321
	1.5 I-EMIS (Education Management Information System (EMIS))	22,286	23,208	24,513	24,513
	Itotali	393,529	415,605	440,064	425,918
	lintlawulo ngokokuhlwa kwezogqosho (R'000)*				
	Intlawulo zalo nyaka-mali	327,798	355,847	368,796	354,651
	Imbuyiselo yabasebenzi	192,440	228,456	251,210	248,289
	Ootitshala	86,367	81,850	68,877	68,077
	Abasebenzi abangezotitshala	106,073	146,606	182,333	180,213
	limpahlha neenkonzozonye nezinye izinto kulo nyaka-mali	135,358	127,391	117,586	106,362
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	34,841	40,564	61,616	61,615
	Intlawulo zee-capital assets	30,890	19,194	9,652	9,652
	Itotali	393,529	415,605	440,064	425,918
	linkcukacha-manani zentsebenzo				
	Ukuqeshwa kwabasebenzi				
	Inani labasebenzi (abaqeshwe kwinkonzo karhulumente)	131	117	144	125
	Inani labasebenzi abangezotitshala (abaqeshwe kwinkonzo karhulumente)	858	872	827	813
	linkcukacha-manani kwiisistim zolawulo				
	Inani lezikolo ezineSAMS (a)	1 452	1456	1 459	1 452
	Inani lezikolo ezine-imeyili	1 450	1450	1 459	1 447

ST-101	Esolawulo – Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
	► imilinganiselo yentsebenzo yeprogram				
	► PPM101: Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukubonelela idatha kwisitim yokulandelela abafundi kazwelonke (<i>rational learner tracking system</i>) ngexesha lokunika ingxelo	1 452	1 456	1 459	1 452
	► PPM102: Inani lezikolo ekunokuhagamshelwana nazo ngekhompyutha (<i>e-mail</i>) lisebe	1 450	1 450	1 459	1 447
	► PPM103: Ipesenteji yenkcitho yangoku ebhekiselele kwizinto ezinganxulumene nabasebenzi (<i>non-personnel items</i>)	21.1%	20.84%	21.5%	19.46%
	Iinjongo ezicwangciswe ngobuchule				
	SO1.1 Ukuqinisekisa ulawulo lwezemali	New SO	Unqualified Audit	Unqualified Audit	LE
	SO1.2 Ukupapashwa kwezintlu zezithuba ngonyaka	New SO	2	5	7
	SO1.3 Inani lezikolo ezongezelelweyo eziza kuqhuba uVavanyo lweSikolo Siphela (<i>Whole School Evaluation</i>)	New SO	99	90	90
	SO1.4 Inani lezikolo ezongezelelweyo ezikhusele nge-alam eqhagamshelene ne-armed response, i-i-b/bars, ne-stone guards.	New SO	50	50	50
	SO1.5 Inani looitshala abaya kwikhosi ze- INSET eCTLI.	New SO	3000	3000	3 378
	SO1.6 Inani lezikolo ezisebenzisa i-SAMS	New SO	100	200	57
	Izalathi zentsebenzo yeeProgram				
	PPI 1.1 Izitexo ngokumalunga nemiba yokuthengwa kweempahla neenkonzko zikarhulumente	New PPI	28	28	19
	PPI 1.2 Iintsuku ezithathiweyo ukugqibezela izikhhalazo	New PPI	30	30	30
	PPI 1.3 Inani lezikolo ezongezelelweyo ezinezibonelelo zekhompyutha zokufundisa nokufunda	New PPI	150	160	196
	Note:				
	1. The SA-SAMS project is being piloted before going to scale.				
	2. For the new Provincial Strategic Objectives (SO) and Programme Performance Indicators (PPI) there are not audited "Eyona kanye kanye" from 2009. The estimates are thus supplied above.				
	3. The indicator regarding time taken to audit annual leave in the APP of 2010 has been withdrawn in light of a decision to audit individual leave only when an employee leaves the WCED or in the case of a special request. Leave patterns are monitored through regular trend reporting.				
	4. The Strategic Objectives and Programme Performance Indicators have been renumbered for convenience.				

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathi : lingxoxo ngoMahluko
<p>► PPM 101: Inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS ukubonelela ngedatha kwisistim kazwelonke yokulandelela abafundi (national learner tracking system)</p>
<p>Ithagethi: 1459 Eyona kanye: 1452</p> <p>lingxoxo: The Central Education Management System (CEMIS) isetyenziselwa ukubonelela le datha. Zonke izikolo zikarhulumente eziqhelekileyo zisebenzisa i-CEMIS. Bekukho izikolo zikarhulumente eziqhelekileyo eziyi-1452 nge-31 Matshi 2011. Kwavula izikolo eziyi-1 456 ngo-2010. Izikolo ezisixhenxe zavala ekupheleni kuka-2010 kunye nezithathu ezitsha ezavulayo ngo-Januwari 2011 yaye ke ngoko zonke izikolo zinika idatha kwisistim yokulandelela abafundi kazwelonke i-national learner tracking system.</p>
<p>► PPM 102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)</p>
<p>Ithagethi: 1459 Eyona kanye: 1447</p> <p>lingxoxo: Nge-31 Matshi 2011 bekukho 1452 izikolo zikarhulumente eziqhelekileyo ezavulayo (makujongwe apha ngentla). Ziyi-5 izikolo kungaqhagamshelwana nazo nge-imeyili ekupheleni konyaka-mali ekuzezi. <i>Claremont High School, Hindle High School, Hindle Road West Primary, Pietersfontein NGK Primary ne-Westlake Primary</i>. I-Claremont ne-Westlake zizikolo ezitsha. Ezinye zikwiindawo apho iikheyibhili zabiwayo yaye akukwazeki ukufumanisa ii-wire footprint.</p>
<p>► PPM 103: Ipesenti yenkcitho yangoku kwezemfundo (<i>education current expenditure</i>) emalunga nezinto ezinganxulumananga nabasebenzi (<i>non-personnel items</i>)</p>
<p>Ithagethi: 21.5% Eyona kanye: 19.46%</p> <p>lingxoxo: Inkcitho yezinto ezingezizo ezabasebenzi (<i>non-personnel</i>) inganeno kancinane nje kunethagethi ngenxa yokuchitha nganeno kwiklasi zeBakala R kwakunye nakwisondo ezikolweni. ISebe iWCED licele ukuba izixa zigqithiselwe kunyaka-mali olandelayo (be rolled over).</p>
<p>Iinjongo eziCwangciswe ngobuchule (<i>Strategic Objectives</i>)</p>
<p>SO 1.1. Ukuqinisekisa ulawulo lwezemali</p>
<p>Ithagethi : Uphicotho olungenamakhwiniba Eyona kanye: Iziphumo zisalindelwe lingxoxo: Zisalindelwe</p>
<p>SO 1.2. Upapasho lwezintlu zezithuba ngonyaka</p>
<p>Ithagethi: 5 Eyona kanye: 7</p> <p>lingxoxo: Ithagethi igqithiwe. Izintlu ezongezelelweyo zibandakanywa ukulungiselela iimpendulo ezakhayo ezivela ezikolweni ukwenzela ukuqhubeka phambili ukuzaliswa kwezithuba okuyimpumelelo okukhawulezileyo ukuqinisekisa ukusebenza ngokupheleleyo ezikolweni.</p>
<p>SO 1.3. Inani lezikolo ezongezelelweyo ezizakuhlolwa kuVavanyo lweSikolo Siphela</p>
<p>Ithagethi: 90 Eyona kanye: 90</p> <p>lingxoxo: Kufikelelwe kwithagethi: Uvavanyo lweWSE lwagqitywa kwizikolo eziyi- 90 kwizithili zemfundo ngokubanzi. Isikolo ngasinye nomlawuli wesithili semfundo ofanelekileyo nengxelo yesithili ngasinye. Iingxelo ezombini ngokuqhubekayo zaqulunqwa zaza zahanjiswa. Izikolo ezahanjelwa ngo- 2010 zahlelwa ukulumkisa iSebe i WCED kwezo zikolo ngemfundo yongenelelo ngoncedo engxamisekileyo kwakunye nezikolo eziqhuba kakuhle.</p>
<p>SO 1.4. Inani lezikolo ezongezelelweyo ezikhuselwe nge-alam eqhagamshelwaniswe ne-armed response, burglar bars, stone guards.</p>
<p>Ithagethi: 50 Eyona kanye: 50</p> <p>lingxoxo: Kufikelelwe kwithagethi: Ziyingamashumi amahlanu izikolo ezitsha ezafumana iziseko zophuhliso zokhuseleko ezingundoqo (iigeyithi ezizivulekelayo (<i>motorized gates</i>); iigeyithi zokubeka esweni abahambi ngeenyawo (<i>pedestrian monitoring gates</i>); iisistim ze-alam (<i>alarm systems</i>) eziqhagamshelene kwi-armed response; iingcingo ii-barbed wire ne-mesh wire; ii- burglar bars) nezithe zaxhamla kuqeqesho lwee-peer mediators. Iikhamera zeCCTV zafakwa kwizokolo ezikhethiweyo kwabonelelwa nangokhuseleko ngexesha leholidi apho kuyimfuneko. Uqeqesho kwi-Occupational Health and Safety and Disaster Management lwabonelelwa, kwakunye noqeqesho kumgaqo-nkqubo wokuvavanyelwa iziyobisi. Izixhobo zokuvavanyelwa iziyobisi zabonelelwa kwiimeko ezixhomisa amehlo, ngokudibene neenkqubo zokusetha nokuhlutha iziyobisi notywala nokubonelelwa ngeditektha ii-hand held metal detectors.</p>

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathi: lingxoxo ngoMahluko
SO 1.5. Amanani ootitshala abenza iikhosi ze-INSET e-CTLI.
<p>Ithagethi: 3 000 Eyona kanye 3 378</p> <p>lingxoxo: Bayi-811ootitshala abaya kwiikhosi eziyi-29; ziyi-337 linqununu namalungu eekomiti zolawulo zesikolo abaya kwiikhosi eziyi-10 nootitshala abayi-2 230 neenqununu ababeye kwiisemina neenkomfa. Ezi khosi zafundisa ikhontenti yekharithyulam nemethodoloji kwiSigaba seSiseko, esiPhakathi neSigaba esiPhezulu (<i>Foundation, Intermediate and Senior phases</i>) neeprogram zolawulo nokuphathwa kwezikolo. Ukongeza kwezi khosi zinengcaciso eninzi zeeveki ezimbini nezine, iCTLI yabonelela ngeesemina neenkomfa ngale mixholo: UkuFunda (<i>Reading</i>), iMathematika (<i>Mathematics</i>) nobunkokeli esikolweni (<i>school leadership</i>).</p>
SO 1.6. Inani lezikolo ezisebenzisa i-SAMS
<p>Ithagethi: 200 Eyona kanye 57</p> <p>lingxoxo. Isistim i-<i>Integrated Schools Administration and Management System</i> yinkqubo kazwelonke eza kuqaliswa ngezigaba esikolweni. Uqeqesho lwaqala ngoJuni 2009 emva kolibaziseko lwezinto ngezinto kule projekthi lo gama iingxaki zokusebenza kwesisitim (<i>technical problems</i>) zazisasonjululwa. Ziyi-52 kweziyi-100 izikolo ezilingwayo (<i>pilot schools</i>) ekwaqala kuzo i-SAMS kwikota yesithathu ka-2010. Eziseleyo izikolo ezilingwayo eziqeqeshiweyo zacela ukuba ziqale kunyaka omtsha kuphela xa idatha yabafundi iya kuba seyilungele ukufuduselwa kwi-SAMS. Ziyi-70 izikolo ezongezelelweyo ezagqitywa ngo-Februwari nangoMatshi 2011. Bacela ukuqala kwikota yesibini ngenxa yoxinzelelo kwisaveyi, idatha nakwi-back-end infrastructure eyachaphazela iinkqubo zohlanganiso. Uninzi lwezikolo eziyi-170 eziqeqeshiweyo ziya kufuduswa kwasekuqaleni kwikota yesibini. Kucacile ukuba amaxesha amisiweyo okuphunyezwa kwale program makatshintshwe. Nakuba kunjalo, izifundo kwiinkqubo ezilingwayo ziya komeleza ukwandiswa kwale program.</p>
Izalathi zeNtsebenzo yeProgram
PPI 1.1. Ukunxaxha ngokumalunga nemiba yokuthengwa kweempahla neenkonzo zikarhulumente
<p>Ithagethi: 28 Eyona kanye: 19</p> <p>lingxoxo: Oku kube yinkqubela kwithagethi emiselweyo. Kubekho imiba emi-4 yokunxaxha ngenxa yeemfuno zokusebenza (<i>operational requirements</i>) neziyi-15 ezimalunga neemvumelwano zebhasi (<i>bus contracts</i>) o.k.t. beziqhagamshelwaniswe nobobangela ongundoqo omnye.</p>
PPI 1.2. Iintsuku ezithathiweyo ukugqibezela izikhalazo
<p>Ithagethi: 30 Eyona kanye: 30</p> <p>lingxoxo: Zonke izikhalazo zasingathwa ngokwemigaqo nangelo xesha limisiweyo licacisiweyo.</p>
PPI 1.3. Inani lezikolo ezongezelelweyo ezinezibonelelo zeekhompyutha zokufundisa nokufunda
<p>Ithagethi: 160 Eyona kanye: 196</p> <p>lingxoxo: Kwenziwe ngaphezu kweethagethi Ayigqithwanga nje ngezibonelelo eziyi-36 le thagethi, kodwa ezinye izibonelelo eziyi-83 eziphelelwe lixesha zahlaziywa. Ukubonelelwa ngezibonelelo (<i>facilities</i>) kuxhaswa luqeqesho lwabasebenzi, kwakunye nenkxaso ekusebenzeni kwezibonelelo (<i>technical support</i>) neseti ye-software efanelekileyo. Kuphela zizikolo eziyi-156 ezingekabinazo izibonelelo zekhompyutha. Oku kuthetha ukuba iprogram yeKhanya iya kupheliswa ekupheleni kukaMatshi 2012.</p>

Ngokubanzi iSebe iWCED libe nentsebenzo ekwiqondo eliphezulu xa kuthelekiswa neqela leethagethi nemilinganiselo engasentla. Oku kugxininisa inyaniso yokuba kubekho uqwaselo ekuphuculeni iisistim. Le milanganiselo yenzelwe ukomeleza ukubanako kwezikolo ukuhlangabezana neenjongo zeziko zabafundi zokufikelela kwitalente abanazo abafundi ngokwasemfundweni.

ST102	Inkcitho ngento nganye (2010/11) R'000									
	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Total	
Iintlawulo zalo nyaka-mali	354,650	8,843,246	0	559,188	251,685	7,165	98,749	144,408	10,259,091	
Imbuyiselo yabasebenzi	248,289	7,997,037	0	551,269	251,685	6,098	61,048	77,839	9,193,265	
Ootitshala abasezi-ofisini	68,077	7,241,130	0	449,425	217,825	5,171	61,048	30,968	8,073,644	
Imivuzo nemiholo (Salaries and wages)	59,362	6,293,591		392,470	191,255	5,073	52,264	26,898	7,020,912	
Iintlawulo zezentlalo (Social Contributions)	8,715	947,539		56,956	26,570	99	8,784	4,070	1,052,732	
Abasebenzi abangezotitshala	180,213	755,907	0	101,843	33,860	926	-	46,871	1,119,621	
Imivuzo nemiholo (Salaries and wages)	160,368	649,917		87,681	28,870	815		42,416	970,067	
Iintlawulo zezentlalo (Social Contributions)	19,844	105,990		14,163	4,990	111		4,454	149,553	
Iimpahla neNkonzo	105,367	846,209	0	7,919		1,067	37,701	66,569	1,064,832	
I-inventri	9,669	213,179	0	65	0	607	3,113	20,659	247,292	
Izibonelelo ezixhasa ukufunda nokufundisa (LTSM)	3,612	202,359	0		0	0	3,108	3,363	212,442	
Izinto zokubhala nokuprinta	5,628	10,484	0		0	607	5	16,640	33,364	
Okunye	429	336	0	65	0	0	0	656	1,486	
Iinkonzo zabacebisi, ezeekhontraka neenkonzo ezizodwa	19,769	4,382	0	0	0	9	2,321	17,926	44,407	
Izixhobo ezingaphantsi kwe-R5, 000	3,241	20,438	0	0	0	0	-	12	23,691	
Ukulondolozwa kwezakhiwo	2,069	103,869	0	0	0	0			105,938	
Iingqeshiso ezisebenzayo	2,443	1,034	0	0	0	0	-	4,002	7,479	
Ezothutho zabafundi		140,910	0	0	0		945	2	141,857	
Ezinye iimpahla neenkonzo	68,176	362,397	0	7,854		451	31,322	23,968	494,167	
Inzala, nerenti yemihlaba	0	0	0	0	0	0	0	0	0	
Inzala	0	0	0	0	0	0	0	0	0	
Irenti yemihlaba	0	0	0	0	0	0	0	0	0	
Ii-Financial transactions kwii-asethi nee-liabilities	995	0	0	0	0	0	0	0	995	
Inkcitho engagunyaziswanga	0	0	0	0	0	0	0	0	0	

ST102	Inkcitho ngento nganye (2010/11) (Isaqhubeka)	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Total
Inkxaso-mali neentlawulo ezenziwa ngoomatshini		61,616	507,762	59,696	121,308	195,286	24,987	196,479	93,357	1,260,491
Oomasipala	0	0	0	0	0	0	0	0	0	0
li-arhente zesebe nee-aakhawunti	0	0	0	0	0	0	0	0	0	0
Amaziko angenzi ngeniso	53,213	463,294	59,696	119,552	165,042	24,987	196,040	91,104	1,172,928	
Izikolo zeSiqendu 21	0	349,717	0	0	0	0	0	0	0	349,717
I- L TSM	0	291,459	0	0	0	0	0	0	0	291,459
Izixhobo ezilulutho	0	48,456	0	0	0	0	0	0	0	48,456
Ukulondolozwa kwezakhiwo		9,802	0	0	0	0	0	0	0	9,802
linkonzo ezenziweyo	0	0	0	0	0	0	0	0	0	0
Amanye amaziko ezemfundo	53,213	113,577	59,696	119,552	165,042	24,987	196,040	91,104	823,211	
Ezamazakhiwo	8,402	44,468	0	1,756	30,244	0	439	2,253	87,562	
Iintlawulo zee-capital assets	9,652	336,491	0	39,188	0	0	0	50,667	163	436,161
Izakhiwo nezinye izittraksha ezingenakushenxiswa	0	335,951	0	39,188	0	0	0	50,667	0	425,806
Izakhiwo	0	0	0	0	0	0	0	0	0	0
lihostele	0	0	0	0	0	0	0	0	0	0
Izikolo ezitisha	0	0	0	0	0	0	0	0	0	0
liklasi ezongezeleliweyo	0	0	0	0	0	0	0	0	0	0
Ezinye izongezelelo	0	0	0	0	0	0	0	0	0	0
Okunye	0	0	0	0	0	0	0	0	0	0
Izakhiwo nezinye izittraksha ezingenakushenxiswa	0	335,951	0	39,188	0	0	0	50,667	0	425,806
Oomatshini nezixhobo	5,469	540	0	0	0	0	0	0	163	6,172
Izixhobo zezothutho	0	0	0	0	0	0	0	0	0	0
Abanye oomatshini & nezixhobo	5,469	540	0	0	0	0	0	0	163	6,172
I-software nezinye ii-asethi ezizii-intangible assets	4,183	0	0	0	0	0	0	0	0	4,183
Itotali iyonke	425,918	9,687,499	59,696	719,684	446,971	32,152	345,895	237,928	11,955,743	

Iprogram 2: Imfundo kwiZikolo zikaRhulumente

Injongo

Ukubonelela ngemfundo kwizikolo zikarhulumente eziqhelekileyo ukususela kumaBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika,

Iprogram yezeMfundo kwiZikolo zikaRhulumente eziQhelekileyo iqulethe ezi programana zilandelayo⁵:

Izikolo zikarhulumente eziziprayimari

- o ukubonelela izikolo zikarhulumente eziziprayimari ezithile ngezibonelelo ezifunekayo kumaBakala 1-7

Izikolo zikarhulumente eziziisekondari

- o ukubonelela izikolo zikarhulumente eziziisekondari ezithile ngezibonelelo ezifunekayo kumaBakala 8-12

Iinkonzo zokufundisa

- o ukubonelela ootitshala nabafundi ngeenkonzo zenkxaso ezilawulwa lisebe

Uphuhliso lwezakhono zabasebenzi

- o ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabangezo titshala

IProgram yoKutyiswa kwaBantwana kaZwelonke (National School Nutrition Programme)

- o Ukubonelela abafundi abaziwa njengabahluphekileyo nabalambileyo kwizikolo eziziprayimari zikarhulumente eziqhelekileyo ngokutya okukokona kuncinane ukuze bafunde ngokuyimpumelelo esikolweni

Iinjongo ezicwangciswe ngobuchule (Strategic Objectives)⁶

Iprogram 2: Injongo ecwangciswe ngobuchule	
Injongo ecwangciswe ngobuchule 2.1.	Ukuqinisekisa ukuba iziphumo zolwazi lokufunda nokubhala nolwazi lokubala ngokusa izibonelelo ezizezona zininzi (ezingabantu nezezemali) kwiminyaka emithathu yokuqala yokuhamba isikolo. Oku kuya kudityaniswa novavanyo jikelele nolunyanzelekileyo lwabafundi ukususela kwiBakala 1 ukuya kwiBakala 6 ukususela ku-2010. Iimpawu zokuzilinganisela neethagethi ziya kumiselwa kwisikolo ngasinye.
Injongo ecwangciswe ngobuchule 2.2	Ukuqinisekisa ulawulo olugqwesileyo lwezikolo apho amagosa, iinqununu nootitshala bafanele ukuphendula ngomsebenzi wendima yabo ekuphuculeni indlela isikolo ngasinye esiqhuba ngayo.
Injongo ecwangciswe ngobuchule 2.3	Ukuqinisekisa ukuba ikhosi nganye ineencwadi zokufunda ezinengcaciso eninzi ebhaliweyo (<i>text-rich</i>), neencwadi zeekhasi zamaBakala 1-6 neencwadi zezifundo zawo onke amaBakala 1-12 kwisifundo ngasinye, nokusebenzisa ngokukhulu ithekhinoloji ukufundisa ikharithyulam esemgangathweni ekhasini.
Injongo ecwangciswe ngobuchule 2.4	Ukubonelela ngokutya ekujoliswe kuko nezinye izibonelelo zokuphelisa intlupheko nezokhuseleko ukujongana neemfundo zabafundi abahlwempuzekileyo.
Injongo ecwangciswe ngobuchule 2.5	Ukuqinisekisa ngolondolozo lwezibonelelo lweziseko zophuhliso ezizezona ziphambili, olungenazindleko noluyimpumelelo.
Injongo ecwangciswe ngobuchule 2.6	Ukuqinisekisa ukuba izikolo nootitshala bayabonelelwa ukwenzela ukuba kungqinelwane neemeko zeenkukacha zabemi belizwe (<i>demographic trends</i>).

⁵ Iiprogram ezisekelayo ziyinxalenye yethemplethi yecandelo likazwelonke kwaye ziziindidi zeNkxaso-mali kaNondyabo (Treasury funding categories). Imali kwiProgram 1 ijongana neendleko ezinxulumene nolawulo lwenkqubo.

⁶ Iinjongo ezicwangciswe kwi-APP ka-2010 zingqinelanisiwe zaza zafakwa kanjalo kwi-APP ku-2011. Makufundwe uluhlu luka-2010 kwisihlomelo.

linjongo zoKwenziwa kweeNkonzo neZalathi-nkqubela

Imilinganiselo yeNtsebenzo yeProgram (Imilinganiselo kaZwelonke)
PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo
PPM202: Inani lootitshala PPM202 abaqeshwe kwizikolo zikarhulumente eziqhelekileyo
PPM203: Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo
Zikhutshiwe kwizintlu zikazwelonke ngenxa yemingeni yokungqinisiswa kwedatha (<i>data verification challenges</i>): PPM204: Inani lezikolo eziziprayimari zikarhulumente eziqhelekileyo ezine-avareji engaphezu kwabafundi abangaphezu ko-40 ngeyuniti yeklasi nganye & PPM 205: Inani lezikolo ezizisekondari zikarhulumente eziqhelekileyo ezine-avareji yabafundi abangaphezu kwe-35 ngeyuniti yeklasi nganye
PPM206: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwiProgram yeSondlo yeZikolo kazwelonke (<i>National School Nutrition Programme</i>)
PPM207: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwiprogram yothutho lwabafundi
PPM208: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kuMgaqo-nkqubo weZikolo ezngaBizi ziFizi”
PPM209: Inani lezikolo zikarhulumente eziqhelekileyo ezingenawo amanzi
PPM210: Inani lezikolo zikarhulumente eziqhelekileyo ezingenambane
PPM211: Inani lezikolo zikarhulumente ezingenazo izibonelelo zococeko (<i>sanitation facilities</i>)
PPM212: Inani leeklasi kwizikolo zikarhulumente eziqhelekileyo
PPM213: Inani lamagumbi emisebenzi ethile (<i>specialist rooms</i>) aza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (zonke iiklasi ngaphandle kweeklasi ezibandakanya iilebhu, ii-stock rooms, i-sick bay, ikhitshi, njl.njl.)
PPM214: Inani labafundi abaneemfuno zemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo
PPM215: Inani lezikolo ezenza zonke iinkonzo zokufundisa
PPM216: Inani lezikolo ezihanjelwe kwaba kanye ubuncinane ngekota ngumphathi wesekethe

Uphuhliso lomgaqo-nkqubo weeProgram ngo-2010/11

IMimiselo neMigangatho yenkxaso-mali yezikolo

ISebe leMfundo esiSiseko lifakele izilungiso kwi-*National Norms and Standards for School Funding (Government Gazette 33971)* yomhla we-28 Januwari 2011), apho umhla we-1 Apreli 2011 wenziwa umhla wokuphunyezwa kwawo. Izilungiso zijongene nokubonelelwa kwenkxaso-mali yokwenza umsebenzi (*operational funds*) kwizikolo ezingabizi zifizi (*Section 138A*) nembuyiselo yokuxolelwa ukuhlawula iifizi kwizikolo ezibiza iifizi (*Section 170A*).

ISebe leMfundo esiSiseko likwafakele izilungiso kwi-*National Norms and Standards for School Funding in Government Gazette 22973* (yomhla we-31 Januwari 2011). Esi silungiso kwiSiqendu 177(1)(a) no-177 (3) sivumela iimvavanyo ii-*Annual National Assessments* kumaBakala 3 no-6 kwizikolo zikarhulumente, eziza kusetyenziswa ukujonga (*measure*) inkqubo yabafundi kwezo zikolo zizimeleyo ezikufaneleyo ukufumana inkxaso-mali, ukususela ngo-2012.

I-NCS yamaBakala R – 12:

IGazethi kaRhulumente (32836 no.1227 yowe-29 Disemba 2009) yazisa ukuba iiphothifoliyo zabafundi nemisebenzi yovavanyo efanayo (*common tasks for assessment*) (*Grade 9 CTAs*) iza kupheliswa ngoko nangoko yaye kuncitshiswe nenani lee-asayinimenti kwisifundo ngasinye. ISebe leMfundo esiSiseko lagqiba idrafti ye-*Curriculum and Assessment Policy Statements (CAPS)* ngo-Matshi 2011. INkcazo yoMgaqo-nkqubo kaZwelonke icokisiwe yaza yenziwa i-CAPs echaza ixesha lokufundisa, ikhontenti, izakhono, neZibonelelo eziXhasa uKufunda noKufundisa eziyimfuneko nobungakanani bamanqaku amakanikwe nemigqaliselo. Okona kuthandekayo kula maxwebhu kukuba aqulethe zonke ezi mfundo zingummiselo kuxwebhu olunye. I-CAPS iya kuphunyezwa kwiSigaba seSiseko neBakala 10 ngo-2012, iSigaba seSiseko (AmaBakala 4 – 6) neSigaba esaBadala (iBakala 7 – 9) kwakunye nakumaBakala 11 ngo-2013 nakumaBakala 12 ngo-2014.

UMgaqo-nkqubo woThutho lwaBafundi weWCED kwiZikolo zikaRhulumente:

UMgaqo-nkqubo wezoThutho lwaBafundi kwiZikolo zikaRhulumente wathunyelwa ezikolweni nge-14 Septemba 2010 (ISetyhula 32 ka-2010). Injongo yalo mgaqo-nkqubo kukucacisa ngokuthe gca iikhrayitheriya zezigqibo ngokuba bangabonelelwa nini na ngezithuthi abafundi abahamba isikolo sikarhulumente esiqhelekileyo eNtshona Koloni, nokuba kubekwe phambili ukubonelelwa ngothutho kwiindawo ezisemaphandleni ezikumgama ozi- 5 km okanye ngaphezulu ukusuka kwesona sikolo sikufutshane sifanelekileyo nalapho kungekho zithuthi zikawonke-wonke zifumanekayo.

Ukujongiswa kwakhona koMgaqo-nkqubo weWCED ongokuBonelelwa, ukuVulwa, ukuDityaniswa nokuValwa kweZikolo zikaRhulumente

Umgqo-nkqubo oyidrafti ubonelela ngomgaqo-sikhokelo oya kukhawulezisa ukusekwa, ukuvulwa, ukudityaniswa nokuvalwa kwezikolo zikarhulumente. Lo mgaqo-nkqubo uya kuchaza iinkqubo eziya kwenza igalelo ekuqinisekiseni ukubakho kwezikolo ezikhulu, ezinezibonelelo ezingcono kwiPhondo leNtshona Koloni. Ziqqityiwe izilungiso kumgaqo-nkqubo okhoyo.

I-Government Immovable Asset Management Act (GIAMA) – IsiCwangciso seZiseko zoPhuhliso (Infrastructure Planning).

Ukususela ngo-2010/11, kwenziwe iziCwangciso zeZiseko zoPhuhliso (*Infrastructure Plans*) ngokwemigaqo yalo Mthetho. IsiCwangciso i-*Infrastructure Plan* ebesisetyenziswa ngaphambili, ngokwemigqaliselo ye-Ofisi kaNondyabo kaZwelonke (*National Treasury*) siya kutshintshwa nge-*User Asset Management Plan (U-AMP)*, njengoko kumiselwe liSebe lezeMisebenzi kaRhulumente kuZwelonke (*National Department of Public Works*).

UMgaqo-nkqubo i-National Policy for an Equitable Provision of an Enabling School Physical Teaching and Learning Environment

Lo mgaqo-nkqubo wapapashwa nge-11 Juni 2010 (*Government Gazette No 33283*). Uwonke, injongo yalo mgaqo-nkqubo kukulawula nokulungisa ukubonelelwa kwezikolo ngeziseko zophuhliso nokubonelela ngesikhokelo esijolise ekubonelweni ngokulinganayo ngendawo esisakhiwo yokufundisa nokufunda kubo bonke abafundi eMzantsi Afrika. Ukwacacisa iindima ezicacileyo nemisebenzi yabo bonke abathathi-nxaxheba yaye ucacisa ukuba nokuphendula kwabafanele ukwenjenjalo ekubonelelweni kwezikolo ngeziseko zophuhliso. Imiba ephambili ngalo mgaqo-nkqubo yile: i) uphuhliso lweyona mimiselo nemigangatho isezantsi yeziseko zophuhliso ukuqinisekisa ulingano ekubonelelweni ngeziseko zophuhliso, ii) ukusekwa kweekhrayitheriya zemigangatho zikazwelonke, kunye iii) neenkqubo zokuqatshelwa nokukhethwa kweendawo zezibonelelo eziyiprozithi.

Umgqo-nkqubo wokuHamba kwaBafundi iSikolo (*Learner Attendance Policy*)

UMgaqo-nkqubo kaZwelonke ongoKuhamba kwaBafundi iSikolo (*National Policy on Learner Attendance*) wathunyelwa ezikolweni nge-24 Agasti 2010 kunye neSetyhula 29 ka-2010 ebonelela ngesikhokelo esingeerhodi zokuhamba isikolo kwabafundi esikolweni. Izikolo zanikwa iiShedyuli zoKuhamba iSikolo kwaBafundi (*Attendance Schedules*), ithemployithi eyiprofoma (*pro-forma template*) ukuncedisa ekudraftweni komgaqo-nkqubo wesikolo ongokuhamba isikolo kwabafundi neencwadana zomgaqo-nkqubo ezincinci ezimbini. Umgqo-nkqubo uphunyeziwe ezikolweni ukususela nge-1 Januwari 2011.

ST201	Imfundo kwizikolo zokaRhulumente eziqhelekileyo - Imiba ePhambili	2008/11 Eyona kanye kanye	2009/11 Eyona kanye kanye	2010/11 Eyona kanye kanye	2010/11 Eyona kanye kanye
Intlawulo ngeProgram esekelayo (R'000)*					
	2.1 Izikolo zikarhulumente eziziprayimari	4,085,516	4,885,119	5,580,207	5,580,207
	2.2 Izikolo zikarhulumente ezizisekondari	2,874,010	3,149,110	3,429,232	3,429,232
	2.3 Iinkonzo zokufundisa	339,108	376,208	438,115	438,115
	2.4 Uphuhliso lwezakhono zabasebenzi	30,615	59,172	70,170	70,170
	2.5 Igranti ephuma ngokwemiqathango	81,286	117,751	173,318	169,775
	Itotali	7,410,535	8,587,360	9,691,042	9,687,499
Intlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
	Intlawulo zalo nyaka-mali	6,779,686	7,877,592	8,846,789	8,843,246
	Imbuyiselo yabasebenzi	6,164,427	7,151,029	7,997,714	7,997,037
	Ootitshala	5,601,008	6,503,866	7,237,418	7,236,741
	Abasebenzi abangezotitshala	563,419	647,163	760,296	760,296
	limpaha neenkonzo kunye nezinye izinto kulo nyaka-mali	615,259	726,563	849,075	846,209
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	454,906	513,983	507,762	507,762
	Intlawulo zee-capital assets	175,943	195,785	336,491	336,491
	Itotali	7,410,535	8,587,360	9,691,042	9,687,499
Iinkukacha-manani zentsebenzo					
	Abafundi (a)	912 763	913 965	914 965	919 936
	Iintsuku ezinokubakho zokufunda ngomfundi ngamnye (b)	200	198	199	198
	Inani looTitshala (abaqeshwe ngurhulumente) bezikolo eziziiPrayimari neeSekondari (a)	27 271	28 995	28 540	28 695
	Inani lootitshala abaqeshwe isigxina abazishiyileyo izikolo zikarhulumente eziqhelekileyo (e)	1 521	1 046	1 300	795
	Ireyithi yokuncipha kwamanani ootitshala abaqeshwe isigxina (b/a)	5.6%	3.6%	4%	3%
	Itotali yeentsuku zokusebenza ezinokubakho ngotitshala ngamnye	204	200	203	200

ST201	Imfundo yesikolo sikarhulumente esiqhelekileyo –Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
	Iinkukacha-manani zemfundo ebandakanya bonke abafundi				
	Abafundi abaneeMfundo zeMfundo eziZodwa kwizikolo zikarhulumente eziqhelekileyo	12 758	13 765	14 000	12 691
	Iinkukacha-manani zeprogram yokutyiswa kwabantwana yezikolo				
	Abafundi abazuzayo kwiprogram yesondlo yezikolo	334 287	334 287	345 000	415 829
	Ukufikelela kweprogram ngokomndilili weentsuku ngomfundi ngamnye ⁷	198/184	198/170	198/170	198/170
	Iinkukacha-manani zenkqubo yezothutho				
	Abafundi abaxhamlayo kwinkqubo yezothutho lwabafundi	44 496	47 753	47 000	48 786
	► Imilinganiselo yokusebenza kweeprogram				
	► PPM 201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	912 763	913 965	914 965	919 936
	► PPM 202: Inani looitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	27 271	28 995	28 540	28 695
	► PPM 203: Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	6 709	6 709	6 709	6 681
	► PPM 204: Inani lezikolo eziziprayimari zikarhulumente eziqhelekileyo ezinomndilili wabafundi abangaphezu ko-40 kwiyunithi yeklasu nganye	0	0	0	Ezi PPMs zasuswa kwiqela likazwelonke ngenxa yemingeni yokungqinisiswa kwe-datha.
	► PPM 205: Inani lezikolo zikarhulumente eziqhelekileyo ezizisekondari ezinomndilili wabafundi abangaphezu ko-35 kwiyunithi yeklasu nganye	0	0	0	
	► PPM 206: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kwiProgram yeSondlo yeZikolo	334 287	334 287	345 000	415 829
	► PPM 207: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kwiProgram yeNkqubo yoThutho lwabafundi	44 496	47 753	47 000	48 786
	► PPM 208: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kumgaqo-nkqubo "weZikolo ezingaBizi zifizi"	New PPM	349 373	364 533	365 112
	► PPM 209: Inani lezikolo zikarhulumente eziqhelekileyo ezingenamanzi	0	0	0	0
	► PPM 210: Inani lezikolo zikarhulumente eziqhelekileyo ezingenamabane	0	0	0	0

⁷ Different figures for Primary (first figure) and for Secondary (second figure) schools

ST201	Imfundo yesikolo sikarhulumente esiqhelekileyo –Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
► Imilinganiselo yentsebenzo yeeProgram (isaqhubeka)					
► PPM 211:	Inani lezikolo zikarhulumente esiqhelekileyo ezingenazo izibonelelo zococeko (sanitation facilities)	0	0	0	0
► PPM 212:	Inani leeklasu kwizikolo zikarhulumente esiqhelekileyo	New PPM	New PPM	121	394
► PPM 213:	Inani lamagumbi emisebenzi eyodwa (specialist rooms) aza kwakhiwa kwizikolo zikarhulumente esiqhelekileyo (onke amagumbi ngaphandle kweeklasu – abandakanya iilebhu, ii-stock rooms, i-sick bay, amakhishi , njl.njl.)	New PPM	New PPM	59	95
► PPM 214:	Inani labafundi abaneemfundo zemfundo ezizodwa ababhalise kwizikolo zikarhulumente esiqhelekileyo	12 758	13 765	14 000	12 691
► PPM 215:	Inani lezikolo ezenza zonke iinkonzo zokufundisa ⁸	11	95	32	39
► PPM 216	Inani lezikolo ezityelelwe ubuncinane kwakanye ngekota ngumphathi weseke the	New PPM	New PPM	1 454	1 453
Injongo ecwangciswa ngobuchule					
S.O. 2.1. Abafundi abagcinwe kwinkqubo yesikolo ukususela kumaBakala 10 ukuya ku-12		New SO	53% (estimated)	55%	56.7%
Izalathi zentsebenzo yeeProgram					
PPI 2.1.	Ipesenti yabafundi kwiBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kulwazi lokuFunda nokuBhala	53.6%	53.5% (estimated) (not tested)	55%	54.9%
PPI 2.2.	Ipesenti yabafundi kwiBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kulwazi lokuBala	35%	35% (estimated) (not tested)	40%	48.3%
PPI 2.3.	Ipesenti yabafundi kwiBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kulwazi lokuFunda nokuBhala	Not tested	44% (estimated) (48.6%)	45%	52.3%
PPI 2.4.	Ipesenti yabafundi kwiBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kulwazi lokuBala	Not tested	14% (estimated) (17.4%)	15%	24.4%

⁸ Makuqatshelwe ukuba lo mlinganiselo ubhekisa kwinqanaba lezikolo eziza kuguquulwa kunyaka ophantsi koqwalaselo.

ST201	Imfundo yesikolo sikarhulumente esiqhelekileyo –Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
	Imilinganiselo yentsebenzo yeeProgram (isaqhubeka)				
	PPI 2.5. Ipesenti yabafundi kwiBakala 9 abafumene iziphumo zokufunda ezamkelekileyo kuLwimi	Not tested	40% (estimated) (not tested)	45%	51.8%
	PPI 2.6. Ipesenti yabafundi kwiBakala 9 abafumene iziphumo zokufunda ezamkelekileyo kwiMathematika	Not tested	35% (estimated) (not tested)	40%	9.4%
	PPI 2.7. Izikolo ezihereyithi yokupasa engu- <60%	74	85	55	78
	PPI 2.8. Ireyithi yokupasa yeSatifikethi seMatriki sikaZwelonke	78.67%	75.7%	80%	76.8%
	PPI 2.9. Amanani okupasa eSatifikethi seMatriki sikaZwelonke	34 577	34 017	36 000	35 139
	PPI 2.10. I-% yabafundi abalungele izifundo zesiDanga sokuqala	33.04%	31.88%	34%	31.48%
	PPI 2.11. Amanani abafundi abafanelekileyo ukufunda isiDanga sokuqala	14 522	14 324	15 000	14 414
	PPI 2.12. Amanani abafundi abapase iMathematika kwiSatifikethi seMatriki sikaZwelonke	13 003	12 467	13 500	11 571
	PPI 2.13. Amanani abafundi abapase iPhysical Science kwiSatifikethi seMatriki sikaZwelonke	9691	7 064	10 000	7 524
	<i>Makquqatshele ukuba kuphela ngabafundi beBakala 6 kuphela abavavanywayo ngo-2009/10 kodwa iziphumo zifumanenke kuphela emva kokupapashwa kwe-APP efanelekileyo. Amanye amanqaku anikiweyo yingqikelelo. Ngo-2010 onke amabakala avavanywa ngonyaka omnye okokuqala ngqa. Abafundi beBakala 9 benza uvavanyo olulingwayo (pilot) kuzo zonke izikolo ezifundisa iBakala 9.</i>				

ST202	Iziko eziziprayimari zikarhulumente –Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
Iintlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
	Iintlawulo zalo nyaka-mali	3,734,042	4,438,675	5,042,766	5,042,766
	Imbuyiselo yabasebenzi	3,538,917	4,148,094	4,675,110	4,675,110
	Ootitshala	3,220,414	3,774,765	4,254,349	4,254,349
	Abasebenzi abangezotitshala	318,503	373,329	420,761	420,761
	Iimpahla neenkongo kunye nezinye izinto kulo nyaka-mali	195,125	290,581	367,656	367,656
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	283,953	319,115	310,679	310,679
	Iintlawulo zee-capital assets	67,521	127,329	226,762	226,762
	Itotali	4,085,516	4,885,119	5,580,207	5,580,207
Iinkukacha-manani zentsebenzo					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe kwinkongo karhulumente) (a)	16443	17 217	17 788	17 010
	Inani labasebenzi abangezotitshala (abaqeshwe kwinkongo karhulumente) (b)	3 652	3 534	3 612	3 530
Ubhaliso					
	Abafundi kwiziko zikarhulumente eziziprayimari (b)	598 119	591 441	592 091	597 392
	Umlinganiselo wenani labafundi abafundiswa ngutitshala kwiziko eziziprayimari zikarhulumente (b/a)	36	34.4	33	35
	Abafundi beBakala 1 ukuya kwiBakala 7	584 484	584 034	584 684	578 398
	abangabafundi abakhubazekileyo	10 108	9 516*	13 321*	9 466
	ababiniqileyo	288 419	288 146	288 466	291 008
Amaziko neziseko zophuhliso					
	Iziko	1 096	1 097	1 093	1 094**
	Inani leziko eziphantsi kweSigendu 21 soMthetho weSASA	783	805	785	784
	Inani leziko ezibhengezwe njengeziko "ezingabizi zifizi"	547	546	560	559

ST202	Izikolo eziziiprayimari zikarhulumente – Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
	Inani lezikolo ezingenamanzi	0	0	0	0
	Inani lezikolo ezingenambane	0	0	0	0
	Inani lezikolo ezingenazindlu zangasese	0	0	0	0
	Amagumbi okufundela (c)	20 243	19 362***	20 427	19 651
	Umlinganiselo wenani labafundi abafundiswa ngutitshala kwiklasi nganye (b/c)	29.5	30.5	29.0	29.4
	Inkcitho eyenziwe kulondolozo lwezakhiwo zezikolo (R'000)*				
	Inkcitho eyenziwe kulondolozo lwezakhiwo zezikolo	36,381	28,712	61,366	56,076
	Ixabiso lokutshintshwa kwazo zonke iziseko zophuhliso ezisisigxina (R'000)	10,035,200	11,407,191	11,063,808	12,581,435
	<i>Makuqatshelwe:</i>				
	1. * Makuqatshelwe ukuba eli nani lincitshisiwe ngenxa yolawulo lwedatha olubhetele neenkcazo ezikolu didi. Ithagethi engu-13 321 ibisekelwe kwizalathiai zedatha zangaphambili.				
	2. ** izikolo ezi-5 zavalwa, kwavulwa izikolo ezi- 2.				
	3. ***8 Makuqatshelwe ukuba la manani atshintshile ngenxa yesigqibo sokurekhoda kuphela iiklasi kanye endaweni yokurekhoda zonke izibonelelo, ngokungqinelana neenkcazo kwinqanaba likazwelonke. Ithagethi ka-2010 yamiselwa phambi kwesi sigqibo.				

ST203	Izikolo ezizisekondari zikarhulumente – Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
Iintlawulo ngokukhulwa kwezoqoqosho (R'000)*					
	Iintlawulo zalo nyaka-mali	2,613,291	2,908,682	3,140,148	3,140,148
	Imbuyiselo yabasebenzi	2,365,738	2,692,203	2,951,214	2,951,214
	Ootitshala	2,129,164	2,422,982	2,656,092	2,656,092
	Abasebenzi abangezotitshala	236,574	269,221	295,122	295,122
	Impahla neenkondo kunye nezinye izinto kulo nyaka-mali	247,553	216,479	188,934	188,934
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	162,788	173,771	179,895	179,895
	Iintlawulo zee-capital assets	97,931	66,657	109,189	109,189
	Itotali	2,874,010	3,149,110	3,429,232	3,429,232
Iinkcukacha-manani zentsebenzo					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe kwinkondo karhulumente) (a)	10 318	10 247	10 972	10 079
	Inani labasebenzi abangezotitshala	2 714	2 428	2 634	2 423
Ubhaliso					
	Abafundi kwizikolo zikarhulumente ezizisekondari (b)	322 567	322 524	322 874	322 544
	Umlinganiselo weni labafundi abafundiswa ngutitshala kwizikolo zikarhulumente ezizisekondari (b/a)	31.3	31.5	29.4	32
	Abafundi beBakala 8 ukuya kwiBakala 12 ababhinqileyo	327 202	329 931	330 281	329 845
	Ababhinqileyo kwiBakala 12 abafunda iMathematika	175 034	176 489	176 839	176 365
	Ababhinqileyo kwiBakala 12 abafunda iSayensi	11 183	10 670	11 000	9 506
	Ababhinqileyo kwiBakala 12 abafunda iSayensi	6 824	6 815	6 600	6 337

ST203	Izikolo ezizisekondari zikarhulumente – Imiba ephambili (Isaqhubeka)	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
Amaziko neziseko zophuhliso					
Izikolo		356	359	361	358*
Inani lezikolo eziphantsi kweSiqendu 21 soMthetho weSASA		249	255	261	257
Inani lezikolo ezibhengezwe njengezikolo “ezingabizi zifizi”		106	107	116	116
Inani lezikolo ezingenamanzi		0	0	0	0
Inani lezikolo ezingenambane		0	0	0	0
Inani lezikolo ezingenazindlu zangasese		0	0	0	0
Inani lezikolo ezinelebhu yesayensi		356	357	360	358
Amagumbi okufundela (c)		11 645	9 387*	11 760*	9 481*
Umlinganiselo wenani labafundi abafundiswa ngutishala (L:E ratio) (b/c)		27.7	34.4	28.2	34
Inkcitho ekulondolozweni kwezakhiwo zesikolo (R'000)*					
Inkcitho kulondolozo lwezakhiwo zesikolo		40,119	46,326	40,910	42,387
Ixabiso lokutshintshwa kwazo zonke iziseko zophuhliso ezisisigxina (immobile school infrastructure) (R'000)		5,017,600	5,722,268	6,294,077	6,313,900
Iinkcukacha-manani zeziphumo					
Inani labafundi beBakala 9 abachophele iimvavanyo ezifanayo		65 780	74 836	78 000	77 992
Inani labafundi beBakala 9 abafumene iziphumo zezifundo ezamkelekileyo		46 409	53 651	66 300	56 791
Inani labemi abane-18* iminyaka ubudala		95 216	97 273	89 000	91 228
Inani labafundi ababhala iimviwo zeNSC (d)		43 953	44 931	45 000	45 783
Inani labafundi abapase iimviwo zeNSC (e)		34 577	34 017	36 000	35 139
Inani labafundi abapase nge-endosimenti		14 522	14 324	15 000	14 414
Ireyithi yokupasa iNSC (e/d)		78.67%	75.7%	80%	76.8%
Inani labaviwa beNSC abapasa zombini iMathematika neSayensi		8103	6 633	7 200**	6 767
Inani lezikolo ezibhala iimviwo zeNSC		406	417	401	417***

ST203	Izikolo ezizisekondari zikarhulumente – Imiba ephambili (Isaqhubeka)	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
Iinkukacha-manani zeziphumo (Isaqhubeka)					
	Inani lezikolo ezinereyithi yokupasa yeNSC engaphantsi ko-40%	17	17	0	12
	Ireyithi yokupasa yeNSC yezikolo zengqanaba 1 lentlupheko	70.2%	60.2%	62 %	57.8%
	Ireyithi yokupasa yeNSC yezikolo zengqanaba 5 lentlupheko	91.6%	89.1%	96.5%	90.2%
<p><i>Maquatshelwe:</i></p> <p>1. Ukwahluka kwinkukacha-manani luphawu olukwezi theyibhile. Amanani avela kwi-General Household Survey of StatsSA.</p> <p>2. Izikolo ezibini zavaliwa kwaziwa kwavulwa sasinye</p> <p>3. * Maquatshelwe ukuba la manani atshintshile ngenxa yesigqibo sokurekhoda iiklasi kanye endaweni yokurekhoda zonke izibonelelo, ngokungqinelana neenkcazo kwinqanaba likazwelonke. Ithagethi ka-2010 yamiselwa phambi kwesi sigqibo.</p> <p>4. ** Aboniswa njengachanekanga angu-17 200 kwi-APP echaphazelekayo</p> <p>5. ***Eli nani libandakanya izikolo ezizimeleyo ezilimani elincinane apho kusoboko kungekho bafundi kwiBakala 12 kunyaka ochaphazelekayo. Kukho umahluko obonekelayo kunyaka nonyaka kodwa inani belisoloko lingatshintshi lisondele ku-4000 kwixesha elithile. Okubonakala ngathi kukufikelela encochoyini kunyaka omnye kwamanani ngo-2009 kwaphindwa ngo-2010.</p>					

<p>Imilinganiselo yeNtsebenzo yeeProgram, iinJongo eziCwangciswe ngoBuchule, neZalathisi: lingxoxo ngoMahluko</p>
<p>► PPM 201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo</p>
<p>Ithagehi: 914 965 Eyona kanye: 919 936 lingxoxo: Ipatheni kumanani abafundi ukususela kumabakala 2 ukuya ku-12 iyangqinelana nezinto eziqhubekayo ngokwezembali (<i>historical trends</i>). Ukukhula kwamanani ewonke nge- 5 971 ngaphezu kwetotali yobhaliso ka-2009 engu- 913 965 kubangelwe ikakhulu ngamanani obhaliso abafundi abongezelelweyo kwiBakala 1 ngo-2010.</p>
<p>► PPM 202: Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo</p>
<p>Ithagehi: 28 540 Eyona kanye: 28 695 lingxoxo: Injongo ngokumalunga nokwabiwa kwezithuba zootitshala kwizikolo ikukuba kugcinwe uzinzo. Ukongeza, izithuba zabelwa iSigaba seSiseko nakwizikolo ezibe namanani obhaliso lwabafundi andileyo. Inkxaso-mali kwizithuba ezongezelelweyo ivele kwimali ebigciniwe.</p>
<p>► PPM 203: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo</p>
<p>Ithagehi: 6 709 Eyona kanye: 6 681 lingxoxo: ISebe iWCED lajongisisa kwakhona (<i>review</i>) zonke izithuba ezabelwe izikolo zikarhulumente eziqhelekileyo zabasebenzi abangezotitshala ngokungqinelana nemodeli yokubonelelwa kwamaziko ngezithuba ecetyiswa liSebe leMfundo esiSiseko ngethuba lokunika ingxelo. Iziphumo ziseza kuphononongwa kwakhona, ngokumalunga nokwenziwa kwebhajethi nokwenziwa kwenkonzo, nophunyezo olulolunye oluya kuqhubeka ngo-2011/12.</p>
<p>► PPM 204: Inani lezikolo eziiprayimari zikarhulumente eziqhelekileyo ezinenani eliyi-avareji engaphezu kwabafundi abayi-40 ngeyunithi yeklasu nganye</p>
<p>Le PPM yasuswa kule seti kazwelonke ngenxa yeengxaki zokungqinisiswa kwedatha.</p>
<p>► PPM 205: Inani lezikolo ezizisekondari zikarhulumente eziqhelekileyo ezinenani eliyi-avareji elingaphezu kwabafundi abayi-35 ngeyunithi yeklasu nganye</p>
<p>Le PPM yasuswa kule seti kazwelonke ngenxa yeengxaki zokungqinisiswa kwedatha.</p>
<p>► PPM 206: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwProgram yeSondlo yeZikolo (<i>National School Nutrition Programme</i>)</p>
<p>Ithagehi: 345 000 Eyona kanye: 415 829 lingxoxo: Ukubonelelwa kwenziwa kucwangciso lweNSNP ukongeza abafundi abongezelelweyo kwezi ndidi zilandelayo: * apho andileyo amanani obhaliso lwabafundi. * ukubandakanya izikolo ezahlelwa ngokutsha njengezikolo zenqanaba 3 lentlupheko okanye ngaphantsi ukubandakanya abafundi abangaphezulu kwizikolo ezizisekondari zamanqanaba 3 entlupheko , apho kunokwenzeka. Ngenxa yokuba bekuba kuqhutywa ukhuphiswano ngamaxabiso (<i>bid tender</i>) ngalo nyaka-mali, kwenziwa uqikelelo lwamaxabiso okhuphiswano anokwenzeka. Bekucwangciswe ukuba xa kungenzeka amaxabiso ekukhutshiswana ngawo abe ngaphantsi kunalawo ebeqikelelwe; isixa esingumahluko singachithwa ekwandisweni inani labafundi abathagethiweyo. Kwikota ye-4, kongezwa izikolo zeNqanaba 3 lentlupheko.</p>
<p>► PPM 207: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwiprogram yothutho lwabafundi</p>
<p>Ithagehi: 47m000 Eyona kanye: 48 786 lingxoxo: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwinkqubo yothutho lwabafundi libonise ukwanda kwiinkalo zonke ngenxa yezi zinto zilandelayo phakathi kwezinye:</p> <ul style="list-style-type: none"> • Abafundi abongezelelweyo ekufuneka bethuthiwe kwiindlela ezivunyiweyo ezikhoyo. • Iindlela ezintsha ezivunyiweyo ngenxa yemfuno yabafundi abongezelelweyo amabathuthwe. <p>Kwangaxeshanye, kubekho ukupheliswa kweendlela ezikhoyo apho abafundi abathile, umzekelo, bafudukela kwezinye izikolo okanye kwezinye iindawo nokupheliswa kweendlela ezikhoyo xa injongo yakuqala ngaloo ndlela itshintsha, umzekelo xa kusakhiwa isikolo esitsha yaye abafundi benako ukuhamba isikolo esikufutshane namakhaya abo. ISebe iWCED linenjongo yokunciphisa amanani abafundi abaxhomekeke kwinkqubo yothutho lwabafundi ngokwakha izikolo kwezi ngingqi.</p>

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathisi: lingxoxo ngoMahluko

► PPM 208: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo “kumgaqo-nkqubo weZikolo ezingaBizi ziFizi”

Ithagethi: 364 533
Eyona kanye: 365 112

lingxoxo: Bonke abafundi kwizikolo zaManqanaba 1-3 eNtlupheko ziyaxhamla kumgaqo-nkqubo wezikolo ezingabizi zifizi.

► PPM 209: Inani lezikolo zikarhulumente eziqhelekileyo ezingenamanzi

Ithagethi: 0
Eyona kanye: 0

lingxoxo: Akukho zikolo ezingenawo amanzi.

► PPM 210: Inani lezikolo zikarhulumente eziqhelekileyo ezingenambane

Ithagethi: 0
Eyona kanye: 0

lingxoxo: Akukho zikolo ezingenawo umbane.

► PPM 211: Inani lezikolo zikarhulumente ezingenazo izibonelelo zococeko (*sanitation facilities*)

Ithagethi: 0
Eyona kanye: 0

lingxoxo: Akukho zikolo ezingenazo izibonelelo zococeko. I-*Nondzame Primary School* isebenzisa izibonelelo ne-*Pniel Primary* okwethutyana yaye zombini zisebenzisa ezi zibonelelo zazo.

► PPM 212: Inani leeklasi kwizikolo zikarhulumente eziqhelekileyo

Ithagethi: 121
Eyona kanye: 394

lingxoxo: Xa kuqwalaselwa ukwanda kunyaka ochaphazelekayo, webhajethi esusela ku-R444m ukuya ku-R535m, kwenziwa iqela elithile leprojekthi ezintsha. Ezi projekthi zabandakanya iprojekthi yeeklasi ezongezelelweyo ngesibonelelo seeklasi eziyi-106 "ii-*relief*" classrooms nee-*expansion*" classrooms eziyi-26. Ukongeza kubekho iiyunithi ezingoomahamba nendlwana eziyi-173 ezabonelelweyo.

► PPM 213: Inani lamagumbi awodwa (*specialist rooms*) aza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (onke amagumbi ngaphandle kwamagumbi okufundisela abandakanya: iilebhu, ii- *stock rooms*, i-*sick bay*, ikhitshi, njl.njl.)

Ithagethi: 59
Eyona kanye: 95

lingxoxo: Xa kuqwalaselwa ukwanda kunyaka ochaphazelekayo, webhajethi esusela ku-R444m ukuya ku-R535m kwenziwa iqela elithile leprojekthi ezintsha.

► PPM 214: Inani labafundi abaneemfuno ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo

Ithagethi: 14 000
Eyona kanye: 12 691

lingxoxo: Njengoko kuphuhliswa izikolo ezenza zonke iinkonzo zokufundisa ezixhaswa ziikomiti ezixhasa abahlali ii-*Inclusive Education outreach teams* ngokusekelwe kwiZikolo zeMfundo eneeMfuno ezizodwa (*Special Schools*), abafundi abaninzi abaneemfuno zamanqanaba aphakathi enkxaso kwiimfuno ezizodwa bancedwa kwizikolo ezifundisa bonke abafundi. Ukongeza apho abafundi baye betshintshela kwizikolo ezineemfuno ezizodwa njengoko kuye kusibakho indawo. Kukho idatha ephuculweyo ngokumalunga nabafundi abafanele ukufumana inkxaso yeemfuno ezizodwa emfundweni.

► PPM 215: Inani lezikolo ezenza zonke iinkonzo zokufundisa

Ithagethi: 32
Eyona kanye: 39

lingxoxo: Kwasekwa iiyunithi ze-ELSEN eziyi-39 ezaye zenza itotali epheleleyo yeZikolo eZenza zonke iiNkonzo zoKufundisa zayi-108 (*Full Service Schools*) neeyunithi eziyi-119 ze-ELSEN.

Ukukhula kweli candelo kuxhomekeke kubukho bezibonelelo (ezemali nezingabantu).

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathi: lingxoxo ngoMahluko
► PPM 216: Inani lezikolo ezityelelwe kwaba kanye ubuncinane ngekota ngumphathi wesekethe
Ithagethi: 1 454 Eyona kanye: 1 453 lingxoxo: Bekukho izikolo eziyi- 9 zizonke ezingazange zityelelwe kwikota nganye kwikota zone. Yi-avareji engu- 1453 izikolo ezatyelweyo. Oku makuqondwe ngokwemeko engqonge ukuba inani lezikolo elipheleleyo kwiphondo ekupheleni konyaka-mali ngu-1 452, nangona kwezinye iikota ezintathu izikolo beziyi-1457.
Iinjongo ezicwangciswe ngobuchule (<i>Strategic Objectives</i>)
SO 2.1 Abafundi abagcinwe kwinkqubo yesikolo ukususela kumaBakala 10 – 12
Ithagethi: 55% Eyona kanye: 56.7% lingxoxo: Oku kumele inkqubela ebonakalayo xa kuthathelwa ingqalelo amanani amakhulu abandakanyekayo.
Izalathi zeNtsebenzo yeProgram
► PPI 2.1. Ipesenti yabafundi kumaBakala 3 efumene iziphumo ezamkelekileyo kulwazi lokufunda nokubhala
Ithagethi: 55% Eyona kanye: 54.9% lingxoxo: Abafundi beBakala 3 babevavanywe ngo-2008 okokugqibela. Indlela abaqhube ngayo ingaphantsi ngo-0.1% kwithagethi emiselweyo kulwazi lokufunda nokubhala ngo-2010
► PPI 2.2. Ipesenti yabafundi kumaBakala 3 efumene iziphumo ezamkelekileyo kuLwazi lokuBala
Ithagethi: 40% Eyona kanye: 48.3% lingxoxo: Abafundi beBakala 3 babevavanywe ngo-2008 okokugqibela. Indlela abaqhube ngayo ingaphezu ngo-8.3% kwithagethi emiselweyo kulwazi lokubala ngo-2010
► PPI 2.3. Ipesenti yabafundi kumaBakala 6 efumene iziphumo ezamkelekileyo kuLwazi lokuFunda nokuBhala
Ithagethi: 45% Eyona kanye: 52.3% lingxoxo: Abafundi beBakala 6 baqhuba ngaphezulu ngo-7.3% kunethagethi engu-45% emiselweyo kulwazi lokufunda nokubhala ngo-2010.
► PPI 2.4. Ipesenti yabafundi kumaBakala 6 efumene iziphumo ezamkelekileyo kuLwazi lokuBala
Ithagethi: 15% Eyona kanye: 24.4% lingxoxo: Abafundi beBakala 6 baqhuba ngaphezu ngo-9.4% kunethagethi emiselweyo ka-15% kulwazi lokubala ngo-2010. Nangona le ndlela baqhuba ngayo ingonelisi ubukhulu becala, inkqubela ibonisa ukuba izikolo zithatha amanyathelo okuphucula ukufundiswa kweMathematika. Iprogram yongenelelo ngoncedo eqhubekayo ifanele ukuthathela ingqalelo inkqubela eqhubeka okoko.
► PPI 2.5. Ipesenti yabafundi kumaBakala 9 efumene iziphumo ezamkelekileyo kwiiLwimi.
Ithagethi: 45% Eyona kanye 51.8% lingxoxo: Abafundi beBakala 9 baqhuba ngaphezu ngo-6.8% kunethagethi ka-45% emiselweyo kwiiLwimi ngo-2010. Olu vavanyo yayiluvavanyo olulingwayo lokumisela uvavanyo lokwandlalela.
► PPI 2.6. Ipesenti yabafundi kumaBakala 9 efumene iziphumo ezamkelekileyo kwiMathematika
Ithagethi: 40% Eyona kanye: lingxoxo: Abafundi beBakala 9 baqhuba ngaphantsi ngo-30.4% kunethagethi ka- 40% emiselweyo kwiMathematika ngo-2010. Olu vavanyo yayiluvavanyo olulingwayo lokumisela uvavanyo lokwandlalela.
► PPI 2.7. Izikolo ezinereyithi yokupasa engu- <60%
Ithagethi: 55 Eyona kanye: 78 lingxoxo: Itotali yehla ukusuka ku-85 kunyaka ongaphambili ngekiziko eziyi-7. Oku kukuncitshiswa kwenani nokuguquka kwemeko eqhubekayo (<i>reversal of a trend.</i>) Inani lezikolo ezingaqhubi kakuhle zibe nengxaki yokusilela ngenxa yogwayimbo lootitshala. Ziyi-16 kweziyi-78 izikolo ezitsha kolu didi lo gama ziyi-23 kweziyi- 85 izikolo zango-2009 ezaqhuba kakuhle nangokwaneleyo ukufumana amanqaku ereyithi yokupasa engu->60% ngo-2010.

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathisi: lingxoxo ngoMahluko
<p>► PPI 2.8. IReyithi yokuPasa kwiSatifikethi seMatriki sikaZwelonke</p> <p>Ithagethi: 80%</p> <p>Eyona kanye 76.8%</p> <p>lingxoxo: Okubalulekileyo apha kukuba ngabafundi abayi-1 122 ngaphezulu abapasileyo nokuba ukuhla kwireyithi yokupasa ukususela ngo-2004 kwatshintshwa. Oku kube yinkqubela engu-75.7% ka- 2009.</p>
<p>► PPI 2.9. Amanani okuPasa kwiSatifikethi seMatriki sikaZwelonke</p> <p>Ithagethi: 36 000</p> <p>Eyona kanye 35 139</p> <p>lingxoxo: Itotali yagqitha ngo-34 017 abapasileyo ngo- 2009.</p>
<p>► PPI 2.10. I-% yabafundi abafanelekileyo ukungena kwizifundo zesiDanga</p> <p>Ithagethi: 34%</p> <p>Eyona kanye 31.48%</p> <p>lingxoxo: Ayifikelelwanga ithagethi nangona amanani abapasileyo ande ukusuka ku-14 324 ngo-2009 ukuya ku-14 414.</p>
<p>► PPI 2.11. Amananani abafundi abafanele ukungena kwizifundo zesiDanga</p> <p>Ithagethi: 15 000</p> <p>Eyona kanye: 14 414</p> <p>lingxoxo: Ayifikelelwanga ithagethi nangona amanani abapasileyo ande ukusuka ku-14 324 ngo-2009 ukuya ku-14 414.</p>
<p>► PPI 2.12. Amanani abafundi abapase iMathematika kwiSatifikethi seMatriki sikaZwelonke</p> <p>Ithagethi: 13 500</p> <p>Eyona kanye: 11 571</p> <p>lingxoxo: Bayi-11 571 apasayo. Esi siphumo singanelisiyo siyaqwalaselwa ngokukhawuleza.</p>
<p>► PPI 2.13. Amanani abafundi abapase iPhysical Science kwiSatifikethi seMatriki sikaZwelonke</p> <p>Ithagethi: 10 000</p> <p>Eyona kanye: 7 524</p> <p>lingxoxo: Bayi-12 626 abaviwa ababhala i-Physical Sciences ngo- 2010 xa kuthelekiswa nabayi-13 349 ngo- 2009. Inani labaviwa lihle ngo-723. Nangona lihle inani labaviwa, ireyithi yokupasa kwizifundo yande ngo-6.67% ukusuka ku-2009 ukuya ku-2010. Ipesenti yabaviwa abazuze iziphumo ezigqwesileyo (<i>distinctions</i>) yande ngo-1.57% ngo-2009 ukuya ku-9.02% ngo-2010. Bayi-7 524 abapasayo.</p>

lingxoxo:

Iyonke inkqubela kwizifundo ibungqina bemizamo yamanqanaba ngamanqanaba (*efforts of many layers*) yabasebenzi abanika inkxaso neenkqubo ezenziweyo (iincwadi, izakhiwo nezixhobo) yaye inokuchazwa njengophawu olwayanyaniswa nootitshala abawamkele ngothakazelelo umbono wokwenza inkqubela nabathe baphendula kuzo zombini, imisebenzi yokumisela iithagethi nenkxaso ebonelelwayo enokwenzeka.

lithagethi zoLwazi lokuFunda nokuBhala noLwazi lokuBala (Literacy and Numeracy targets)

ISebe iWCED linesicwangciso esibanzi sokuphucula ulwazi lokufunda nokubhala nolwazi lokubala kumaBakala 1- 6. La mangenelelo ngoncedo alandelayo aqhubeke kulo nyaka uchaphazelekayo:

- Iprogram *iLiteracy and Numeracy Programme* ngo-2010 yabonelela izikolo ezizipriyimari eziyi-250 ngoqeqesho ngamandla (*intensive training*) nangenkxaso eqhubekela kumaziko kootitshala bamaBakala 1-6.
- Izikim zokufunda ii-*structured reading schemes* zabonelelwa kwizikolo ezizipriyimari eziyi-508 Esi sibonelelo sakhathsha yinkxaso yokufundisa eklasini.
- Iincwadi zezifundo zeMathematika zasiwa kubo bonke abafundi kumabakala 2 – 7 ngo-2010, ngenjongo yokuba zisetyenziswe ngo-2011. Abafundi kumaBakala 1–3 baya kufumana iincwadi zezifundo kuzo zonke izifundo ngo-2012 nabo bakumaBakala 4 –6 baya kunikwa nabo iincwadi zazo zonke izifundo ngo-2013.
- Iincwadi zomsebenzi zamaBakala 1 - 6 zabonelelwa liSebe leMfundo esiSiseko, laza iSebe iWCED lazisa ezikolweni.

ISebe iWCED lathatha inxaxheba ekuqulunqweni nakumsebenzi weprojekthi yophando yeBakala 3 eqhutywe yiYunivesithi yaseStellenbosch. Iphamflethi esekelwe kwiziphumo neengcebiso ngophando yathunyelwa kuzo zonke izikolo eziziprayimari ekupheleni kukaJanuwari 2011. Ukuphunyezwa kweziphumo zophando, ingakumbi ezo zimalunga nesantya sokugqitywa kwekharithyulam noko kulindelwe ngootitshala kumanqanaba entsebenzo abafundi abanokufikelela kuwo, kuya kuqhutywa kuzo zonke izikolo yaye kubekwe esweni. Isiphumo esikhuthazayo sibe kukuba izikolo zithathwa njengokuba zisebenza kakuhle ngokuqhelekileyo yaye azibonisi zimpawu zokungaqhubi kakuhle abaphandi abebelindele ukuzifumana.

Ukuqaliswa kweProgram yeZikolo eziPhakamileyo

Iprogram yongenelelo ngoncedo yeZikolo eziPhakamileyo yalungiselelwa ukuphunyezwa ngoJanuwari 2010. Yaqala ngenkcazo ebanzi yeziphumo zeBakala 12 ngesikolo ngasinye. Oku kwalandela kukwenziwa kwesicwangciso esibanzi ukuphendula kwiziphumo zango-2009. Isicwangciso sobuchule sabandakanya ukuchazwa kwezo zifundo zinereyithi ephezulu yokungaphumeleli kwabafundi, ukwenzela ukuba kuboniswe ezo nkalo zinengxaki ezifuna inkxaso eyodwa. Idatha yendlela abaqhuba ngayo kwizifundo, neyanika izikolo iziphumo zazo kumbuzo ngamnye ngo-2009 kumaphepha emibuzo eSatifikethi seMatriki sikaZwelonke, yathunyelwa kwisikolo ngasinye. Emva koko, kwamiselwa iithagethi ekulindeleke ukuba bafikelele kuzo kwizifundo kwisikolo ngasinye, kwakunye nesicwangciso sokuba kungafikelelwa njani na kwiithagethi zamanani abafundi abafanele ukupasa iNSC ngo-2010.

Izithili zemfundo zakhetha ootitshala bokufundisa abanamava (*experienced tutors*) kwizifundo ezinamanani obhaliso aphezulu zaza zamisela iprogram yokufundisa. Kwathengwa iincwadi zezifundo ezongezelelweyo, ngokwemali efumanekayo, yaye kwamiselwa iisistim zokuqinisekisa ukusetyenziswa nokubuyiswa kweencwadi zezifundo ngabafundi nootitshala. Kwabonelelwa nangezinto zokubhala. Umfundi ngamnye wabonelelwa ngepeki yamaphepha emibuzo ethuba elidlulileyo kwakunye nencwadana ethi, "*Tips for Success in NSC*". Kubekho iiseshoni zengcaciso nabazali nabanye abantu abachaphazelekayo ngamalungiselelo eemviwo.

Ukunika inkxaso ekufundiseni nasekufundeni, kwabakho iiklasi ezongezelelweyo ezaqhutywa ngootitshala emva kwemini nangeempelaveki nangeeholide. Inkxaso engqamene ngqo nesifundo yaBacebisi ngezeKharithyulam yabonelelwa ngexesha lokutyelelwa kwezikolo ubuncinane kabini ngekota. Kwagxininiswa ekusetyenzisweni ngokupheleleyo kwazo zonke iintsuku zesikolo nexesha lokufundisa. Kwaqhutywa iprogram ye*Telematics*, neeklasi ezisasazwa ngethivi ngootitshala abaneqhuzu kwizikolo eziyi-120 yaye izithili zemfundo zabamba iintlanganiso zenkxaso nokumisela imigangatho.

Uphuhliso lootitshala nenkxaso

Kusetyenziswa ipeyiroli yeSebe iWCED elingana ne-1% ukuphucula izakhono nobuchule babaqeshwa beWCED. Amanqanaba ezakhono ootitshala, aphuculwa nawo ngamaphulo ongenelelo ngoncedo eProgram i*Workplace Skills' Programme (WSP)*. La maphulo ajolise kwiimfuno zoqeqesho, ezichazwe kwiziCwangciso i*School Improvement Plans ne-District Improvement Plans*, yaye aququzelelwa kwizithili zemfundo.

lintlobo ngeentlobo zeekhosi zoqeqesho, iisemina neenkomfa zaqhutywa yi-CTLI, yaye zezona zingundoqo kuqeqesho lwabo basesenkonzweni kwiSebe iWCED. Iikhosi zanika ikhontenti yekharithulam nemethodoloji kwisigaba seSiseko, esiPhakathi nesiPhezulu. Enye inkalo eyiprayorithi, yaba ziiprogram zolawulo lwesikolo nophuhliso lobunkokeli. Ukongeza kwiikhosi zeeveki ezimbini ukuya kwezine kwezi nkalo, iCTLI yaqhuba kwakhona iintlobo ngeentlobo zeesemina neenkomfa ngezihloko ezibalulekileyo. Ngala maphulo, iCTLI yafikelela kootitshala abayi-3 378 ngalo nyaka-mali.

Kwaqhutywa iikhosi zokufundiswa apho kuthagethwa okuthile, ezifana ne-Advanced Certificate in Education (ACE) ezixininisa kwiinkalo ezininzi ezahlukeneyo, kubandakanywa neMathematika, iNatural Science, iSchool Leadership, i-Librarianship, iLife Orientation, iFoundation Phase noLwimi, kumaziko emfundo aphakamileyo. Ezi khosi zaqulunqwa zaza zaxhaswa ngemali liSebe iWCED ekulilinge lokuphucula amabanga emfundo ootitshala nokuphucula umgangatho wokufunda nokufundisa eklasini. Ziyi-2 100 iibhasari ezanikwa ootitshala abasenkonzweni ukuphucula amabanga abo emfundo neebhasari eziyi-106 zaphambi kokungena enkonzweni kwizifundo zeenkalo ezingaxhaphakanga (*scarce subject areas*).

Ukhuseleko lweZikolo

Iiprogram iSafe Schools Programme inesicwangciso sobuchule esinjongo zintlantlu-ntathu (*three-pronged strategy*), ekuzezi: i) iZiko leeFoni leZikolo eZikhuselekileyo (*Safe Schools Call Centre*), apho kunokuxelwa iintlobo ngeentlobo zobundlobongela obenzeka nokuqala ezikolweni ii) apho kunokunikwa iingcebiso ngokusebenzisa iZiko leeFoni (*Call Centre*) kwabo bantu baxhwalekiswe ngumothuko (*traumatised individuals*) yaye iii) nalapho kubonelelwa ngokhuseleko kwizakhiwo (*physical security*).

Ukongeza, kwiZiko leeFoni leZikolo eZikhuselekileyo (*Safe Schools Call Centre*) nenkxaso yokhuseleko lweziseko zophuhliso, iSebe iWCED libonelela ngeeprogram zemfundo ukukhuthaza izinto ezakhayo ezifana nezemidlalo, imisebenzi yobugcisa, idrama nengcaciso ngamakhondo emisebenzi exa elizayo. Iiprogram zigxininisa kutshintsho olumalunga neendlela zokucinga okanye indlela yokuziphatha, iinkqubo zobuchule nezakhayo ekusombululeni imbambano kwezolawulo noqeqesho ekulamleni iimbambano. Amagosa ezibonelelo zokhuseleko aqeshelwe ukunika inkxaso izikolo neekomiti zokhuseleko zezikolo nezicwangciso zokhuseleko; ukumisela inkxaso kunye/okanye iiprogram zokuthintela okungekehli nokuba ngumzekelo omhle onika ithemba nomcebisi kwizikolo eziyi-109 ezisengozini exhomisa amehlo.

Amagosa anika inkxaso abafundi ayabalandelela abafundi abatshungayo (*truant learners*) aze aphonononge iingxaki zabo. Ababonelela ngeengcebiso aze Anike inkxaso abafundi abasengozini yaye aqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo. Amagosa anika inkxaso abafundi, aququzelela iprojekthi i“*Youth in Control*” njengenxalenye yeprogram yeholide. Le projekthi ijolise ekubetheleleni iindlela zokucinga ezinika ithemba nokuziphatha ngendlela eyiyo ngokusa abafundi abasengozini kwizitraktsha zemfundo ezifanelekileyo nokuphuhlisa izakhono nokuphumeza iiprojekthi zabahlali zezakhono. Ngethuba leeholide zesikolo ngoJuni nangoJulayi 2010, iyuniithi yoLawulo loKhuseleko (*Safety Management unit*) yabonelela ngeeprogram kubafundi; ukugxininisa kwindlela yokuhlala ukwentle impilo nokuzilolonga” (*“healthy lifestyles and physical exercise”*).

Amaphulo enkxaso ezithili zemfundo

Ukulungela isikolo: Inkqubo yokuvavanya ukulungela isikolo ukulungiselela unyaka wesikolo ka-2011 yaqala ngoSeptemba 2010. Isixhobo sokuvavanya izikolo kwizinto ezintandathu (ukuqeshwa kwabasebenzi; ithayimthebhile yesikolo; ukwamkelwa kwabafundi; iLTSM; izakhiwo ezicocekileyo ezinganayo igrifti namabala acocekileyo) sasetyenziswa ngamagosa ezithili zemfundo ukuqinisekisa ukuba zeziphi na izikolo ebezikulungele ukuvula yaye zifundise. Amagosa ke ngoko ancedisa izikolo ukujongana nemiba ekungafikelelwanga kuyo ngokuthi kuvulwe izikolo nge-17 Januwari 2011, yaye izikolo ezininzi bezikulungele ukufundisa abafundi bazo. Ukongeza, izikolo zacelwa ukuba ziqinisekise ukuba amabala azo acocekile, mahle, nengca isikiwe kuwo. Ezinye izikolo zancedwa liSebe leeNkonzo zoLuleko (*Department of Correctional Services*).

Ukwenzela ukuphucula izakhono zabasebenzi bezithili zemfundo, kwacwangciswa uqeqesho nolwalungiselela iintlobo ngeentlobo zabasebenzi (iSayikholoji zezikolo, abaphathi beze-IMG, aBacebisi bezeKharityhulam, aBaphathi beeKomiti zeeSekethe, ooNontlalontle naBacebisi abaLawula ezoPhuhliso (*Administrative Development Advisers*)). Ayi- 583 ewonke amagosa ayayo kuqeqesho.

Amabhaso okuwonga ootitshala abagqwesileyo

Baliqela ootitshala baseNtshona Koloni abagqwesa kumabhaso okufundisa kazwelonke ngolu hlobo lulandelayo:

1. Ukutshatshela kubuNkokeli kwiZikolo zasePrayimari
Ms Michelene Ashley - Kirstenhof Primary School
2. Ukutshatshela kubuNkokeli kwiZikolo zasePrayimari
Mr Imtiaz Adams - Surrey Primary School
3. Ukutshatshela kubuNkokeli kwiZikolo zaseSekondari
Mr David Millar - Norman Henshilwood High School
4. Ukutshatshela kwiMfundo eBandakanya bonke abafundi nokuFundisa kwiZikolo zeMfundo eneeMfundo eziZodwa
Ms Zelda de Villiers - Jan Kriel School
5. Ukutshatshela ekuFundiseni iBakala R
Ms Juanita Van der Merwe - Piketberg High School

Iprogram 3: Inkxaso-mali enikwa iZikolo eziZimeleyo

Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996

Le program yenkxaso-mali yeZikolo eziZimeleyo iqulethe ezi program zisekelayo zilandelayo

Isigaba sasePrayimari

- ukunika inkxaso kwizikolo ezizimeleyo ezifundisa amaBakala 1 - 7

Isigaba saseSekondari

- ukunika inkxaso kwizikolo ezizimeleyo ezifundisa amaBakala 8 - 12

Iinjongo ecwangciswe ngobuchule

Iinjongo ecwangciswe ngobuchule 3.1	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nomthetho ofanelekileyo ukuqinisekisa imfundo esemgangathweni kubafundi kwezi zikolo
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Ukuqulunqwa komgaqo-nkqubo weeProgram ngo-2010/11

NgokoMgaqo-siseko waseMzantsi Afrika, nabani na unokuseka aze aqhube ngeendleko zakhe isikolo esizimeleyo, ngokuxhomekeka kwiikhrayitheriya ngeekhrayitheriya. Ezi zikolo mazingabi nalucalucalu-calulo ngokubhekiselele kuhlanga, mazigcine imfundo esemgangathweni ongenguwo lowo ungaphantsi kwalowo wesikolo sikarhulumnte esifana naso yaye masibhaliswe kwisebe lemfundo lephondo.

Ngo-2010, inkxaso eyanikwa izikolo ezizimeleyo ibe luxanduva lwakaNdlunkulu ukwenzela ukuba amagosa ezithili akwazi ukugxininisa inkxaso ikakhulu kwizikolo zikarhulumnte. ISebe iWCED latyelela izikolo ezizimeleyo eziyi-127 kweziyi-212 ezibhalisiweyo. Izikolo ziyazifumana zonke iisetyhula nembalelwano yeWCED, ziyamenywa kubo bonke oomasifundisane yaye ziyakhuthazwa ukuba zisebenzise iziko lewebhu leWCED.

Imimiselo emalunga nobhaliso nenkxaso-mali enikwa izikolo ezizimeleyo

UMphathiswa weMfundo kwiPhondo leNtshona Koloni, ngokungqinelana neSiqendu 46 no-48 zoMthetho weZikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996), ofakelwe izilungiso, upapashe imimiselo ehlaziyiweyo emisela ou kulandelayo:

1. Iimfuno neemiqathango yobhaliso
2. Iinkqubo zobhaliso
3. Izatifikethi zobhaliso
4. Imvume yabafundi yokubhalisela nokuhlalela iimviwo
5. Ukubeka esweni nokwazi ukufikelela kwizikolo ezizimeleyo
6. Iinkxaso-mali enikwa izikolo ezizimeleyo
7. Ukurhoxiswa kobhaliso nokuvalwa kwezikolo ezizimeleyo
8. Izibheni ezenziwa kuMphathiswa wePhondo

Imimiselo eyidrafiti yathunyelwa kuzo zonke izikolo ezizimeleyo nakubathathi-nxaxheba ukwenzela ukuba benzi iikhomenti ungekadluli owe-18 Matshi 2011. Ezi khomenti ziya kuthathelwa ingqalelo, kuze kuqulunqwe uxwebhu oluyidrafiti yokugqibela. Yakuba ivunyiweyo nguMphathiswa wePhondo wezeMfundo, iya kupapashwa kwiGazethi kaRhulumente ukwenzela ukuba iphunyezwe ngoJanuwari 2012.

linjongo eziCwangciswe ngobuchule neZalathisi

Imilinganiselo yeNtsebenzo yeProgram (Imilinganiselo kaZwelonke)
▶ PPM301: Inani labafundi abafumana inkxaso-mali enikwa iZikolo eziZimeleyo

ST301	Inkxaso-mali enikwa izikolo ezizimeleyo-Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
lintlawulo ngeprogram esekelayo nganye (R'000)					
	3.1 Isigaba sePrayimari	19,500	22,610	24,028	24,015
	3.2 Isigaba seSekondari	24,619	32,912	35,681	35,681
	Itotali	44,119	55,522	59,709	59,696
lintlawulo ngokokuhlelwa kwezoqoqosho (R'000)					
	Intlawulo zalo nyaka-mali	0	0	0	0
	Imbuyiselo yabasebenzi	0	0	0	0
	Iimpahla neenkongo kunye nezinye izinto kulo nyaka-mali	0	0	0	0
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	44,119	55,522	59,709	59,696
	Intlawulo zee-capital assets	0	0	0	0
	Itotali	44,119	55,522	59,709	59,696
linkcukacha –manani zeNtsebenzo					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe ngurhulumente)	-	-	-	-
Ubhaliso					
	Abafundi kwizikolo ezizimeleyo abafumana inkxaso-mali	17 397	17 928	18 100	16 625
	- Isigaba sePrayimari	11 115	11 657	11 770	10 844
	- Isigaba seSekondari	6 282	6 271	6 340	5 781
	Abafundi kwizikolo ezizimeleyo abangafumani nkxaso-mali	13 744	9 096	9 036	19 515
	AmaBakala 1-7	6 871	6 218	6 158	10 721
	AmaBakala 8-12	6 873	2 878	2 878	8 794
	Itotali (bonke abafundi bezikolo ezizimeleyo)	31 141	27 024	27 136	36 140*

ST301	Inkxaso-mali enikwa izikolo ezizimeleyo-Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Ithagethi	2010/11 Eyona kanye kanye
Amaziko					
	Izikolo ezifumana inkxaso-mali (a)	98	106	106	97
	3.1 Isigaba sePrayimari	66	80	80	40
	3.2 Isigaba seSekondari	26	26	26	57
	Izikolo ezingayifumaniyo inkxaso-mali	115	125	125	115
	Itotali	213	231	231	212
	Izikolo ezifumana inkxaso-mali ezityelelwayo apha enyakeni ukulungiselela iinjongo zokubeka esweni (b)	61	106	106	97
	► Umlinganiselo wentsebenzo kwiiProgram				
	► PPM301: Inani labafundi abafumana inkxaso-mali kwiZikolo eZizimeleyo	17 397	17 928	18 100	16 625
Makuqatshelewe:					
* Idatha yabafundi enomahluko ngumba ongathembekanga wkungeniswa kweeseti zedatha zizikolo ezizimeleyo kwixa eidlulileyo. Obu buthathaka bulungiswa kwi-SMAP survey ka-2011 engeniswe zizo zonke izikolo.					

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathi: lingxoxo ngoMahluko

► PPM301: Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo

Ithagethi: 18 000

Eyona kanye: 16 625

lingxoxo: Ukuhla kwamanani kubangelwa zizikolo ezimbalwa ezifumana inkxaso-mali ngenxa yokuvalwa kwesikolo esinye (1) nezikolo eziyi-8 ezingasalungele ukufumana inkxaso-mali. Izikolo ezazikhethwe kwangaphambili kumanqanaba ahlukeneyo enkxaso-mali, ngokusekelwe kwiifizi zezikolo ezibizwa ngo-2004. Nakuba kunjalo, ngo-2010, izikolo zahlelwa ngokutsha kwakhona ngokusekelwe kwiifizi zezikolo zazo zango-2008. Oku kuthetha ukuba ukwanda kwiifizi zezikolo ekuhambeni kweminyaka kuzibeke izikolo kudidi olungasafanele kuzuza nkxaso-mali.

lingxoxo

Ukungeniswa kwedatha efanelekileyo zizikolo ezizimeleyo kwiSebe iWCED kuye kumana kutshintsha-tshintsha, kungangqinelani. Ngaphandle kwango-2008, kubekho iqondo eliphezulu leengxelo (*high return rate*) kwiSNAP Survey kune-Annual School Survey. Iprogram yokutyelela izikolo ezizimeleyo ka-2010 yakhokelela ekwandeni ngamandla kweengxelo ze-SNAP Survey ngo-2010 yaye zonke izikolo eziyi-185 zangenisa iimpendulo zazo ngo-2011.

	SNAP 07 Engenisweyo	SNAP 08 Engenisweyo	SNAP 09 Engenisweyo	SNAP 10 Engenisweyo	SNAP 11 Engenisweyo
No	73	63	96	105	185
%	57.48	49.61	75.59	82.6	100%

	ASS 07 Engenisweyo	ASS 08 Engenisweyo	ASS 09 Engenisweyo	ASS 10 Engenisweyo
No	59	86	62	161
%	46.46	67.72	48.82	88.0

Iitheyibhile: Ungqinelwano lwedatha ye-ASS neSS engenisweyo ngokusekelwe kwisampula yezikolo eziyi-127 (Umthombo:EMS)

Ulawulo lwecandelo lezikolo ezizimeleyo lwafakwa phantsi kwecandelo leze-IMG: (*Institutional Management and Governance*) ngo-2010, ngokwenjenjalo zabe zikhululwe izithili zemfundo ukuze zigxininise kwizikolo zikarhulumente. Kwatyelelwa izikolo eziZimeleyo eziyi-127 ukuzibonelela ngenkxaso kulawulo, kwikharithyulam nasekuphathweni kweziko. Ngenxa yoku, kwabanjwa intlanganiso yazo zonke izikolo ezizimeleyo eKapa ukunika izicwangciso zika-2010. Ootitshala kwizikolo ezizimeleyo baya koomasifundisane bezikolo ezizimeleyo abaqhutywa liSebe iWCED. Izikolo ezizimeleyo zaqeqeshwa kwi-CEMIS kwaza kwamiselwa nezixhobo zokulawula idatha ukulandelela ukutyelelwa kwezikolo neengxelo ezifunyenweyo.

ISebe iWCED lagqibezela ukulungiswa neentlawulo zenkxaso-mali kumaziko ayi-104 kwaza kwasingathwa nezicelo ezitsha zenkxaso-mali ngokumalunga nezikolo ezi-5. Izikolo zachazelwa ngolwabiwo-mali lokugqibela lweenkxaso-mali ngo-2011/12 ungalulanga owe-30 Septemba 2010.

Zine izicelo ezitsha zobhaliso ezaphunyezwayo. Ukuphicothwa kweencwadi zemali zezikolo ezingaqhubi kakuhle kube ngunozala wokukhutshwa kwesikolo esinye kwiincwadi zobhaliso. ISebe iWCED likwaqhube uphando ngezikhaziso ezifana nokuqhuba kakubi kwizifundo, ulawulo olukumgangatho ophantsi, iifizi zezikolo nokuqhuba kwesikolo njengeziko elingabhaliswangwa.

Izilungiso ezicetyiswayo kwimimiselo yezikolo ezizimeleyo zathunyelwa kwizikolo ukuba zenze iikhomententi ngazo. Ezi zilungiso zifikelela kwiimfuno zobhaliso ezingummiselo, nemiqathango ekunokurhoxiswa phantsi kwayo ubhaliso; ukubhalisela iimviwo kwabafundi; imiba yokubeka esweni nokwazi ukufikela nemigaqo emalunga neenkxaso-mali.

Iprogram 4: Imfundo kwiZikolo zikaRhulumente ezineemfuno ezizodwa

Injongo: Ukubonelela ngemfundo enyanzelekileyo kwizikolo zikarhulumente ezineemfuno ezizodwa ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996, ne-*White Paper 6 on Special Needs' Education: Building an Inclusive Education and Training System*

Iprogram yeMfundo yeZikolo ezineeMfuno eziZodwa zikaRhulumente iqulethe ezi program zisekelayo zilandelayo:

Izikolo

- ukubonelela izikolo zemfundo eneemfuno ezizodwa zikarhulumente ngezibonelelo

Iinkonzo zokufundisa

- ukunika inkxaso izikolo zemfundo eneemfuno ezizodwa

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabangezotitshala kwizikolo ezineemfuno ezizodwa zikarhulumente

Iinjongo ecwangciswe ngobuchule

Injongo ecwangciswe ngobuchule 4.1	Ukwandisa ngokupheleleyo ukufunda ngempumelelo nothatho-nxaxheba lwabo bonke abafundi kwizinto eziqhubeka kwezi zikolo nakwikharithulam yamaziko emfundo nokunciphisa izithintelo ekufundeni (<i>Education White Paper 6</i>)
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Ukuqulunqwa komgaqo-nkqubo weProgram ngo-2010/11

Ngowe-1 Apreli 2010 waqalisa ukusebenza uMthetho i-*Children's Act, 2005 (Act 38 of 2005)*. NgokweSiquendu 196 (3) soMthetho i-*Children's Act, 2005 (Act 38 of 2005)*, ezo zikolo zorhwebo nezo zokulungisa izimilo (*schools of industry and reform schools*), eziluxanduva lweSebe leMfundo lephondo njengangoku ziba luxanduva lweSebe loPhuhliso lwezeNtlalo (*Department of Social Development*), kwithuba leminyaka emibini yokuqalisa kwesahluko esifanalekileyo kulo Mthetho. Oku kuthetha ukuba izikolo zorhwebo nezo zokulungisa izimilo eMzantsi Afrika zingatshintshelwa kwiSebe loPhuhliso lweNtlalo ekupheleni kuka-Apreli 2012.

Nangona amaziko ononophelo lolutsha nemfundo eSebe iWCED athe amkele abafundi abathunyelwa kulo ziinkundla zomthetho ii-*children's and juvenile justice courts*, akaweli phantsi kwamaziko aza kutshintshelwa kwiSebe loPhuhliso lwezeNtlalo. Amaziko ononophelo lolutsha nemfundo eneemfuno ezizodwa abafundi abaneemfuno ezizodwa, aseke phantsi kweSiquendu 12 soMthetho ofakela izilungiso kuMthetho weMfundo wePhondo leNtshona Koloni (*Western Cape Provincial School Education Act (Act 12 of 1997)*). Oku kuthetha ukuba kuphela ngumsebenzi wokulungiselela abafundi abathunyelwe ziinkundla kwezi zikolo zineemfuno ezizodwa oya kutshintshelwa kwiSebe loPhuhliso lwezeNtlalo. ISebe leMfundo esiSiseko liya kuququzelela le nkqubo ngokudibene neSebe loPhuhliso lwezeNtlalo namasebe afanelekileyo. Njengangoku mathathu amaziko ahlalisa abafundi abathunyelwe ngenxa yemithetho efanelekileyo: *Eureka Special Youth, Education Centre ne-Ottery Youth and Education Centre: neWellington Youth and Education Centre*.

Iinjongo eziCwangciswe ngobuchule nezalathi

Imilinganiselo yeNtsebenzo yeProgram (imilinganiselo kazwelonke)
PPM401: Inani labafundi ababhaliswe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
PPM402: Inani lootitshala kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa

ST401	Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa – Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Eyona kanye kanye	2010/11 Eyona kanye kanye
	Iintlawulo ngeprogram esekelayo nganye (R'000)				
	4.1 Izikolo	510,390	623,604	721,679	719,687
	4.2 linkonzo zokufundisa	0	0		-3
	4.3 Uphuhliso lwezakhono zabasebenzi	0	0		
	Itotali	510,390	623,604	721,679	719,684
	Iintlawulo ngokokuhlelwa kwezogqosho (R'000)				
	Iintlawulo zalo nyaka-mali	414,963	490,034	561,183	559,188
	Imbuyiselo yabasebenzi	411,090	484,441	553,264	551,269
	Ootitshala	328,379	389,140	449,425	449,425
	Abasebenzi abangezotitshala	82,711	95,300	101,847	101,843
	limpahla neenkonzo kunye nezinye izinto kulo nyaka-mali	3,873	5,593	7,919	7,919
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	95,427	104,246	121,308	121,308
	Iintlawulo zee-capital assets	0	29,324	39,188	39,188
	Itotali	510,390	623,604	721,679	719,684
	* Ithagethi ka-2010/11 kwiNkcitho linani loLwabiwo-mali loKugqibela ngo- 2010/11				
	Ukuqeshwa kwabasebenzi				
	Inani lootitshala (abaqeshwe ngurhulumente)	1 646	1 746	1 680	1 768
	Inani labasebenzi abangezotitshala (abaqeshwe ngurhulumente)	963	984	945	958
	Ubhaliso				
	Ukuya kufikelela kwiBakala 7	8 200	8 522	10 483	9 411
	IBakala 8 nangaphezulu	8 810	9 444	7 027	8 881
	Amaziko neziseko zophuhliso				
	Izikolo	72	74	74	72

ST401	Imfundo kwizikolo zemfundo eneemfundo ezizodwa zikarhulumente –Imiba ephambili	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Eyona kanye kanye	2010/11 Eyona kanye kanye
	► Umlinganiselo wentsebenzo kwiiProgram				
	► PPM401: Inani labafundi ababhaliswe kwizikolo zemfundo eneemfundo ezizodwa zikarhulumente	17 010*	17 966	17 510	18 292
	► PPM402: Inani lootitshala abaqeshwe kwizikolo zemfundo eneemfundo ezizodwa zikarhulumente	1 646	1 746	1 680	1 768
	► PPM403: Inani labasebenzi abangengabo ootitshala abaqeshwe kwizikolo zemfundo eneemfundo ezizodwa zikarhulumente	963	984	945	958
	► Izalathi zeNtsebenzo yeProgram				
	► PPI 4.1. Izikolo ezenza zonke iinkonzo zokufundisa/iiYunithi ze-Elser (Cumulative)	11	95	139	108
	► PPI 4.2. Amaziko eZibonelelo	New PPI	8	10	17
	► PPI 4.3. Inani lezikolo zezakhono	New PPI	17	19	17
	<i>Makquqatshelwe:</i>				
	1. * La manani asondeziwe ukusiwa kwelona liphezulu kuba idatha yobhaliso phambi ko-2009 ibengekangqinisiswa kwisitim, yiyo loo nto eyingqikelelo eyenziwe ngokwezizathu ezithile.				

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathisi: lingxoxo ngoMahluko
<p>► PPM401: Inani labafundi ababhaliswe kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente</p> <p>Ithagehi: 17 510 Eyona kanye: 18 292 lingxoxo: Ukwanda kwamanani abafundi kweli candelo kususiphumo sokukhula kokwanda kwezikolo zezakhono ezisanda kusekwa kwithuba leminyaka emine.</p>
<p>► PPM402: Inani lootitshala abaqeshwe kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente</p> <p>Ithagehi: 1 680 Eyona kanye: 1 768 lingxoxo: Izithuba ezili-10 ezongezelelweyo ze-<i>Autism Spectrum Disorders (ASD)</i> zabiwa ukususela kwi-1 Januwari 2011, ukwandisa ufikelelo lwabafundi abane-ASD. Ukongeza, izithuba zengqesho zootitshala ezongezelelweyo (<i>additional inclusive educator posts</i>) zabelwa amaziko ezibonelelo aza kusekwa.</p>
<p>► PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente</p> <p>Ithagehi: 945 Eyona kanye: 958 lingxoxo: Kwabakho ukukhula ngezithuba eziyi-29 ngenxa yokwanda kwizikolo zezakhono. Ukwanda okungaphezulu kumanani abasebenzi abangezotitshala bekubangelwe ngabasebenzi bemvumelwano abatshintshwe ekubeni ngabemvumelwano babangabaqeshwe isigxina nokuzaliswa kwezithuba ezinganabantu ezixhaswa ngemali ngurhulumnente (<i>substantive posts</i>) ngabaqeshwe ngemvumelwano.</p>
<p>Izalathi zeNtsebenzo yeProgram</p> <p>PPI 4.1. Izikolo ezenza zonke iinkonzo zokufundisa/iiYunithi ze-<i>Elsen (Cumulative)</i></p>
<p>Ithagehi: 139 Eyona kanye: 108 lingxoxo: Iyunithi ze-<i>ELSEN</i> eziyi-39 zasekwa ukuze itotali epheleleyo yeZikolo eZenza zonke iNkonzo zoKufundisa zibe yi-108 (<i>Full Service Schools</i>)</p> <p>Ukukhula kweli candelo kuxhomekeke kubukho bezibonelelo (ezemali nezingabantu). Kwixa eligqithileyo, izikolo bezibizwa njengezenza zonke iinkonzo kuphela kuba zineklasi eyiyunithi. Iyunithi yeklasi ibifuna utitshala. Yiyo ke le nto bekungakwazeki ukubonelelwa ngezithuba, xa kungekho ziyunithi ziqaliweyo! Indlela eyamkelekileyo yokuyiqonda kakuhle le meko kukuba izikolo ezenza zonke iinkonzo "zizikolo ezibandakanya bonke abafundi" yaye akuyomfuneko ukuba zibeneeyunithi eziziklasi. Kukhethwa ukuba ezi zizikolo zingabahluli abafundi ngale ndlela yaye endaweni yoko, zibonelele ngenkxaso kubafundi ngokusebenzisa abasebenzi abaziingcali (<i>specialist personnel</i>), nezixhobo zokuncedisa nokuphucula izakhono zootitshala. Iiklasi zeeyunithi sele zisekiwe kwizikolo ezinazo zonke iindidi zabafundi eziyi-106 (<i>106 mainstream schools</i>). Ezi zikolo kungokunje ziguqulwa zibe zizikolo ezenza zonke iinkonzo zokufundisa. Izikolo ezongezelelweyo eziyi-33 ezifundisa bonke abafundi eziza kunikwa inkxaso ziikomiti zenkxaso ii-<i>Inclusive Education Support teams</i> ezisekelwe kwi-<i>Special School Resource Centres</i>, ziya kutshintshwa zibe zizikolo ezenza zonke iinkonzo ngo-2011.</p>
<p>PPI 4.2. Amaziko eZibonelelo</p>
<p>Ithagehi: 10 Eyona kanye: 17 lingxoxo: Imali evela kwi-DBE yancedisa ekwandiseni inani lamaziko ezibonelelo. Kumiselwe iikomiti ezilishumi elinesithandathu (16) ii-<i>Inclusive Education Support Teams</i> kwizikolo ezikhethiweyo ukwenzela ukuba kubonelelwe ngenkxaso kwezemfundo kwabo bafundi banengxaki yezithintelo ekufundeni kwizikolo zikarhulumente eziqhelekileyo kulo ngingqi. IKomiti yephondo i-<i>Autism Spectrum Disorder team</i> yasekwa eVera School ukunika inkxaso ekuqalweni kweeyunithi zabafundi kwi-<i>autistic spectrum</i> kwizikolo ezaziwa njengezikolo ezikhethelwe le njongo.</p>
<p>PPI 4.3. Inani lezikolo zezakhono</p>
<p>Ithagehi: 19 Eyona kanye: 17 lingxoxo: Izikolo zezakhono ezibini esicwangcisiweyo azikhange zivule ngenxa yezi zizathu zilandelayo: - isikolo kwi-<i>Metro North Education District</i>, i-<i>Bishops School of Skills</i>, azibanga nakuvula kuba kukho isikolo esisuswe endaweni yaso saza sahlaliswa kumasango aso ngenxa yeengxaki zeziseko zophuhliso - isikolo esakhethelwa ukuba siza kwakhiwa sibe sisikolo sezakhono sasuka sakhethelwa ukuba sakhawe sibe sese-<i>ELSEN</i> ukwenzela ukulungiselela iimfuno zesithili i-<i>Metro South education district</i>.</p>

lingxoxo:

Ukwandiswa kwemfundo ebandakanya bonke abafundi

Imfundo ebandakanya bonke abafundi liphulo elixhaswa nguzwelonke (*nationally-funded initiative*) nokwandiswa kwemfundo ebandakanya bonke abafundi nazo zonke izitraktsha, kuhlala kuyiprayorithi yawo onke amasebe emfundo amaphondo ukuqinisekisa ukufikelela kwabafundi abanengxaki yezithintelo ekufundeni.

Izitraktsha zokunika inkxaso ukwanda kwiMfundo eBandakanya bonke abafundi

Umbono we-*Education White Paper 6* ukhokela amasebe amaphondo ekuphuhliseni imfundo ebandakanya bonke abafundi nenkqubo yoqeqesho. Ngokwe-*Education White Paper 6*, onke amacandelo enkqubo yemfundo makaxhotyiselwe ukubanako ukuqaphela izithintelo ekufundeni nophuhliso ukwenzela ukuba kulungiselelwe iimfuno ezahlukeneyo zokufunda zabo bonke abafundi.

Ngo-2010/11 ukwandiswa kwemfundo *i-inclusive education (IE)* kwaququzelelwa kwinqanaba lesikolo ngokwenziwa kweekomiti zokunika inkxaso kwinqanaba lamaziko; ukusekwa kweyunithi ze-ELSEN kwizikolo zikarhulumente eziqhelekileyo ezikhethelwe ukomelezwa njengezikolo ezenza zonke iinkonzo nokomeleza izikolo ezineemfuno ezizodwa ezikhethwe njengamaziko ezibonelelo ukwenzela ukubonelela ngenkxaso kwimfundo eneemfuno ezizodwa kubafundi abanengxaki yezithintelo ekufundeni kwizikolo zikarhulumente eziqhelekileyo. Kwinqanaba lesithili bekukho uqeqesho lweekomiti ezikwizithili zemfundo.

Ukomeleza inkxaso kwinqanaba lezikolo

Kwaseka ii-Institution-level support teams (ILST) kwizikolo ezininzi zikarhulumente eziqhelekileyo. Izikolo zikarhulumente ezenza zonke iinkonzo zokufundisa (full-service schools)

Landile inani lezikolo ze-*ELSEN-units*. Uninzi lwaba bafundi lubhalise kwii-*ELSEN-units*, kwixesha langaphambili bebeza kuthunyelwa kwizikolo zemfundo eneemfuno ezizodwa (*special schools*). Aba bafundi banokuhamba isikolo esikufutshane namakhaya abo ngokungqinelana ne-*Education White Paper (EWP) 6*. Ootitshala be-*ELSEN units* banikwa inkxaso ziikomiti zenkxaso ezikwizithili zemfundo neekomiti zemfundo ezibandakanya bonke abafundi *i-inclusive education outreach teams* ezabelwe amaziko ezibonelelo/izikolo ezineemfuno ezizodwa (*resource centres/special schools*).

Izikolo zemfundo eneemfuno ezizodwa

Njengangoku, iSebe iWCED linezikolo zemfundo eneemfuno ezizodwa eziyi-72 ezilungiselela abafundi abaneemfuno ezizodwa. Ezi zikolo zezibhedlele zilandelayo zahlanganiswa namaziko ezibonelela ezikhoyo: i-*Sonstraal Hospital School* ne-*Lentegeur Special School*; i-*Brewelskloof Hospital School* ne-*Pionier School* ne-*Prince Alice Hospital School* ne-*Groote Schuur Hospital School*. Ukwanda kwamanani abafundi kwizikolo zemfundo eneemfuno ezizodwa sisiphumo sokwanda kwisithuba seminyaka emine yokubakho kwezikolo zezakhono, kwakunye nokwakhiwa kwezikolo zezakhono ezibini ezongezelelweyo.

Amaziko ezibonelelo

Amaziko ezibonelelo alishumi elinesithandathu (16) akhethelwe le njongo, afumana izithuba ezongezelelweyo ukulungiselela iikomiti ii-outreach teams (IE Teams) ukunika inkxaso kubafundi abanengxaki yezithintelo ekufundeni kwizikolo zikarhulumente eziqhelekileyo nezikolo ezenza zonke iinkonzo zokufundisa nee-ELSEN-units. Ezi komiti ze-IE zinetherapisti ezingootitshala (*educator therapist*), isayikholojisti, notitshala onika inkxaso kubafundi.

Ikomiti yephondo i-*Autism Spectrum Disorders (ASD)* yabelwe iVera School ukuyincedisa ekusekeni iyunithi zabafundi abane-ASD nokuhlola aba bafundi. Le komiti ixhobisa ootitshala kwizikolo zemfundo eneemfuno ezizodwa ezikhethelwe le njongo ngokubaqeqesha ekwenzeni kanye umsebenzi (*hands-on training*), ngokubabeka esweni nangokuvavanya izicwangciso zongenelelo ngoncedo ze-ASD.

Inkxaso ekufundeni kwizikolo zikarhulumente eziqhelekileyo

Oomasifundisane bolwazi lokufunda nokubhala bootitshala abanika inkxaso ekufundeni nabacebisi abanika inkxaso ekufundeni baqhutywe apha phakathi enyakeni. Kwafunyanwa izicelo eziyi-742 nezaye zasingathwa, zokufakwa kwabafundi ezindaweni kwii-ELSEN units

Ukomeleza inkxaso kwinqanaba lezithili zemfundo

likomiti zenkxaso ezikwizithili zemfundo:

Abasebenzi be-SLES, ngokudibene neekomiti zeesekeke babonelela ngenkxaso kwimfundo eneemfuno ezizodwa kubafundi abanengxaki yezithintelo ekufundeni Abasebenzi abanika inkxaso kwimfundo eneemfuno ezizodwa babandakanya iisayikholojisti, oonontlalontle, abacebisi abanika inkxaso, iitherapisti ezinkulu abacebisi bezikolo zemfundo eneemfuno ezizodwa namagosa eHIV/AIDS nawesondlo ezikolweni (*psychologists, social workers, learning support advisers, senior therapists, special school advisers, HIV/AIDS and school nutrition officials.*)

IsiCwangciso iScreening, Identification Assessment Strategy (SIAS)

Isicwangciso seSIAS siye salungisiswa ngelinge lokunciphisa umthwalo wolawulo wootitshala. ISebe iDBE likwajongisa ezi ziphakamiso ngenjongo yokuziphumeza.

Izikolo zezakhono

Zilishuni elinesixhenxe izikolo zezakhono yaye amacandelo amahlanu ezikolo zezakhono kwizikolo ezineemfuno ezizodwa aye asekw eNtshona Koloni. Njengangoku bayi-7 185 abafundi ababhalise kwizikolo zezakhono babe yi-731 abafundi kwiyunithi zezakhono kwizikolo zemfundo eneemfuno ezizodwa. Izikolo zezakhono ziyinxalenye yeSigaba esiPhezulu seGET (AmaBakala 6-8). Izifundo zihlulwa kubini, isiqingatha yiprogram yokufundisa esetyenziselwa ikharityulam yezifundo ukuze esinye isiqingatha ibe sesoqeqesho lwezakhono zepraktikhali. Uphuhliso olulolunye lwekharityulam yezikolo zezakhono luya kuqhutywa ngo- 2011/12.

Uphuhliso lwezakhono zabasebenzi

litherapisti zezemfundo

Kwenziwe amalungiselelo ezithuba zetherapisti zezemfundo kwizithuba ezabelwe amaziko kwisithili semfundo ngasinye. Injongo yezi zithuba kukuncedisa iikomiti ze-*Inclusive Education (IE)* ngokuqaliswa kwe-*IE* nokufaka igalelo kuphuhliso lweeprogram zongenelelo ngoncedo ukwenzela abafundi abanengxaki yezithintelo ekufundeni kwizikolo zikarhulumente eziqhelekileyo.

lisayikholojisti zezikolo

Bayi-105 abaziisayikholojisti, ii-sayikhometristi (*psychometrists*) nabacebisi abaqeshwe liSebe leWCED ababeye kumasifundisane we-*Therapeutic Interventions* oququzelelwe yi-*Health Professions Council of South Africa for continuous professional development points*.

Onontlalontle bezikolo

Oonontlalontle bezikolo baya kuqeqesho ukuphucula ukuqonda ncam, ukwazi ukucazulula nokuza neempendulo kwiingxaki zezikolo. Oonontlalontle bezikolo bafumana uqeqesho kuMthetho i-*Children's Act, 2005 (Act 38 of 2005)*, noMthetho i-*Sexual Offences Act*, kunye nakwiinkalo eziyiprayorithi ezilishumi zeSebe iWCED. Kubonelelwe isiCwangciso i-*WCED Strategy for the Prevention and Management of Substance Abuse in Schools*.

Izicwangciso ezinika ithemba zokubuyisa izimilo nophuhliso lolutsha

ISebe iWCED likhuthaza izicwangciso ezinika ithemba zokubuyisa izimilo nophuhliso lolutsha. Luqhubekile uqeqesho kwiiprogram zolawulo lwendlela yokuziphatha enika ithemba. Bayi-144 ootitshala nabasebenzi bezithili zemfundo ababeqeqeshwe kwiiprogram ezimbini.

Amaphulo ongenelelo ngoncedo awodwa

Ukuziphatha kakuhle kwabafundi

Ukwanda kwanamani ezicelo zokugxothwa ngo-201/2011 kungqina ukuba ukuziphatha kakuhle kwabafundi kuhlala kungumngeni yaye kugxininisa imfuno yenkqubo ecwangcisiweyo nehlanganisiweyo. Isicwangciso seWCED sokukhuthaza izimilo ezihle kunika inkqubo-sikhokelo yokuguqula izikolo ukuze zibe ziindawo ezinika ithemba nezisekelwe kwiimfundiso eziziseko ezifana kwihlabathi jikelele. Iindawo ezinjengazo zikhuthaza izicwangciso zenkxaso zangaphakathi nezangaphandle zokucela umngeni kubafundi ukwenzela ukuba batshintshe yaye baqhubeke nokuziphatha ngendlela efanelekileyo. Okubaluleke kwangokufanayo ngamathuba oqeqesho lootitshala eenkqubo zokubuyisa izimilo, neyenza bakwazi ukuza neempendulo kwiingxaki zesimilo ezingumngeni.

Uvavanyo lwempilo ezikolweni nenkxaso

Isetyhula ezingemasisi (*measles*), ipoliyo (*polio*) ne-H1N1 zathunyelwa ezikolweni. ISebe leMfundo neSebe lezeMpilo, aseka iKomiti i-*School Health Screening Task Team* ukuvelisa iinkqubo zokuqalisa uvavanyo lwezempilo ezikolweni (*school health screening*) kwiphondo. Ukufunyaniswa kwasekuqaleni kwezithintelo ekufundeni kubalulekile kakhulu kwinkqubo yokujongana nezithintelo ukuphucula ukukhula kwabantwana nokubonelela ngenkxaso kusapho. Ungenelelo kwasekuqaleni lubonisa ukuba abantwana abalolu hlobo (a) bafuna iinkonzo zemfundo eneemfuno ezizodwa nezinye iinkonzo zokubuyiswa kwezimilo (*other rehabilitative services*) kamva ebomini babo (b) abafundi bayagcinwa kwibakala elingezantsi kwelo liqhelekileyo yaye (c) kwezinye iimeko abafundi abachaphazelekayo bebengenakwahlulwa kwabo bakhubazekileyo bangoontanga babo emva kongenelelo ngoncedo.

IProgram 5: IMfundo noQeqesho oluQhubelekayo

Injongo yale program:

Ukufundisa iFET kwiikholeji zeFET zikarhulumente ngokungqinelana noMthetho i-*Further Education and Training* (2006)

Iprogram yeFET yenziwa zezi program zisekelayo zilandelayo:

Amaziko karhulumente

- okubonelela iikholeji zeFET zikarhulumente ezithile ngezibonelelo (*resources*)

linkonzo zokuqeqeshelwa umsebenzi

- Ukunika inkxaso kwiikholeji zeFET zikarhulumente

Uphuhliso lwezakhono zabasebenzi

Ukubonelela ngophuhliso loqeqesho kootitshala nakwabangengabo ootitshala kwiikholeji zeFET zikarhulumente

Injongo ecwangciswe ngobuchule

Injongo ecwangciswe ngobuchule 5.1	Ukuqinisekisa ungqinelwano lwezicwangciso zeziko neeprogram ukwenzela ukuba kwenziwe iiprogram ezifanelekileyo, eziphendulayo ekuphumezeni iimfuno zoosomashishini bengingqi, imizi-mveliso yengingqi, zabahlali nabafundi kunye nokulondoloza indawo ekhuthaza ukwenziwa kweeprogram zethiyori/zepraktikhali ezidibeneyo ezikumgangatho ophezulu ngokusebenzisa ulawulo nokuphathwa kwamaziko nenkxaso kwimisebenzi eyenziwayo kuwo onke amanqanaba eziko
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Iprogram yophuhliso lomgaqo-nkqubo ngo-2010/11

Amaziko emfundo ephakamileyo, iikholeji zeFET, iiSETA kunye namaZiko eMfundo noQeqesho lwaBadala ngoku onganyelwe ngokudibeneyo ngamasebe amaphondo nelisandula ukusekwa kutshanje iSebe leMfundo ePhakamileyo noQeqesho. Injongo kukuba iikholeji zeFET ziya kuba phantsi kolawulo lukazwelonke. ISebe leMfundo ePhakamileyo noQeqesho iDHET namasebe emfundo kazwelonke kunye neentloko zezopolitiko basayine umgaqo wemvumelwano (*protocol of agreement*) ngexesha lotshintsho lwethutyana lolawulo nokuphathwa kweekholeji.

UMthetho oYilwayo i-Constitution Amendment Bill of 2011, wapapashwa nge-21 Januwari 2011. Injongo yawo kukufakela izilungiso kumgaqo-siseko ngokungqinelana nesigqibo sokutshintshela imisebenzi yamaphondo enxulumene neFET ne-AET kwiDHET. Iikhomenti zazilindeleke ukuba zingene ngomhla we-15 Matshi 2011.

IMimiselo neMigangatho kaZwelonke yokuxhasa ngemali iikholeji zeFET (National Norms and Standards for funding FET Colleges) eyenzelwe isigqibo kwisiqendu 23 soMthetho i-*Further Education and Training Colleges Act, No. 16 of 2006*, yapapashwa kwiGazethi kaRhulumente No. 32010 ye-16 Matshi 2009. Le mimiselo yaphunyezwa ukususela nge-1 Apreli 2010. Ikakhulu imimiselo nemigangatho isekelwe kwiindleko zokufundisa i-*National Certificate: Vocational*

Programmes

ISiqendu 13 semimiselo yenkxaso-mali sicacisa ukuba ifomula yenkxaso-mali inamacandelo amathathu, angala, *i-personnel, capital ne-non-personnel/non-capital*. Ukwabela imali iikholeji kwenzeka ngegranti ekhutshwa phantsi komqathango, nokwenziwa ngeentlawulo ezenziwa qho ngenyanga.

UMthetho oYilwayo *i-Further Education and Training Bill 2011 (iGazethi 34222)* wakhutshwa nge-15 Apreli ukwenzela ukuba uluntu lwenze iikhomenti. Injongo iphela yoku "kukufakela izilungiso kuMthetho weFETC, ka-2006, ukwenzela ukuba kususwe zonke izinto ezibhekiselele kumagunya ephondo, ukuba kufakwe endaweni yemisebenzi yangaphambili yeLungu leSigqeba soLawulo eyoMphathiswa; ukuba kususwe zonke izinto ezibhekiselele kwiNtloko yeSebe kufakwe endaweni yoko uMlawuli-Jikelele; ukwenza isibonelelo sokuthintela ilungu leBhunga okanye umqeshwa ukuba aqhube umsebenzi wokushishina ngqo okanye ngandlela yimbi, ne-FETC echaphazelekayo, msebenzi wokushishina lowo othi ubangele ukudlelelela abanye uze udale ukungqubana kweemfuno (*conflict of interests*) neFETC karhulumente echaphazelekayo; ukwenza amalungiselelo ethutyana malunga nezithuba zenkonzo karhulumente kunye nezithuba zootitshala, nezabasebenzi, namanyathelo oluleko; kunye nomgaqo-nkqubo owenziwa liLungu leSigqeba soLawulo phantsi koMthetho oyintloko okanye kwawo nawuphi na umthetho wephondo, oyimfuneko ukwenzela ukuphatha, ukulawula nokuxhaswa ngemali kwee-FETC zikarhulumente.

Ekuqaleni kuka-2011, iikholeji zagunyaziswa ukuba ziqalise kwakhona ii- *Report 191 Programmes* zezifundo ezinxulumene nobunjineli kumanqanaba N1-N3 nasekuqaliseni kwakhona zonke ii-*Report 191 Programmes* kumanqanaba N4-N6. Kwangokunjalo amanani obhaliso ezi program abonisa ukwanda.

linjongo ezicwangciswe ngobuchule kunye nezalathisi

Imilinganiselo yeNkqubo yeNtsebenzo (imilinganiselo kazwelonke)
PPM501: Inani labafundi ababhalise kwizifundo ze-NC(V) kwiikholeji zeFET
PPM502: Inani labafundi be-NC(V) beekholeji zeFET abagqibe izifundo zabo zonke ngempumelelo
PPM503: Inani labafundi beekholeji ze-FET abazigqibe ngempumelelo iiprogram zoqhelaniso nomsebenzi

ST501	Imfundo noqeqesho oluqhubelekayo – Imiba ephambili	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
Intlawulo ngokohlelo lwezoqoqosho (R'000)*					
5.1	Amaziko karhulumente	289,885	368,917	447,043	446,971
5.2	Iinkonzo zokufundisa	0	0	0	0
5.3	Uphuhliso lwezakhono zabasebenzi	0	0	0	0
5.4	Iigranti ezikhutshwa phantsi kwemiqathango	77,305	0	0	0
Itotali		367,190	368,917	447,043	446,971
Intlawulo ngokohlelo lwezoqoqosho (R'000)*					
	Intlawulo yangoku	200,850	212,675	251,757	251,685
	Imbuyiselo yabaqeshwa	200,850	212,670	251,757	251,685
	Ooitshala	169,098	180,045	217,950	217,825
	Abangengotitshala	31,752	32,625	33,807	33,860
	Iimpahla neenkono nokunye	0	5	0	0
	Iimali ezihlaliweyo (<i>transfers</i>) neenkxaso-mali	166,340	156,242	195,286	195,286
	Iintlawulo zee-asethi i- <i>capital assets</i>	0	0	0	0
Itotali		367,190	368,917	447,043	446,971
* Ithagethi yeNkcitho luLwabiwo-mali lokuGqibela luka-2010/11					
Ezabasebenzi					
	Inani labangezotitshala(abaqeshwe ngurhulumente)	24	24	24	24
Abafundi ababhalisileyo					
	Inani labafundi abasisigxina eilinganayo	29 868	28 053	32 000	38 120
	Abafundi (ukubalwa ngabanye ngabanye)	39 083	42 291	40 000	45 056
	abangamabhinqa	17 918	15 247	16 800	22 550
	Abangamabhinqa akumacandelo obugcisa *	1 810	1 154	2 160	2 279
	Abafundi abagqiba iprogram ngempumelelo apha enyakeni	20 744	21 665	36 100	27 000

ST501	Imfundo noqeqesho oluqhubelekayo – Imiba ephambili	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
	linkkukacha-manani zoqhelaniso-msebenzi				
	limvumelwano zoqhelaniso-msebenzi ezisebenzayo kwiphondo**	No data	4 196	5 000	6 336
	Inani leemvumelwano ezibandakanya iikholeji ze-FET njengomboneleli ***	4 200	4 196	1 090	6 336
	► Imilinganiselo yentsebenzo yeprogram				
	► PPM501: Inani labafundi be-NC(V) ababhalise kwiikholeji zeFET zikarhulumente	5 720	12 742	10 700	12 967
	► PPM502: Inani labafundi beekholeji ze-FET be-NC(V) abagqiba izifundo ezipheleleyo ngempumelelo	1 143	2 308	6 250	3 429
	► PPM503: Inani labafundi beekholeji ze-FET abagqibe ngempumelelo iprogram zoqhelaniso nomsebenzi	2 452	2 890	7 800	Le PPM yasuswa kwisethi kazwe- lonke ngenxa yemingeni yokungqinisiswa kweedatha.
	Qaphela: 1. * Qaphela ukuba inkcazo yeenkalo zobugcisa icaciswe ngokusondezwa kumacandelo ezoBunjinieli ukwenzela ukuba ingqinelane nenkcazo-magama yeNC(V). 2. ** Ababoneleli-nkonzo bakarhulumente nabucala bathatha inxaxheba kuqhelaniso nomsebenzi (<i>learnership delivery</i>). Le datha imele idatha "yeekholeji zeFET zikarhulumente kuphela" kwaye ibonisa iimvumelwano zoqhelaniso nomsebenzi ezasayinwa phakathi kweekholeji nabafundi. 3. *** Iikholeji zisayina iimvumelwano nabafundi abakwiiprogram zoqhelaniso nomsebenzi, lithagethi ezingama-5000 (zeemvumelwano zoqhelaniso nomsebenzi kwiphondo) neze-1090 (zeemvumelwano ezibandakanya iikholeji zeFET njengomboneleli-nkonzo) zazahlukile enye kwenye ngenxa yenkqubo yokucalula iimvumelwano zoqhelaniso nomsebenzi ezithile zamaqela abafundi kunye nezinye iimvumelwano njengezenziwe ngabo nabo bantu ngabanye.				

IMilinganiselo yeNtsebenzo yeProgram, linjongo ezicwangciswe ngobuchule nezalathisi: ukuxoxa ngezinto ezahlukeneyo

► PPM 501: Inani labafundi ababhalise kwizifundo zeNC(V) zeeKholeji zeFET

Ithagethi: 10 700

Eyona kanye: 12 967

Ingxoxo: iikholeji zabhalisa ithagethi yentsusa yeSebe i-DHET kuba inkxaso-mali yephondo yenziwa yafumaneka ukwandisa amanani obhaliso e-NC(V)

► PPM 502: Inani labafundi beNC(V) beekholeji zeFET abagqiba izifundo ezipheleleyo ngempumelelo

Ithagethi: 6 250

Eyona kanye: 3 465

Ingxoxo: Iziphumo zeemviwo zokuxabangela zeNC (V) azifakwanga kweli nani ngenxa yokuba iziphumo ezo zingakhange zamkelwe. Kwiminyaka edlulileyo iziphumo zaye zandisa ireyithi yokugqitywa ngento ephakathi ko-1.5% no-2%. Kusekho izifundo kwakhona eziseneereyithi eziphantsi kakhulu, umz. i-*Electronics* (iNqanaba 2), *Introduction to Systems Development (Level 2)*, *Principles of Computer Programming (Level 3)* neMathematika (*Level 4*). Kumele kuqatshelwe ukuba abafundi kufuneka baphumelele zosixhenxe izifundo ngeenjongo zokufumana isiqinisekiso. Imfuneko yepesenteji yokupasa yezifundo zoLwimi nezolwazi ngezoBomi ngu-40%, kwiMathematika nakuLwazi lweMathematika 30% kuze kwizifundo zokuqeqeshelwa umsebenzi ibe ngu-50%

► PPM503: Inani labafundi beekholeji zeFET abagqibe iiprogram zoqhelaniso nomsebenzi ngempumelelo

Ithagethi: 7 800

Ingxoxo: Le PPM yaye yasuswa kwisethi kazwelonke ngenxa yemingeni yokuqinisekiswa kweedatha.

Ingxoxo

NgokweMvumelwano yeNtsebenziswano phakathi kweSebe iWCED kunye neSebe i-DHET eli phondo lisaza lijongene nokuxhasa iikholeji de kube kwenzeke ufakelo lwezilungiso notshintsho kuMgaqo-siseko nakuMthetho weFETC. ISebe iWCED linika inkxaso iikholeji ngocwangciso, ngenkaxo ngemali nokuzidlulisela iimali ezizabelweyo (*funding*), ngokuphathwa nolawulo, ngokuphumeza ikharithyulam nangokuqhuba iimviwo. ISebe iWCED neSebe i-DHET abeka esweni aze anike ingxelo ngenkqubo yeekholeji emalunga nobhaliso lwabafundi, ulawulo lwemali, ukumodareyithwa kweemvavanyo kunye neemviwo.

Ulwabiwo lwebhajethi ka-2010/12 yeProgram 5 lwanyuswa ukuvumela abafundi abaninzi babhalise kwiikholeji. Iimali zika-2010/11 ze-Schedule 4 FET Colleges Conditional Grant zathunyelwa kwiikholeji njengoko kucwangcisiweyo. Ukwakhiwa kobudlelane phakathi kweekholeji zeFET neeSETA kuyaqhubeka. Uqeqeshelo-msebenzi ufunda (*internship*) nokufakwa emsebenzi ngexa usenza izifundo (*on-course work placement*) kucwangciswe ngentsebenziswano neSebe loPhuhliso lwezoQoqosho eNtshona Koloni kunye neeSETA.

NgoJanuwari 2011 iSebe i-DHET lavumela iikholeji ukuba zibhalise kwakhona abafundi kwi-Report 191 (NATED) N4 – N6 nakwi-Engineering N1 – N3 esele zipheliswa. Eli nyathelo lalikhathshwa kukwanda kolwabiwo lwebhasari kwakunye nokuvumela abafundi be- Report 191 ukuba baxhamle kwesi skim seebhasari.

Iziphumo zekharithyulam nezeemviwo

Iziphumo zeNCV zalibaziseka ekupheleni kuka-2008, ngo-2009 kwakhona nango-2010. Izizathu zoku zahlukene kakhulu kwaye zintsonkothile kwaye zisephantsi kophando oluqhubekayo.

Amanani abafundi beNC (V) ababhalisele iimviwo ngo-2009 nango-2010 anda ngolu hlobo lulandelayo:

	2009	2010
NC(V) INqanaba 2	7 353	7 716
NC(V) INqanaba 3	2 470	3 126
NC(V) INqanaba 4	748	1 361

Iqela lesibini labafundi beNqanaba 4 NC (V) lazuzwa ireyithi yokufumana iziqinisekiso engu-38,8% xa kuthelekiswa no-41% ngo-2009. Abafundi beNqanaba 3 bazuzwa inqanaba elisezantsi kakhulu, kodwa baphucula ireyithi yokufumana iziqinisekiso yangu-29% xa kuthelekiswa no-25% ngo-2009 baza abeNqanaba 2 bazuzwa ireyithi yokufumana iziqinisekiso engu-29% xa kuthelekiswa no-19% ngo-2009.

Kwizifundo ze-NATED *Engineering Studies* bazuzwa ireyithi yokufumana iziqinisekiso engu-12.8% yaza yangu-46.4% kwi-*Business Studies*. Olu didi lubandakanya i-*National Education Policy 191 ne-190 Programmes* ezifundiswa kumanqanaba N1-N6.

Inkxaso kwizifundo

Ikholeji ziqhubekile nokunika abafundi inkxaso ngamandla kwizifundo. Inkxaso kwizifundo ibandakanya, phakathi kwezinye izinto, inkxaso kwimathematika, iiklasi zokuncedisa abatsala nzima ekuqondeni (*remedial classes*), ii-tutorials, izinto zokuncedisa ukufunda ezongezelelweyo kunye nezikum zokondla ezisisiseko (*basic feeding schemes*). ABacwangcisi bezeKharithulam beSebe iWCED bayaqhubeka nokunika inkxaso ukuphunyezwa kwekharithulam yeNC(V). Iinkqubo zabo zovavanyo nezokumodareyitha zijolise ekuphuculeni umgangatho wokufundiswa kwekharithulam.

Ubhaliso lwabafundi ngo-2011

NgoFebruwari 2011 ikholeji zabhalisa i-21 902 yabafundi abakwaziyo ukufikelela kwiiprogram ezixhaswa ngemali karhulumente. Oku kubandakanya ukwanda ngabafundi abayi-1 036 beNC(V) ukususela ngo-2010. Ukongeza, zabhalisa abafundi abayi-5 255 abakwiiprogram zokufundela imisebenzi ethile, oko kuzisa inani lilonke lababhalisileyo kwi-27 157. Njengoko ikholeji zibhalisa abafundi kumanqanaba ahlukeneyo enyakeni kulindeleke ukuba amanani ewonke aya kunyuka, ngokukodwa ngenxa yesiphumo sokubuyiselwa kwakhona kwee-*Report 191 programmes*.

Ukwazi ukufikelela kumaziko emfundo'

Ikholeji zandisa iindlela namaxesha okufundisa ukukwenzela ukubhalisa abafundi abangaphezulu. Kwiimeko ezininzi kusetyenziswa iifasilithi ngokupheleleyo ukufundisa abasisigxina kwakunye nabangesosigxina. Uninzi lwekholeji lusebenzisa amaziko okufunda avulelekileyo ukwenzela ukuba kuxhamle abafundi bazo kwanoluntu olubangqongileyo.

Iibhasari

Ngo-2010 kwakukho abafundi abayi-2 637 abafumana iibhasari zeSebe iWCED ne-5 385 iibhasari zeeKholeji zeFET zeNC(V) zeSebe i-DHET. Iqela leekholeji seliqalisile ngeemali zebhasari zazo ukunika inkxaso abafundi abasweleyo.

Iinkqubo zoLawulo lomSebenzi weeKholeji

ISebe iWCED lixhase ikholeji zeFET ngenkxaso-mali yokuqala ukuba zifumane i-*electronic college administration programme* entsha. Le program seyiphunyeziwe kwiikholeji ezine, lo gama ezinye ikholeji ezimbini zicwangcisa ukuyiphumeza kwisiqingatha sokugqibela sika-2011. ISebe iWCED liyaqhubeka nokuxhasa ukusetyenziswa kwesistim yolawulo lwezemfundo ebizwa ngokuba yiASSET (*Advanced Software Solutions to Education and Training*). Le sistim ye-ASSET isetyenziselwa ukucwangcisa uvavanyo rhoqo lwangaphakathi (*internal continuous assessment*), ukuqinisekisa umgangatho wezixhobo zovavanyo eziveliswe yikholeji kunye nokumodareyitha iinkqubo zovavanyo ukuqinisekisa iziphumo ezithembakeleyo.

IsiGunyaziso seeKholeji zeFET eSitsha

Ukususela ngo-2008 ukuya ku-2010 iikholeji zaye zandisa ukufundiswa kweprogram yazo zaze zandisa inani labafundi bazo ukuqala ku-39 083 ukuya ku-45 056. Ukwazi ukufikelela kuxhaswa nangaphezulu ngokunikwa inkxaso-mali eziibhasari. Uninzi lweekhampasi zizazindisile iiyure zazo zokufundisa ukuhlangabezana nala manani anyukayo. Nangona esi siseko sophuhliso sikho njengangoku (*current infrastructure*), kodwa asivumeli kwandisa kakhulu kungekho mali ityaliweyo kwisiseko sophuhliso esitsha esandisiweyo.

ISatifikethi sikaZwelonke seminyaka emithathu: iinkqubo zokuqeqeshelwa umsebenzi zezi:

- *National Certificate Office Administration*
- *National Certificate Marketing*
- *National Certificate Finance, Economics and Accounting*
- *National Certificate Management*
- *National Certificate Civil Engineering and Building Construction*
- *National Certificate Engineering and Related Design*
- *National Certificate Electrical Infrastructure and Construction*
- *National Certificate Information Technology and Computer Science*
- *National Certificate Primary Agriculture*
- *National Certificate Hospitality*
- *National Certificate Tourism*
- *National Certificate Safety in Society*
- *National Certificate in Mechatronics*
- *National Certificate in Education and Development*

IProgram 6: IMfundo noQeqesho lwaBadala

Injongo: Ukufundisa iABET ngokungqinelana noMthetho weMfundo noQeqesho lwaBadala, ka-2000

Iprogram yeABET inezi program zisekelayo zilandelayo:

linkxaso-mali kumaziko abucala

- ukunika inkxaso kwizikolo zabucala zeABET ezithile ngokusebenzisa iinkxaso-mali (*subsidies*)

linkonzo zokufundisa

- ukubonelela ngenkxaso kwizikolo zeABET

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso lokuqeqeshelwa umsebenzi kootitshala nabangezotitshala kwizikolo zeABET

INjongo eCwangciswe ngoBuchule

INjongo ecwangciswe ngobuchule 6.1	Ukubonelela ngenkxaso kulawulo nokuphathwa kwe-A(B)ET ngokusebenzisa uphuhliso lomgaqo-nkqubo kunye nongenelelo ngoncedo olulungiselela ukufundiswa kwekharithulam ngempumelelo kumaZiko eMfundo aBadala; ukubonelela ngootitshala nabafundi kwizikolo ze-ABET ngokunika inkxaso yezekharithulam elawulwa lisebe nokubonelela ngophuhliso lokuqeqeshelwa umsebenzi lootitshala kunye nabangezotitshala
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IProgram yophuhliso lwemigaqo-nkqubo ngo-2010/11

UMthetho oYilwayo i-Constitution Amendment Bill of 2011, wapapashwa nge-21 Januwari 2011. Injongo yawo kukufakela izilungiso kumgaqo-siseko ngokungqinelana nesigqibo sokutshintshela imisebenzi yamaphondo enxulumene neFET ne-AET kwiDHET. Ikhomenti zazilindeleke ukuba zingene ngomhla we-15 Matshi 2011.

UMthetho i-Higher Education and Training Laws Amendment Bill wapapashwa nge-7 Disemba 2010. Injongo yawo kukwenza izilungiso kuMthetho weFET, ka-2006 nakuMthetho weMfundo yaBadala noQeqesho, ka-2000, ukwenzela ukuba kulungiswe iinkcazo ezithile, ukwenza isibonelelo sokuqeshwa kootitshala kumaziko karhulumente ngokufakela imimiselo ngokumalunga nabaqeshwa bootitshala, imivuzo kunye neminye imiqathango yenkonzo yootitshala, amanani ezithuba zootitshala ezabelwa amaziko, amagunya abaqeshwa, ukuqeshwa nokuzaliswa kwezithuba, ukutshintshwa kootitshala, ukusekondwa kootitshala, ukuthatha umhlalaphantsi kootitshala; ukugxothwa kootitshala, ukungabi nakusebenza ngenxa yokugula (*incapacity*) nokuziphatha kakubi (*misconduct*) nokwenza eminye imisebenzi ngootitshala, ukubonelela ngamalungiselelo ngexesha lotshintsho lwethutyana ngokumalunga namaziko karhulumente; ukwenza isibonelelo sokumiselwa komgaqo-nkqubo wemfundo kazwelonke wamaziko karhulumente, ukwenzela imigqaliselo engumyalelo yomgaqo-nkqubo wemfundo kazwelonke, ukwenzela uthetha-thethwano ngomgaqo-nkqubo kunye nemithetho, ukwenzela upapasho lomgaqo-nkqubo wemfundo kazwelonke nokwenzela ukubeka esweni kunye nokuphonononga imfundo noqeqesho lwabadala; kunye nokubonelela ngokuqinisekisa umgangatho malunga neziqinisekiso ezikhutshwa ngamaziko karhulumente nawabucala.

Imigaqo enxulumene noBhaliso lwaMaziko eABET aBucala

Emva kopapasho lokuqala ngenjongo yokucela iikhomenti kuluntu yaphinde le yasetyenzwa ngokutsha yaze yandlalwa kwiGqwetha likaRhulumente leSebe leNkulumbuso. Le mimiselo yaye yangqinelaniswa noMthetho weAET oFakelwe iZilungiso (*Amended AET Act*), yaza yapapashwa ngoDisemba 2010 liSebe leMfundo ePhakamileyo. Le mimiselo yapapashwa kwiGazethi yePhondo, No. 6838, nge-4 Matshi 2011.

ISatifikethi seThutyana seMfundo noQeqesho Ngokubanzi (GETC) kunye neMfundo noQeqesho lwaBadala (ABET)

Nge-11 Disemba 2009, iSatifikethi esihlaziyiweyo sethutyana se-GETC neseMfundo noQeqesho lwaBadala (AET) sabhaliswa phantsi kwe-ID No 64309 kwaSAQA saza sapapashwa. Esi siqinisekiso safakwa kwigazethi nge-5 Novemba 2009, yaye sivunyiwe kubafundi abadala be-ABET Level 4 (NQF level 1) kumaziko karhulumente nawabucala.

Iinjongo ezicwangciswe ngobuchule neZalathisi

Imilinganiselo yeNtsebenzo yeNkqubo (imilinganiselo kazwelonke)
PPM601: Inani labafundi elibhaliswe kuMaziko eABET karhulumente
PPM602: Inani lootitshala abaqeshwe kuMaziko eABET karhulumente
PPM603: Inani labafundi abafumana isiqinisekiso kwiprogram ye-ABET/NQFlevel 1

ST601	Imfundo noqeqesho lwabadala – Imiba ephambili	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
Intlawulo ngeprogram esekelayo (R'000)					
6.1	linkxaso-mali kumaziko abucala	26,838	29,479	32,152	32,152
6.2	linkonzo zoqeqesho	0	0		
6.3	Uphuhliso lwezakhono zabasebenzi	0	0		
ITOTALI		26,838	29,479	32,152	32,152
Intlawulo ngohlelo lwezoqoqosho (R'000)					
	Intlawulo yangoku	4,803	6,901	7,165	7,165
	Imbuyiselo yabaqeshwa	4,487	6,621	6,098	6,098
	Ootitshala	3,618	5,663	5,171	5,171
	Abangengotitshala	869	959	927	927
	limpahlala neenkonzonokunye	316	280	1,067	1,067
	limali ezihlawulweyo (transfers) neenkxaso-mali	22,035	22,578	24,987	24,987
	Intlawulo zee-asethi i-capital assets	0	0		
Itotali		26,838	29,479	32,152	32,152
* Ithagethi yeNkcitho ka-2010/11 linani loLwabiwo-mali lokuGqibela ngo-2010/11					
	Inani lootitshala (abaqeshwe kwinkonzo karhulumente)	4	3	908	962
	Inani labangezotitshala (abaqeshwe kwinkonzo karhulumente)	8	8	8	8
Ubhaliso					
	Inqanaba leGET	16 682	18 894	17 700	19 577
	Inqanaba leFET	19 902	19 159	17 000	20 543
Itotali		36 584	38 053	34 700	40 120

ST601	Imfundo noqeqesho lwabadala – Imiba ephambili (isakhutywa)	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
	Abafundi ababhalisileyo				
	Abafundi ababhalisileyo abaneminyaka eyi-18 ukuya kweyi-60	3 059 745	3 118 622	2 927 328	2 983 309
	Amaziko karhulumente				
	Amaziko afumana iinkxaso-mali	296	102	105	107
	► Imilinganiselo yenkqubo yentsebenzo				
	► PPM601: Inani labafundi ababhalise kuMaziko eABET karhulumente	36 584	38 053	34 700	40 120
	► PPM602: Inani lootitshala abaqeshwe kuMaziko eABET karhulumente	4	8	908	962
	► PPM603: Inani labafundi abafumana isiqinisekiso kwiprogram ye-ABET/NQFlevel 1.	New PPM	103	103	Le PPM yave yasuswa kwisethi kazwelonke ngenxa yemingeni ekungqinisisweni kweedatha

Imilinganiselo yenkqubo yentsebenzo, iinjongo ezicwangciswe ngobuchule kunye nezalathisi: ingxoxo engokungangqinelani kwingxelo

► PPM601: Inani labafundi ababhalise kuMaziko e-ABET karhulumente

Ithagethi: 34 700

Inani kanye kanye: 40 120

Ingxoxo: Ngabafundi abande nge -2 067 abaye babhalisa kwiiCLC ngeli thuba liphantsi koqwalaselo. Ngabafundi abande nge-1 384 abaye babhalisa kwiNQF 4 (kwiBakala 12) xa kuthelekiswa no-2009. Oku kwenziwa kukuba kujongwe ukupheliswa kwekharithulam endala yeNQF 4 kuMaziko e-AET ngoJuni 2011. Njengoko abafundi baye besiba nolwazi ngakumbi lokuba iimviwo zokugqibela eziza kupheliswa zeBakala 12 phantsi kwekharithulam endala ziya kubhalwa ngoJuni 2011, ii-CLC zaye zafumana ukwanda mpela kwabo babhalisela iBakala 12 kwiminyaka emi-2 edlulileyo. Iprogram i*Kha Ri Gude* yafaka igalelo nayo ekwandiseni amanani abafundi be-ABET Level 2

► PM602: Inani lootitshala abaqeshwe kuMaziko e-ABET karhulumente

Ithagethi: 908

Eyona kanye: 962

Ingxoxo: Le totali ibandakanya ootitshala babafundi abangesosigxina kunye naBaphathi bamaZiko naBacuquzeleli bamaZiko kwii-CLC abaqeshwe phantsi kwemvumelwano ngokusisigxina. NgaBacuquzeleli abayi-38 naBaphathi bamaZiko abayi-32 abaqeshwe phantsi kwemvumelwano ngokusisigxina. Ukuqeshwa kwabasebenzi bemvumelwano ngokusisigxina kwazisa uzinzo olwalufuneka ngamandla kakhulu kweli candelo. Ukuphuculwa kwemeko zengqesho zabasebenzi abangezotitshala be-AET kusephantsi kophando. Kuqala ithagethi eyayimiselwe ibandakanya amanani ootitshala abakumaziko abucala nabaqeshwe liSebe lezoKhuseleko loLuntu. Iye yalungiswa apha naphaya ukuba ibandakanye kuphela abo bakumaZiko e-ABET. Inani labaqeshwa alimi ndawonye njengoko eli candelo lichatshelwayo ziimeko zengqesho.

► PPM603: Inani labafundi abafumene isiqinisekiso kwiprogram ye-ABET/NQFlevel 1

Ithagethi: 103

Eyona kanye kanye: 214

Ingxoxo: Oku kumele ukwanda mpela kwamanani. Xa kuthelekiswa nabafundi abakwizikolo zikarhulumente eziqhelekileyo, abafundi abakwiZiko le-AET abahlaleli zonke iinkalo zeZifundo kuviwo olunye. Iikhredithi ezikusa kwisiqinisekiso esipheleleyo ziqokelelwa ngethuba lexesha elithile. Le PPM yaye yasuswa kwisethi kazwelonke ngenxa yemingeni yokungqinisiswa kweedatha.

Ingxoxo

Ukufuduselwa kwecandelo leMfundo yaBadala noQeqesho kwi-Ofisi yoMphathiswa weMfundo ePhakamileyo noQeqesho kuya kufuna ukuba kujongiswe indlela eli candelo elisebenze ngayo. Kuvula amathuba amatsha nenza umdla, umz. ukusekwa kwentsebenziswano neekhaleji zeFET ukwenzela ukubonelela ngenkonzo ephuculiweyo. Ngenye indlela izisa imibuzo yokuba amaziko lawo aya kufakwa phi na. Iinkcukacha malunga nobunjani bemeko kwixesha elizayo yimiba esafuna ukuphononongwa nokuxoxwa.

Kubaluleke gqitha ukutsala umdla wabasebenzi abaneziqinisekiso ezifanelekileyo kweli candelo nabaya kuhlawulwa iiphakheji zemivuzo encumisayo. Ukuqeshwa kwabasebenzi be-AET kuxhomekeke ekubhengezweni kwemithetho yezobudlelane emsebenzini kwaye kukho ukulibaziseka kule nkqubo. Ukuphunyezwa koxwebhu olugazethiweyo lwe-*Norms and Standards Funding for Adult Learning Centres* kuya kufuna ukuba amaziko axhotyiswe bhetele ukuze abe nokubonelela ngenkonzo yokuqeqeshelwa umsebenzi nangakumbi kuluntu.

Indlela abaqhuba ngayo abafundi kwizifundo

Ngabafundi abayi-418 abaye babhalisela iimviwo ze- A(B)ET Level 4 zikaMeyi/Juni 2010: abayi-289 kwaba bahlalela iimviwo kwaza kwapasa abayi-179. Ireyithi yokupasa kwi-A(B)ET Level 4 ngo-Oktobha 2010 engu-80.7% iphakame kakhulu kunereyithi yokupasa engu-65.0% ngo-2009 no-62.2% ngo-2008. Ngokubanzi kuye kwakho ukuphucuka kwindlela abaqhuba ngayo abafundi phantse kuzo zonke iinkalo zezifundo.

Inkxaso enikwayo

Ubalo kweli phondo (*provincial audit*) lwazo zonke ii-CLC olwenziwa leli candelwana kunye nangaBaphathi be-IMG beZithili lwaqhutywa ngoSeptemba-Oktobha 2010. Kwaye kwaveliswa imimiselo nemigangatho yamaziko e-AET abhalisiweyo yaye imali leyo ihlawulwa kumaziko qho ngekota. Zonke ii-CLC zaye zaziswa ngoDisemba 2010 ngenkxaso-mali ka-2011/12 yoLwabiwo-mali ngokweMimiselo neMigangatho. Ii-CLC eziyi-104 ziya kuxhaswa ngemali eya kutsho kwi-R29 554 594. Imisebenzi yephulo i-*Adult Learning Week* yaba yimpumelelo enkuli neyayibanjwe kuzo zonke izithili. Oku kwaye kwakhokelela kwinkomfa yephondo entsuku-2 eHartenbos.

Kuye kwahlaziywa incwadana yemigaqo yaBaphathi bamaZiko yafakwa izinto zakutshanje ukuba ibandakanya ikharithulam yeGETC entsha. Le ncwadana yashicilelwa yaza yathunyelwa kuzo zonke ii-CLC. Izihlomo kule ncwadana ziya kufakwa kwi-CD zithunyelwe kuwo onke amaziko.

UPhuhliso lweZakhono noQhelaniso nomsebenzi

Abafundi abayi-194 bawongwa ngezatifikethi kwizifundo zezakhono ezithatha ithuba elifutshane (*short skills courses*). Abagqatswa abayi-50 baye bagayelwa iinkqubo zoqhelaniso nomsebenzi.

Kwaqulunqwa imimiselo yaza yapapashwa

ISebe iWCED lapapasha uxwebhu olubizwa ngokuba yi-*“Regulations for the Registration of Private Centres”* kwiGazethi No. 6695 nge-8 Februwari 2010. Injongo yale mimiselo kukulawula ubonelelo ngeNkonzo ze-AET ngababoneli-nkonzo babucala eNtshona Koloni. Inyanzelisa ababoneleli-nkonzo abalolu hlobo ukuba babhalise kwiSebe iWCED kwaye bachaze ngokucace gca iimfuneko zeziseko zophuhliso nendawo yokufunda nokufundisela ukwenzela ukuba kube nokuphunyezwa ngempumelelo iiprogram ze-AET ngaba baboneleli-nkonzo.

Okwalandela inkqubo yokuthetha-thethana ngokubanzi, kwagqityezelwa i-*“Draft Regulations for Centre Governing Bodies”* yaye iza kupapashwa. Okubandakanyiweyo kwakhona kule mimiselo ngumgaqo-sikhokelo wendlela yokusebenza kweRCL kumaZiko e-AET. Kuya kufuneka kwenziwe olunye utshintsho olungaphezulu ngenxa yofakelo lwezilungiso kuMthetho we-ABET 2000 olwaqhubeka nge-7 Disemba 2010. Le mmiselo eyidrafiti isaza kupapashwa ngenjongo yokuba uluntu lwenze iikhomenti malunga nayo.

I-Kha Ri Gude

Iphulo le*Kha Ri Gude* lokufundisa iZakhono zokuFunda nokuBhala kwaBafundi aBaninzi (*The Kha Ri Gude Mass Literacy campaign*) laqaliswa ngo-Apreli 2008 ngenjongo yokunika amathuba abantu baseMzantsi Afrika abayi-4.7 yezigidi ukwenzela ukuba bakwazi ukufunda nokubhala nokubala ngolunye lweelwimi ezilishumi elinanye zaseburhulumente ngo-2012. Abafundi baxhotyiswa ngolwazi lokufunda nokubhala ngolwimi lwabo lweenkobe ngokungqinelana neyunithi zemigangatho zeA(B)ET level 1. Kufuneka abafundi bagqibe imisebenzi yovavanyo engamashumi amabini (iyi-10 kwizifundo zolwazi lokufunda nokubhala ize ibe yi-10 kwizifundo zolwazi lokubala) kwiiPhothifoliyo zoVavanyo zaBafundi (*Learner Assessment Portfolios (LAPS)*). Ii-LAPS zimodareyithwa zize zingqinisiswe yiSAQA. Irekhodi zabafundi abaphumeleleyo ziya kufakwa kwiSAQA *National Learners' Record Database (NLRD)*. Ngo-2009 kwabhaliswa abafundi abayi-11 173 eNtshona Koloni. Abayi-9 430 bazingenisa iiLAPS zabo baze abafundi abayi-7 525 babhengezwa njengabanobuchule (*were declared competent*). Kunikwe ingxelo yokuba eli Phulo lafikelela kubafundi abayi-16 520 ngo-2010.

IiProgram zeMfundo yaBadala ezenzelwa amasebe karhulumente

ISebe iWCED laqhubeka ngokubonelela kwalo iiProgram zeMfundo yaBadala kubaqeshwa bamaSebe kaRhulumente amaPhondo nakaZwelonke. Ngoku kukho abafundi abayi-543 benkqubo yentsebenziswano kule nkqubo. Kukho iinkqubo zentsebenziswano ezilishumi zephondo ezilawulwa yi*Memoranda of Understanding (MOUs)* kunye namanye amasebe amaphondo kwakunye nala masebe iSebe lezeMisebenzi kaRhulumente, elezeNdalo nokuSingqongqileyo kunye neleeNkonzo zoLuleko. Ngezi ntsebenziswano, abaqeshwa bamasebe amaphondo banikwa ithuba lokupasa iGETC. Sele lulungisiwe uxwebhu i-*“Transversal Policy for the Delivery of ABET to Employees of Provincial Governments”*. Iinkqubo zentsebenziswano ziveliswa kwinqanaba lephondo kunye neleziko. Kusayinwe i-MOU noMasipala waseTheewaterskloof kwaza kwahlaziywa i-MOU noMkhosi wezaManzi waseMzantsi Afrika (*South African Navy*) ukwenzela ukuba ibonise ukwanda kwekharithulam efundiswa abaqeshwa eSimonstown Naval Base.

Ukubonelela ngeencwadi nezinto zokufunda

ISebe iWCED lathatha indima ephambili ekwenzeni izinto zokufunda (iincwadi zezifundo (textbooks) zabo bonke abafundi be-ABET iNqanaba 2. Ngeli linge, umfundi ngamnye weNqanaba 2 uya kuba nencwadi yezifundo (*textbook*) kuzo zonke iinkalo zezifundo ngo-2011. Kwaye kwa-odolwa iincwadi zezifundo eziyi-6000 zeNqanaba 2 zaza zathunyelwa emazikweni. ISebe iWCED laguqulela ezi ncwadi kwisi-Afrikansi nasesiXhoseni lazithumela emazikweni. Iincwadi zesi-Afrikansi zifunwa ngamandla kwiindawo ezisemaphandleni, ngakumbi. Ootitshala baya kunikwa iSikhokelo saBaqquzeleli neSikhokelo soVavanyo (*Facilitators' Guide and Assessment Guidelines*) ngo-2011.

Isiqinisekiso semfundo

I-Report 550 yamaBakala 12 okanye “yeSiqinisekiso seMatriki” sexesha elidlulileyo yayiza kunikwa okokugqibela ngo-2011, kodwa kuye kwaphakanyiswa umhla omtsha oku-2014. Kwinqanaba likazwelonke i-*draft White Paper* isalungiswa kwakunye nesiqinisekiso esitsha sokuthatha indawo yeSiqinisekiso seMatriki. Oku kuya kulungiselela ukuphunyezwa kwesiqinisekiso esibhekiselelwe kwiimfuno zabadala. Esi siqinisekiso siya kufuna ukufundwa kweenkalo zezifundo ezimbalwa kwaye siya kugxininisa kulutsha olungasekho sikolweni, ngakumbi abo bangasafundiyo, bengaqaqeshwanga yaye bengaqaqeshwanga.

INkqubo 7: UPuhhliso lweMfundo yaBasaqalayo

Injongo: Ukufundisa i-ECD kwiBakala R nakumanqanaba aselula ngokungqinelana ne-*White Paper 5*

Inkqubo ye-ECD inezi nkqubo zisekelayo zilandelayo:

IBakala R kwizikolo zikarhulumente

- Ukunika izikolo ezithile zikarhulumente eziqhelekileyo izibonelelo zoncendo ezifunekayo kwiBakala R

IBakala R kumaziko oluntu

- ukunika inkxaso kumaziko oluntu athile kwinqanaba leBakala R

linkonzo zokufundisa

- ukunika inkxaso kumaziko e-ECD

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso lokuqeqeshelwa umsebenzi kootitshala nabangezotitshala kwizikolo ze-ECD

INjongo eCwangciswa ngoBuchule

INjongo eCwangciswa ngoBuchule 7.1	Ukubonelela izikolo zikarhulumente eziqhelekileyo ezithile nezikolo eziqatshelweyo ezizimeleyo ngezibonelelo zoncendo ezifunekayo kwiBakala R nokubonelela ngeemeko ezikhuthaza nezinye izikolo ukuba zivule iiklasi zeBakala R kwiiklasi ezifumanekayo ezikhoyo okanye kwiiklasi zeBakala R ezintsha nokuququzelela uqeqesho lwenqanaba 1, 4 no-5 lwabasebenzi ukuxhobisa abafundisa kwiECD bengezotitshala ngolwazi nezakhono eziyimfuneko, ukulungiselela ukunyamekelwa ngokweemvakalelo ngokwasengqondweni, ngokwasemzimbeni kwabantwana abaneminyaka 0-4 ubudala kwakunye nokubabonelela ngendawo ekhuthaza ukufunda.
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Inkqubo yomgaqo-nkqubo wezophuhliso ngo-2010/11

IMimiselo neMigangatho kaZwelonke yenkxaso-mali yeBakala R:

Uxwebhu i-*“National Norms and Standards for Grade R funding” (January 2008)* lugxininisa imfuno yokuphuculwa kwezakhono luze ludwelise umgaqo-sikhokelo wokwenziwa kwenkonzo ocacileyo ekufuneka izikolo zisebenze zilandela wona. Urhulumente kufuneka akhuthaze umgangatho ophakamileyo wokubonelelwa kweenkonzo, okokuqala, ngokukhuthaza amanqanaba afanelekileyo enkxaso-mali kunye, okwesibini, ngokubeka esweni umgangatho wokwenziwa kwenkonzo ngqo. ISebe iWCED laqalisa ubhaliso lwezikolo zoluntu njengezikolo ezizimeleyo, ngokwalo mgaqo-sikhokelo.

Njengangoku kusenziwa i-*Western Cape ECD Procedural Document* eseyidrafti yaye kusathetha-thethwana kunye nabo bonke abathathi-nxaxheba kwi-ECD.

linjongo ezicwangciswa ngobuchule nezalathisi

IMimiselo yeNkqubo yeNtsebenzo (imimiselo kazwelonke)
PPM701: Inani labantwana abaneminyaka 5 abaya kumaziko emfundo
PPM702: Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente
PPM703: Inani lezikolo zikarhulumente ezibonelela ngeBakala R

ST701	UPhuhliso lweMfundo yaBasaqalayo – Imiba ephambili	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
lintlawulo zeprogram esekelayo (R'000)*					
7.1	IBakala R kwizikolo zikarhulumente	137,345	174,502	240,270	220,579
7.2	IBakala R kumaziko oluntu	34,468	45,869	45,288	45,288
7.3	linkonzo zokufundisa	0	0	0	0
7.4	Uphuhliso lwezakhono zabasebenzi	56,935	68,249	80,028	80,028
7.5	ligranti ezikhutshwa phantsi kwemiqathango	0	0	0	0
Itotali		228,748	288,620	365,586	345,895
lintlawulo ngokohlelo lwezoqoqosho (R'000)*					
	Intlawulo yangoku	67,715	94,718	106,553	98,749
	Imbuyiselo yabaqeshwa	53,202	58,740	61,048	61,048
	Ootitshala	53,202	58,416	61,048	61,048
	Abangezotitshala	0	324	0	0
	limpahlalaneenkonzo nokunye	14,513	35,978	45,505	37,701
	limali ezihlawuliweyo (<i>transfers</i>) nee-nkxaso-mali	161,033	169,288	196,479	196,479
	lintlawulo zee-aseethi i-capital assets	0	24,614	62,554	50,667
Itotali		228,748	288,620	365,586	345,895
* Ithagethi yeNkoiho ka-2010/11 linani loLwabiwo-mali lokuGqibela ngo-2010/11					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe kwinkonzo karhulumente)	265	251	260	237*
	Inani labangezotitshala (abaqeshwe kwinkonzo karhulumente)	0	0	0	0

ST701	UPhuhliso lweMfundo yaBasaqalayo – Izinto eziphambili	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
Ubhaliso (oluxhaswa ngemali karhulumente kuphela)					
	IBakala R kwizikolo zikarhulumente	37 045	46 100	46 932	50 726
	7.2 IBakala R kumaziko oluntu	31 556	21 077	22 000	13 228**
	IBakala R kwizikolo zikarhulumente	1 644	1 820	1 800	1 213
	IBakala eliphambi kwelika-R kumaziko oluntu	70 245	68 997	70 732	65 167
Ukubhaliswa kwabafundi					
	Ukubhaliswa kwabafundi abaneminyaka emi-5 yobudala***	92 829	100 799	94 077	108 345
► Imilinganiselo yenkqubo yentsenzo					
	► PPM701: Inani labantwana ababudala buyiminyaka emi-5 abahamba kumaziko emfundo	I-PPM entsha	55 357	57 000	66 388
	► PPM702: Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente	37 045	46 100	46 932	52 597
	► PPM703: Inani lezikolo zikarhulumente ezibonelela ngeBakala R	I-PPM entsha	767	817****	807
Izalathisi zenkqubo yentsenzo					
	PPI 7.1 liklasi ezisandula ukwakhiwa	180	100	50	0
	PPI 7.2 likhithi ezongezelelweyo zeECD eziya kwiZikolo zikaRhulumente eziQhelekileyo	254	150	100	0
	PPI 7.3 likhithi zeECD ezongezelelweyo ezikwiZikolo eziZimelelo	0	150	50	0
Qaphela:					
1. * Aba ngeBasebenzi basePri-Prayimari kwaye bonke baqeshwe kwizithuba ezingaphezulu kwenani elabelwe iziko. Njengoko ootitshala beyeka okanye bethatha umhlala-phantsi izithuba ezo ziyaphela. Ithagethi ka-2010 yayimiswe kungekho datha zingqinisisweyo zika-2009. Lo ngumcimbi omalunga nexesha upapasho lwesiCwangciso seNisebenzo saqho ngoNyaka.					
2. * Inani labafundi abakwizikolo ezizimelelo liyancipha njengoko baya besanda abafundi ababhalisa kwizikolo zikarhulumente. Kwixesha elidlulileyo amanani obhaliso ayesekelewe kumanani achaziweyo nangangqinisiswanga. Ngo-2010 kwaqeshwa abasebenzi bokufaka ekhompuyutheni nokungqinisisa idatha kungenxa yeso sizathu kuye kwakho ukunciphisa kule totali.					
3.***Ingqikelelo ka-2009 yayisekelwe kwingcaciso eyayifumaneka ngelo xesha					
4. ****Ithagethi ye-APP (2010) yayibandakanya izikolo zepri-prayimari ezahlukileyo kwaye yaye yalungelelaniswa (APP 2011) ukwenzela ukuba kufundwe kuphela ezo zikwiZikolo zikaRhulumente eziQhelekileyo eziziiPrayimari					
5. Amanani abafundi athathwe kwi-EMIS-live nge-31 Matshi 2011					

IMilinganiselo yeNkqubo yeNtsebenzo, linjongo ezicwangciswe ngobuchule neZalathisi: Ingxoxo ngokungangqinelani kwingxelo
<p>► PPM701: Inani labantwana ababudala buyiminyaka emi-5 abafunda kumaziko emfundo</p> <p>Ithagethi: 57 000 Eyona kanye: 66 388 (okanye i-67% yetotali)</p> <p>Ingxoxo: Idatha ekubonelelwe ngayo kusetyenziswa i-<i>General Household Survey of StatsSA</i> ibonisa ukuba kukho i-29 123 yabaminyaka imihlanu ubudala abangahambi naluphi na uhlobo lweziko lemfundo (ucazululo-manani lubandakanya i-<i>day care, crèche, pre-primary, ECD centre, nursery school</i>). Kwabo bayayo kumaziko, iStatsSA ibonisa ukuba i-34 479 ihamba "i-pre-school" baze abayi-30 658 bahambe nokuba liBakala 0 okanye iBakala R.</p>
<p>► PPM702: Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente</p> <p>Ithagethi: 46 932 Eyona kanye: 50 726</p> <p>Ingxoxo: Amanani abafundi beBakala R anyukile kakhulu ngenxa yezicwangciso zamaphulo enkxaso ngamandla akhuthaza abazali ukuba babhalise abantwana abaneminyaka emine enesiqingatha ukuya kubantwana abaneminyaka emithandathu kwiiklasi zeBakala R. Ukuncipha kobhaliso kwizikolo ezizimeleyo kubonisa ukuba abazali bakhethe ukubhalisa abantwana babo kwiiklasi zeBakala R kwiZikolo zikaRhulumente endaweni yeZikolo eziZimeleyo zeECD (ezibizwa ngokuba 'zikolo zoluntu'). Ukongeza, makuqatshelwe ukuba ulawulo lwedatha nokubeka esweni okwenziwe ngokumalunga noku kuye kwaphucuka kakhulu kwaye kusengenzeka ukuba amanani exesha elidlulileyo ayenyusiwe</p>
<p>► PPM703: Inani lezikolo zikarhulumente ezibonelela ngeBakala R</p> <p>Ithagethi: 817 Eyona kanye: 807</p> <p>Ingxoxo: Inani lezikolo zikarhulumente ezibonelela ngeBakala R lingaphantsi kwethagethi ngenxa yokuba iiklasi zeBakala R ezazicwangciselwe ukwakhiwa azizange zigqitywe phambi kokuphela kwalo nyaka-mali. Jonga ingxoxo elapha ngezantsi.</p>
<p>PPI 7.1. Iiklasi ezisandula kwakhiwa</p> <p>Ithagethi: 50 Eyona kanye: 0</p> <p>Ingxoxo: Iithenda zakhutshwa ngo-Oktobha kwaye oku kwakuthetha ukuba iiklasi ziya kugqitywa ngo-2011. Iiklasi eziyi-50 zonke ziphantsi kolwakhiwo kwaye zikumanqanaba ahlukeneyo okugqitywa. Izikolo zaye zaziswa kwangethuba ukuba zenze amalungiselelo angamanye de iiklasi zibe zigqitywe kwaye zanikezelwa kwiSebe lezoThutho neMisebenzi kaRhulumente (<i>Department of Transport and Public Works</i>).</p>
<p>PPI 7.2 Iikhithi ezongezelelweyo ze-ECD eziya kwiZikolo zikaRhulumente eziQhelekileyo</p> <p>Ithagethi: 100 Eyona kanye: 0</p> <p>Ingxoxo: Ngenxa yokungangqinelani nemigqaliselo yethenda, ithenda yakhutshwa kuphela ekupheleni kwalo nyaka-mali. Ukusiwa kwazo zonke iikhithi ze-ECD kuya kwenzeka kwizikolo ezikhethiweyo kwikota yesibini ka-2011. Ezi zikolo zafumana inkxaso-mali ngo-Oktobha ukulungiselela ikota yesine ka-2010 nekota yokuqala ka-2011. Kumele kuqatshelwe ukuba iikhithi ze-ECD ekubonelelwe ngazo zongezelela kwi-LTSM ethengwe zizikolo.</p>
<p>PPI 7.3 Iikhithi ze-ECD ezongezelelweyo kwiZikolo eziZimeleyo</p> <p>Ithagethi: 50 Eyona kanye: 0</p> <p>Ingxoxo: Jonga ingxoxo elapha ngasentla</p>

Ingxoxo

Ubhaliso lwabafundi

Iirekhodi zibonisa ubhaliso lwabafundi beBakala R abayi-50 726 nabayi-1213 kwi-*Pre-Grade R* kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD. Kukho ngoku abafundi abayi-13 228 beBakala R nabe-*Pre-Grade R* kumaziko azimeleyo e-ECD ababhalise kwiCEMIS. Phambi ko-2010, abafundi beBakala R ababekwizikolo ezizimeleyo ze-ECD babengabhaliswanga kwiCEMIS kwaye idatha yobhaliso, enamanani anikiweyo, ibingenako ukungqiniswa ngokupheleleyo. Abancedisi beECD abaqeqeshiweyo kwi-ofisi yesithili semfundo nganye ngoku balogisha bonke abafundi beBakala R ngokusesikweni kwiCEMIS. Le thekholoji iqinisekisa ukuba umfundi ngamnye unenani elifana lodwa lokulandelela (*unique tracking number*) kwaye ibonelela ngedatha echanekile kakhulu kunakwixesha langaphambili.

Izibonelelo/lifasilithi

Ubume nokwakhiwa kweeklasi zeBakala R kwaphucuka ngo-2009. Oku kuluncedo kubafundi beBakala R njengoko le dizayini entsha iphucula umgangatho wokufunda nokufundisa. Iiklasi zeBakala R ezingumzekelo eziyi-30 zasekelwa ukwabelana ngezona ndlela zokufundisa zingcono kwi-ECD kunye nezikolo ezingabamelwane. Izikolo eziyi-30 zathenga iincwadi zamabali aqwetyiweyo nayinyaniso (*fiction and non-fiction story books*), iiphowusta ezizele yimifanekiso kunye nezichazi-magama ezinemifanekiso. Zonke izikolo ezineklasi zeBakala R ezintsha zafumana kwakhona inkxaso-mali yefanitshala kunye ne-*basic start-up ECD resource pack*. Izikolo eziyi-80 zaye zabekwa esweni ngokunxulumene nokusetyenziswa kolwabiwo lwefanitshala.

Zonke iithenda zokwakhiwa kweeklasi zeBakala R zakhutshwa ukususela ngo-Oktobha 2010 kwaye nokwakhiwa kweeklasi kuyaqhubeka. Ukubonelelwa ngeeklasi zeBakala R kwezikolo ezingenayo indawo efunekayo okanye ezinendawo engafanelekanga kuya kuqhubeka. Okuya kuba yeyona nto iphambili ifunekayo ngokususela kwiimpawu ezibonisa intlupheko (*poverty indices*), kwiindawo ezinengxinano nkulu yabafundi (umzekelo apho kukho inani elikhulu labafundi beBakala 1), ukufumaneka komhlaba kunye nolawulo lwemali.

Inkxaso-mali

Ulwabiwo lwenkxaso-mali yabafundi beBakala R kwizikolo zikarhulumente nakwizikolo ezizimeleyo lwanyuswa ngo-2010 ukulungqinelanisa neemfuno zenkxaso-mali zeMimiselo neMigangatho kaZwelonke yeBakala R. Inkxaso-mali inyusiwe ngolu hlobo lulandelayo: Inkxaso-mali ye-*National Quintile 1 (NQ 1)* yanyuswa ukusuka kwi-R12 ukuya kwi-R17 ngosuku ngalunye ukuya kutsho kwitotali engu-R3, 400 kumfundi ngamnye ngonyaka. Inkxaso-mali yeNQ 2 yanyuswa ukusuka kwi-R12 ukuya kwi-R16 ngosuku ngalunye, o.k.t. i-R3,200 ngonyaka; inkxaso-mali yeNQ 3 yanyuswa ukusuka kwi-R9 ukuya kwi-R13 ngosuku ngalunye, o.k.t. ukuya kutsho kwi-R2 600 ngonyaka; inkxaso-mali yeNQ 4 yanyuswa ukusuka kwi-R6 ukuya kutsho kwi-R9 ngosuku ngalunye, ukuya kutsho kwi-R1 800 ngonyaka zaza ezeNQ5 zahlala ziyi-R5 ngosuku ngalunye okanye i-R1 000 ngonyaka. Kwangqinisiswa amabango enkxaso-mali aza alungiswa ukwenza intlawulo yesibini, ekusisabelo-mali sabafundi beBakala R kwikota yesithathu ka-2010 nakwikota yokuqala ka-2011. Iintlawulo ngomatshini zaqala ngo-Oktobha 2010.

Zonke iiSMT neeSGB zifuna uqeqesho oluqhubeka okokoko kusetyenziso ngempumelelo nangendlela eyiyo kwesabelo senkxaso-mali sabo. Kusalungiswa incwadana yezolawulo lwemali ukunika inkxaso iiSMT neeSGB malunga nemiba yezemali.

Ilibhasari

ISebe iWCED lahluzela izicelo laza yakhetha abagqatswa beebhasari zeSETA. Ilibhasari zanikwa basebenzi abangezotitshala abafundela i*Bachelor of Education (Foundation Phase)* eUNISA. Abasebenzi abangezotitshala beBakala R abayi-156 baye bachongelwa ukuphucula iziqinisekiso zabo ze-ECD ukusuka kwiNqanaba 4 ukuya kutsho kwiNqanaba 5. Bazigqibile iinyanga ezilithoba zezifundo zeenyanga eziyi-18. Ngo-Agasti 2010, ngabasebenzi abangezotitshala be-ECD abayi-700 ababonelelwa ngeenkqubo zoqhelaniso nomsebenzi ukwenzela ukuba bagqibe isiqinisekiso seECD iNqanaba 4. Bebonke ngabasebenzi abangezotitshala be-ECD abayi-4 275 abenza njengangoku iinkqubo zoqhelaniso nomsebenzi. NgoJanuwari 2011, abanye abasebenzi abangezotitshala be-ECD abayi-1 200 kunye ne-180 abaqalise ngeenkqubo zoqhelaniso nomsebenzi ukwenzela ukuba bagqibe isiqinisekiso se-ECD iNqanaba 4 neNqanaba 1lokuqeqeshelwa uqhelaniso nomsebenzi. Kwaye

kwaveliswa iincwadi zokufunda zeprogram yokufundisa ngezakhono zabancedisi abangezotitshala beECD iNqanaba 1.

Ukuqeqeshwa kwabasebenzi abangezotitshala beECD njengenxalenye ye-*Expanded Public Works Programme* (EPWP) kwenziwa kwiphondo liphela. Abasebenzi abangezotitshala abavela emaphandleni bakwabonelelwa nabo kwezi program zoqhelaniso nomsebenzi. Abasebenzi abangezotitshala ababesele bebhaliwe kwikhosi ephelileyo yabasebenzi abangezotitshala badityaniswe kunye nabafundi ababesandula ukuthathwa abayi-2 320 ngoJanuwari 2010, oko kuse itotali yenani labafundi abakuqeqesho kulo mjikelo ku-5 973.

Ukungqinelanayo nemigqaliselo ekwisigqibo soMphathiswa weEPWP, bonke abasebenzi abangezotitshala be-ECD bamele ukufumana ubuncinane i-*stipend* se-R1 200. Bonke abasebenzi be-ECD ngoku abakwiinkqubo zoqhelaniso nomsebenzi baye baxhamla kwi-*stipend* esiye sanyuswa. Olu nyuso lwentlawulo lube nempembelelo entle ekuyeni kwabo ezifundweni aba basebenzi bangezotitshala basafumana uqeqesho.

Izinto ngokubanzi

ISebe iWCED ladibana neSebe loPhuhliso lwezeNtlalo ukucokisa isiCwangciso esiDibeneyo sePhondo i-*ECD Provincial Integrated Plan* baza baxoxa malunga nokuphunyezwa koMthetho waBantwana omtsha. Zonke izikolo zoluntu kufuneka zibhalise njengezikolo ze-ECD ezizimeleyo. I-80% yezi zikolo seyibhalisile ukuza kuthi ga ngoku.

INkqubo 8: liNkonzo eziNcedisayo neziNxulumene nazo (*Auxiliary and Associated Services*)

INjongo: Kukubonelela ngenkxaso kumaziko emfundo xa ewonke

Inkqubo yeeNkonzo eziNcedisayo neziNxulumene nazo zibandakanya ezi nkqubo zisekelayo zilandelayo:

lintlawulo ezinikwa iSETA

- Ukubonelela ngophuhliso lwezakhono zabasebenzi ngokungqinelana noMthetho woPhuhliso lweZakhono *liprojekthi zegranti ezikhutshwa phantsi kwemiqathango*
- ukubonelela ngeeprojekthi ezithile zeSebe leMfundo esiSiseko likazwelonke ezisebenza kwiprogram engaphezu kwenye nezixhaswa ngeegranti ezikhutshwa *phantsi kwemiqathango*

Uviwo lwangaphandle

- Ukubonelela ngeenkonzo zoviwo ezilawulwa lisebe

Uqeqesho lootitshala

- Ukunceda ngokubonelela ngootitshala abaqeqeshiweyo nabanochule kumsebenzi wokufundisa

IKapa Elihlumayo

- Ukuphuhlisa iisistim neenkqubo ngenjongo yokuphucula ireyithi yabapasayo kunye namathuba engqesho abafundi

linjongo ezicwangciswe ngobuchule neZalathisi

IMilinganiselo yeNkqubo yeNtsebenzo (imilinganiselo kazwelonke)
▶ PPM801: Inani labaviwa beemviwo zematriki zeBakala 12 (iimviwo zematriki)
▶ PPM802: Inani labaviwa beemviwo zeABET NQF Level 4

ST601	IiNkonzo eziNcedisayo neziNxulumene nazo – Imiba ephambili	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
Iintlawulo ngeprogram esekelayo (R'000)*					
8.1	Iintlawulo eziya kwiSEITA	4,255	4,604	4,926	4,926
8.2	Iiprojekthi zegranti ekhutshwa phantsi kwemiqathango	13,727	14,626	15,392	14,440
8.3	Uviwo lwangaphandle	87,865	101,914	105,502	105,394
8.4	Uqeqesho lootitshala	0	2,000	2,128	2,128
8.5	IKapa eLihlumayo	105,282	121,062	112,989	111,040
	Itotali	211,129	244,206	240,937	237,928
Iintlawulo ngohlelo lwezoqoqosho (R'000)*					
	Iintlawulo yangoku	112,552	141,851	145,459	144,408
	Imbuyiselo yabaqeshwa	63,194	72,886	77,839	77,839
	Ootitshala	21,207	30,611	30,968	30,968
	Abangezotitshala	41,987	42,275	46,871	46,871
	Iimpahla neenkono nokunye	49,358	68,965	67,620	66,569
	Iimali ezihlawulweyo (<i>transfers</i>) neesabsidi	98,422	102,123	95,315	93,357
	Iintlawulo zee-asethe i-capital assets)	155	232	163	163
	Itotali	211,129	244,206	240,937	237,928
*Ithagethi yeNkcitho ka-2010/11 linani loLwabiwo-mali lokuGqibela ngo-2010/11					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe ngurhulumente)	12	7	10	3#
	Inani labangezotitshala	114	91	117	101

ST801	iiNkonzo ezincedisayo neziNkulumene nazo – Imiba ephambili (kuyaqhubeka)	2008/09 Eyona kanye	2009/10 Eyona kanye	2010/11 Ithagethi	2010/11 Eyona kanye
	Inkqubo yemilinganiselo yentsebenzo				
	▶ PPM801: Inani labaviwa beemviwo zematriki zeBakala 12 (iimviwo zematriki)	43 953	44 931	45 000	45 783
	▶ PPM802: Inani labaviwa beemviwo ze-ABET NQF Level 4	1 883	1 527	1 900	1 783
	Izalathisi zenkqubo yentsebenzo				
	▶ PPI 8.1. Inani leebhasari ezinikwe abafundi abazifaneleyo, iminyaka emine yokufunda kwiziko lemfundo kwiiHEI	120 5.4%	120 4.4%	200 4.1%	137 4%
	▶ PPI 8.3. Ootitshala abongezelelweyo abaqeqeshelwe ukufundisa ngeHIV	New	New	1 000	495
	▶ PPI 8.4. Izikolo ezifumana ii-HIV/AIDS L TSM	1 350	1 450 est.	1 459	1 524*
	▶ PPI 8.5. Izikolo eziqeqeshwe kwi-Care & Support	New	0	200	616
	▶ PPI 8.6. Izikolo eziqeqeshwe ekuLawuleni nasekuPhatheni (<i>Management & Governance</i>)	New	0	200	0
	▶ PPI 8.7. Ootitshala abazii-high school peer educators	7 526	7 500 est.	10 000	7 500
	▶ PPI 8.8. Izikolo ezibekwe esweni nezininikwe inkxaso	1 041	1 100 est.	1 200	774
	Gaphela:				
	1. Kwabakho utshintsho kwiprogram yokuqeshwa kwabasebenzi beHIV nakwindlela elandelwayo (<i>mode</i>) ekuhambeni konyaka ephantsi koqwalaselo. Oku kuchaphazele igela leethagethi. Kwimeko yePPI 8.5 inani elingu-616 libhekiselela kubantu ngabantu kungezizo izikolo.				
	2. # Ngootitshala aba-2 kwiProgram 8 abangabasebenzi beHIV kwaye bonke baqeshwe kwizithuba ezongezelelweyo. Utitshala osisigxina oyi-1 uphawulwe njengowongezelelweyo.				
	3. * Eii nani libandakanya izikolo eziji-68 ze-ELSEN				

IProgram yeMilinganiselo yeNtsebenzo, iinjongo zezicwangciswe ngobuchule kunye neZalathisi: Ingxoxo ngokungangqinelani kwengcaciso
► PPM801: Inani labaviwa beemviwo zematriki zeBakala 12 (iimviwo zematriki)
Ithagethi: 45 000 Elona nani kanye: 47 783 Ingxoxo: Kuye kwagqithiswa kwithagethi ebimiselwe. Abaviwa babeyi-44 931 ngo-2009.
► PPM802: Inani labaviwa beemviwo ze-ABET NQF Level 4
Ithagethi: 1 900 Elona nani kanye: 1 783 Ingxoxo: limeko ezingumngeni zabafundi kweli candelo ziya kusoloko zichaphazela ubhaliso. Ewonke, ngamaphepha ezifundo ayi-7016 aye abhalwa. Ukuba kongezwa nabaviwa bangoJuni kwakhona inani lobhaliso ngu-2066.
IProgram yeZalathisi zeNtsebenzo
PPI 8.1. Inani leebhasari ezakhutshelwa abafundi abazifaneleyo, ezethuba leminyaka emine yokufunda kwiziko le-HEI
Ithagethi: 200 Elona nani kanye: 137 Ingxoxo: Inani lilonke elincitshisiweyo labafumana iibhasari lenzeke ngenxa yokunyuka kweefizi zezifundo kumaziko emfundo ephakamileyo.
PPI 8.2. Ukuxhaphaka kokusuleleka yiHIV kolutsha oluneminyaka yobudala eyi-15-19
Ithagethi: 4.1% Elona nani kanye: 4 % Ingxoxo: Oku kuhleli kungaguqu-guquki.
PPI 8.3. Ootitshala abongezelweyo abaqeqeshelwe ukufundisa malunga neHIV
Ithagethi: 1 000 Elona nani kanye: 495 Ingxoxo: Yi-49.5% yethagethi eyafikelelwayo ngenxa yokunqongophala kwabasebenzi beHIV kwii-ofisi zezithili zemfundo, okwachaphazela uqeqesho nophuhliso lootitshala.
PPI 8.4. Izikolo ezifumana ii-HIV/AIDS LTSM
Ithagethi: 1 459 Elona nani kanye: 1524 Ingxoxo: Zonke izikolo zafumana ii-LTSM. Eli nani libandakanya izikolo zeMfundo eneeMfundo eZizodwa.
PPI 8.5. Izikolo ezaqeqeshwa kwi-Care & Support
Ithagethi: 200 Elona nani kanye: 616 abantu Ingxoxo: Ootitshala, izikolo nabathathi-nxaxheba bafumana uqeqesho kwiprogram i-Schools as Nodes of Care and Support (SNOC), kwakunye nakwezi zakhono <i>listening and referral skills</i> .
PPI 8.6. Izikolo eziqeqeshwe kwezoLawulo nokuPhatha
Ithagethi: 200 Elona nani kanye: 0 Ingxoxo: Ithagethi ayizange ifikelelwe ngenxa yokunqongophala kwabasebenzi beHIV kwii-ofisi zezithili zemfundo, nto leyo eyachaphazela uqeqesho nophuhliso.
PPI 8.7. Oontanga abafundisanayo (<i>high school peer educators</i>) kwizikolo eziphakamileyo
Ithagethi: 10 000 Elona nani kanye: 7 500 Ingxoxo: Indlela engumzekelo yokufundisana koontanga yangaphambili yapheliswa nge-31 Disemba 2010. Indlela entsha seyiqalisiwe ukuqala nge-1 Januwari 2011, ngentsebenziswano neSebe lezeMpilo, lincediswa yiCentre for Support for Peer Education.
PPI 8.8. Izikolo zaye zabekwe esweni zaza zanikwa inkxaso
Ithagethi: 1 200 Elona nani kanye: 774 Ingxoxo: Yi-64.5% yethagethi eyafikelelwayo. Akukho kubekwa sweni kwaye kwenziwa kwikota edlulileyo yalo nyaka-mali ngenxa yeengxaki zokunqongophala kwabasebenzi kunye nokwenziwa komsebenzi. Kukho isiphakamiso sokuba kuqeshwe abasebenzi abatsha kwi-ofisi yesithili semfundo ngasinye.

Ingxoxo

limviwo

ISebe iWCED liqhuba iimviwo ezibalulekileyo ezintlanu qho ngonyaka: UViwo lweSatifikethi seMatriki sikaZwelonke ngo-Oktober/Novemba; uViwo lokuXabangela lweSatifikethi seMatriki sikaZwelonke ngoFebruwari/Matshi; uViwo lweMatriki (isilabhasi endala) ngoMeyi/Juni kwakunye neeMviwo ze-ABET L4 ngoMeyi/Juni nango-Oktober.

Amaphepha emibuzo oviwo asetwa liSebe leMfundo esiSiseko. ISebe iWCED liqinisekisa ngamanyathelo ezokhuseleko angqongqo kunye neenkqubo zolawulo ngethuba leenkqubo zokuprinta, ukupakishwa nokuthunyelwa kwamaphepha. Iinqununu zezikolo nabagadi babaviwa abaziintloko baqeqeshelwe ukuphatha nokulawula iimviwo ngokwe-*Regulations on the Conduct, Administration and Management of Assessment for the National Senior Certificate*.

Icandelo leemviwo laprinta i-28 640 yezigidi zamaphepha ewonke kunyaka-mali ka-2010/11. Iimviwo ezo yayiziimviwo ze-ABET Level 4 ngoMeyi no-Oktober (kumaziko ayi-47); iimviwo zaphakathi enyakeni zeMatriki (kuMaziko ayi-251); ekupheleni kweemviwo zokuphela konyaka kumaziko ayi-417 kunye neemviwo zikaFebruwari kumaziko ayi-156.

Le nkqubo yayifuna aBagadi Babaviwa aBaziintloko naBancedisayo abayi-2 194 kwiimviwo zokuphela konyaka (kubandakanywa iABET); abayi-385 yayingabeemviwo zokuxabangela baza abayi-759 yangabeemviwo zikaApreli/Meyi. Bekukho abamakishi abayi-3 735 nabamodareyithi bangaphakathi abayi-66 kwiimviwo zikaNovemba/Disemba; abayi-184 ibingabeemviwo zikaFebruwari/Matshi baza abayi-627 yangabeemviwo zika-Apreli/Meyi.

ICandelo 3 – liNgxelo-mali zoNyaka (*Annual Financial Statements*)

1. INgxelo yeKomiti yoPhicotho-zincwadi (<i>Audit Committee</i>)	101
2. INgxelo yeGosa eliMele ukuPhendula ngoSetyenziso lweMali (<i>Accounting Officer</i>) ...	106
3. INgxelo yoMphicothi-zincwadi Jikelele (<i>Auditor-General</i>)	114
4. INgxelo yoLwabiwo-mali (<i>Appropriation Statement</i>).....	120
5. Ingcaciso ehamba neNgxelo yoLwabiwo-mali.....	130
6. INgxelo yokuSetyenziswa kweMali (<i>Statement of Financial Performance</i>)	132
7. INgxelo yoBume beMali (<i>Statement of Financial Position</i>).....	133
8. INgxelo yokuTshintsha kwii-Asethi ii-Net Assets).....	134
9. INgxelo yokuNgena nokuPhuma kweMali (<i>Cash Flow Statement</i>).....	135
10. IMigaqo-nkqubo yokuLawulwa kweMali (<i>Accounting Policies</i>).....	136
11. Ingcaciso (<i>notes</i>) ehamba neNgxelo yoNyaka yokuSetyenziswa kweMali).....	146
12. Ingcaciso echaza amatyala (<i>disclosure notes</i>) kwiNgxelo zeMali zoNyaka.....	156
13. IziHlomelo kwiiNgxelo zeMali zoNyaka	168

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEKOMITI YOPHICOTHO-ZINCWADI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

1. Ingxelo yeKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi-zincwadi inovuyo ukwandlala ingxelo yayo yonyaka-mali ophele nge-31 Matshi 2011.

2. Amalungu eKomiti yoPhicotho-zincwadi nokubakho kwawo

IKomiti yoPhicotho-zincwadi inamala malungu adweliswe ngezantsi apha: Kufuneka ihlangane ubuncinane amaxesha amane ngonyaka njengoMmiselo ovunyiweyo (Terms of Reference). Enyakeni zintlanu iintlanganiso ebezibanjiwe:

19 Apreli 2010

24 Meyi 2010

10 Agasti 2010

3 Disemba 2010

18 Februwari 2011

Ilungu	likhomenti	Inani leentlanganiso ekuyiweyo kuzo
Ms Z Abrams	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela kwi-1 Januwari 2011	1
Prof E Calitz	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela nge-1 Januwari 2010.	5
Ms B Daries	Ithuba lobulungu liphele nge-30 Novemba 2010	3
Dr L Kathan	Ithuba lobulungu liphele nge-30 Matshi 2011	4
Mr RI Kingwill	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela kwi-1 Januwari 2011.	1
Mr L Mdunyelwa	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela kwi-1 Januwari 2008	5
Ms P White	Ithuba lobulungu liphele nge-30 Novemba 2011	2

3. Umsebenzi weKomiti yoPhicotho-zincwadi zeMali

lingxelo iKomiti yoPhicotho-zincwadi (*Audit Committee*) ezilungisileyo nemisebenzi yayo ebangelwe sisiqendu 38(1)(a) se- PFMA ne-*Treasury Regulation 3.1*.

IKomiti yoPhicotho-zincwadi ikwanike nengxelo yokuba isebenzise imigaqo efanelekileyo (*appropriate formal terms of reference*) njengeTshatha yeKomiti yoPhicotho-zincwadi evunywe yiKhabhinethi nge-9 Februwari 2011, yaye ilawule imicimbi yayo ngokungqinelana nale tshatha yaza yenza yonke imisebenzi yayo njengoko iqulethwe apho kuyo.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEKOMITI YOPHICOTHU-ZINCWADI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

4. Ukusebenza ngempumelelo kolawulo lwangaphakathi

Ulawulo lube ngumsebenzi ophambili kwiingxelo zokusetyenziswa kwemali neenkqubo zokunika ingxelo, kubandakanywa iisistim zolawulo lweze-akhawuntingi lwangaphakathi (*internal accounting controls*). IKomiti yoPhicothi-zincwadi, kumsebenzi wayo wokongamela ukusetyenziswa kwezimali, ijongisise yaza yaxoxa iingxelo zokusetyenziswa kwemali eziphicothiweyo nolawulo. Ngokungqinelana ne-PFMA nokuthathela ingqalelo i-King III Report malunga neemfuno zikaRhulumente weNtsebenziswano (*Corporate Governance*), uPhicotho-zincwadi lwangaphakathi (*Internal Audit*) lubonelela iKomiti yoPhicotho-zincwadi noLawulo (Audit Committee and Management) ngengqiniseko yokuba iinkqubo zolawulo zangaphakathi (*internal controls*) zifanelekile yaye ziyimpumelelo. Oku kufezekiswe ngesicwangciso esisekelwe kwinkcitho eyilahleko (*risk-based Internal Audit Plan*) apho uPhicotho lwaNgaphakathi (*Internal Audit*) luvavanya ukufaneleka kweenkqubo zolawulo ezinciphisa inkcitho eyilahleko kwizicwangciso nakwinkqubo ezisetyenziswayo iSebe elijongene nazo, nokubekwa esweni kwamanyathelo ophunyezo lokulungisa imeko ngabakulawulo.

Ngokususela ekujongisweni kweengxelo zaBaphicothi-zincwadi baNgaphakathi (*Internal Auditors*), iNgxelo yoPhicotho-zincwadi (*Audit Report*) ngeNgxelo-mali zoNyaka (*Annual Financial Statements*) nangeNgxelo yoLawulo (*Management Report*) yoMphicothi-zincwadi Jikelele waseMzantsi Afrika (*Auditor-General of South Africa*), IKomiti yoPhicotho-zincwadi incoma iSebe ngokufumana ingxelo engenamakhwiniba (*unqualified audit*) nesele ingunyaka wesine kusenzeka oku. Kwangaxeshanye iKomiti ivakalise inkxalabo yayo malunga nokungasebenzi kakuhle kolawulo lwangaphakathi nokungangqinelani nemithetho ethile nemimiselo njengoko oku kuqatshelwe nguMphicothi-zincwadi Jikelele. Makucaciswe ukuba, nakuba kunjalo, iSebe belikuthathela ingqalelo ukusilela kolawulo lwangaphakathi kwizinto ngezinto. Ezintlanu kwezisixhenxe iingxelo zophicotho-ncwadi lwangaphakathi ezikhutshwe kulo nyaka ophantsi koqwalaselo ziqulethe iingcebiso zokuphucula iinkqubo zolawulo nokuphucula ngakumbi nezo bezenziwe kakuhle. Iingxelo bezifikelele kwincaciso yolawulo lwekhefu, kwizibonelelo ezixhasa ukufunda nokufundisa, incaciso yentsebenzo, iingxelo zokusetyenziswa kwemali zethutyana (*interim financial statements*) nenkqubo yezothutho lwabafundi. ISebe lizamkele ezo ngebiso zinikiweyo. Iingcebiso zokuphucula oku zifuna phakathi kwezinye, ukuveliswa kweesistim zomashini (*automated systems*) ukwenzela ukuphucula iinkqubo zolawulo (*controls*). Ngenxa yoku iSebe lizimisele ekuphandeni ngezona sistim zomashini zinokusebenza ngokulula nezonga imali ezinokusetyenziswa.

ISebe linike ingxelo kwiKomiti yoPhicotho-zincwadi- zincwadi ukuba yonke imibandela yesiHlomele A ekunikwe ingxelo ngayo kunyaka ongaphambili yalungiswa yaye iKomiti i-Audit Monitoring Team yeSebe ibeke esweni inkqubela yeSebe ekulungiseni nezinye izinto ezafunyanwa nguMphicothi-zincwadi Jikelele (*Auditor-General*) nezinto ezafunyanwa kuphicotho-zincwadi lwangaphakathi. ISebe lizimisele ukungenisa isicwangciso sezinto eziza kwenziwa esineenkukacha ezininzi (*comprehensive action plan*) ukusingatha imibandela yolawulo lwangaphakathi kwiKomiti.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEKOMITI YOPHICOTHO-ZINCWADI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

4.1 *li-Sistim ze-IT*

UMphicothi-zincwadi Jikelele ufumene ukuba ziinkqubo ezifanelekileyo ezisetyenziswayo kwaye zezichanekileyo waza waqaphela izinto ezingalunganga ezingephi malunga nokubeka esweni ii-akhawunti zabasebenzisi. Owona mba usoloko phambili yinkqubela encinane eyenziweyo ngokubhekiselele kuphunyezo lwesicwangciso sokuguqula imeko yokusingatha izinto ezingayingozi (*risks*) ezinxulumene ne-IT iPhondo elijongene nazo.

4.2 *Umgangatho weengxelo zokubeka esweni neengxelo zenkqubela zenyanga/zekota (the quality of in-year-monitoring and monthly/quarterly progress reports) ezingeniswa ngokwe-Public Finance Management Act (PMFA) ne-Division of Revenue Act*

IKomiti yoPhicotho-zincwadi iqhubekile nokujongisisa ukubeka esweni okwenziwa liSebe lwala maxwebhu (*in-year monitoring (IYM)*) nengxelo zekota ii-*quarterly performance report (QPR)* yaye ezi ngxelo ziyangqinelana neemfuno zoMthetho we-*PFMA ne-Division of Revenue Act njengoko kufanelekile*. lingcebiso ezenziwe kwiSebe ziyalandelelwa ekuhlolweni kweengxelo okuya kulandela. Iingxelo zekota kwiikota ezintathu zokuqala zandlaliwe (*have been tabled*) kwiintlanganiso zeKomiti yoPhicotho-zincwadi apha enyakeni. IKomiti yoPhicotho-zincwadi yacela iSebe ukuba liqinisekise uzinzo olufanelekileyo phakathi kwee-*output nee-input indicators*.

4.3 *I-Enterprise Risk Management (ERM)*

Kwenziwe inkqubela ngakumbi malunga nokuphunyezwa kwe-*Enterprise Wide Risk Management (ERM) methodology* nokuqatshelwa kwenkcitho eyilahleko ephambili neenkqubo zolawulo ezinciphisa oku eziphunyezwe liSebe. IKomiti yoPhicotho-zincwadi yaqhubeka nokujongisisa inkqubela qho ngekota. Ngethuba lalo nyaka uphantsi koqwaselo iyunithi ye-ERM, eye yafakwa phantsi kweSebe leNkulumbuso, yaququzelela ukuqatshelwa kweenkcitho ezibe yilahleko esele zisayinwe yiNtloko yeSebe. I-ERM iza kusebenzisa indlela ehlaziyiweyo yaye sele sigqityiwe isicwangciso sophunyezo salo nyaka. IKomiti yoPhicotho-zincwadi yagxininisa ukubaluleka kongqinelwano olufanelekileyo phakathi kweenjongo ezicwangciswe ngobuchule (*strategic goals*), imiba yenkcitho eyilahleko nezalathi zentsebenzo ezibalulekileyo. ISebe liceliwe ukuba lixoxe neKomiti yoPhicotho-zincwadi ngesicwangciso sokuza kwenziwa ukuhlangabezana noqhankqalazo lwabasebenzi (*labour unrest*) kunyaka-mali olandelayo.

Inkqubela kwimiba ephantsi kophicotho (*forensic matters under investigation*) yenzelwe ingxelo kwiKomiti yoPhicotho-zincwadii kwintlanganiso nganye kunye nenkqubela ibe yeyanelisayo ngalo nyaka. Imiba emininzi ebisalele (*backlogs*) incitshisiwe ukususela ekuphuculweni kokuqeshwa kwabasebenzi beyunithi ye-*forensic investigation unit*.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEKOMITI YOPHICOTHU-ZINCWADI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

5. Ukuhlolwa kweNgxelo zoKusetyenziswa kweMali

IKomiti yoPhicotho-zincwadi :

- ihlolisise yaza yaxoxa noMphicothi-zincwadi Jikelele neGosa eliMele ukuPhendula ngoSetyenziso lweMali ngeNgxelo-mali zoNyaka (*Annual Financial Statements*) eziza kubandakanywa kwiNgxelo yoNyaka;
- ihlolisise i-*Auditor-General's Management Report* nempendulo yabaphathi ngokubhekiselele kuyo;
- ihlolisise iinguqu kwimigaqo-nkqubo yeze-akhawuntingi neenkqubo njengoko kwenziwe ngxelo kwiiNgxelo-mali zoNyaka;
- ihlolisise iinkqubo zeSebe zokungqinelana nemigaqo nemithetho elawulayo (*legal and regulatory provisions*);
- ihlolisise ingcaciso emalunga neenjongo esele zimiselwe njengoko kwenziwe ngxelo yonyaka; yaye
- ihlolisise uhlanga-hlengiso olubalulekileyo olubangelwe lolu phicotho.

IKomiti yoPhicotho-zincwadi iyavumelana yaye iyazamkela izigqibo zoMphicothi-zincwadi Jikelele malunga neNgxelo-mali yoNyaka, yaye icebisa ukuba iiNgxelo-mali eziPhicothiweyo (*Annual Financial Statements*) zamkelwe yaye zifundwe kunye nengxelo yoMphicothi-zincwadi Jikelele.

ISebe libonise ulwazi ngokwenene kulawulo lwezemali lwalo njengoko oko kungqinwa yingxelo yophicotho engenamakhwiniba. ISebe lifanele ukunconywa ngendlela ephucukileyo yokuhlelwa ngokweprayorithi kwakhona nangocwangciso lokuhlenga-hlengiso apho uxinzelelo lwezemali lohlenga-hlengiso kwimivuzo yootitshala oluqalela kwixesha eselidlule (*retrospective remuneration adjustments*), lubangele iindleko ezingaphezulu ebezingacingelwanga (*unforeseen extra cost*).

Ngokusekelwe ekuhlolisisweni nakwiingxoxo ezikhankanywe kwimihlathi engaphambili, iKomiti yoPhicotho-zincwadi yacebisa iSCOPA neSebe ukuba iingxelo-mali eziphicothweyo zibandakanywe kwiNgxelo yoNyaka yeSebe kunyaka-mali ophele nge-31 Matshi 2011.

6. Uphicotho lwangaphakathi

Kunyaka wangaphambili, iKomiti yoPhicotho-zincwadi yanika ngxelo yokuba i-*Shared Internal Audit Unit* yaba nengxaki yemingeni emalunga nokwazi ukwenza umsebenzi (*capacity*) kwabasebenzi nolawulo lwenguqu olwaba nefuthe ekwazini kwayo ukufikelela kwizicwangciso zayo.

IKomiti yoPhicotho-zincwadi yavuma i-*reduced coverage plan* kwimeko yezibonelelo ezinqongopheleyo, nesele isenzile yaye ezi ngxelo zangeniswa qho ngekota kwiKomiti yoPhicotho-zincwadi. Iimpendulo zeSebe kwiingcebiso zoPhicotho-zincwadi lwaNgaphakathi zibekwe esweni njengexalenye yenkqubo yokuhlolisisa.

Lo ngunyaka wokuqala wokuba iyunithi yophicotho lwangaphakathi isebenze ngokupheleleyo kwiinkalo zonke. Uphicotho lwangaphakathi lunike ngxelo ngenkqubela yazo zonke iintlanganiso zeekomiti zophicotho neengxelo zophicotho lwangaphakathi zandlalwa, kwaxoxwa ngazo neKomiti yoPhicotho-zincwadi noLawulo (*Audit Committee and Management*). Ngaphandle kwezi zimbini, zonke iingxelo zagqitywa ngokwesicwangciso seminyaka emithathu sophicotho-zincwadi lwangaphakathi. Ezi ngxelo zimbini zathatha ixesha elide kunokuba bekulindelwe ngenxa yokuntsonkotha kweemisebenzi ebisenziwa (*assignments*) kodwa oku kulibaziseka

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEKOMITI YOPHICOTHU-ZINCWADI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

akufanele kuphazamisa iithagethi ezimiselwe unyaka ozayo. Isicwangciso sophicotho-zincwadi lwangaphakathi seminyaka emithathu siyahlaziywa ukwenzela ukuba singqinelane ne-*strategic risk profile* yesebe.

IKomiti yoPhicotho-zincwadi isaxhalabile ngenxa yendlela ekwenziwa ngayo ukufikelela ngokupheleleyo kuphicotho-zincwadi olufunekayo (*required audit coverage*) kwixa elizayo yaye iyavuma ukuba kusekho imfuneko yolwazi lokwenza umsebenzi olongezelelweyo ukunika inkxaso iziphumo eziphuculweyo zekomiti yoPhicotho-zincwadi lwangaphakathi (*Internal Audit team*).

7. UMphicothi-zincwadi Jikelele waseMzantsi Afrika

IKomiti yoPhicotho-zincwadi ihlangene noMphicothi-zincwadi Jikelele waseMzantsi Afrika (*Auditor-General South Africa*) ukuqinisekisa ukuba akukho mibandela ingasonjululwanga ethe yabangelwa yimithetho elawula uphicotho (*regulatory audit*). Amanyathelo okulungisa imeko ngeziphumo ezinika iinkcukacha ezininzi (*detailed findings*) ezibangelwe yimithetho elawula uphicotho olukhoyo njengangoku (*current regulatory audit*) aya kubekwa esweni yiKomiti yoPhicotho-zincwadi qho ngekota.

8. Unxibelelwano

Apha enyakeni iNtloko yeSebe nabaphathi besigqeba solawulo benze iinzame ngokudibeneyo zokuya kuzo zonke iintlanganiso zophicotho-zincwadi baxoxe ngokuphandle nangokunyanisekileyo kwezi ntlanganiso zimalunga nemiba echaphazela iSebe. Iintlanganiso phakathi komntu nomntu (*one on one meetings*) nazo bezibanjwe phakathi kosihlalo weKomiti yoPhicotho-zincwadi neNtloko yeSebe phambi kwentlanganiso yeKomiti yoPhicotho zincwadi. Emva kwentlanganiso nganye uSihlalo ungenisa ingxelo engekho *formal* kwiNtloko yeSebe ukuyazisa ngokukhawuleza ngayo nayiphi na imiba engxamisekileyo iKomiti ekusafuneka ixoxe ngayo.

9. Umbulelo

ISebe lixoxe neKomiti yoPhicotho-zincwadi ngemiqathamgo ebonisa ukuzimisela ekuphuculeni ulawulo lweziko. Oku kuzimisela kufanele ukuba kugxininiswe ngakumbi yindlela ethembisayo iSebe eliphendule ngayo kwimiba ephakanyiswe kwintlanganiso yophicotho nangababoneleli-nkonzo. IKomiti yoPhicotho-zincwadi inqwenela ukuvakalisa umbulelo kumaGosa eSebe, kuMphicothi-zincwadi Jikelele (*Auditor-General South Africa*) neYunithi yoPhicotho-zincwadi yangaphakathi (*Internal Audit Unit*) ngentsebenziswano nengcaciso abayinikileyo eyenze sabanako ukwenza le ngxelo.



Estian Calitz

USihlalo

weKomiti yoPhicotho-zincwadi

weSebe leMfundo leNtshona Koloni

12 Agasti 2011

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Ingxelo yeGosa eliMele ukuPhendula ngoSetyenziso lweMali kwiSigqeba soLawulo (*Executive Authority*) nakwiNdlu yoWiso-mithetho yePhondo (*Provincial Legislature*) yeRiphabliki yoMzantsi Afrika.

1. Ukuphononongwa ngokubanzi kwemiba yemali

1.1 ISebe iWCED liyitshintshile ifokhasi yalo ekubeni belisoloko ligxininisa kwizinto elizenzayo (*inputs*) layitshintshela ekubeni ijolise kwiziphumo neziqhamo (*outcomes and output*). Iziphumo ezithembisayo nezikhuthazayo zifunyenwe kwizalathi-nkqubela eziphambili. Iziphumo zematriki kwakunye neziphumo zeBakala 3 no-6 zombini zibe zezithembisayo kunyaka ophantsi koqwalaselo. Isicwangciso sokuqinisekisa ungqinelwano oluqhubeka okokoko lwebhajethi neenjongo ezicwangciswe ngobuchule zesebe senzelve ukufaka igalelo kwiinkqubo eziphucula umgangatho.

Ugxininiso oluqhubeka okoko lwezo zinto zenziwe kakuhle lubangele ukuba isebe lise iincwadi zezifundo ezininzi ezikolweni. Ngenxa yocwangciso ngobuchule nobulumko, iprogram yokwandisa amagumbi okufundisela ibe neziphumo zokuba kube ngabafundi abaninzi ababe nako ukufikelela kwimfundo esemgangathweni ngeendleko ezisezantsi kunesiqhelo. Ifokhasi eqhubeka okokoko yokubeka esweni ukubakho kwabasebenzi bethu, ingakumbi abasezikolweni, isaza kuqhubeka. Nakuba kunjalo, lusaza kuqhubeka uxinzelelo olwenzekayo kwibhajethi yesebe, kodwa kukho ingqiniseko yokuba sisoloko sikhangelisa izisombululo eziyimpumelelo.

Uxinzelelo lwezemali ezikolweni luhlala lukho yaye isebe likwazile ukuncedisa ngakumbi izikolo zikarhulumente eziqhelekileyo ukuphelisa olo xinzelelo ngeprogram yalo yokubonelela ngeencwadi zezifundo neprogram yezikolo eziphakamileyo. Isebe likwancedisa izikolo kwimingeni emalunga namatyala eenkonzo zikamasipala, njl.njl.

Isebe libenako ukuchitha malunga ne-99,6% kwibhajethi ehlenga-hlengisiweyo. Ithagethi emiselwe nguNondyebo wePhondo (*Provincial Treasury*) kukuba amasebe afanele angachithi imali ngaphantsi okanye ngaphezulu kwebhajethi nkqu nange-1%. Inkcitho ebengaphantsi kokulindelekileyo (*under expenditure*) ifikelele kwizigidi ezingama-R42 (*R42 million*).

Izizathu zokungachithi yonke imali zezi zilandelayo

- Ukuhlaziya iiSistim iiHuman Capital Leave Management Systems kwalibaziseka de kwaba ngunyaka-mali olandelayo.
- Ibhajethi yovavanyo lwamaBakala 3, 6 no-9 yachithwa ngaphantsi kokulindelekileyo ngenxa ye-Ofisi kaNondyebo wePhondo (*Provincial Treasury*) yokungafaki ibango lesixa esipheleleyo.
- Ukulibaziseka ekugqityweni kwekhontrakthi yokuziswa kwezibonelelo zokufundisa zeECD.

Makuqatshelwe ukuba zonke ezi ziiprojekthi zii-committed projects yaye isicelo sokudluliselwa kunyaka olandelayo kweemali ezichithwe ngaphantsi kokulindelekileyo singeniswe kwi-Ofisi kaNondyebo wePhondo.

lintlawulo:

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

UNondyabo wePhondo uvume ezi ntlawulo zilandelayo phakathi kwamacandelo amakhulu kuLwabiwo-mali

- Ukutshintshwa kwe-R36 338 000 ukusuka kwiprogram 1 ukuya kwiprogram 2 ngenxa yokuhlawula yonke i-akhawunti yetyala leenkonzozikamasipala lezikolo zikarhulumente.
- Ukutshintshwa kwe-R18 554 000 ukusuka kwiprogram 2 ukuya kwiprogram 4 ngenxa yenkcitho eyi-capital expenditure phantsi kwezikolo ezineemfuno zemfundo ezizodwa
- Ukutshintshwa kwe-R15 235 000 ukusuka kwiprogram 4 ukuya kwiprogram 2 ngenxa yokuhlawula yonke i-akhawunti yetyala leenkonzozikamasipala lezikolo zikarhulumente.
- Ukutshintshwa kwe-R558 000 ukusuka kwiprogram 6 ukuya kwiprogram 2 ngenxa yokuhlawula yonke i-akhawunti yetyala leenkonzozikamasipala lezikolo zikarhulumente.
- Ukutshintshwa kwe-R10 214 000 ukusuka kwiprogram 8 ukuya kwiprogram 2 ngenxa yokuhlawula yonke i-akhawunti yetyala leenkonzozikamasipala lezikolo zikarhulumente.

1.2 Inkciitho engagunyaziswanga yenzeke ikakhulu ngenxa yeenkqubo zokhuphiswano ngamaxabiso ezingalandelwanga ngendlela eyiyo kwiiprojekthi ezithile okanye apho iinkonzozikamasipala kodwa ikhontrakthi iphelile. Kule iprojekthi isebe lityumbe umphathi weprojekthi omtsha. ISebe likwaqalise inkqubo yolawulo apho bonke abaphathi beeprograms kufuneka bangenise izicwangciso zokuthenga iimpahla neenkonzozikamasipala (*procurement plan*) kuzo zonke iimpahla neenkonzozikamasipala eziza kuthengwa kunyaka-mali omtsha.

2. Inkonzo eyenziwa lisebe

2.1 Umgaqo-nkqubo wentlawulo (*Tariff policy*)

Isebe lemfundo libiza imali ngeenkonzozikamasipala ezinxulumene neemviwo, ezinjengokumakishwa kweencwadi zeempendulo, izicelo zekopi yesatifikethi sematriki, njl.njl. lintlawulo zimiselwe kwezi nkonzo liSebe leMfundo esiSiseko (*Department of Basic Education*)

2.2 Iinkonzo zasimahla

Isebe lemfundo alenzi nayiphi na inkonzo yamahala ebinokuthi yenze ingeniso ebonakalayo.

2.3 Ii-inventri (*Inventories*)

Ii-inventri eyayikho ekupheleni konyaka-mali yayibandakanya imisebenzi esaqhubekayo (*work-in-progress*) (*WIP*) enxulumene neemvumelwano zokwakha. I-WIP engumsebenzi esaqhutywayo uchazwa njengeemvumelwano zokwakha ekwenziwe iinkonzozikamasipala zazo. Nakuba kunjalo, imali ezisagciniweyo kusafuneka zihlawulwe, njengoko kwakuvunyelwene nomthengisi ngokumalunga nemigqaliselo yemvumelwano. Isixa-mali se-WIP yi-R345,6 yezigidi kulo nyaka-mali uphicothwayo. **3. Izithintelo ekuphumezeni umsebenzi (*Capacity constraints*)**

Izikolo zijongene nemingeni yokufumana izakhono nabasebenzi abaqeqeshwe ngokufanelekileyo kwizifundo ezithile. Izifundo ezifana nemathematika nesayensi zijongene nokunqongophala okuxhomisa amehlo. Isebe likwanesikim sebhassari esijongene nalo mngeni ngokuyinxenye. Nakuba kunjalo iSebe leMfundo esiSiseko kuZwelonke likwaphanda ngezisombululo ezinokusetyenziswa kule meko. Kwithuba

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

elifutshane isebe libonelela ngeprogram eyi-*telematics broadcast programme* ukunika uncedo abafundi beBakala 12 kwezo zifundo zibaluleke gqitha. Ukufakwa ezithubeni kwee-*Funza Lushaka bursary holders*, abanezo zakhono kufumana uqwalaselo oluhlaziyiweyo. Isebe lenze idrafti yesicwangciso se*Mathematics and Science*, esinokunceda koku.

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

Isebe lemfundo alibanga nakufumana naziphi na iimali zabaxhasi.

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

Isebe lemfundo alinawo nawaphi na amaziko afana nala.

6. Amaziko asele ekhutshelwe iintlawulo

Amaziko ezemfundo asele ekhutshelwe iintlawulo lisebe anikwe kwisiHlomelo 1B seengxelo zemali zonyaka.

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*), ofakelwe izilungiso. Uyacelwa ukuba ufunde isiHlomelo 1B ukufumana ingcaciso engaphezulu ngohlobo ngalunye lweziko lwemfundo.

Isebe lemfundo lilandela ngqo iSiqundu 38(i)(j) soMthetho i-*Public Finance Management Act, 1996 (Act No.1 of 1996) as amended (PFMA)* apho amaziko emfundo afumana iintlawulo kufuneka eze nobungqina bokuba ayisebenzisele loo mali iinjongo ebikhutshelwe zona. Apha amaziko emfundo achaphazelekayo kufuneka avakalise oku aze asayine isatifikethi esilolo hlobo phambi kokuba kwenziwe iintlawulo ezilandelayo. Ngaphezulu, ngokomthetho ochaphazelekayo ophathelele kumaziko emfundo, anoxanduva ngokunjalo lokungenisa iingxelo zemali eziphicothiweyo (*audited financial statements*) zawo ungadlulanga umhla obekiweyo wokuphonononga nokuthotyelwa komthetho. Ii-Ofisi zeZithili zeMfundo zinika ingqwalasela eyodwa kuphuhliso lwezakhono zokwenza lo msebenzi ezikolweni yaye zikwanika nenkxaso eqhubeka okoko. Le nkqubo ibekwe esweni okokoko.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

- 7. Intsebenziswano namaziko abucala norhulumente (*public private partnerships*) (PPP)**
Isebe lemfundo iWCED alikangeni kuyo nayiphi na imvumelwano elolu hlobo.
- 8. Amalungiselelo olawulo lweziko lezefundo (*Corporate governance arrangements*)**

Ukungqinelana neNgxelo *iKing III Report*, uphicotho-zincwadi lwangaphakathi lulandele inkqubo yokulwa ilahleko ukunceda abalawuli ekufikeleleni kwiinjongo zesebe.

Inkqubo yokulwa ilahleko ifuna ukujongwa kwayo yonke ilahleko eqaphelekayo, kodwa ayiphelelanga ekujoliseni kwilahleko yosetyenziso lwemali nelahleko engabangela iingxaki kwizicwangciso.

Lwagqitywa uphengululo lwezicwangciso neenkqubo ezisetyenziswayo (*strategic and operational risk assessments*). Nakuba kunjalo ilahleko engabangela iingxaki kwizicwangciso (*strategic risk*) yasoloko ifumana ukuqwalaselwa ngabalawuli abakhulu. Uphengululo lwezicwangciso neenkqubo ezisetyenziswayo lwagqitywa kunyaka ongaphambili yaye lusahlaziywa njengangoku.

Isebe linayo ikomiti yophicotho-zincwadi, enamalungu azimeleyo Njengangoku ikunyaka wayo wesixhenxe (7) isebenza. IKomiti yoPhicotho-zincwadi ihlangana qho, kwaye ibamba iingxoxo nabalawuli abakhulu neSigqeba soLawulo. (*Executive Authority*). IYunithi yoPhicotho-zincwadi lwaNgaphakathi (*Internal Audit Unit*), i-Ofisi yoMphicothi-zincwadi Jikelele neYunithi i-*Forensic Investigative Unit*, banika ingxelo ngqo kwiKomiti yoPhicotho-zincwadi njengababoneleli-nkonzo bengqinisekiso (*assurance providers*).

Isebe linayo iYunithi yoPhengululo lweLahleko (*Risk Assessment Unit*). Isebe lenza *iRisk Policy Framework* libambisene noNdyabo wePhondo. Umgaqo-nkqubo wokulawula ilahleko uya kutshintshwa ube ngumgaqo-nkqubo wophengululo lwelahleko ebangelwa lurhwaphilizo -*fraud risk assessment policy*. Nakuba oku kusandula kukhankanywa kungekabikho, isebe lemfundo linaso isiCwangciso soKuthintela uRhawaphilizo osiqhelekileyo (a *generic fraud prevention*) obesingazi kwahluka kakhulu, ukuba bekuza kuthi kufunwe ukwenziwa kophengululo lwelahleko ebangelwa lurhwaphilizo. Isebe libambisene neSebe leNkulumbuso, liqalise iphulo lokwazisa ngorhwaphilizo njengenxalenye yesicwangciso sokuthintela urhwaphilizo.

Qho ngonyaka okanye njengoko iimeko zitshintsha, kufuneka abaphathi abakhulu bazalise baze bangenise ingxelo ebhalwe '*No conflict of Interest*' (Akukho kungqubano kweemfuno zokudlelelela abanye). Onke amalungu ekomiti yokhuphiswano ngamaxabiso nabasebenzi beCandelo loLawulo lokuThengwa kweNkonzo neMpahla (*Supply Chain Management*) kufuneka kwakhona batsho naluphi na ungqubano lweemfuno zokudlelelela abanye. ISebe ngoku likwafuna inkampani ezikhuphisana ngamaxabiso (*bidders*) ukuba zivakalise unxulumano lwazo ezinokuba nalo nabaqeshi okanye nabaqeshwa. Amalungu eKomiti yoPhicotho-zincwadi nawo kufuneka angenise iingxelo zawo ezithi 'Akukho kungqubana kweemfuno zokudlelelela abanye'.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni uphambili kwaye isebe lemfundo liseke intsebenziswano namanye amasebe ephondo achaphazelekayo okujongana nalo mba. Kubonakala ngathi kukho inkqubela ethile ngokumalunga neeprograms isebe eliza kuzenza ukukhusela izikolo.

9. Imisebenzi eyekiweyo / imisebenzi ekungasazi kuqhutyekwa nayo

Ayikho

10. Imisebenzi emitsha /ecetywayo

Ayikho

11. Ulawulo lwee-asethi

Isebe lemfundo liziphumeze zonke izigaba ezibalulekileyo (*milestones*), njengoko kucacisiwe kwii-Asset Management Reforms. Inkqubo yokungqinisiswa kwee-asethi yenziwa qho kunyaka wesibini ukuqinisekisa ukuphucula imeko ngokuthe gqolo. Zonke ii-asethi ziye zafakwa kwirejista yee-asethi yaze imeko/ubume nge-asethi nganye barekhodwa.

12. Iziganeko zasemva komhla wokufakwa kwengxelo

Azikho

13. Ingcaciso ngokwenziwa komsebenzi

Ingcaciso ngokwenziwa komsebenzi irekhodwa qho ngekota ingeniswe kwi-Ofisi kaNondyebo wePhondo. Ukuphucula ukwazi ukuphendula ngoxanduva lwalo nokwenzela izinto ekuhlени (*accountability and transparency*), isebe lenze izalathi-nkqubela zalo ukongeza kwezo zifunwa nguNondyebo wePhondo.

Ilistim ezikhoyo ngoku zokubeka esweni ukwenziwa komsebenzi yi-Central Education Management Information System (CEMIS) ebonelela ngedatha yabafundi, iPERSAL ebonelela ngedatha yeenombolo zabasebenzi (*personnel numbers*) nenkcitho enxulumene noko kunye ne-Basic Accounting System (BAS) ebonelela ngedatha yenkcitho.

ICandelo loQinisekiso lweMigangatho (*Quality Assurance*) linoxanduva lokungqinisisa idatha engeniselwe ukunika ingcaciso ngentsebenzo. Oku kuyafuneka ukuze kuqinisekise ukuba ingcaciso ngentsebenzo iboniswa ngokuchanekileyo nangokupheleleyo.

14. Izigqibo zeSCOPA

Izigqibo zeSCOPA malunga nonyaka-mali ka-2009/10 azikandlalwa.

Imiba ebhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Okufunyanisiweyo kwizinto ezisenziwayo
Ingxelo yeSCOPA yomhla	ISEbe kungafuneka liphendule malunga	ISEbe iWCED liyazamkela iingce-

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

<p>we-25 Matshi 2010</p>	<p>nee-akhawunti ezicinyiweyo (<i>write-offs</i>) ngokumalunga nenkcitho engenanzuzo neyilahleko ebhekiselele kwiiprojekthi zeziseko zophuhliso (<i>infrastructure projects</i>). Isiphumo sokugqibela salo mbandela asinakuqinisekiswa njengangoku kwaye akukho malungiselelo ayo nayiphi na inkcitho engenanzuzo neyilahleko (<i>fruitless and wasteful expenditure</i>) engakhona kwiingxelo zemali. Llahleko ngenxa yokurhoxiswa kweemvumelwano ithathwa njengencitho engenanzuzo neyilahleko.</p>	<p>biso zekomiti. Isebe libandakanye amanqaku kwiingxelo yezemali ngokubhekiselele ekubeni isixamali esiyi-R1,75 yezigidi, sele siqatshelwe njengencitho engenanzuzo neyilahleko enokwenzeka, nto leyo ke eya kuxhomekeka ekugqityweni kwale ngxelo.</p>
	<p>Kuye kwafunyanwa ubunzima ngethuba lophicotho-zincwadi ngokubhekiselele ekulibazisekeni okanye ekungafumane ki kwengcaciso efuniweyo. Oku kubonisa imeko yokungabikho kwenkqubo yokubeka esweni neyokusuphavayiza eqhubeka okokoko kwakunye nokungabikho kwemisebenzi yolawulo ngempumelelo emalunga nokufumaneka kwengcaciso elindelekileyo. Amaxwebhu emvumelwano kunye okanye eethenda angaduka (<i>misplaced</i>) kuze kwenziwe intlawulo engangqinelaniyo neemfuno zemvumelwano okanye nengcaciso yokhuphiswano ngamaxabiso (<i>bid information</i>) okanye namaxwebhu ethenda.</p>	<p>ISebe iWCED liyazamkelwa iingcebiso zekomiti. ISebe liziphumezile iinkqubo zolawulo ezimalunga nokuqokelelawa kwamaxwebhu angoozimba (<i>collection of source documentation</i>), nokubekwa esweni rhoqo ngenyanga.</p>
	<p>Izigqibo zeSCOPA azikaphunyezwa ubukhulu becala. Ukuba amanyathelo olungiso awathathwanga ngokwezigqibo zeSCOPA, kunokwenzeka ukuba iimpazamo neenkqubo zangaphambili ziphinde zenzeke.</p>	<p>ISebe iWCED liyazamkela iingcebiso zekomiti. Isebe lenze inkqubela ebonakalayo malunga noku.</p>

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

15. Ulungelelwaniso lwangaphambili lweengxelo zokuphicothwa kweencwadi

Isebe liphumeze inkqubo yokujongana nezinto ezixhalabisayo neziphumo zoMphicothi-zincwadi. Kucelwa abaphathi abenza lo msebenzi ukuba benze isicwangciso sezinto eziza kwenziwa nesiza kuhlolwa yile komiti. Yakuba inkqubo yokuqinisekisa umgangatho igqityiwe, ukubekwa esweni kwayo kuya kuphunyezwa. Inkqubela ngalo mba ikwayingxelo eya kwiKomiti yoPhicotho-zincwadi.

Imeko yokungathobeli imigaqo	Unyaka-mali okuqale ngawo oko	Inkqubela eyenziweyo ukuphelisa/ukusombulula lo mba
Izibonelelo zokufunda ze-HIV/Aids – ezincedisa abafundi azisiwanga okanye azisetyenziswanga kwizikolo ezithile	2009/10	Zonke ii-LTSM zamaBakala R ukuya ku-7 namaBakala 8 ukuya ku-9 zisiwe kuzo zonke izikolo zikarhulumente ngoFebruwari 2011.
I-HIV/Aids – Izikolo ezithile azikawenzi ukuze ziwamkele (<i>adopted</i>) umgaqo-nkqubo/isicwangciso se-HIV/AIDS.	2009/10	UMgaqo-nkqubo we-HIV/AIDS kuZwelonke uyasetyenziswa kuzo zonke izikolo. Abaphathi beeKomiti zeeSekethe, iinqununu zezikolo neeSGB ziya kufumana uqeqesho ngethuba kuqhubeka unyaka-mali 2011/12.

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

Alukho

17. Iingxelo zeMali zeThutyana (*Interim Financial Statements*)

Isebe lenze iingxelo zemali zethutyana njengoko zifunwa yi-Ofisi kaNondyabo wePhondo. Ezi ngxelo zaye zahlolwa ngabo zaza zonke iikhomenti /iingcebiso zathathelwa ingqalelo njengezifanelekileyo.

18. Okunye

Azikho

19. Imiba engeziseko zophuhliso: Ityala likaMagqwaka

Isebe libe neengxoxo ekudala ziqhubeka neSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works*), malunga nombwa weZiseko zoPhuhliso. Sisalinde iziphumo zokugqibela zenkqubo yenkundla yomthetho (*legal process*) ukuba kunikwe ingxelo ngayo nayiphi na inkcitho engenanzuzo neyilahleko ebe sisiphumo soku.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

20. Ukuvunywa

liNgxelo-mali zoNyaka ezichazwe kumaphepha 120 ukuya kwele-175 zivunywe liGosa eliMele ukuPhendula ngoSetyenziso lweMali (*Accounting Officer*).



PA VINJEVOLD

INTSUMPA JIKELELE UMHLA: 31 Meyi 2011

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE
YEPHONDO LENTSHONA KOLONI KUNYAKA OPHELE NGE-31 MATSHI 2011**

**INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE YEPHONDO LENTSHONA KOLONI
ENGEENGXELO ZEMALI NENGCACISO YOKULAWULWA KOKUSETYENZISWA KWEBHAJETHI NO. 5:
YESEBE LEMFUNDO LENTSHONA KOLONI**

INGXELO ENGEENGXELO ZEMALI

Intshayeleyo

1. Ndiziphicothile ezi ngxelo zemali zihamba nala maxwebhu zeSebe leMfundo leNtshona Koloni ekuzezi ingxelo yolwabiwo lwemali (*appropriation statement*), ingxelo yobume bemali njengoko injalo nge-31 Matshi 2010, nengxelo engokusetyenziswa kwemali, ingxelo engokutshintshwa kwee-asethi ii-net assets, nengxelo yokungena nokuphuma kwemali (*cash flow statement*) yonyaka-mali ogqiba kuphela, kunye nesishwankathelo semigaqo-nkqubo ephambili yokulawulwa nokusetyenziswa kwemali namanye amanqaku achazayo (*explanatory notes*), njengoko kubhaliwe kumaphepha 120 ukuya kwele-167.

Uxanduva lwegosa elimele ukuphendula ngokuphathelele kwiingxelo zemali

2. Igosa lolawulo lwemali linoxanduva lokulungiselela nokucaciswa kakuhle kwezi ngxelo zemali ngokwe-*Departmental Financial Framework* emiselwe yi*National Treasury* ngendlela efunwa nguMthetho woLawulo lweeMali zikaRhulumente, ka-1999 (uMthetho No. 1 ka-1999 (*Public Finance Management Act, 1999*) (*Act 1 of 1999*)) (PFMA) 1 kunye noMthetho woKwahlulwa kweMali, ka-2008 (uMthetho No. 2 ka-2008) (DoRA). 1 of 2010) (DoRA) ukwenzela ukugcinwa kolawulo lwangaphakathi okufanelekileyo ukuya kutsho ekulungisweni nokwandlalwa ngendlela efanelekileyo kweengxelo zemali ezingenampazamo ziqaphelekayo zokungaqondeki kakuhle (*misstatement*) nokuba ngaba oko kubangelwe lurhwaphilizo (*fraud*) okanye yimpazamo.

Umsebenzi oluxanduva loMphicothi-zincwadi Jikelele

3. Njengoko oku kuyimfuneko ngokweSiqendu 188 soMgaqo-siseko weRiphabliki yaseMzantsi Afrika, ka-1996 (*Constitution of the Republic of South Africa, 1996*) 108 of 1996) neSiqendu 4 soMthetho wokuPhicothwa kweMali 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. Ndilwenzili uphicotho-zincwadi lwam ngokweMigangatho yaMazwe ngaMazwe yokuPhicothwa iiNcwadi (*International Standards of Audit*) nangokweSaziso Ngokubanzi 1111 sika-2010, (*General Notice 1111 of 2010*), esakhutshwa kwiGazethi kaRhulumente No. 33872 (*Government Gazette No. 33872*) ye-15 Disemba 2010. Loo migangatho ifuna ukuba ndizithobele iimfuno ezingummiselo ngokwemigaqo (*ethical requirements*), ndenze izicwangciso zophicotho-zincwadi ukuze ndifumane ingqinisekiso efanelekileyo malunga nokuba ngaba iingxelo zemali azinampazamo ziqaphelekayo zokungaqondeki kakuhle (*material misstatement*) na.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE
YEPHONDO LENTSHONA KOLONI KUNYAKA OPHELE NGE-31 MATSHI 2011**

5. Ukuphicothwa kweencwadi kubandakanya ukulandela kwemigaqo ukuze kufunyanwe ubungqina beezixa-mali nezibhengezo (*disclosures*) ezitsha kwiingxelo zemali. Imigaqo ekhethiweyo ixhomekeke kwisigqibo somphicothi zincwadi, kubandakanywa uphengululo lwezinto ezingabangela iingxaki zokungachaneki kweengxelo zemali (*material misstatement*) nokuba ngaba oko kwenzeka ngenxa yorhwaphilizo okanye yempazamo. Ekwenzeni olo phengululo lwezinto ezingabangela iingxaki, umphicothi-zincwadi uthathela ingqalelo ulawulo lwangaphakathi olululo oluchaphazela ukwazi kweziko ukulungiswa nokwandlalwa ngendlela efanelekileyo kweengxelo zemali ukuze kuveliswe imigaqo neenkqubo zokuphicothwa kweencwadi ezifanelekileyo kwiimeko eziqhubekayo, kodwa kungabi ngenjongo yokuvakalisa luvo ngokusebenza ngempumelelo kolawulo lwangaphakathi lweziko. Ukuphicothwa kweencwadi kwakhona kubandakanya ukuvavanya ukufaneleka kwemigaqo-nkqubo yokulawulwa kwemali esetyenzisiweyo nokufaneleka kweengqikelelo zokulawulwa kwemali okwenziwa ngabaphathi, kwakunye nokwandlalwa ngokupheleleyo kweengxelo zemali.
6. Ndikholelwa ekubeni ubungqina bophicotho lweencwadi zemali endibufumeneyo banele kwaye bufanelekile ukuba bube sisiseko sokuvakaliswa koluvo lwam ngophicotho lweencwadi zemali.

Ukuvakalisa uluvo

7. Ngokoluvo lwam, ezi ngxelo zemali zichaza ngokwanelisayo ubume bezemali beSebe leMfundo leNtshona Koloni njengoko bekunjalo nge-31 Matshi 2011, nengxelo yokusetyenziswa kwemali, ukuphuma nokungena kwayo kulo nyaka ogqiba kuphela, ngokungqinelana ne-*Departmental Financial Framework* emiselwe yi *National Treasury* kunye nangokweemfuno ezimiselweyo yi-PFMA) neDoRA.

Ukugxininiswa komba

8. Ndicela ukuba kukhe kuqwalaselwe lo mba ulandelayo. Alukatshintshi uluvo lwam ngokumalunga nawo:

Ukucaciswa (*Restatement*) kwamanani angqinelanayo

9. Inkciitho kwii-*capital assets*

Njengoko kuchaziwe kwinqaku 7 kwiingxelo zemali amanani angqinelanayo ange-31 Matshi 2010 aphinde acaciswa kwakhona ngo-R38 338 000 ngenxa yempazamo efunyenwe ngethuba leengxelo-mali zango-2011 zesebe kunyaka ophele nge-31 Matshi 2010.

10. Iintlawulo ii-Capital commitments

Njengoko kuchaziwe kwinqaku 19 kwiingxelo zemali amanani angqinelanayo ange-31 Matshi 2010 aphinde acaciswa kwakhona ngo-R1 065 549 000 ngenxa yempazamo efunyenwe ngethuba leengxelo-mali zango-2011 zesebe kunyaka ophele nge-31 Matshi 2010.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE
YEPHONDO LENTSHONA KOLONI KUNYAKA OPHELE NGE-31 MATSHI 2011**

Ukungaqiniseki okubalulekileyo (*Significant uncertainties*)

11. Imibuzo yabalawuli namagqwetha iveze ukuba isebe lingummangalelwa kula matyala mabini alandelayo:

- Amabango ayi-22 okwenzakala kwabantu (*personal injuries*)

Isiphumo sala matyala asinako ukuqinisekiswa okwakalokunje yaye akukho malungiselelo enziweyo alo naliphi na ityala elinokubakho, nakuba kunjalo, oku kuchaziwe njenge-*contingent liability* kwinqaku lenkcazo (*disclosure note*) 18 kwiingxelo-mali.

Imiba eyongezelelweyo

12. Ndicela ukuba kukhe kuqwalaselwe lo mba ulandelayo. Alukatshintshi uluvo lwam ngokumalunga nawo:

Ukungangqinelani kwezinto kwenye ingcaciso ebandakanywe kwingxelo yonyaka

13. Akukho kungangqinelani kwezinto phakathi kwedrafti yengxelo yonyaka neengxelo zemali okuqatshelweyo. Ingxelo yokugqibela eprintiweyo yengxelo yonyaka iya kujongiswa kwakhona yaye naziphi na izinto ezingangqinelaniyo eziye zaqatshelwa ziya kwaziswa abalawuli. Ukuba izinto ezingangqinelaniyo azilungiswanga, oko kunokubangela ukuba umba ungabandakanywa kwingxelo yophicotho-zincwadi.

lishedyuli ezongezelelweyo ezingaphicothwangwa (*Unaudited supplementary schedules*)

14. Ingcaciso eyongezelelweyo ecaciswa kumaphepha 168 ukuya ku-175 ayiyonxalenye yezi zicwangciso zengxelo zemali kwaye yandlalwa njengengcaciso eyongezelweyo. Andiziphicothanga ezi shedyuli kwaye ke ngoko akukho zizathu ndingazibekayo ngokoluvo lwam.

Inkqubo-sikhokelo yokunika ingxelo yezemali

15. Inkqubo-sikhokelo yokunika ingxelo yezemali emiselwe yi-*National Treasury* nesetyenziswa lisebe yinkqubo-sikhokelo yokuthobela imimiselo. Ngoko ke uluvo lwam beluza kubonakalisa ukuba xa iingxelo zemali besele zilungisiwe ngokufanelekileyo endaweni yokuba zandlalwe kakuhle njengoko kuyimfuneko ngokwesiqendu 20(2) se-PAA, esifuna ukuba ndicacise uluvo lwam ngokwandlalwa kakuhle kweengxelo-mali zesebe.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE
YEPHONDO LENTSHONA KOLONI KUNYAKA OPHELE NGE-31 MATSHI 2011**

INGXELO EMALUNGA NEZINYE IIMFUNO ZOMTHETHO KUNYE NEMIQATHANGO YOMTHETHO

16. Ngokwe-*PAA* nangokwe-*General Notice 1111 of 2010*, eyakhutshwa kwi*Gazethi kaRhulumente No. 33872 ye-15 Disemba 2010* ndibandakanya apha ngezantsi iziphumo zam ngengxelo yentsebenzo yonyaka (*annual performance report*) engemiba ecaciswe kumaphepha 9 ukuya ku-99 kunye nokungangqinelani ngokucacileyo nemithetho nemimiselo esebenzayo kwisebe.

linjongo ezimiselwe kwangaphambili

17. Akukho miba iziziphumo zifunyenweyo malunga nengxelo yentsebenzo yonyaka.

Ukungqinelana nomthetho nemimiselo

Ukubeka esweni eminye imisebenzi ehlawulelwayo eyenziwa ngabaqeshwa

18. Igosa elimele ukuphendula ngezemali alikhange liyigcine imimiselo efanelekileyo yokuqinisekisa ukungqinelana nesiqendu 30(b) se-*Public Service Act, 1994 (Proclamation 103 of 1994)* nesiqendu 33(1) soMthetho wezeNgqesho yooTitshala (*Employment of Educators Act, 1998 (Act No. 76 of 1998)*). Ezi ziqensu zicacisa ukuba akukho gosa okanye mqeshwa uya kwenza umsebenzi afumana ngawo intlawulo ingenguwo lowo wenkonzo karhulumente, ngaphandle kwemvume enikwe ngabo basemagunyeni bafanekileyo okanye ligosa eligunyazisiweyo lelo gunya likhankanyiwe.

Ukuthengwa kweempahla neenkonzo nolawulo lweemvumelwano

19. Iimpahla neenkonzo ezinxabiso (*transaction value*) elingaphezu kwe-R500 000 azange zithengwe ngenkqubo yokukhuphisana ngamaxabiso (*competitive bidding process*) ngokweemfuno ezingummiselo ze*National Treasury Regulations (TR) 16A6.1, TR 16A6.4* ne-*National Treasury Practice Note 6 and 8 of 2007-08*.
20. Iimpahla neenkonzo ezinxabiso eliphakathi kwe-R10 000 ne-R500 000 zathengwa kungakhange kucelwe iikowuteshini zamaxabiso ezibhaliweyo ezintathu ubuncinane, kubathengisi abalindelekileyo ngokweemfuno ze-*TR 16A6.1* ne-*National Treasury Practice Note 8 of 2007-08*.
21. lithenda ezanikwa abathengisi zazingasekelwanga kumanqaku okukhethwa kuqala (*preference points*), anikwayo nabalwa ngokweemfuno ze-*Preferential Procurement Policy Framework Act, 2000 (Act No 5 of 2000)* kunye nemimiselo yayo ne-*National Treasury Instruction Note ye-15 Septemba 2010*.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE
YEPHONDO LENTSHONA KOLONI KUNYAKA OPHELE NGE-31 MATSHI 2011**

22. lithenda ezanikwa abathengisi abangazange babe nako ukunika ubungqina obubhaliweyo obuvela kwiNkonzo yeRhafu yoMzantsi Afrika (*South African Revenue Service*) bokuba imibandela yerhafu yabo (*tax matters*) imi kakuhle ngokweemfuno ze-*Preferential Procurement Regulations 16 ne- TR 16A9.1(d)*.

Ulawulo lwenkcitho

23. Igosa elimele ukuphendula ngokusetyenziswa kwemali alikhange lithathe amanyathelo angawo nafanelekileyo okuthintela inkcitho engagunyaziswanga echazwe kwimihlathi 19 no-22 apha ngentla nechazwe kwinqaku 24 kwiingxelo zemali ngokweemfuno ezingummiselo zesiqendu 38(1)(c)(ii) se-*PFMA ne-TR 9.1.1*.

ULAWULO LWANGAPHAKATHI

24. Ngokungqinelana ne-PAA ngokwe-*General notice 1111 of 2010*, ekhutshwe kwi*Gazethi kaRhulumente 33872 ye-15 Disemba 2010*, ndithathele ingqalelo ulawulo lwangaphakathi olufanelekileyo kumsebenzi wam wokuphicotha iingxelo zemali, kodwa ingenzelwanga iinjongo zokuveza izimvo malunga nokusebenza ngempumelelo kolawulo lwangaphakathi. Imiba ekunikwe ingxelo ngayo apha ngezantsi iphelela kuphela kwizinto eziqatshelweyo ngokumalunga nokungqinelana nemithetho nemimiselo ezibandakanywe kule ngxelo.

Ubunkokeli

25. Igosa elimele ukuphendula ngokusetyenziswa kwemali alikhange livavanye ukuba ingaba abalawuli bayiphumezile kusini na inkqubo yolawulo lwangaphakathi ukuqinisekisa ukuba abalawuli abakhulu bawenzile umsebenzi wabo. Oku kububungqina bokungathotyelwa kwemiba eqatshelweyo ephathelele ekuthengweni kweempahla neenkonzo nolawulo lweemvumelwano nokubekwa esweni komsebenzi ohlawulelwayo.

Ulawulo lwezemali nentsebenzo

26. Ulawulo aluqinisekisanga isikhokelo esifanelekileyo nesisiso kubo bonke abasebenzi abathatha inxaxheba kwinkqubo yokuthengwa kweempahla neenkonzo kunye nokuba kwenziwe uqeqesho olwaneleyo ukuqinisekisa ukuthobela imigaqo yoqhagamshelwano lwabathengi nabathengisi (*supply chain management- SCM*). Oku kubalulekile ngakumbi kubasebenzi abakwiyunithi endawonye yeSCM. Ngaphezu koko, ukuhlolwa nokubekwa esweni kokuthobela iinkqubo zemihla ngemihla nezaqho ngenyanga zokuthengwa kweempahla neenkonzo akusebenzi kakuhle. Izithuba ezingenamntu kwisebe lezemali zinokuba nefuthe elibi kwinkqubo yokubeka esweni nokuhlolwa efunekayo kule nkalo ibaluleke gqitha.

IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO

INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE
YEPHONDO LENTSHONA KOLONI KUNYAKA OPHELE NGE-31 MATSHI 2011

EZINYE IINGXELO

Uphicotho oluqhubekayo

27. Izalathi ezibonisa imisebenzi yorhwaphilizo enokubakho kwinkqubo yokuthengwa kweempahla neenkonziso ngethuba lophicotho-zincwadi yaye ngenxa yoko, yadluliselwa kwicandelo lophando (*forensic investigation unit*) ukuze kuphandwe ngayo.

Uphicotho lwentsebenzo

28. Uphicotho lwentsebenzo lwaqhutywa kunyaka ophantsi koqwalaselo kwiMfundo noPhuhliso lwaBantwana aBasaqalayo nakwiMfundo noQeqesho lwaBadala. Olu phicotho njengangoku lukwisigaba sokunika ingxelo yaye iziphumo ziya kuchazwa kwiingxelo ezahlukeyo.
29. Uphicotho lwenetsebenzo luqhutywa malunga noKulungela kukaRhulumente (*Readiness of Government*) ukunika ingxelo ngentsebenzo yakhe. Ifokhasi yophicotho ingokuba akhokelwa njani amaziko karhulumente azeancediswe njani na ukunika ingxelo ngentsebenzo yawo kwakunye neesistim neenkqubo asele eziqalisile ukuzenza. Iziphumo ziya kuchazwa kwiingxelo eyahlukeyo.

Auditor General

eKapa

31 Julayi 2011



AUDITOR-GENERAL
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**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Appropriation per programme									
Programmes	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Administration									
Current payment	408,562	(4,423)	(36,338)	367,801	353,656	14,145	96.2	346,388	346,358
Transfers and subsidies	46,562	15,054	-	61,616	61,615	1	100.0	40,566	40,564
Payment for capital assets	17,545	(7,893)	-	9,652	9,652	-	100.0	19,595	19,194
Payment for financial assets	3,733	(2,738)	-	995	995	-	100.0	9,489	9,489
	476,402	-	(36,338)	440,064	425,918	14,146	-	416,038	415,605
2. Public Ordinary School Education									
Current payment	8,770,434	14,010	62,345	8,846,789	8,843,246	3,543	100.0	7,882,324	7,877,592
Transfers and subsidies	521,413	(13,651)	-	507,762	507,762	-	100.0	518,767	513,983
Payment for capital assets	355,404	(359)	(18,554)	336,491	336,491	-	100.0	229,716	195,785
	9,647,251	-	43,791	9,691,042	9,687,499	3,543	-	8,630,807	8,587,360
3. Independent School Subsidies									
Transfers and subsidies	59,709	-	-	59,709	59,696	13	100.0	55,522	55,522
	59,709	-	-	59,709	59,696	13	-	55,522	55,522
4. Public Special School									
Current payment	578,379	(1,961)	(15,235)	561,183	559,188	1,995	99.6	490,034	490,034
Transfers and subsidies	107,345	1,961	12,002	121,308	121,308	-	100.0	106,446	104,246
Payment for capital assets	32,636	-	6,552	39,188	39,188	-	100.0	29,743	29,324
	718,360	-	3,319	721,679	719,684	1,995	-	626,223	623,604
5. Further Education and Training									
Current payment	281,091	(29,334)	-	251,757	251,685	72	100.0	212,675	212,675
Transfers and subsidies	165,952	29,334	-	195,286	195,286	-	100.0	156,242	156,242
	447,043	-	-	447,043	446,971	72	-	368,917	368,917
6. Adult Basic Education and Training									
Current payment	8,652	(929)	(558)	7,165	7,165	-	100.0	6,901	6,901
Transfers and subsidies	24,058	929	-	24,987	24,987	-	100.0	22,578	22,578
	32,710	-	(558)	32,152	32,152	-	-	29,479	29,479
7. Early Childhood Development									
Current payment	112,456	(5,903)	-	106,553	98,749	7,804	92.7	94,718	94,718
Transfers and subsidies	190,576	5,903	-	196,479	196,479	-	100.0	169,288	169,288
Payment for capital assets	62,554	-	-	62,554	50,667	11,887	81.0	28,614	24,614
	365,586	-	-	365,586	345,895	19,691	-	292,620	288,620
8. Auxiliary and Associated Services									
Current payment	156,119	(446)	(10,214)	145,459	144,408	1,051	99.3	141,851	141,851
Transfers and subsidies	94,907	408	-	95,315	93,357	1,958	97.9	102,123	102,123
Payment for capital assets	125	38	-	163	163	-	100.0	232	232
	251,151	-	(10,214)	240,937	237,928	3,009	-	244,206	244,206
Subtotal	11,998,212	-	-	11,998,212	11,955,743	42,469	99.6	10,663,812	10,613,313
Total	11,998,212	-	-	11,998,212	11,955,743	42,469	99.6	10,663,812	10,613,313
Add: Departmental receipts								3,056	
Actual amounts per Statement of Financial Performance (Total Revenue)				11,998,212				10,666,868	
Actual amounts per Statement of Financial Performance Expenditure					11,955,743				10,613,313.00

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Appropriation per Economic classification									
Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	9 330 046	(85 529)	(45 587)	9 198 930	9 193 265	5 665	99.9	8 214 843	8 214 843
Goods and services	985 647	56 543	45 587	1 087 777	1 064 832	22 945	97.9	960 048	955 286
Transfers & subsidies									
Departmental agencies & accounts	4 926	-	-	4 926	4 926	-	100.0	4 604	4 604
Universities & technikons	-	-	-	-	-	-	-	-	-
Non-profit institutions	1 139 761	18 209	12 002	1 169 972	1 168 002	1 970	99.8	1 103 748	1 096 762
Households	65 835	21 729	-	87 564	87 562	2	100.0	63 180	63 180
Payment for capital assets									
Buildings & other fixed structures	449 695	-	(12 002)	437 693	425 806	11 887	97.3	286 101	247 751
Machinery & equipment	9 320	(3 148)	-	6 172	6 172	-	100.0	12 389	11 988
Software & other intangible assets	9 249	(5 066)	-	4 183	4 183	-	100.0	9 410	9 410
Payment for financial assets	3 733	(2 738)	-	995	995	-	100.0	9 489	9 489
Total	11 998 212	-	-	11 998 212	11 955 743	42 469	99.6	10 663 812	10 613 313

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

**INGCOMBOLO NGEPROGRAM NGANYE -EZOLAWULO
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Details per Sub-Programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.1 Office of the MEC									
Current payment	4,326	537	-	4,863	4,863	-	100.0	4,194	4,194
Transfers and subsidies	-	18	-	18	18	-	100.0	-	-
Payment for capital assets	-	5	-	5	5	-	100.0	6	6
1.2 Corporate Services									
Current payment	222,595	-	(21,058)	201,537	193,719	7,818	96.1	180,957	180,927
Transfers and subsidies	19,276	10,091	-	29,367	29,366	1	100.0	19,004	19,004
Payment for capital assets	4,929	(1,913)	-	3,016	3,016	-	100.0	8,726	8,325
Payment for financial assets	3,733	(2,738)	-	995	995	-	100.0	9,489	9,489
1.3 Education Management									
Current payment	156,962	(2,449)	(15,280)	139,233	132,906	6,327	95.5	135,502	135,502
Transfers and subsidies	12,792	4,179	-	16,971	16,971	-	100.0	12,488	12,486
Payment for capital assets	6,680	(2,455)	-	4,225	4,225	-	100.0	6,586	6,586
1.4 Human Resource Development									
Current payment	17,074	(2,386)	-	14,688	14,688	-	100.0	15,855	15,855
Transfers and subsidies	-	6	-	6	6	-	100.0	24	24
Payment for capital assets	176	451	-	627	627	-	100.0	(1)	(1)
1.5 Education Management Information System (EMIS)									
Current payment	7,605	(125)	-	7,480	7,480	-	100.0	9,880	9,880
Transfers and subsidies	14,494	760	-	15,254	15,254	-	100.0	9,050	9,050
Payment for capital assets	5,760	(3,981)	-	1,779	1,779	-	100.0	4,278	4,278
Total	476,402	-	(36,338)	440,064	425,918	14,146	96.8	416,038	415,605

Programme 1 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	281,057	-	(29,847)	251,210	248,289	2,921	98.8	228,456	228,456
Goods and services	127,505	(4,423)	(6,491)	116,591	105,367	11,224	90.4	117,932	117,902
Transfers & subsidies									
Non-profit institutions	44,390	8,823	-	53,213	53,213	-	100.0	37,010	37,008
Households	2,172	6,231	-	8,403	8,402	1	100.0	3,556	3,556
Payment for capital assets									
Machinery & equipment	8,296	(2,827)	-	5,469	5,469	-	100.0	10,308	9,907
Software & other intangible assets	9,249	(5,066)	-	4,183	4,183	-	100.0	9,287	9,287
Payment for financial assets									
Payment for financial assets	3,733	(2,738)	-	995	995	-	100.0	9,489	9,489
Total	476,402	-	(36,338)	440,064	425,918	14,146	96.8	416,038	415,605

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

**INGCOMBOLO NGEPROGRAM 2 – IMFUNDO KWIZIKOLO ZIKARHULUMENTE EZIQHELEKILEYO
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Details per sub-programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
2.1 Public Primary School									
Current payment	4,989,313	-	53,453	5,042,766	5,042,766	-	100	4,438,676	4,438,676
Transfers and subsidies	328,042	(17,363)	-	310,679	310,679	-	100	323,898	319,114
Payment for capital assets	215,706	11,056	-	226,762	226,762	-	100	153,179	127,329
2.2 Public Secondary schools									
Current payment	3,122,797	8,459	8,892	3,140,148	3,140,148	-	100	2,908,682	2,908,682
Transfers and subsidies	167,348	12,547	-	179,895	179,895	-	100	173,771	173,771
Payment for capital assets	138,799	(11,056)	(18,554)	109,189	109,189	-	100	74,738	66,657
2.3 Professional Services									
Current payment	431,540	1,476	-	433,016	433,016	-	100	377,773	373,041
Transfers and subsidies	2,287	2,428	-	4,715	4,715	-	100	1,368	1,368
Payment for capital assets	743	(359)	-	384	384	-	100	1,799	1,799
2.4 Human Resource Development									
Current payment	59,302	7,249	-	66,551	66,551	-	100	55,274	55,274
Transfers and subsidies	17,900	(14,437)	-	3,463	3,463	-	100	3,898	3,898
Payment for capital assets	156	-	-	156	156	-	100	-	-
2.5 National School Nutrition Programme									
Current payment	167,482	(3,174)	-	164,308	160,765	3,543	98	101,919	101,919
Transfers and subsidies	5,836	3,174	-	9,010	9,010	-	100	15,832	15,832
Total	9,647,251	-	43,791	9,691,042	9,687,499	3,543	100	8,630,807	8,587,360

Programme 2 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	8,049,179	(51,465)	-	7,997,714	7,997,037	677	100.0	7,151,029	7,151,029
Goods and services	721,255	65,475	62,345	849,075	846,209	2,866	99.7	731,295	726,563
Transfers & subsidies									
Non-profit institutions	492,620	(29,326)	-	463,294	463,294	-	100.0	492,771	487,987
Households	28,793	15,675	-	44,468	44,468	-	100.0	25,996	25,996
Payment for capital assets									
Buildings & other fixed structures	354,505	-	(18,554)	335,951	335,951	-	100.0	227,744	193,813
Machinery & equipment	899	(359)	-	540	540	-	100.0	1,972	1,972
Total	9,647,251	-	43,791	9,691,042	9,687,499	3,543	100.0	8,630,807	8,587,360

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

INGCOMBOLO NGEPROGRAM 3 – INKXASO-MALI KWIZIKOLO EZIZIMELEYO

KUNYAKA OPHELE NGE-31 MATSHI 2011

Details per sub-programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
3.1 Primary Phase									
Transfers and subsidies	25,488	(1,460)	-	24,028	24,015	13	99.9	22,610	22,610
3.2 Secondary Phase									
Transfers and subsidies	34,221	1,460	-	35,681	35,681	-	100.0	32,912	32,912
Total	59,709	-	-	59,709	59,696	13	100.0	55,522	55,522

Programme 3 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers & subsidies									
Non-profit institutions	59,709	-	-	59,709	59,696	13	100.0	55,522	55,522
Total	59,709	-	-	59,709	59,696	13	100.0	55,522	55,522

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

**INGCOMBOLO NGEPROGRAM 4 – IMFUNDO KWIZIKOLO EZINEEMFUNO EZIZODWA
ZIKARHULUMENTE EZIQHELEKILEYO KUNYAKA OPHELE NGE-31 MATSHI 2011**

Details per sub-programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
4.1 Schools									
Current payment	578,379	(1,961)	(15,235)	561,183	559,191	1,992	99.6	490,034	490,034
Transfers and subsidies	107,343	1,963	12,002	121,308	121,308	-	100.0	106,446	104,246
Payment for capital assets	32,636	-	6,552	39,188	39,188	-	100.0	29,743	29,324
4.2 Professional Services									
Current payment	-	-	-	-	(3)	3	-	-	-
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
4.3 Human Resource Development									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
Total	718,360	-	3,319	721,679	719,684	1,995	99.7	626,223	623,604

Programme 4 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	572,789	(4,290)	(15,235)	553,264	551,269	1,995	99.6	484,441	484,441
Goods and services	5,590	2,329	-	7,919	7,919	-	100.0	5,593	5,593
Transfers & subsidies									
Non-profit institutions	106,146	1,404	12,002	119,552	119,552	-	100.0	104,211	102,011
Households	1,199	557	-	1,756	1,756	-	100.0	2,235	2,235
Payment for capital assets									
Buildings & other fixed structures	32,636	-	6,552	39,188	39,188	-	100.0	29,743	29,324
Total	718,360	-	3,319	721,679	719,684	1,995	99.7	626,223	623,604

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

**INGCOMBOLO NGEPROGRAM 5 –IMFUNDO NOQEQESHO OLUQHEBELEKAYO
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Details per sub-programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
5.1 Public Institutions									
Current payment	281,091	(29,334)	-	251,757	251,685	72	100.0	212,675	212,675
Transfers and subsidies	165,952	29,334	-	195,286	195,286	-	100.0	156,242	156,242
Total	447,043	-	-	447,043	446,971	72	100.0	368,917	368,917

Programme 5 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	281,091	(29,334)	-	251,757	251,685	72	100.0	212,670	212,670
Goods and services	-	-	-	-	-	-	-	5	5
Transfers & subsidies									
Non-profit institutions	135,791	29,251	-	165,042	165,042	-	100.0	126,988	126,988
Households	30,161	83	-	30,244	30,244	-	100.0	29,254	29,254
Total	447,043	-	-	447,043	446,971	72	100.0	368,917	368,917

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

**INGCOMBOLO NGEPROGRAM 6 – IMFUNDO NOQEQESHO LWABADALA
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Details per sub-programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
6.1 Subsidies to private centres									
Current payment	8,652	(929)	(558)	7,165	7,165	-	100.0	6,901	6,901
Transfers and subsidies	24,056	931	-	24,987	24,987	-	100.0	22,578	22,578
6.2 Professional Services									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
6.3 Human Resource Development									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
Total	32,710	-	(558)	32,152	32,152	-	100.0	29,479	29,479

Programme 6 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	7,332	(729)	(505)	6,098	6,098	-	100.0	6,621	6,621
Goods and services	1,320	(200)	(53)	1,067	1,067	-	100.0	280	280
Transfers & subsidies									
Non-profit institutions	24,058	929	-	24,987	24,987	-	100.0	22,578	22,578
Total	32,710	-	(558)	32,152	32,152	-	100.0	29,479	29,479

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

**INGCOMBOLO NGEPROGRAM 7 – IMFUNDO NOPHULISO LWABANTWANA ABASAQALAYO
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Details per sub-programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
7.1 Grade R in Public Schools									
Current payment	77,746	(5,887)	-	71,859	64,055	7,804	89.1	60,313	60,313
Transfers and subsidies	96,309	9,548	-	105,857	105,857	-	100.0	89,575	89,575
Payment for capital assets	62,554	-	-	62,554	50,667	11,887	81.0	28,614	24,614
7.2 Grade R in Community Centres									
Current payment	-	1	-	1	1	-	100.0	137	137
Transfers and subsidies	48,975	(3,688)	-	45,287	45,287	-	100.0	45,732	45,732
7.3 Professional Services									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
7.4 Human Resource Development									
Current payment	34,710	(17)	-	34,693	34,693	-	100.0	34,268	34,268
Transfers and subsidies	45,291	44	-	45,335	45,335	-	100.0	33,981	33,981
Total	365,586	-	-	365,586	345,895	19,691	94.6	292,620	288,620

Programme 7 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	65,526	(4,478)	-	61,048	61,048	-	100.0	58,740	58,740
Goods and services	46,930	(1,425)	-	45,505	37,701	7,804	82.9	35,978	35,978
Transfers & subsidies									
Non-profit institutions	189,320	6,720	-	196,040	196,040	-	100.0	169,154	169,154
Households	1,256	(817)	-	439	439	-	100.0	134	134
Payment for capital assets									
Buildings & other fixed structures	62,554	-	-	62,554	50,667	11,887	81.0	28,614	24,614
Total	365,586	-	-	365,586	345,895	19,691	94.6	292,620	288,620

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
KUNYAKA OPHELE NGE-31 MATSHI 2011**

INGCOMBOLO NGEPROGRAM 8 – IINKONZO ZENKXASO NEZINXULUMENE NAZO (AUXILIARY AND ASSOCIATED SERVICES) KUNYAKA OPHELE NGE-31 MATSHI 2011

Details per sub-programme	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
8.1 Payments to SETA									
Transfers and subsidies	4,926	-	-	4,926	4,926	-	100.0	4,604	4,604
8.2 Conditional Grant Projects									
Current payment	15,392	(408)	-	14,984	14,032	952	93.6	14,601	14,601
Transfers and subsidies	-	408	-	408	408	-	100.0	-	-
Payment for capital assets	-	-	-	-	-	-	-	25	25
8.3 External Examinations									
Current payment	105,251	(38)	-	105,213	105,114	99	99.9	101,765	101,765
Transfers and subsidies	126	-	-	126	117	9	92.9	5	5
Payment for capital assets	125	38	-	163	163	-	100.0	144	144
8.4 Teacher Training									
Transfers and subsidies	2,128	-	-	2,128	2,128	-	100.0	2,000	2,000
8.5 iKapa Elihlumayo									
Current payment	35,476	-	(10,214)	25,262	25,262	-	100.0	25,485	25,485
Transfers and subsidies	87,727	-	-	87,727	85,778	1,949	97.8	95,514	95,514
Payment for capital assets	-	-	-	-	-	-	-	63	63
Total	251,151	-	(10,214)	240,937	237,928	3,009	98.8	244,206	244,206

Programme 8 Per Economic classification	2010/11							2009/10	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	73,072	4,767	-	77,839	77,839	-	100.0	72,886	72,886
Goods and services	83,047	(5,213)	(10,214)	67,620	66,569	1,051	98.4	68,965	68,965
Transfers & subsidies									
Departmental agencies & accounts	4,926	-	-	4,926	4,926	-	100.0	4,604	4,604
Universities & technikons	-	-	-	-	-	-	-	-	-
Non-profit institutions	87,727	408	-	88,135	86,178	1,957	97.8	95,514	95,514
Households	2,254	-	-	2,254	2,253	1	100.0	2,005	2,005
Payment for capital assets									
Machinery & equipment	125	38	-	163	163	-	100.0	109	109
Software & other intangible assets	-	-	-	-	-	-	-	123	123
Total	251,151	-	(10,214)	240,937	237,928	3,009	98.8	244,206	244,206

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO KWINGXELO YOLWABIWO-MALI
KUNYAKA OPHELE NGOWE-31 MATSHI 2011**

1. Ingcombolo yeentlawulo ngomatshini neenkxaso-mali ngokoMthetho woLwabiwo-mali (Appropriation Act) (emva kweentlawulo):

Ingcombolo ngeetranzekhshini zingajongwa kumanqaku ngeNtlawulo yooMatshini neenkxaso-mali, amanqaku engcaciso nesiHlomelo 1 (A-C) kwiiNgxelo-mali zonyaka.

2. Ingcombolo nezixa-mali ezabiweyo ngokuthe ngqo (exclusively) (emva kweNtlawulo) :

Ingcombolo ngezi tranzekhshini zingajongwa kwinqaku lengcaciso 1 (Ulwabiwo loNyaka) kwiiNgxelo zeMali zoNyaka.

3. Ingcombolo ngeetranzekhshini zezemali kwii-asethi nasematyaleni (assets and liabilities)

Ingcombolo ngezi tranzekhshini ngeprogram nganye zinokujongwa kumanqaku azii-*Financial transactions* in kwii-asethi namatyala kwiiNgxelo-mali zoNyaka.

4. Ingcaciso zeeyantluko kumaxabiso ezinto (material variances) ezivela kwiZixa-mali ezaBiweyo (emva kweNtlawulo):

4.1 Per programme	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Approp.
	R'000	R'000	R'000	%
Programme name				
Administration	440,064	425,918	14,146	3%
Public ordinary school education	9,691,042	9,687,499	3,543	0%
Independent school subsidies	59,709	59,696	13	0%
Public special school education	721,679	719,684	1,995	0%
Further education and training	447,043	446,971	72	0%
Adult basic education and training	32,152	32,152	-	0%
Early childhood development	365,586	345,895	19,691	5%
Auxiliary and associated services	240,937	237,928	3,009	1%

Explanation of variance: The underspending on Administration is mainly due to delays in the upgrade of the Human Capital Leave Management System. Spending is to resume in the 2011/12 financial year. The underspending on Early Childhood Development is due to delays in the tender procedures for the purchasing of educational material as well as the construction of additional classrooms for Grade R at public ordinary schools.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO KWINGXELO YOLWABIWO-MALI
KUNYAKA OPHELE NGOWE-31 MATSHI 2011**

4.2 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Approp.
	R'000	R'000	R'000	%
Per economic classification:				
Current expenditure				
Compensation of employees	9,198,930	9,193,265	5,665	0%
Goods and services	1,087,777	1,064,832	22,945	2%
Transfers and subsidies				
Departmental agencies and accounts	4,926	4,926	-	0%
Non-profit institutions	1,169,972	1,168,002	1,970	0%
Households	87,564	87,562	2	0%
Payments for capital assets				
Buildings and other fixed structures	437,693	425,806	11,887	3%
Machinery and equipment	6,172	6,172	-	0%
Software and other intangible assets	4,183	4,183	-	0%
Payments for financial assets				
	995	995	-	0%

Explanation of variance: The underspending on goods and services and buildings and other fixed structures is due to delays in the upgrade of the Human Capital Leave Management System, the tender procedures for the purchasing of educational material and the construction of additional classrooms for Grade R at public ordinary schools respectively.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOBUME BEMALI (FINANCIAL PERFORMANCE)
KUNYAKA OPHELE NGOWE-31 MATSHI 2011**

	Note	2010/11 R'000	2009/10 R'000
REVENUE			
Annual appropriation	1	11,998,212	10,663,812
Departmental revenue	2	-	3,056
TOTAL REVENUE		11,998,212	10,666,868
EXPENDITURE			
Current expenditure			
Compensation of employees	3	9,193,265	8,214,843
Goods and services	4	1,064,832	955,286
Total current expenditure		10,258,097	9,170,129
Transfers and subsidies	6	1,260,490	1,164,546
Total transfers and subsidies		1,260,490	1,164,546
Expenditure for capital assets			
Tangible capital assets	7	431,978	259,739
Software and other intangible assets	7	4,183	9,410
Total expenditure for capital assets		436,161	269,149
Payments for financial assets	5	995	9,489
TOTAL EXPENDITURE		11,955,743	10,613,313
SURPLUS/(DEFICIT) FOR THE YEAR		42,469	53,555
Reconciliation of Net Surplus/(Deficit) for the year			
Voted Funds		42,469	50,499
Annual appropriation		11,998,212	10,663,812
Departmental revenue and NRF Receipts	13	-	3,056
SURPLUS/(DEFICIT) FOR THE YEAR		42,469	53,555

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEMEKO YOBUME BEMALI (FINANCIAL POSITION)
KUNYAKA OPHELE NGOWE-31 MATSHI 2011**

	Note	2010/11 R'000	2009/10 R'000
ASSETS			
Current Assets		147,646	109,498
Cash and cash equivalents	8	29,782	16,596
Prepayments and advances	9	10	3,274
Receivables	10	117,854	89,628
Non-Current Assets		14,191	13,471
Investments	11	14,191	13,471
TOTAL ASSETS		161,837	122,969
LIABILITIES			
Current Liabilities		90,396	72,015
Voted funds to be surrendered to the Revenue Fund	12	42,469	50,498
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	13	(391)	1,493
Bank overdraft	14	46,912	13,838
Payables	15	1,406	6,186
TOTAL LIABILITIES		90,396	72,015
NET ASSETS		71,441	50,954
Represented by:			
Capitalisation reserve		14,191	13,471
Recoverable revenue		57,250	37,483
TOTAL		71,441	50,954

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOTSHINTSHO KWII-NET ASSETS
KUNYAKA OPHELE NGOWE-31 MATSHI 2011**

	Note	2010/11 R'000	2009/10 R'000
Capitalisation Reserves			
Opening balance		13,471	12,506
Transfers:			
Movement in Operational Funds		720	965
Closing balance		<u>14,191</u>	<u>13,471</u>
Recoverable revenue			
Opening balance		37,483	37,546
Transfers		19,767	(63)
Debts recovered (included in departmental receipts)		-	(63)
Debts raised		19,767	-
Closing balance		<u>57,250</u>	<u>37,483</u>
Total		<u><u>71,441</u></u>	<u><u>50,954</u></u>

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOKUPHUMA NOKUNGENA KWEMALI
KUNYAKA OPHELE NGOWE-31 MATSHI 2011**

	<i>Qaphela**</i>	2010/11 R'000	2009/10 R'000
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
lirisithi		12,020,446	10,690,559
limali ezabiweyo nezifunyenweyo	1.1	11,998,212	10,663,812
Ingeniso yeSebe efunyenweyo	2	22,234	26,747
Ukwanda kwiiMali eziyiNtsalela kwiiMali eziyi-capital		(29,742)	(41,866)
Egqithiselwe kwiMali eyiNgeniso		(74,616)	(45,106)
lintlawulo zaNgoku		(10,258,097)	(9,170,129)
lintlawulo kwii-asethi zezemali		(995)	(9,489)
lintlawulo neenkxaso-mali ezihlawulweyo		(1,260,490)	(1,164,546)
Imali engenileyo nefumanekayo kwimisebenzi eyenziwayo	16	396,506	259,423
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
lintlawulo kwii-asethi zemali	7	(436,161)	(269,149)
Ukwanda kutyalo-mali		(720)	(965)
Ukuncipha kwii-asethi zezemali ezizezinye		-	818
Imali ekhoyo kwimisebenzi yotyalo-mali		(436,881)	(269,296)
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
Ulwabiwo/isahlulo esifunyenweyo		-	-
Ukwanda kwii-asethi ezikhoyo		20,487	902
Imali ekhoyo kwimisebenzi yotyalo-mali		20,487	902
Ukuncipha kwiMali ekhoyo kwimali ekhoyo nezinye ii-cash equivalents		(19,888)	(8,971)
liMali nee-cash equivalents ekuqaleni kwelo thuba		2,758	11,729
liMali nee-cash equivalents ekuqaleni kwelo thuba	17	(17,130)	2,758

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

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 ukugxininisa 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*) nefakelwe izilungiso nguMthetho 29 ka-1999), neMimiselo ye-Ofisi kaNondyebo kaZwelonke eyakhutshwa ngokwalo Mthetho nangokoMthetho woKwahlulwa kweNgeniso, uMthetho 2 ka-2006 (*Division of Revenue Act, Act 12 of 2010*).

1. Ukwandlalwa kweeNgxelo-mali

1.1 Indlela yamalungiselelo

liNgxelo zeMali sezilungisiwe ngokwale migaqo-nkqubo ilandelayo, eseyisetyenziswe ngokungqongqo kuyo yonke imiba ebalulekileyo, ngaphandle kokuba kuchazwe ngenye indlela. Indlela elungiswe ngokwenkqubo etshintshiweyo iqulethe imisebenzi yezemali ngokwemigaqo yokubalwa kwemali exhaswa yingcaciso eyongezelelweyo (*additional disclosure items*). Phantsi kwemisebenzi yezemali ngokwemigaqo yokubalwa kwemali (*cash basis of accounting*) iimali ezihlawulweyo (*transactions*) nezinye izinto eziqwalaselwayo xa kufunyanwa okanye kuhlawulwa ngekheshi.

1.2 Uhlobo lwemali olusetyenziswayo ukucacisa le ngxelo

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

1.3 Ukubhala ngokuzelelo (*rounding*)

Ngaphandle kokuba kuchazwe ngenye indlela amanani emali abhalwe ngokuzelelo (*rounded*) ukuya kutsho kwelona waka linye lisondelelo (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 ingcaciso enikwe ngayo ingqamene nefomathi yeengxelo zemali zalo nyaka-mali.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

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 engenisiweyo

2.1 Imali ezisetyenzisiweyo

Iimali ezisetyenzisiweyo ziqulethe yonke imali eyabiweyo yesebe kwakunye neentlawulo ezithe ngqo (*direct charges*) ezithelekiswa kwimali engenileyo (o.k.t. ulwabiwo olusemthethweni).

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.

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*).

Naziphi na izixa-mali ezilityala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

2.2 Ingeniso yeSebe

Yonke imali eyingeniso yesebe lemfundo (*departmental revenue*) ithathelwa ingqalelo njengengxelo yokusetyenziswa kwemali xa ifunyenwe kwaye ihlawulwa ke ngoko kwiNgxowa-mali eyiNgeniso yePhondo (*Provincial Revenue Fund*), ngaphandle kokuba kuchazwe ngenye indlela.

Naziphi na izixa-mali ezilityala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yobume beMali (*statement of financial position*).

Akukho zimali ziyi-*accrual* zenziweyo kweso sixa sifumanekayo ukususela kuloo mhla wokufunyanwa kwazo wokugqibela wethuba lokunika ingxelo. Ezi zixa nakuba kunjalo zichazwa kwingcaciso kwiNgxelo yemali yonyaka. Ezi zixa nakuba kunjalo zichazwa kwiNgxelo yemali yonyaka.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

3. Inkcitho

3.1 Imbuyiselo yabaqeshwa

3.1.1 Imivuzo nemirholo

Imivuzo nemirholo ziindleko ezichithwa kuzo zonke iingxelo zokusetyenziswa kwemali (financial performance) xa kuphunyeziwe ukugunyaziswa kokugqibela kweentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Ezinye izibonelelo zabaqeshwa zethutyana ezikhokelela kwesi sinyanzeliso sisemthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) ziyabhalwa njengencaciso entsha kwiingxelo zemali. Ezi zixa-mali azivunywa kwiingxelo yokusetyenziswa okanye yobume bemali.

Iindleko zabaqeshwa zibalelwa kwiindleko zeprojekthi eyi-*capital project* xa umqeshwa echithe ngaphezu kwe-50% yexesha lakhe kwiprojekthi. Ezi ntlawulo ziba yinxalenye yenkcitho yee-*capital assets* kwiingxelo-mali zentsebenzo kwezemali.

3.1.2 Iintlawulo zezentlalo

Iintlawulo zomqeshi kwizicwangciso zezibonelelo zasemva kwengqesho (*post employment benefit plans*) ngokumalunga nabaqeshwa bangoku zichithwa kuzo zonke iingxelo zokusetyenziswa kwemali (*financial performance*) xa kuphunyeziwe ukugunyaziswa kokugqibela kweentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Akukho malungiselelo enziweyo ezibonelelo zomhlala-phantsi kwiingxelo-mali zesebe. Neziphi na izinto ezisenokuba ngamatyala zibhalwa njengencaciso entsha kwiingxelo zemali zeNgxowa-mali eyiNgeniso yePhondo kungekuko kwiingxelo zemali zesebe elingumqeshi.

Iintlawulo zentlalo (*social contributions*) (ezifana nezibonelelo zezonyango) ezenziwe lisebe ukwenzela abaqeshwa abathile balo bethuba langaphambili (*department for certain of its ex-employees*) zihlelwa njengeentlawulo eziya kumakhaya kwiingxelo zokusetyenziswa kwezimali.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

3.2 Iimpahla neeNkonzo

lintlawulo zeempahla kunye/okanye zeenkonzo ziyavunywa njengeendleko kwiNgxelo yokusetyenziswa kwemali xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

Ezi ndleko zicalulwa njenge-*capital* ukuba iimpahla neenkonzo ezo zasetyenziselwa i-*capital project* okanye itotali yexabiso lezithengiweyo lingaphezu kwe-*capitalisation threshold (currently R5 000)*. Zonke ii-asethi ezibiza ngaphantsi kwe-R5,000 ziya kubhalwa phantsi kweempahla neenkonzo.

Intlawulo yerenti yokusetyenziswa kwezakhiwo okanye ezinye izakhiwo ezingenakushenxiswa ihlelwa njengeempahla neenkonzo yaye ayihlelwa njengerenti kwingqeshiso yemihlaba.

3.3 Inzala nokurentwa komhlaba

lintlawulo zenzala nezerenti ziyavunywa njengeendleko kwiNgxelo 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 neenkonzo ezithengiweyo.

3.4 lintlawulo kwii-asethi zezemali

Amatyala ayacinywa xa aye aqatshelwa njengalawo angahlawulekileyo. Amatyala acinywayo aphelele kwizixa-mali ezongiweyo (*savings*) kunye/okanye kwinkcitho enganeno yeemali ezisetyenziselwe injongo ethile. Ukucinywa kwamatyala kwenzeka ekupheleni konyaka xa iimali zifumaneka. Akukho sibonelelo senziweyo malunga nezixa-mali ezingahlawulekiyo kodwa kubandakanywa amatyala anokuqikelelwa kwingcaciso kwiingxelo-mali engezixa-mali.

Zonke ezinye iilahleko ziyabhalwa xa ukugunyaziswa kwenziwe ukulungiselela ukugunyaziswa kwazo.

3.5 lintlawulo ezenziwa ngoomatshini neenkxaso-mali

lintlawulo zenzala nezerenti ziyavunywa njengeendleko kwiNgxelo yokuSetyenziswa kweMali xa ukugunyaziswa kokugqibela kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

3.6 Inkcitho engagunyaziswanga

Xa iincitho ezingagunyaziswangwa zibhaqiwe zivunywa njenge-asethi kwingxelo yobume beemali kude kuyokuba lelo xesha apho incitho ezo ziya kuvunywa ngabasemagunyeni abachaphazelekayo, aze ahlawuliswe lowo unoxanduva loko okanye licinywe ityala elo njengetyala elingahlawulekileyo kwingxelo yokusetyenziswa kwemali.

Inkcitho engagunyaziswangwa evunywe nenkxaso-mali iba yengavunywanga (*derecognised*) kwingxelo yokusetyenziswa kwemali xa incitho engagunyaziswanga ivunyiwe neemali ezinxulumene nayo zifunyenwe.

Xa isixa-mali eso sivunyiwe ngaphandle kwenkxaso-mali siyavunywa njengeendleko, kwingxelo yokusetyenziswa kwemali kumhla lowo wokugunyaziswa.

3.7 Inkcitho engenanzuzo neyilahleko

Inkcitho engenanzuzo neyilahleko ivunywa njengencitho kwingxelo yokusetyenziswa kwemali ngokobunjani bentlawulo kodwa ingeyiyo i-ayithem eyahlukileyo kumgca okwingxelo ebhalwe yokusetyenziswa kwemali enjengoko injalo. (*a separate line item on the face of the statement*). Ukuba imali ebeyincitho inako ukuphinda ifunyanwe, oko kuthathwa njenge-asethi kude kube kuyahlawulwa ngumntu lowo uchaphazelekayo okanye ibhalwe njengetyala elingahlawulekileyo kwingxelo yokusetyenziswa kweemali.

3.8 Inkcitho engagunyaziswanga

Inkcitho engagunyaziswanga ithathwa njengencitho ekwi-*statement of financial performance*. Ukuba incitho ayigunyanziswa ngabanamagunya afanelekileyo ithathwa njenge-asethi de ibe ibuyekeziwe kwakhona okanye icinyiwe (*written off*) njengenakuphinda ibuyiseke.

4. li-asethi

4.1 limali nee-cash equivalents

li-cash and cash equivalents zenziwa kwingxelo yobume bemali ngeendleko.

li-ovadrafti zeBhanki ziboniswa ngokwahlukeneyo kwingxelo enjengoko injalo (*face of the statement*) kwingxelo yobume bemali.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

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 kwingxelo yobume bemali (*statement of financial position* kwindleko).

4.3 Iintlawulo zangaphambili nee-*advances*

Izixa ezihlawulwa kwangaphambili (*pre-payments and advances*) zibhalwa kwingxelo yobume bemali xa kwenziwe iintlawulo naxa zingekafunyanwa iimpahla neenkonzo ekupheleni konyaka.

Izixa ezihlawulwa kwangaphambili (*pre-payments and advances*) zibhalwa kwingxelo yobume bemali xa kwenziwe iintlawulo naxa zingekafunyanwa iimpahla neenkonzo ekupheleni konyaka.

4.4 Iimali ezifunyenweyo

Iimali ii-*Receivables* ezibandakanywe kwingxelo yobume bemali zivela kwiintlawulo zekheshi (*cash payments*) ezenziweyo ezinako ukufunyanwa kwezinye iinkampani/amaziko achaphazelekayo (*another party*) (kubandakanywa nabaqeshwa besebe) kwaye naxa zingabhalwanga xa zifumanekile okanye zicinyiwe.

Iimali ii-*Receivables* ezingekahlawulwa ekupheleni konyaka kwakunye nenzala ethe yenzeka ziyabhalwa kwingxelo yobume bemali kwindleko. Izixa-mali ezingenakuphinda zifumaneke zibandakanywa kwingcaciso ehamba nengxelo-mali.

4.5 Iintlawulo zotyalo-mali

Iintlawulo zotyalo-mali ii-*Capitalised investments* ziboniswa kwindleko kwingxelo yobume bemali.

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.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

4.6 li-Capital assets

4.6.1 li-asethi ezinokushenxiseka (movable assets)

Ukurekhodwa okokuqala (Initial recognition)

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.

Zonke ii-asethi ezifunyenwe phambi kwe-1 Apreli 2002 zibandakanywa kwirejista yee-asethi kwi-R1.

Inkcitho ethi ilandele

Inkcitho ethi ilandele kamva (*subsequent expenditure*) yohlobo oluyimali irekhodwa kwngxelo yokusetyenziswa kwemali njengenkcitho ye-asethi eyimali ize ifakwe kwirejista yee-asethi yesebe kwakuba kugqitywe iprojekthi.

Ukulungisiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwinkcitho “njengempahla neenkonz” kwingxelo yobume bemali.

4.6.2 li-asethi ezingenakushenxiseka (Immovable assets)

Ukurekhodwa okokuqala (Initial recognition)

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

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

Inkcitho ethi ilandele

Umsebenzi osaqhutywayo wohlobo lwee-asethi eziyimali (*capital nature*) uyarekhodwa kwingxelo yokusetyenziswa kwemali njengenkcitho eyi-“*expenditure for capital asset*”. Kwezigqityiweyo iprojekthi, iindleko ezipheleleyo zeprojekthi zibandakanyiwe kwirejista yee-asethi yesebe elinelungelo ngokomthetho lokuphendula ngalo asetthi.

Ukulungisiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwinkcitho “njengempahla neenkonziso” kwingxelo yokusetyenziswa kwemali.

5. Iintlawulo ezingamatyala afanele ukuhlawulwa (*Liabilities*)

5.1 Iimali ezihlawulwayo (*Payables*)

Iimali ezihlawulwayo ezithathelwa 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*.

5.2 Amatyala azii-Contingent liabilities

Ii-Contingent liabilities zibandakanyiwe kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*) apho kunokwenzeka ukuba izibonelelo zezoqoqosho zinokuphuma kwisebe (*flow from the department*), okanye xa ukukhutshwa kwezibonelelo zezoqoqosho (outflow of economic benefits) okanye ukwenziwa kweenkonzo (*service potential*) kunokwenzeka kodwa kungenako ukulinganiselwa ngokuthembekileyo.

5.3 Iimali ezabelwe iinjongo ezithile (*Commitments*)

Iimali ezabelwe iinjongo ezithile azithathelwa ngqalelo kwingxelo yobume bemali njengetyala okanye inkcitho (*liability or as expenditure*) kwingxelo yokusetyenziswa kwemali kodwa zibandakanyiwe kwingcaciso (*disclosure notes*).

5.4 Ii-Accruals

Ii-accruals azithathelwa ngqalelo kwingxelo yobume bemali njengematyala okanye inkcitho (*liability or as expenditure*) kwingxelo yokusetyenziswa kwemali) kodwa zibandakanyiwe kwingcaciso (*disclosure notes*).

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

5.5 Izibonelelo zabaqeshwa

Izibonelelo zabaqeshwa zethutyana ezikhokelela kwesi sinyanzeliso sisemthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) ziyachazwa kwingcaciso (*disclosure notes*) kwiingxelo zezemali. Ezi zixa azithathelwa ngqalela kwiingxelo yokusetyenziswa kwemali okanye kwiingxelo yobume bemali.

5.6 Iimali ezabelwe ukuqeshisa (*Lease commitments*)

Ukuqeshisa kwezemali

Ukuqeshisa kwezemali (*Finance leases*) akuthathelwa ngqalelo njengee-asethi namatyala kwiingxelo yemeko yezemali. Amatyala azii-*finance lease liability* ayachaza kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*). Amatyala azii-*finance lease liability* ayachaza kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*).

Iingqeshiso ezisebenzayo (*Operating lease*)

Iintlawulo zeengqeshiso ezisebenzayo (*Operating lease payments*) zithathelwa ingqalelo njengenkcitho kwiingxelo yokusetyenziswa kwemali. Iimali ii-*operating lease commitments* ziyachazwa kwingcaciso yoku (*disclosure notes*) kwiingxelo zezemali.

Ilahleko (*impairment*) nezinye izibonelelo

Isebe lwenza uvavanyo lwelahleko (*impairment*) apho kukho inkcazo yokuba kwiimali efunyenweyo, imali-mboleko, utyalo-mali, kungakho umonakalo.

Uvavanyo lokuba ngaba kukho iimpawu ezalatha imoshara lwenziwa ngomhla ngamnye wokunika ingxelo. Ingqikelelo yenzelwa iimali-mboleko ezithandabuzekayo neemali ezifunyenweyo ngokusekelwe ekuhlolweni kwazo zonke izixa ezingekahlawulwa zokuphela konyaka. Iimali ezimoshiweyo kutyalo-mali (*Impairments on investments*) zibalwa njengezingumahluko phakathi kwesixa i-*carrying amount* nexabiso langoku lokusetyenziswa kwemali okulindelekileyo kwixesha elizayo/iinkonzo ezenziwa ngeso sixhobo (*potential flowing from the instrument*.)

Izibonelelo zichazwa kwingcaciso xa kukho isinyanzeliso esisemthethweni okanye isinyanzeliso semvumelwano (*legal or constructive obligation*) zokuphulukana nezibonelelo zezoqoqosho ngenxa yezehlo zethuba langaphambili kwaye kusenokwenzeka ukuba ukuphuma kwezibonelelo njengezibonelelo zezoqoqosho kuya kuba yimfuneko ukuhlawula eso sinyanzeliso kwaye uqikelelo oluthembekileyo lunokwenziwa ngeso sinyanzeliso.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
KUNYAKA OPHELE NGE-31 MATSHI 2011**

6 Iimali ezifunyenweyo zengeniso yesebe (*Receivables for departmental revenue*)

IiMali eziFunyenweyo zengeniso yesebe ziyachazwa kwingcaciso kwingxelo yokusebenza kwemali yaqho ngonyaka (*annual financial statements*).

7 Ii-asethi ii-*Net Assets*

7.1 Ii-*Capitalisation reserve*

Ii-*capitalisation reserve* ziqulethe ii-asethi zezemali (*financial assets*) kunye/okanye amatyala avela kwithuba elingaphambi kokwenziwa kwengxelo yobume bemali nezithathelwa ingqalelo kwingxelo yobume bemali okokuqala kwithuba lokwenza ingxelo langoku (*current reporting period*). Izixa zihlawulwa kwi-*capitalisation reserves* xa zichaziwe kwithuba lokwenza ingxelo kwaye zihlawulwa kwi-*Provincial Revenue Fund* xa i-asethi eyi-*underlining asset* itshitshiswa kuze kufunyanwe iimali ezinxulumene nayo.

7.2 Iimali ezinokubuyiswa (*Recoverable revenue*)

Izixa zihlawulwa kwi-*capitalisation reserves* xa zichaziwe kwithuba lokwenza ingxelo kwaye zihlawulwa kwi-*Provincial Revenue Fund* xa i-asethi eyi-*underlining asset* itshitshiswa kuze kufunyanwe iimali ezinxulumene nayo. Izixa-mali zihlawulwa kwiNgxowa-mali yeNgeniso yePhondo xa zifunyenwe okanye zihlawulwe kwingxelo yokusetyenziswa kwemali xa zicinyiwe.

8 Imicimbi yemali namaqela achaphazekelayo (*Related party transactions*)

Ingcaciso echanekileyo ngokumalunga nemicimbi yemali namaqela achaphazekelayo (*related party transactions*) ibandakanyiwe kwingcaciso echazayo.

9 Abasebenzi bolawulo abaphambili (*Key management personnel*)

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

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

1. Annual Appropriation

1.1 Annual Appropriation

<i>Programmes</i>	Final Appropriation 2010/11 R'000	Actual Funds Received 2010/11 R'000	Funds not requested/ not received 2010/11 R'000	Appropriation Received 2009/10 R'000
ADMINISTRATION	440 064	476 402	(36 338)	416 038
PUBLIC ORDINARY SCHOOL EDUCATION	9 691 042	9 647 251	43 791	8 630 807
INDEPENDENT SCHOOL SUBSIDIES	59 709	59 709	-	55 522
PUBLIC SPECIAL SCHOOL EDUCATION	721 679	718 360	3 319	626 223
FURTHER EDUCATION AND TRAINING	447 043	447 043	-	368 917
ADULT BASIC EDUCATION AND TRAINING	32 152	32 710	(558)	29 479
EARLY CHILDHOOD DEVELOPMENT	365 586	365 586	-	292 620
AUXILIARY AND ASSOCIATED SERVICES	240 937	251 151	(10 214)	244 206
Total	11 998 212	11 998 212	-	10 663 812

1.2 Conditional grants**	Note	2010/11 R'000	2009/10 R'000
Total grants received	32	894,103	302,772

(** It should be noted that the Conditional grants are included in the amounts per the Final Appropriation in Note 1.1)

2. Departmental Revenue

<i>Sales of goods and services other than capital assets</i>	2.1	11 193	9 127
<i>Fines, penalties and forfeits</i>	2.2	511	383
<i>Interest, dividends and rent on land</i>	2.3	324	1 394
<i>Transactions in financial assets and liabilities</i>	2.4	10 206	15 843
Total revenue collected		22 234	26 747
<i>Less: Own revenue included in appropriation</i>	13	22 234	23 691
Departmental revenue collected		-	3 056

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
2.1 Sales of goods and services other than capital assets	2		
<i>Sales of goods and services produced by the department</i>		11 077	9 044
<i>Sales by market establishment</i>		11 077	9 044
<i>Sales of scrap, waste and other used current goods</i>		116	83
Total		11 193	9 127
2.2 Fines, penalties and forfeits	2		
<i>Fines</i>		511	383
Total		511	383
2.3 Interest, dividends and rent on land	2		
<i>Interest</i>		324	1 394
Total		324	1 394
2.4 Transactions in financial assets and liabilities	2		
<i>Receivables</i>		5 435	4 184
<i>Other Receipts including Recoverable Revenue</i>		4 771	11 659
Total		10 206	15 843
3. Compensation of employees			
3.1 Salaries and wages			
<i>Basic salary</i>		6 886 984	6 188 623
<i>Performance award</i>		21 239	20 289
<i>Service Based</i>		10 974	8 369
<i>Compensative/circumstantial</i>		79 512	80 898
<i>Periodic payments</i>		8 935	10 334
<i>Other non-pensionable allowances</i>		982 887	855 845
Total		7 990 531	7 164 358

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
3.2 Social Contributions			
Employer contributions			
<i>Pension</i>		794 336	694 823
<i>Medical</i>		405 779	353 264
<i>UIF</i>		4	4
<i>Bargaining council</i>		668	462
<i>Official unions and associations</i>		1 947	1 932
Total		1 202 734	1 050 485
Total compensation of employees		9 193 265	8 214 843
Average number of employees		40 737	40 558
4. Goods and services			
<i>Administrative fees</i>		815	888
<i>Advertising</i>		4 307	4 638
<i>Assets less than R5,000</i>	4.1	23 692	13 660
<i>Bursaries (employees)</i>		26 106	24 276
<i>Catering</i>		7 276	6 018
<i>Communication</i>		11 589	12 468
<i>Computer services</i>	4.2	15 856	9 887
<i>Consultants, contractors and agency/outsourced services</i>	4.3	83 436	100 821
<i>Entertainment</i>		232	338
<i>Audit cost – external</i>	4.4	12 887	8 283
<i>Fleet services</i>		3	-
<i>Inventory</i>	4.5	402 498	361 364
<i>Operating leases</i>		19 315	17 931
<i>Owned and leasehold property expenditure</i>	4.6	219 105	151 523
<i>Transport provided as part of the departmental activities</i>		141 861	147 691
<i>Travel and subsistence</i>	4.7	46 497	47 176
<i>Venues and facilities</i>		16 759	17 786
<i>Training and staff development</i>		25 133	20 161
<i>Other operating expenditure</i>	4.8	7 465	10 377
Total		1 064 832	955 286

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
4.1 Assets less than R5,000	4		
Tangible assets		22 136	12 763
Machinery and equipment		22 136	12 763
Intangible assets		1 556	897
Total		23 692	13 660
4.2 Computer services	4		
SITA computer services		8 868	7 675
External computer service providers		6 988	2 212
Total		15 856	9 887
4.3 Consultants, contractors and agency/outsourced services	4		
Business and advisory services		28 941	34 755
Legal costs		4 602	6 469
Contractors		8 683	6 682
Agency and support/outsourced services		41 210	52 915
Total		83 436	100 821
4.4 Audit cost – external	4		
Regularity audits		9 456	7 883
Performance audits		2 952	328
Other audits		479	72
Total		12 887	8 283
4.5 Inventory	4		
Learning and teaching support material		212 441	228 395
Food and food supplies		155 257	97 793
Other consumable materials		729	460
Maintenance material		37	21
Stationery and printing		33 364	34 693
Medical supplies		670	2
Total		402 498	361 364

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
4.6 Property payments	4		
<i>Municipal services</i>		94 306	17 594
<i>Property maintenance and repairs</i>		107 064	99 619
<i>Other</i>		17 735	34 310
Total		219 105	151 523
4.7 Travel and subsistence	4		
<i>Local</i>		46 400	46 620
<i>Foreign</i>		97	556
Total		46 497	47 176
4.8 Other operating expenditure	4		
<i>Professional bodies, membership and subscription fees</i>		663	665
<i>Resettlement costs</i>		1 473	1 796
<i>Other</i>		5 329	7 916
Total		7 465	10 377
5. Payments for financial assets			
<i>Material losses through criminal conduct</i>		184	4 464
<i>Other material losses</i>	5.1	184	4 464
<i>Other material losses written off</i>	5.2	20	187
<i>Debts written off</i>	5.3	791	4 838
Total		995	9 489
5.1 Other material losses	5		
Nature of other material losses			
	Disciplinary Steps taken/ Criminal proceedings		
Incident			
<i>GG Accidents</i>		184	406
<i>VLS 00726 Overtrans</i>		-	3 677
<i>Laser Repair Specialist</i>		-	343
<i>VLS 05489 VMS Nazo</i>		-	38
Total		184	4 464

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
5.2 Other material losses written off	5		
<i>Nature of losses</i>			
<i>Claims against the state</i>		20	100
<i>Irregular expenditure</i>		-	87
Total		20	187
5.3 Debts written off	5		
<i>Nature of debts written off</i>			
<i>Employee tax</i>		90	7
<i>State guarantees</i>		-	47
<i>Salary overpayments</i>		418	779
<i>Bursaries</i>		86	400
<i>Interest on debts</i>		185	514
<i>Other</i>		12	26
<i>Ex departments - mopping-up</i>		-	3 065
Total		791	4 838
5.4 Assets written off			
<i>Nature of write-off</i>			
<i>Furniture & equipment</i>		877	138
<i>Computer equipment</i>		7 273	3 723
Total		8 150	3 861
6. Transfers and Subsidies			
<i>Departmental agencies and accounts</i>	ANNEXURE 1A	4 926	4 604
<i>Non-profit institutions</i>	ANNEXURE 1B	1 168 002	1 096 762
<i>Households</i>	ANNEXURE 1C	87 562	63 180
Total		1 260 490	1 164 546

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
7. Expenditure for capital assets			
Tangible assets		431 978	259 739
Buildings and other fixed structures	31	425 806	247 751
Machinery and equipment	29	6 172	11 988
Software and other intangible assets		4 183	9 410
Capitalised development costs	30	1 400	-
Computer software	30	2 783	9 410
Total		436 161	269 149

The comparatives i.r.o. Note 7 have been restated as a result of the reclassification of the expenditure for the reporting year.

7.1 Analysis of funds utilised to acquire capital assets - 2010/11

	Voted Funds R'000	Aid assistance R'000	Total R'000
Tangible assets	431 978	-	431 978
Buildings and other fixed structures	425 806	-	425 806
Machinery and equipment	6 172	-	6 172
Software and other intangible assets	4 183	-	4 183
Capitalised development costs	1 400	-	1 400
Computer software	2 783	-	2 783
Total	436 161	-	436 161

7.2 Analysis of funds utilised to acquire capital assets - 2009/10

	Voted Funds R'000	Aid assistance R'000	Total R'000
Tangible assets	221 401	-	221 401
Buildings and other fixed structures	209 413	-	209 413
Machinery and equipment	11 988	-	11 988
Software and other intangible assets	9 410	-	9 410
Computer software	9 410	-	9 410
Total	230 811	-	230 811

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
8. Cash and Cash Equivalents			
Cash with commercial banks (Local)		29 782	16 596
Total		29 782	16 596
9. Prepayments and Advances			
Travel and subsistence		10	28
Advances paid to other entities		-	3 246
Total		10	3 274

	Note	2010/11			Total R'000	2009/10 R'000
		Less than one year R'000	One to three years R'000	Older than three years R'000		
10. Receivables						
Claims recoverable	10.1 Annex 3	23,513	513	-	24,026	12,459
Staff debt	10.2	18,266	7,298	9,050	34,614	21,559
Other debtors	10.3	13,287	22,856	23,071	59,214	55,610
Total		55,066	30,667	32,121	117,854	89,628

	Note	2010/11 R'000	2009/10 R'000
10.1 Claims recoverable	10		
National departments		818	799
Provincial departments		322	11 660
Private enterprises		140	-
Households and non-profit institutions		22 746	-
Total		24 026	12 459
10.2 Staff debt	10		
Salary overpayments		2,491	6,227
Debt account		32,123	15,332
Total		34,614	21,559
10.3 Other debtors	10		
Breach of contract		13 284	15 072
Ex employees		39 968	29 853
State guarantees		910	984
Criminal acts		1 524	1 839
Miscellaneous		2 177	2 094
Clearing accounts		1 351	5 768
Total		59 214	55 610

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
11. Investments			
Non-Current			
<i>Sir David Harris Trust</i>		-	1
<i>JL Bisset Fund</i>		417	399
<i>Graham Civil Service Bursary Fund</i>		43	44
<i>Royal Reception Fund</i>		32	33
<i>School Building Fund</i>		13 699	12 994
Total		14 191	13 471
Analysis of non-current investments			
<i>Opening balance</i>		13 471	12 506
<i>Additions in cash</i>		720	965
Closing balance		14 191	13 471
12. Voted Funds to be Surrendered to the Revenue Fund			
<i>Opening balance</i>		50 498	13 657
<i>Transfer from statement of financial performance</i>		42 469	50 499
<i>Paid during the year</i>		(50 498)	(13 658)
Closing balance		42 469	50 498
13. Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund			
<i>Opening balance</i>		1 493	6 194
<i>Transfer from Statement of Financial Performance</i>		-	3 056
<i>Own revenue included in appropriation</i>		22 234	23 691
<i>Paid during the year</i>		(24 118)	(31 448)
Closing balance		(391)	1 493
14. Bank Overdraft			
Consolidated Paymaster General Account		46,912	13,838
Total		46,912	13,838
	Note	2010/11 R'000	2009/10 R'000
15. Payables - current			
<i>Amounts owing to other entities</i>	Annex 4	87	277
<i>Clearing accounts</i>	15.1	1 220	5 888
<i>Other payables</i>	15.2	99	21
Total		1 406	6 186

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO (NOTES) EHAMBA NENGXELO YONYAKA YOKUSETYENZISWA KWEMALI)
NGE-31 MATSHI 2010**

15.1 Clearing accounts	15		
Sal: pension debt		31	614
Sal: ACB recalls		372	886
Sal: income tax		675	3 029
Sal: pension fund		24	203
Salary reversal control		-	876
Salary: medical aid		56	137
Other deduction accounts		62	109
Sal: tax debt		-	34
Total		1 220	5 888
15.2 Other payables	15		
Miscellaneous		99	21
Total		99	21
16. Net cash flow available from operating activities			
<i>Net surplus as per Statement of Financial Performance</i>		42,469	53,555
<i>Add back non cash/cash movements not deemed operating activities</i>		354,037	205,868
<i>Increase in receivables – current</i>		(28,226)	(14,849)
<i>Decrease in prepayments and advances</i>		3,264	(3,221)
<i>Increase in payables – current</i>		(4,780)	(23,796)
<i>Expenditure on capital assets</i>		436,151	269,149
<i>Surrenders to Revenue Fund</i>		(74,616)	(45,106)
<i>Own revenue included in appropriation</i>		22,234	23,691
Net cash flow generated by operating activities		396,506	259,423
17. Reconciliation of cash and cash equivalents for cash flow purposes			
<i>Consolidated Paymaster General account</i>		(46 912)	(13 838)
<i>Cash with commercial banks (Local)</i>		29 782	16 596
Total		(17 130)	2 758

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
18. Contingent liabilities and contingent assets			
Contingent liabilities			
Liable to	Nature		
Housing loan guarantees	Employees	974	2 358
Claims against the department		64 746	34 815
Other departments (interdepartmental unconfirmed balances)		45	1 632
Other		33 415	-
Total		99 180	38 805

	Note	2010/11 R'000	2009/10 R'000
19. Commitments			
Current expenditure			
Approved and contracted		779 622	199 781
Approved but not yet contracted		355 839	320 356
Capital Expenditure (including transfers)		1 887 920	1 303 125
Approved and contracted		454 681	265 688
Approved but not yet contracted		1 433 239	1 037 437
Total Commitments		3 023 381	1 823 262

The comparatives (2009/10 Commitments) have been restated in order to include the budgeted figures i.r.o. the MTEF.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
20. Accruals			
Listed by economic classification			
	30 Days	30+ Days	Total
<i>Goods and services</i>	10 672	7 753	18 425
<i>Transfers and subsidies</i>	185	4 016	4 201
<i>Capital assets</i>	8 204	1 764	9 968
Total	19 061	13 533	32 594
Confirmed balances with departments	Annex 4	5,362	383
Total		5,362	383
Listed by programme level			
<i>Administration</i>		7 472	10 637
<i>Public Ordinary School Education</i>		18 372	12 762
<i>Independent School Subsidies</i>		3 160	-
<i>Public Special School Education</i>		1 151	6 793
<i>Adult Basic Education and Training</i>		2	121
<i>Early Childhood Development</i>		2 078	11 836
<i>Auxiliary and Associated Services</i>		359	4 545
Total		32 594	46 694
21. Employee benefits			
<i>Leave entitlement</i>		95 314	87 838
<i>Service bonus (Thirteenth cheque)</i>		275 387	246 631
<i>Capped leave commitments</i>		1 001 703	973 608
<i>Other</i>		40	20 016
Total		1 372 444	1 328 093

1. The negative leave credits i.r.o. future leave taken as per the detail report, is as follows:

- current leave cycle R1,014 million

- capped leave R2,463 million

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

22. Lease Commitments

22.1 Operating leases expenditure

2010/11	Specialised military assets R'000	Land R'000	Buildings & other fixed structures	Machinery and equipment R'000	Total R'000
<i>Not later than 1 year</i>	-	-	-	15 413	15 413
<i>Later than 1 year and not later than 5 years</i>	-	-	-	43 623	43 623
<i>Later than five years</i>	-	-	-	9 683	9 683
Total lease commitments	-	-	-	68 719	68 719
2009/10					
<i>Not later than 1 year</i>	-	-	-	13 733	13 733
<i>Later than 1 year and not later than 5 years</i>	-	-	-	36 638	36 638
<i>Later than five years</i>	-	-	-	7 171	7 171
Total lease commitments	-	-	-	57 542	57 542

	Note	2010/11 R'000	2009/10 R'000
22.2 Finance leases expenditure			
2010/11			
<i>Not later than 1 year</i>		-	-
<i>Later than 1 year and not later than 5 years</i>		-	-
Total lease commitments		401	401
<i>LESS: finance costs</i>		18	18
Total present value of lease liabilities		383	383
2009/10			
<i>Not later than 1 year</i>		32	32
Total lease commitments		32	32
<i>LESS: finance costs</i>		1	1
Total present value of lease liabilities		31	31

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

	Note	2010/11 R'000	2009/10 R'000
23. Receivables for departmental revenue			
Transactions in financial assets and liabilities		26 925	-
Total		26 925	-
23.1 Analysis of receivables for departmental revenue			
Opening balance		-	-
Less: Amounts received		-	-
Add: Amounts recognised		26 925	-
Less: Amounts written-off/reversed as irrecoverable		-	-
Closing balance		26 925	-

Debts, comprising both employee debts and ex-employee debts, to the value of R25,671 million were identified due to employees having taken incapacity leave without the necessary approval in terms of the Policy on Incapacity Leave and Ill-Health Retirement (PILIR). A backlog of such cases had built up as the WCED was awaiting the outcome of the decisions on the applications for incapacity leave and ill-health retirement by the Health Risk Manager appointed to administer the PILIR. The WCED could only proceed with the processing of debts after receipt of the decisions where the applications for temporary incapacity leave had been refused by the Health Risk Manager. Debts due to payments to employees, transferred to other departments, made after termination of service amounting to R1,254 million were identified to be recovered from the recipient departments.

24. Irregular expenditure			
24.1 Reconciliation of irregular expenditure			
Opening balance		2 740	2 361
Add: Irregular expenditure - relating to prior year		10 397	70
Add: Irregular expenditure - relating to current year		8 346	760
Less: Amounts condoned		(4 522)	(364)
Less: Amounts recoverable (not condoned)		-	(87)
Irregular expenditure awaiting condonation		16 961	2 740
Analysis of awaiting condonation per age classification			
Current year		6 098	470
Prior years		10 863	2 270
Total		16 961	2 740

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

	2010/11 R'000
24.2 Details of irregular expenditure - current year	
Incident	
<i>Business Connexion</i>	1 879
<i>Venues & facilities Overberg District Office</i>	6
<i>Sechaba Protection Services</i>	409
<i>Golden Arrow Bus Services</i>	48
<i>Development of Skills Schools</i>	162
<i>HIV AIDS Programme Conditional Grants (Current year)</i>	1 635
<i>HIV AIDS Programme Conditional Grants (Previous years)</i>	8 512
<i>D Andrews (HIV Conditional Grants)</i>	7
<i>Quotes accepted without justification</i>	91
<i>Goods & services not procured through competitive bidding</i>	4 329
<i>Procurement deliberately split into segments</i>	308
<i>Insufficient quotes obtained</i>	971
<i>Insufficient quotes obtained</i>	68
<i>Tender awarded to persons in the service of the auditee</i>	12
<i>Quotes accepted without declaration of interests</i>	292
<i>Incorrect calculation of overtime</i>	14
	18 743
	18 743
24.3 Details of irregular expenditure condoned	
Incident	
<i>Business Connexion</i>	1 879
<i>Sechaba Protection Services</i>	409
<i>Golden Arrow Bus Services</i> -	48
<i>Development of Skills Schools</i> -	162
<i>HIV AIDS Programme Conditional</i> -	1 635
<i>Tender Irregularities</i> -	10
<i>Tender Irregularities Districts</i> -	379
<i>Overberg & Winelands</i>	
	4 522
	4 522
	2010/11 R'000
24.4 Details of irregular expenditure under investigation	
Incident	
<i>VLS 05633 Venues & Facilities Overberg District Office</i>	6
<i>D Andrews (HIV Conditional Grants)</i>	7
<i>Quotes accepted without justification</i>	91
<i>Goods & services not procured through competitive bidding</i>	4 329
<i>Procurement deliberately split into segments</i>	308
<i>Insufficient quotes obtained</i>	971
<i>Insufficient quotes obtained</i>	68
<i>Tender awarded to persons in the service of the auditee</i>	12
<i>Quotes accepted without declaration of interests</i>	292
<i>Incorrect calculation of overtime</i>	14
	6 098
	6 098

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

25.2 Analysis of awaiting condonement per economic classification

Current	108	645
Total	108	645

Exceeding of contract values

In the Accounting Officer's Report for the year ended 2009/10, regarding the construction of certain schools, i.e. Delft Secondary School, Mfuleni Primary School, Kalkfontein Primary School, Du Noon-Inkwenkwezi Primary School it was reported that in circumstances where the contractor exceeded the contract value to complete the contracts, the excess may be considered to be fruitless and wasteful expenditure. The conservative amount of possible fruitless and wasteful expenditure is estimated to be R1,75 million. However, this is subject to a possible claim receivable from guarantor. The court date for StateAttorney claim is 2012. Claim against the contractor is subject to the outcome of the guarantee claim

	2010/11 R'000	2009/10 R'000
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26. Imicimbi yemali namaqela achaphazekelayo (Related party transactions)

Payments made

GG Vehicle Expenditure	34 397	27 555
Total	34 397	27 555

Okunye

1. Ngokwenkcazo yamaqela achaphazekelayo, izikolo zikarhulumente eziqhelekileyo zithathwa njengamaqela achaphazekelayo nemicimbi yezemali enxulumene noko echazwa phantsi kwesiHlomelo 1B.
2. Enyakeni isebe lafumana iinkonzo kula maqela achaphazekelayo alandelelayo anxulumene nesebe achazwa ngolu hlobo:
 - 2.1 *The Western Cape Department of Transport & Public Works (DTPW)*
 - ISebe langena kwizakhiwo ezisetyenziswa yi-Western Cape DTPW ngaphandle kwentlawulo.
 - Isebe lasebenzisa izithuthi zeGG eziyi-531 (531 GG vehicles of Government Motor Transport) ngokusekelwe kwiintlawulo zekhilomitha zemihla ngemihla njengoko kuvunyiwe nguNondyabo wePhondo (Provincial Treasury). Inkcitho eyenziwe lisebe ngokumalunga noku iboniswa phantsi kweentlawulo ezenziwe kwiimpahla neenkonziso apha ngentla.
 - 2.2 ISebe leMfundo leNtshona Koloni (Western Cape Education Department) lafumana iinkonzo kwiziko-Corporate Services Centre leSebe loMphathiswa kwiPhondo (Department of the Premier) kwiPhondo leNtshona Koloni ngokumalunga nezi nkalo zeenkonziso ezilandelayo :
 - Ingcaciso noNxibelelwano lweThekhnoloji (ICT)
 - Uphuhliso lweZikol (Organisational Development)
 - Uqeqesho lwePhondo (phakathi kwamasebe)
 - Ulawulo lwe-Enterprise Risk Management
 - Uphicotho-zincwadi lwangaphakathi
 - Uphando ngeLahleko (Forensic Investigations)
 - IiNkonzo zoMthetho :

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

	No. of Individuals	2010/11 R'000	2009/10 R'000
27. Key management personnel			
<i>Political office bearers (provide detail below)</i>	1	1 492	1 355
<i>Officials:</i>			
<i>Level 15 to 16</i>	4	4 585	5 228
<i>Level 14 (incl CFO if at a lower level)</i>	9	7 473	8 011
<i>Family members of key management personnel</i>	10	3 396	2 783
Total		16 946	17 377
	Note	2010/11 R'000	2009/10 R'000
28. Impairment and other provisions			
Other provisions			
<i>Potential irrecoverable debts</i>			
<i>Staff debt</i>		9 050	2 776
<i>Other debtors</i>		23 071	20 254
Total		32 121	23 030

29. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2011

	Opening R'000	Current Year R'000	Additions R'000	Disposals R'000	Closing R'000
MACHINERY AND EQUIPMENT	58 274	-	6 250	9 200	55 324
<i>Transport assets</i>	52	-	-	-	52
<i>Computer equipment</i>	40 617	-	4 390	7 925	37 082
<i>Furniture and office equipment</i>	13 629	-	1 860	1 275	14 214
<i>Other machinery and equipment</i>	3 976	-	-	-	3 976
	-	-	-	-	-
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	58 274	-	6 250	9 200	55 324

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

29.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2011

	Cash R'000	Non-cash R'000	(Capital work-in- progress current costs and finance lease payments) R'000	Received current, not paid (Paid current year, received prior year) R'000	Total R'000
MACHINERY AND EQUIPMENT	6 172	78	-	-	6 250
<i>Computer equipment</i>	4 312	78	-	-	4 390
<i>Furniture and office equipment</i>	1 860	-	-	-	1 860
	-	-	-	-	-
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	6 172	78	-	-	6 250

29.2 Disposals

DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2011

	Sold for cash R'000	Transfer out or destroyed or scrapped R'000	Total disposals R'000	Cash received Actual R'000
MACHINERY AND EQUIPMENT	-	9 200	9 200	-
<i>Computer equipment</i>	-	7 925	7 925	-
<i>Furniture and office equipment</i>	-	1 275	1 275	-
	-	-	-	-
TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS	-	9 200	9 200	-

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

29.3 Movement for 2009/10

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2010

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
MACHINERY AND EQUIPMENT	52 819	12 107	6 652	58 274
<i>Transport assets</i>	13	220	181	52
<i>Computer equipment</i>	37 799	6 962	4 144	40 617
<i>Furniture and office equipment</i>	11 791	4 165	2 327	13 629
<i>Other machinery and equipment</i>	3 216	760	-	3 976
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	52 819	12 107	6 652	58 274

29.4 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2011

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Total R'000
<i>Opening balance</i>	-	1 305	-	22 783	-	24 088
<i>Curr Year Adjustments to Prior Yr Balances</i>	-	-	-	14	-	14
<i>Additions</i>	-	1 556	-	22 148	-	23 704
<i>Disposals</i>	-	1 516	-	23 601	-	25 117
TOTAL MINOR ASSETS	-	1 345	-	21 344	-	22 689
<i>Number of minor assets at cost</i>	-	308	-	33 162	-	33 470
TOTAL NUMBER OF MINOR ASSETS	-	308	-	33 162	-	33 470

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

29.5 MINOR ASSETS OF THE DEPARTMENT AS AT 31 MARCH 2010

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Total R'000
Minor Assets	-	1,305	-	22,783	-	24,088
TOTAL	-	1,305	-	22,783	-	24,088
Number of minor assets at cost	-	295	-	36,314	-	36,609
TOTAL	-	295	-	36,314	-	36,609

30. Intangible Capital Assets

**MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2011**

	Opening balance R'000	Current year adjustments to prior year balances R'000	Additions R'000	Disposals R'000	Closing balance R'000
CAPITALISED DEVELOPMENT COSTS	3,791	-	-	-	3,791
COMPUTER SOFTWARE	12,227	-	2,783	-	15,010
TOTAL INTANGIBLE CAPITAL ASSETS	16,018	-	2,783	-	18,801

30.1 Additions

ADDITIONS TO INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2011

	Cash R'000	Non-cash R'000	(Development work-in- progress current costs) R'000	Received current, not paid (Paid current year, received prior year) R'000	Total R'000
CAPITALISED DEVELOPMENT COSTS	1,400	-	(1,400)	-	-
COMPUTER SOFTWARE	2,783	-	-	-	2,783
TOTAL ADDITIONS TO INTANGIBLE CAPITAL ASSETS	4,183	-	(1,400)	-	2,783

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

30.2 Movement for 2009/10

**MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2010**

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
CAPITALISED DEVELOPMENT COSTS	-	3,791	-	3,791
COMPUTER SOFTWARE	2,817	9,410	-	12,227
TOTAL INTANGIBLE CAPITAL ASSETS	2,817	13,201	-	16,018

31. Immovable Tangible Capital Assets

**MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2011**

	Opening balance R'000	Curr year adjustments to prior year balances R'000	Additions R'000	Disposals R'000	Closing balance R'000
BUILDINGS AND OTHER FIXED STRUCTURES	-	-	599 901	599 901	-
<i>Non-residential buildings</i>	-	-	599 901	599 901	-
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	-	-	599 901	599 901	-

31.1 Additions

**ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2011**

	Cash	Non-cash	(Capital work-in- progress current costs and finance lease payments)	Received current, not paid (Paid current year, and finance received prior year)	Total
BUILDINGS AND OTHER FIXED STRUCTURES	425 806	519 744	(345 649)	-	599 901
<i>Non-residential buildings</i>	425 806	519 744	(345 649)	-	599 901
TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS	425 806	519 744	(345 649)	-	599 901

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGCACISO ECHAZA AMATYALA (DISCLOSURE NOTES)
KWINGXELO ZEMALI ZONYAKA NGE-31 MATSHI 2010**

31.2 Disposals

DISPOSALS OF IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2011

	Sold for cash R'000	Transfer out or destroyed or scrapped R'000	Total disposals R'000	Cash received Actual R'000
BUILDINGS AND OTHER FIXED STRUCTURES	-	599 901	599 901	-
<i>Non-residential buildings</i>	-	599 901	599 901	-
TOTAL DISPOSAL OF IMMOVABLE TANGIBLE CAPITAL ASSETS	-	599 901	599 901	-

31.3 Movement for 2009/10

**MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2010**

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
BUILDINGS AND OTHER FIXED STRUCTURES	-	560 600	560 600	-
<i>Non-residential buildings</i>	-	560 600	560 600	-
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	-	560 600	560 600	-

32. INGXELO NGEGRANTI EZIPHUMA PHANTSI KWEMIQATHANGO EZIFUNYENWEYO

NAME OF DEPARTMENT	GRANT ALLOCATION						SPENT			2009/10
	Division of Revenue Act/ Provincial Grants	Roll Overs	DORA Adjustments	Other Adjustments	Total Available	Amount received by department	Amount spent by department	% of available funds spent by dept	Division of Revenue Act	Amount spent by department
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
<i>HIV/AIDS</i>	15 392	-	-	-	15 392	15 392	14 440	94	14 626	14 626
<i>National School Nutrition Programme</i>	173 318	-	-	-	173 318	173 318	169 775	98	117 751	117 751
<i>FET Grant Provincial Infrastructure Grant</i>	446 512	-	-	531	447 043	447 043	446 971	100	-	-
<i>Technical Secondary Schools Recapitalisation Grant</i>	255 062	-	-	-	255 062	255 062	255 062	100	170 395	169 976
<i>Schools</i>	3 288	-	-	-	3 288	3 288	3 253	99	-	-
Total	893 572	-	-	531	894 103	894 103	889 501		302 772	302 353

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

ISIHLOMELO 1A

IINGXELO ZEENTLAWULO EZENZIWEYO KWII-ARHENTE ZESEBE NAKWII-AKHAWUNTI

DEPARTMENT/ AGENCY/ACCOUNT	TRANSFER ALLOCATION				Transfer		2009/10
	Adjusted Appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds transferred	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	%	R'000
SETA	4,926	-	-	4,926	4,926	100	4,604
Total	4,926	-	-	4,926	4,926		4,604

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

**ISIHLOMELO 1B
IINGXELO ZEENTLAWULO EZENZIWEYO KUMAZIKO ANGENZI NZUZO**

NON-PROFIT INSTITUTIONS	TRANSFER ALLOCATION				EXPENDITURE		2009/10
	Adjusted appropriation Act	Roll Overs	Adjustments	Total available	Actual Transfer	% of Available funds transferred	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	%	R'000
<i>Transfers</i>							
<i>Public Ordinary Schools</i>	624 737	-	-	624 737	602 685	96	604 506
<i>Independent Schools</i>	59 709	-	-	59 709	59 696	100	55 522
<i>Schools for Learners with Special Education Needs</i>	106 146	-	-	106 146	119 552	113	115 014
<i>Further Education and Training Colleges</i>	135 791	-	29 251	165 042	165 042	100	163 969
<i>ABET: Private Centres</i>	24 058	-	-	24 058	24 987	104	22 578
<i>ECD: Gr-R-Public Schools</i>	140 344	-	10 409	150 753	150 753	100	89 441
<i>ECD: Gr-R-Community Centres</i>	48 975	-	(3 688)	45 287	45 287	100	45 732
Total	1 139 760	-	35 972	1 175 732	1 168 002		1 096 762

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

**ISIHLOMELO 1C
INGXELO YEENTLAWULO KUMAKHAYA**

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE		2009/10
	Adjusted Appropriation Act	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds transferred	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
<i>Employees Soc Benefits: Injury on Duty</i>	1 713	-	(1 686)	27	27	100	146
<i>Employees Soc Benefits: Leave Gratuity</i>	8 144	-	24 586	32 730	32 730	100	27 766
<i>Employees Soc Benefits: Retirement benefit</i>	8 545	-	(8 292)	253	253	100	561
<i>Employees Soc Benefits: Severance package</i>	-	-	3 070	3 070	3 070	100	2 113
<i>Bursaries (non-employee)</i>	47 433	-	(1 713)	45 720	45 720	100	32 101
<i>Claims against the State Act of grace</i>	-	-	5 744	5 744	5 744	100	449
	-	-	18	18	18	-	44
Total	65 835	-	21 727	87 562	87 562		63 180

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

ISIHLOMELO 1D

IINGXELO ZEZIPHO, IZIPHO-MALI (DONATIONS) NEEMALI ZENKXASO (SPONSORSHIPS) IIMALI ZEZAPHULELO (REMSSIONS), IIMBUYISELO NEENTLAWULO EZENZIWE NJENGEZENZO ZEMFESANE (ACT OF GRACE)

NATURE OF GIFT, DONATION OR SPONSORSHIP	2010/11	2009/10
	R'000	R'000
<i>Paid in cash</i>		
<i>Sponsorship for expenses to WCED Soccer Club</i>	-	8
<i>Subtotal</i>	-	8
<i>Remissions, refunds and payments made as an act of grace</i>		
<i>CM Roos - Compensation for advisory service to MEC for Education</i>	18	-
<i>Parow East Primary School - Funeral costs for S Dziba</i>	-	23
<i>Subtotal</i>	18	23
<i>Total</i>	18	31

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

ISIHLOMELO 2A

**INGXELO ZEEGARANTI ZEZEMALI (FINANCIAL GUARANTEES) EZIKHUTSHWE UKUSUSELA KWI-31
MATSHI 2011 –EZENGINGQI (LOCAL)**

GUARANTOR INSTITUTION	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2010	Guarantees draw downs during the year	Guaranteed repayments/ cancelled/ reduced/ released during the year	Revaluations	Closing balance 31/03/2011	Guaranteed interest for year ended 31/03/2011	Realised losses not recoverable i.e. claims paid out
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Housing									
0001 - STANDARD BANK OF S.A. LIMITED		-	85	38	85	-	38	-	-
0003 - NEDBANK LIMITED		-	20	-	-	-	20	-	-
0004 - FIRSTRAND BANK LIMITED: FIRST NA		-	1 346	-	1 119	-	227	-	-
0010 - NEDBANK LTD INCORPORATING B O E		-	11	-	-	-	11	-	-
0017 - ABSA		-	571	207	307	-	471	-	-
0041 - OLD MUTUAL FINANCE LIMITED		-	49	-	49	-	-	-	-
0052 - PEOPLES BANK LIMITED (FORMER FBC		-	37	-	24	-	13	-	-
0053 - NEDBANK LIMITED INCORPORATING NB		-	30	-	30	-	-	-	-
0055 - OLD MUTUAL BANK DIV. OF NEDBANK		-	36	-	15	-	21	-	-
0444 - BOE BANK LIMITED		-	16	-	-	-	16	-	-
0516 - GREEN START HOME LOANS (PTY)LTD		-	90	-	-	-	90	-	-
0530 - NATIONAL HOUSING FINANCE CORPORATION		-	67	-	-	-	67	-	-
			2 358	245	1 629		974		

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

ISIHLOMELO 2B

INGXELO YAMATYALA AZII-CONTINGENT LIABILITIES UKUSUSELA NGOWE-31 MATSHI 2011

Nature of liability	Opening balance 1 April 2010 R'000	Liabilities incurred during the year R'000	Liabilities paid/ cancelled/ reduced during the year R'000	Liabilities recoverable (Provide details hereunder) R'000	Closing balance 31 March 2011 R'000
<i>Claims against the department</i>					
<i>Various</i>	34 815	41 382	11 451	-	64 746
Subtotal	34 815	41 382	11 451	-	64 746
<i>Other</i>					
<i>Municipal accounts</i>	-	33 415	-	-	33 415
Subtotal	-	33 415	-	-	33 415
Total	34 815	74 797	11 451	-	98 161

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

**ISIHLOMELO 3
AMABANGO ANOKUBUYISWA**

Government entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2011	31/03/2010	31/03/2011	31/03/2010	31/03/2011	31/03/2010
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
<i>Department of Education: Northern Cape (CED & SED)</i>	-	-	92	76	92	76
<i>Department of Education: Eastern Cape (EED)</i>	-	-	562	380	562	380
<i>Gauteng Education (JED)</i>	-	-	-	74	-	74
<i>NAT: Statistics SA (DSS)</i>	-	-	-	64	-	64
<i>Department of Community Safety (WSL)</i>	-	-	22	11	22	11
<i>Department of Health (WHW)</i>	-	-	10	312	10	312
<i>Cultural Affairs (WAC)</i>	-	-	-	1	-	1
<i>Department of the Premier (WAM)</i>	-	-	11	35	11	35
<i>Department of Social Development (WSS)</i>	-	-	1	-	1	-
<i>Department of Transport & Public Works (WWK)</i>	-	-	260	87	260	87
<i>NAT: Justice & Const Dev (DJC)</i>	-	-	-	8	-	8
<i>Independent Electoral Council (IEC)</i>	-	-	-	46	-	46
<i>Department of Water Affairs (WWA)</i>	-	-	18	-	18	-
<i>Department of Defence (DDF)</i>	-	-	21	23	21	23
<i>Department of Education: North West (NWED)</i>	-	-	16	18	16	18
<i>Department of Education: Free State (FED)</i>	-	-	35	-	35	-
<i>Department of Health: Free State (SHW)</i>	-	-	92	-	92	-
	-	-	1 140	1 135	1 140	1 135
Other Government Entities						
<i>Cape Teachers Professional Assoc. (CTPA)</i>	-	-	99	99	99	99
<i>Die Burger</i>	-	-	41	-	41	-
<i>Various Schools</i>	-	-	22 636	11 115	22 636	11 115
<i>Government Employees Pension Fund (GEPF)</i>	-	-	110	110	110	110
	-	-	22 886	11 324	22 886	11 324
Total	-	-	24 026	12 459	24 026	12 459

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
OPHELE NGOWE-31 MATSHI 2011**

ISIHLOMELO 4

IINTLAWULO EZIPHAKATHI KWAMASEBE (INTER-DEPARTMENTAL PAYABLES)

Government entity	Confirmed balance		Unconfirmed balance		Total	
	31/03/2011	31/03/2010	31/03/2011	31/03/2010	31/03/2011	31/03/2010
	R'000	R'000	R'000	R'000	R'000	R'000
DEPARTMENTS						
Current						
<i>Public Works Department Free State</i>	23	-	-	-	23	-
<i>Eastern Cape Education Department</i>	-	-	45	-	45	-
<i>WC Department of the Premier</i>	88	-	-	48	88	48
<i>WC Dept. of Justice & Constitutional Development</i>	1 712	-	-	-	1 712	-
<i>WC Dept. of Transport & Public Works</i>	3 509	350	-	-	3 509	350
<i>WC Dept. of Community Safety</i>	30	-	-	-	30	-
<i>WC Department of Social Development</i>	-	-	-	4	-	4
<i>National SAPS</i>	-	1	-	-	-	1
<i>Free State Education Dept.</i>	-	15	-	-	-	15
<i>National Treasury</i>	-	-	-	1 580	-	1 580
<i>Eastern Cape Department of Health</i>	-	17	-	-	-	17
	5 362	383	45	1 632	5 407	2 015

ICandelo 4 – ULawulo lwaBasebenzi

4.1 INKQUBO YOKWENZIWA KWEENKONZO

Onke amasebe kufuneka aqulunqe isiCwangciso soPhuculo loKwenziwa kweNkonzo (*Service Delivery Improvement Plan*) (*SDIP*). Ezi thebhile zilandelayo zibonisa ikhombenti yeSDIP yeSebe iWCED kwakunye nenkqubela eyenziweyo ukuphumeza ezi zicwangciso.

IThebhile 4.1.1: linkonzo eziphambili nemigangatho yenkonzo ekubonelelwa ngayo ngokwesiCwangciso soKwenziwa kweNkonzo, 1 Apreli 2010 ukuya kowe-31 Matshi 2011

linkonzo eziphambili	Abasebenzi beenkonzo kanye	Abanokuba ngabasebenzi beenkonzo abalindelekileyo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
Ukubonelela ngokufikelela kwingcaciso nengcebiso ngemiba yezibonelelo zeenkonzo neyemivuzo engena ngeZiko leeFoni nangeWalk-in Centre	linqununu, ootitshala, abasebenzi bakarhulumente, uluntu	linqununu, ootitshala, abasebenzi benkonzo karhulumente, uluntu. Oxhamlayo ekugqibeleni kwezi nkonzo ngumfundi.	Ukuqinisekisa ukuba ireyithi yenani "leefoni ezikhala zodwa ziqhawuke zingaphumelanga ayibi ngaphezulu ko-10% Ukunciphisa ixesha lokulinda liyokutsho kwimizuzwana eyi-20. li-imeyili ezamkelweyo zaza zaphendulwa Ibhokisi yokufaka iimbono efulaneka kwiziko lewebhu Sebenzisa isistim yokubeka esweni esebenzisa ikhompyutha ukubeka esweni kunye nesistim yovavanyo ukufaka igalelo ekuphuculweni kokwenziwa kweenkonzo (ukuqulunqwa kweendidi zemibuzo, iinkcukacha-manani nexesha eya kuba seyigqityiwe ngalo ukwenza inkonzo) Abasebenzi abanamava nabaqeqeshiweyo mabajongane nokuphendula imibuzo	Iziko leeFoni laBenzelwa iNkonzo laphendula iifoni 139 225 ngo-2010/11, xa kuthelekiswa ne-140 2578 ngo-2009/10. Lancitshiswa ixesha elingumndilili wokulinda kokuphendulwa kweefoni kusuke ku-39 ukuya kwimizuzwana eyi-39. li-imeyili ezamkelweyo zaza zaphendulwa Ibhokisi yokufaka iimbono kwiziko lewebhu. Ukusebenzisa i-Call Centre automation software no-Excel ukufaka idatha ekhompyutheni yabenzelwa iinkonzo nabaze kufuna ukwenzelwa iinkonzo Abasebenzi abanamava nabaqeqeshiweyo mabajongane nokuphendula imibuzo.

IThebhile 4.1.2: Amalungiselelo okuthetha-thethana nabasebenzisi beenkonzo (customers), ukusuka kwi-1 Apreli 2010 ukuya kutsho kwi-31 Matshi 2011

Uhlobo lokulungiselela	Abasebenzisi beenkonzo kanye	Abanokuba ngabasebenzisi beenkonzo abalindelekileyo	Iziphumo ekufikelelwe kuzo kanye
ISaveyi emalunga noKwaneliseka kwaBenzelwa iiNkonzo	Iinqununu nootitshala ekwakwenziwe kubo iisaveyi	Ootitshala ABasebenzi beNkonzo kaRhulumente Imibutho yabaqeshwa (imibutho yabasebenzi) Amanye amasebe Abafundi Abazali Uluntu ngokubanzi Ababoneleli ngeenkonzo Ii-NGOs Amaziko abucala	ISaveyi eqhutyiweyo kukho ukubonakala kophuculo lokwenziwa kweenkonzo okubalulekileyo ukususela kwisaveyi yokuqala ngo-2009. Iinkqubo zomsebenzi eziqatshelweyo ukwenzela ukuba zinikwe ingqwalaselo.

IThebhile 4.1.3: Isicwangciso sokufikelela kwiinkonzo ezenziwayo, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Isicwangciso sokufikelela	Iziphumo ekufikelelwe kuzo kanye
Inkxaso emalunga neCandelo laBenzelwa iiNkonzo Ukwandisa inani labasebenzi ngamaxeshwa engxakeko Iimpindulo ezikhawulezileyo kwizicelo ezenziwa ngabenzelwa iinkonzo Ukulungisa ubugwenxa ngokwenza imbuyekezo, ngokusombulula okanye ngokwenza izilungiso.	Xa kuyimfuneko, abasebenzi abongeziweyo basiwa kwiCandelo laBenzelwa iiNkonzo ukuhlangabezana nemfuno eyandileyo Ingxelo emalunga nokwaneliseka kwabenzelwa iinkonzo inike ingcaciso iSebe iWCED malunga namanyathelo ukuphanda ngeengxaki zokwenziwa kweenkonzo kunye namanyathelo athathiweyo ukusombulula ezi zinto.

IThebhile 4.1.4: Isixhobo sokufumana ingcaciso malunga neenkonzo ezenziwayo, nge-1 Apreli 2010 ukuya kutsho nge-31 Matshi 2011

Iindidi zezixhobo zokufumana ingcaciso	Iziphumo ekufikelelwe kuzo kanye
IZiko leeFoni lipapashwa kuwo onke amaxwebhu onxibelelwano eSebe iWCED Isoftware yeZiko leeFoni yenza idatha yomsebenzi ngokuzenzekelayo ukwenzela ukuba abaphathi bakwazi ukucazulula imiba nokuthatha amanyathelo afanelekileyo njengoko kuyimfuneko ukuqinisekisa ukwenziwa kweenkonzo ezikwinqanaba eliphezulu. Umgqo wezonxibelelwano uyalela abaqeshwa ukuba basebenzise iCandelo laBenzelwa iiNkonzo malunga nemibuzo abanayo. IZiko lewebhu leSebe iWCED lenzelwe ukunika ingcaciso abafundi, abazali, ootitshala, abaphathi bezikolo, ekusetyenziswa nabo kwezemfundo noluntu ngokubanzi. ISebe iWCED lipapasha iphephandaba, iWCEDnews ukwenzela unxibelelwano. ISebe iWCED linxibelelana ngelela ngqo nezikolo	Amaziko emfundo nezikolo ekungelula ukufikelela kuzo zifumana iisetyhula, ingcaciso, njl. njl. ngeposi ethunyelwa ngekhompyutha. Inani labangena kwiziko lewebhu leSebe iWCED linyuke ngo-23% ukusuka ku-864 021 ngo-2009 ukuya ku-1 063 741 ngo-2010, ngokwenjenjalo liyagqitha kwisigidi 1 okokuqala. Eli ziko lewebhu linguvimba osisiseko wokufunda owenzelwe uluntu ngokubanzi oluyinxalenye yemfundo noluntu ngokubanzi. I-WCEDnews ibandakanya iingxelo ngezinto eziphambili kunye nezinto ezingumdlu kootitshala nakumagosa eSebe iWCED. Oku kuncedisa izaziso zaseburhulumenteni, kubandakanywa iisetyhula. INtloko yeSebe leMfundo inxibelelana ngqo nezikolo kusetyenziswa iileta ezithunyelwe nge-imeyili.

4.2. Inkcitho

Amasebe abhajetha ngokweprogram ezichazwe ngokucacileyo. Ezi thebhile zilandelayo zishwankathela inkcitho ephicothiweyo yokugqibela kusetyenziswa iprogram (iThebhile 5.2.1) kunye namacandelo omvuzo (iThebhile 5.2.2). Ngokukodwa, ezi thebhile zibonelela ngesixa-mali esichithwe kwiindleko zokuqesha abasebenzi kwiprogram nganye okanye kwinqanaba lomvuzo ngalinye apha kwisebe ngaphakathi..

Iiprogram

Iiprogram	Indlela ecwangciswe ngayo iprogram
Iiprogram 1	Ezolawulo
Iiprogram 2	IMfundo yeZikolo zikaRhulumente eziQhelekileyo
Iiprogram 3	IMfundo yeZikolo eziZimeleyo
Iiprogram 4	IZikolo zeMfundo eneeMfuno eziZodwa zikaRhulumente
Iiprogram 5	liKholeji zeMfundo noQeqesho oluQhubekako
Iiprogram 6	IMfundo noQeqesho lwaBadala
Iiprogram 7	IMfundo yoPhuhliso lwaBasaqalayo
Iiprogram 8	liNkonzo eziNcedisayo neZinxulumene noko

IThebhile 4.2.1: Iindleko ezimalunga nabo bonke abasebenzi ngokweprogram nganye: 2010/11

Iiprogram	Itotali yenkcitho (R'000)	Inkcitho emalunga nabasebenzi (R'000)	Inkcitho yoqeqesho (R'000)	Iinkonzo zokufundisa nezizodwa (R'000)	Inkcitho emalunga nabasebenzi njenge-% yenkcitho epheleleyo	Inani labaqeshwa	Iindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye
1	425,918	248,290	10,572	0	2.08%	944	263.02
2	9,687,499	7,997,037	40,773	0	66.89%	35,376	226.06
3	59,696	-	0	0	-	-	-
4	719,684	551,269	0	0	4.61%	2,726	202.23
5	446,971	251,685	0	0	2.11%	1,030	244.35
	0	*927	0	0	0.01%	12	*77.25
6	32,152	**5,171	0	0	0.04%	-	-
7	345,895	61,048	0	0	0.51%	237	257.59
	0	***26,089	0	0	0.22%	104	***250.86
8	237,928	****51,749	0	0	0.43%	-	-
Iitotali	11,955,743	9,193,265	51,345	0	76.89%	40,429	227.43

* Inkcitho ngezabasebenzi ngokweProgram 6 (IMfundo noQeqesho lwaBadala) efikelela kwi-R927 000 yeyabasebenzi abaqeshwe isigxina abayi-12. I-avareji yeendleko zezabasebenzi ebonakalisiweyo ngoko ke yeyabasebenzi abasisigxina kuphela.

** Isixa esiyi-R5, 171 yezigidi sibonisa isixa esiyinkcitho ngootitshala abayi-49 abaqeshwe behlawulwa ngokweyure ukufundisa kumaziko e-ABET.

*** Inkcitho ngezabasebenzi ngokweProgram 8 (IiNkonzo eziNcedisayo neziNzulumene noko) efikelela kwi-R26, 089 yezigidi, yeyabasebenzi abaqeshwe isigxina abayi-104. I-avareji yeendleko zezabasebenzi ebonakalisiweyo ngoko ke yeyabasebenzi abasisigxina kuphela.

**** Isixa esiyi-R51, 749 yezigidi sibonakalisa isixa senkcitho ngaBevi/liModareyitha/ABamakishi nabasebenzi bethutyana bokunika inkxaso yoLawulo loViwo lweMatriki ngo-2010).

IThebhile 4.2.2: lindleko ezimalunga nasebenzi ngokwamacandelo omvuzo ngo-2010/11

Amanqanaba omvuzo	Inkcitho emalunga nabasebenzi (R'000)	% yenkitho epheleleyo emalunga nabasebenzi	Inani labaqeshwa*	I-avareji yendleko ngomqeshwa ngamnye (R'000)
1-2	280,213	3.95%	3,250	86.22
3-5	607,609	8.57%	4,957	122.58
6-8	5,353,717	75.56%	23,810	224.85
9-12	2,902,180	40.96%	8,354	347.40
13-16	41,152	0.58%	##52	654.76
Total	# 9,184,872	100.00%	40,423	176.49

Qaphela:

Inkcitho ngezabasebenzi epheleleyo ebonakaliswe kwiithebhile 2.1 no-2.2 iyahluka ngenxa yokuba ezinye iintlawulo ezinxulumene nezabasebenzi zenziwa ngqo kwiBAS.

Inani labaqeshwa elibonakaliswe kwiithebhile 2.1 no-2.2 apha ngasentla libandakanya abasebenzi benkonzo karhulumente kunye nooitshala. Inani labaqeshwa kwicandelo 13 – 16 libandakanya ii-CEO eziqeshwe kwiiKholeji zeMfundo noQeqesho oluQhubekayo.

IThebhile 4.2.3: Imivuzo, i-ovayithayim, isibonelelo sokuthenga indlu kunye noNcedo lwezoNyango ngokweprogram: 2010/11

Iprogram	Imivuzo		I-ovathayim		Isibonelelo sokuthenga indlu		Uncedo lwezonyango	
	Isixa (R'000)	Imivuzo njenge-% yendleko malunga nabasebenzi	Isixa (R'000)	I-ovathayim njenge-% yendleko malunga nabasebenzi	Isixa (R'000)	Isibonelelo seHOA njenge-% yendleko emalunga nabasebenzi	Isixa (R'000)	Uncedo lwezonyango njenge-% yendleko emalunga nendleko
Iprogram 1	188,004	2.65%	916	0.01%	5,254	0.07%	10,437	0.15%
Iprogram 2	6,020,871	84.97%	60	0.00%	149,784	2.11%	354,112	5.00%
Iprogram 3	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Iprogram 4	407,931	5.76%	82	0.00%	12,008	0.17%	24,601	0.35%
Iprogram 5	184,182	2.60%	0	0.00%	4,318	0.06%	10,292	0.15%
Iprogram 6	1,517	0.02%	0	0.00%	44	0.00%	39	0.00%
Iprogram 7	45,787	0.65%	0	0.00%	911	0.01%	2,718	0.04%
Iprogram 8	38,072	0.54%	670	0.01%	1,148	0.02%	2,648	0.04%
Itotali	6,886,364	97.19%	1,728	0.02%	173,467	2.45%	404,847	5.71%

IThebhile 4.2.4: Imivuzo, i-ovathayim, isibonelelo sokuthenga indlu kunye noNcedo lwezoNyango ngokwamacandelo omvuzo, 2010/11

Amanqanaba omvuzo	Imivuzo		I-ovathayim		Isibonelelo sokuthenga indlu		Uncedo lwezonyango	
	Isixa (R'000)	Imivuzo njenge-% yendleko emalunga nabasebenzi	Isixa (R'000)	I-ovathayim njenge-% yendleko emalunga nabasebenzi	Isixa (R'000)	I-HOA njenge-% emalunga nabasebenzi	Isixa (R'000)	Uncedo lwezonyango njenge-% emalunga nendleko yabasebenzi
1-2	188,735	2.664%	42	0.001%	10,516	0.148%	12,907	0.182%
3-5	443,591	6.260%	513	0.007%	19,350	0.273%	31,459	0.444%
6-8	4,033,201	56.919%	993	0.014%	98,248	1.387%	248,492	3.507%
9-12	2,196,580	31.000%	180	0.003%	45,353	0.640%	111,362	1.572%
13-16	24,257	0.342%	-	0.000%	-	0.000%	627	0.009%
Itotali	6,886,364	97.185%	1,728	0.024%	173,467	2.448%	404,847	5.713%

4.3 Ezengqesho nezithuba zengqesho

Ezi thebhile zilandelayo zishwankathela inani lezithuba zengqesho kwiziko, inani labaqeshwa, ireyithi yezithuba zengqesho, nokuba ngaba kukho abasebenzi abongezelelweyo na kwinqanaba elabelwe iziko. Le ngcaciso ibhalwa ngokweProgram (iThebhile 5.3.1), nangecandelo lomvuzo (iThebhile 5.3.2).

Ireyithi yezithuba zengqesho ibonisa ipesenteji yezithuba zengqesho ezingazaliswanga kumlinganiselo oqingqiweyo weziko.

IThebhile 4.3.1: Ezengqesho nezithuba zengqesho ngokweprogram, ukususela nge-31 Matshi 2011

Iqela labasebenzi	Iprogram	Inani lezithuba zengqesho		Inani lezithuba zengqesho	Ireyithi yezithuba zengqesho	Inani lezithuba zengqesho ezizaliswe ukongezelela kwiziko (A-B)/A*100	Inani labasebenzi lilonke
		Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Abasebenzi bonke	Iprogram 1	890	147	939	0%	5	944
	Iprogram 2	35 379	467	35 137	1%	239	35 376
	Iprogram 4	2 791	14	2 670	4%	56	2 726
	Iprogram 5	1 217	143	1 029	15%	1	1 030
	Iprogram 6	13	0	11	15%	1	12
	Iprogram 7	15	0	237	0%	0	237
	Iprogram 8	109	27	103	6%	1	104
	Itotali	40 414	798	40 126	1%	303	40 429
Ootitshala	Iprogram 1	111	18	124	0%	1	125
	Iprogram 2	28 430	109	28 538	0%	157	28 695
	Iprogram 4	1 741	0	1 743	0%	25	1 768
	Iprogram 5	884	0	839	5%	1	840
	Iprogram 6	4	0	4	0%	0	4
	Iprogram 7 **	15	0	237	0%	0	237
	Iprogram 8 ***	1	0	2	0%	1	3
	Itotali	31 186	127	31 487	0%	185	31 672

Iqela labasebenzi	Iprogram	Inani lezithuba zengqesho		Inani lezithuba zengqesho	Ireyithi yezithuba zengqesho	Inani lezithuba zengqesho ezizaliswe ukongezelela kwiziko (A-B)/A*100	Inani labasebenzi lilonke
		Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Abasebenzi benkonzo karhulumente	Iprogram 1	779	129	815	0%	4	819
	Iprogram 2	6 949	358	6 599	5%	82	6 681
	Iprogram 4	1 050	14	927	12%	31	958
	Iprogram 5	333	143	190	43%	0	190
	Iprogram 6	9	0	7	22%	1	8
	Iprogram 7	0	0	0	0%	0	0
	Iprogram 8	108	27	101	6%	0	101
	Itotali	9 228	671	8 639	6%	118	8 757

Qaphela:

* Kwimeko yootitshala abongezelweyo kwiziko, kuboniswe kuphela amanani abo titshala bachazwe ngokufanelekileyo njengabongezelweyo ngokweemvumelwano ekungenwe kuzo phakathi komqeshi nomqeshwa.

** Iprogram 7: Izithuba zengqesho zootitshala: Ezepru-prayimari ziyabhangiswa nje ukuba zingabi nabantu. ISebe iWCED lamkela umgaqo-nkqubo ekuthi ngawo kuvalwe izithuba ngentlawulo yesabsidi ukuzama ukudala iindawo zokufunda ezingaphezulu zabafundi bepru-prayimari (iMfundo noPhuhliso lwaBasaqalayo), ngokukodwa kuluntu oluhlelekileyo. *Abayi-237 kwiProgram 7 ngaBasebenzi bePru-Prayimari - aba basebenzi bebonke baqeshwe kwizithuba zengqesho ezingaphezulu kwesabelo seziko.

*** Ootitshala abayi-2 kwiProgram 8 ngabasebenzi abajongene neprojekthi yeHIV kwaye bebonke baqeshwe kwizithuba zengqesho ezingaphezulu kwesabelo seziko. Ngoyi-1 utitshala osisigxina obhalwe njengongaphezulu kwizithuba ezabelwe iziko.

Inani lezithuba zengqesho ngokuphathelele kootitshala alithethi ukuba iziko linezithuba ezimbalwa kunenani lootitshala abafanele ukuba 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 afanele ukuba nalo.

IThebhile 4.3.2: Ezengqesho nezithuba zengqesho ngokwamacandelo omvuzo: ukususela nge-31 Matshi 2011

Iqela labasebenzi	Amanqanaba omvuzo	Inani lezithuba zengqesho		Inani lezithuba zengqesho ezizalisiweyo	Ireyithi yezithuba zengqesho	Inani lezithuba zengqesho ezongezelweyo kwiziko (A-B)/A*100	Inani lilonke labasebenzi
		Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Abasebenzi bonke	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 215	162	3 208	0%	42	3 250
	Abanezakhono (amanqanaba 3-5)	4 517	247	4 927	0%	30	4 957
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	24 279	193	23 662	3%	148	23 810
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	8 349	196	8 275	1%	79	8 354
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	54	0	54	0%	4	58
	Itotali	40 414	798	40 126	1%	303	40 429
Ootitshala**	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0%	0	0
	Abanezakhono (amanqanaba 3-5)	0	0	1 105	0%	1	1 106
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	23 057	4	22 340	3%	105	22 445
	Abanezakhono ezikhulu zokusuphavyiza (amanqanaba 9-12)	8 129	123	8 042	1%	79	8 121
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0	0%	0	0
	Itotali	31 186	127	31 487	0%	185	31 672

Iqela labasebenzi	Amanqanaba omvuzo	Inani lezithuba zengqesho		Inani lezithuba zengqesho ezizalisiweyo	Ireyithi yezithuba zengqesho	Inani lezithuba zengqesho ezongezelelweyo kwiziko (A-B)/A*100	Inani lilonke labasebenzi
		Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Abasebenzi beNkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 215	162	3 208	0%	42	3 250
	Abanezakhono (amanqanaba 3-5)	4 517	247	3 822	15%	29	3 851
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 222	189	1 322	0%	43	1 365
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	220	73	233	0%	0	233
	Inkonzo yabaphathi abakhulu (13-16)	54	0	54	0%	4	58
	Itotali	9 228	671	8 639	6%	118	8 757

Qaphela:

**Kwimeko yootitshala abongezelelweyo kwiziko, kuboniswa kuphela amanani abo titshala bachazwe ngokufanelekileyo njengabongezelelweyo ngokweemvumelwano ekungenwe kuzo phakathi komqeshi nomqeshwa. Ukumatanisa nokufakwa kwabasebenzi abongezelelweyo kwizithuba zengqesho ezihlawulelwayo ezingenamntu (vacant substantive posts) yinkqubo eqhubekayo ekhokelwa ziimvumelwano phakathi komqeshi nomqeshwa ezinokusetyenziswa. Ukuzama kwakhona ukukhuthaza ukusasazwa ngokutsha kwabasebenzi abongezelekileyo (redeployment of additional employees), kupapashwa qho izithuba zengqesho kwiilisti zezithuba zengqesho zesebe lemfundo. ISebe iWCED liqulunqe la manyathelo omgaqo-nkqubo ukuqinisekisa ukusetyenziswa ngokupheleleyo kweenkonzo zootitshala abangaphezulu kwenani elabelwe iziko.*

*** Zonke izithuba zootitshala zenzelwa ukuqeshwa kootitshala abaziingcungela nabangqeshwe ngokufanelekileyo (ubuncinane iMatriki neminyaka emi-3 yoqeqesho) kwawona manqanaba omvuzo 6-7 amancinane. Inyaniso kukuba iSebe iWCED linabo ootitshala abangaqeqeshwanga ngokupheleleyo nabangaqeqeshwanga kwinkqubo yalo. Aba ngootitshala abayi-1 231 abahlawula kumanqanaba emivuzo 3-5 kuba bengazifezekisi ezona mfuno zisezantsi zokuhlawulwa kumanqanaba emivuzo 6-7. Bonke aba titshala baqeshwe ngokwezithuba zengqesho ezivunyiweyo nezibonakaliswe kumacandelo omvuzo 6-8 kule thebhile.*

4.4. Ukuxatyiswa kwemisebenzi

IMimiselo yeNkonzo kaRhulumente, ka-1999, njengoko ifakelwe izilungiso, yaqalisa ukuxatyiswa kwemisebenzi njengendlela yokuqinisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwinkqubo-sikhokelo emiselwe kuzwelonke, abasemagunyeni olawulo bavumelekile ukuba baxabise okanye baxabise kwakhona (evaluate and re-evaluate) nawuphi na umsebenzi kwiziko labo. Ngokwale Mimiselo (Regulations), zonke izithuba zengqesho kumanqanaba 9 emivuzo nangaphezulu mazixatyiswe phambi kokuba zizaliswe.

Le thebhile ilandelayo (iThebhile 5.4.1) ishwankathela inani lemisebenzi eyaxatyiswayo kunyaka ophantsi kokujongiswa. Ithebhile kwakhona ibonelela ngeenkukacha-manani ezimalunga namanani ezithuba zengqesho ezazinyuselwe okanye ezazithotyelwe.

IThebhile 4.4.1: UkuXatyiswa kwemiSebenzi, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amanqaba omvuzo	Inani lezithuba zengqesho	Inani lemisebenzi exatyisiweyo	I-% yezithuba zengqesho ezixatyiswe ngokwama-candelo omvuzo	Izithuba zengqesho ezinyuselweyo		Izithuba ezithotyelweyo	
				Inani	I-% yezithuba zengqesho ezixatyisiweyo	Inani	I-% yezithuba zengqesho ezixatyisiweyo
			B/A*100		D/B*100		F/B*100
Abanezakhono ezisezantsi (amanqanaba 1-2)	3 215	0	0	0	0.00	0	0
Abanezakhono (amanqanaba 3-5)	4 517	25	1	25	100.00	0	0
Isiveliso sabanesakhono esiphezulu (amanqanaba 6-8)	1 222	0	0	0	0.00	0	0
Abanezakhono eziphezulu zokubeka esweni (amanqanaba 9-12)	220	1	0	1	100.00	0	0
Abenkonzo yabaphathi abakhulu icandelo A	36	5	14	0	0.00	0	0
Abenkonzo yabaphathi abakhulu becandelo B	8	2	25	0	0.00	0	0
Abenkonzo yabaphathi icandelo C	3	1	33	0	0.00	0	0
Abenkonzo yabaphathi abakhulu icandelo D	1	0	0	0	0.00	0	0
Itotali	9 222	34	0.37	26	76.47	0	0

Le thebhile ilandelayo ibonelela ngesishwankathelo senani labaqeshwa abazikhundla zabo zemivuzo zaye zanyuselwa ngenxa yokunyuselwa kwezithuba zengqesho zabo. Inani labaqeshwa lisengahluka kwinani lezithuba zengqesho ezinyuselweyo kuba kungazenzekeli ukufakwa kwizithuba zengqesho ezintsha kwaye inxenye yezithuba zengqesho zisenokungabi nabantu.

IThebhile 4.4.2: Iprofayili yabaqeshwa abazikhundla zomvuzo zabo zanyuselwayo ngenxa yokuba kwanyuselwa izithuba zengqesho zabo, nge-1 Apreli 2010 ukuya kutsho kuMatshi 2011

Abaxhamlayo	ABamnyama	Ama-Asiya	AbeBala	AbaMhlophe	Itotali
Amabhinqa	308	4	767	165	1 244
Amadoda	91	0	156	9	256
Itotali	399	4	923	174	1 500
Abaqeshwa abanokhubazeko					0

Le thebhile ilandelayo ishwankathela inani leemeko apho amanqanaba okuhlululwa komvuzo agqithisayo kwibakala eliqatshelwe yinkqubo yokuxatyiswa komsebenzi. Kubonelelwe ngezizathu zokutyeshelwa komgaqo kwimeko nganye.

IThebhile 4.4.3: Abaqeshwa abanqanaba lomvuzo wabo ligqithisileyo kwigreyidi ekugqitywe ngayo luxatyiso lomsebenzi, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011 (ngokwe-PSR 1.V.C.3)

Umsebenzi obalulekileyo	Inani labaqeshwa	Inqanaba lokuxatyiswa komsebenzi	Inqanaba lokuhlululwa komvuzo	Isizathu sokutyeshela umgaqo
0	0	0	0	0
Inani lilonke labaqeshwa abamivuzo yagqithisayo kwinqanaba ekugqitywe ngalo luxatyiso lomsebenzi ngo-2010/2011				0
Ipesenteji yenani labaqeshiweyo				0

IThebhile 4.4.4: Iprofayili yabaqeshwa abanqanaba lomvuzo ligqithisileyo kwigreyidi ekugqitywe ngayo luxatyiso lomsebenzi, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011 (ngokwe-PSR 1.V.C.3)

Inani lilonke labaqeshwa abamivuzo yabo yayigqithisile kwiigreyidi ekugqitywe ngazo luxatyiso lomsebenzi ngo-2010/ 2011	0
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4.5. linguqu kwezengqesho

Ireyithi zokuhla kwamanani abasebenzi zibonelela ngemiba ekwiprofayili yengqesho yesebe. Ezi thebhile zilandelayo zibonelela ngesishwankathelo seereyithi zokuhla kwamanani abasebenzi ngokwecandelo lomvuzo (iThebhile 5.5.1) nangokwemisebenzi ebalulekileyo (iThebhile 5.5.2). (Ezi “zithuba zibalulekileyo” zimele ukufana nezo zidweliswe kwiThebhile 5.3.3).

IThebhile 4.5.1: Ireyithi yokuhla kwamanani abasebenzi ngokwecandelo lomvuzo, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Anaqila abasebenzi	Icandelo lomvuzo	Inani labaqeshwa kwicandelo ngalinye ukususela nge-1 Apreli 2010	Abaqeshwe kwisebe	Abatshintshelwe kwisebe	Abaqeshiweyo nabatshintshelwe kwisebe	Ukuyeka emsebenzini uphume kwisebe	Iinkqubo zokutshintshela kwenye indawo uphume kwisebe	Iinkqubo zokuyeka emsebenzini utshintshela kwenye indawo uphume kwisebe	Ireyithi yokuhla kwamanani abasebenzi
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 232	2 674	0	2 674	2 529	0	145	4%
	Abanezakhono (amanqanaba 3-5)	5 138	5 746	2	5 748	5 209	8	531	10%
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	24 674	10 403a	36	10 439	10 746	51	-358	-1%
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	7 720	562	9	571	845	8	-282	-4%
	Inkonzo yabaphathi abakhulu icandelo A	38	1	1	2	4	1	-3	-8%
	Inkonzo yabaphathi abakhulu icandelo B	9	0	0	0	0	0	0	0%
	Inkonzo yabaphathi abakhulu icandelo C	4	0	0	0	0	1	-1	-25%
	Inkonzo yabaphathi abakhulu icandelo D	1	0	0	0	0	0	0	0%
	Itotali	40 816	19 386	48	19 434	19 333	69	32	0.08%

Amaqela abasebenzi	Icandelo lomvuzo	Inani labaqe-shwa kwicandelo ngalinye ukususela nge-1 Apreli 2010	Abaqeshwe kwisebe	Abatshintshelwe kwisebe	Abaqeshiweyo nabatshintshelwe kwisebe	Ukuyeka emsebenzini uphume kwisebe	Iinkqubo zokutshintshela kwenye indawo uphume kwisebe	Iinkqubo zokuyeka emsebenzini utshintshelwe kwenye indawo uphume kwisebe	Ireyithi yokuhla kwamanani abasebenzi
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0	0	0	0%
	Abanezakhono (amanqanaba 3-5)	1 231	3 617	1	3 618	2 981	0	637	52%
	Abanezakhono zesiveliso esiphezulu (amanqanaba 6-8)	23 247	10 130	31	10 161	10 431	32	-302	-1%
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	7 487	443	5	448	724	5	-281	-4%
	Itotali	31 965	14 190	37	14 227	14 136	37	54	0.17%
Abenkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 232	2 674		2 674	2 529	0	145	4%
	Abanezakhono (amanqanaba (3-5)	3 907	2 129	1	2 130	2 228	8	-106	-3%
	Abanezakhono zesiveliso esiphezulu (amanqanaba (6-8)	1 427	273	5	278	315	19	-56	-4%
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	233	119	4	123	121	3	-1	0%
	Inkonzo yabaphathi abakhulu icandelo A	38	1	1	2	4	1	-3	-8%
	Inkonzo yabaphathi abakhulu icandelo B	9	0	0	0	0	0	0	0%
	Inkonzo yabaphathi abakhulu icandelo C	4	0	0	0	0	1	-1	-25%
	Inkonzo yabaphathi abakhulu icandelo D	1	0	0	0	0	0	0	0%
	Itotali	8 851	5 196	11	5 207	5 197	32	-22	-0.25%

IThebhile 4.5.2: Izizathu zokuba abasebenzi balishiye isebe lemfundo, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iqela labasebenzi	Uhlobo eshiywe ngayo inkonzo	Inani labasebenzi	I-% yenani labayeke emsebenzini
All personnel	Ukusweleka	117	1%
	Ukuyeka emsebenzini (<i>Resignation</i>)	594	3%
	Ukuphela kwexesha lemvumelwano yengqesho	17 938	92%
	Ukutshintshwa usiwe kwenye indawo	70	0%
	Ukugxothwa: ngenxa yokungawenzi kakuhle umsebenzi	2	0%
	Ukugxothwa: ngenxa yokugulah	66	0%
	Ukugxothwa: ngenxa yokungaziphathi kakuhle	75	0%
	Ukugxothwa: ngenxa yokhubazeko	1	0%
	Ukuthatha umhlala-phantsi	529	3%
	Abanye:	0	0%
	Ukutshintshelwa kwengqesho kwesisigxina	10	0%
Itotali		19 402	100%

Iqela labasebenzi	Uhlobo eshiywe ngayo inkonzo	Inani labasebenzi	I-% yenani labayeke emsebenzini
Ootitshala	Ukusweleka	81	1%
	Ukuyeka emsebenzini (<i>Resignation</i>)	499	4%
	Ukuphela kwemvumelwano yengqesho	13 123	93%
	Ukutshintshelwa kwenye indawo	37	0%
	Ukugxothwa: ngenxa yokungawenzi kakuhle umsebenzi	2	0%
	Ukugxothwa: ngenxa yokugula	45	0%
	Ukugxothwa: ngenxa yokungaziphathi kakuhle	41	0%
	Ukugxothwa: ngenxa yokukhubazeka	0	0%
	Ukuthatha umhlala-phantsi	340	2%
	Abanye:	0	0%
	Ukutshintshelwa kwengqesho kwesisigxina	5	0%
	Itotali	14 173	100%
Abenkono karhulumente	Ukusweleka	36	1%
	Ukuyeka emsebenzini (<i>Resignation</i>)	95	2%
	Ukuphela kwexesha lemvumelwano yengqesho	4 815	92%
	Ukutshintshelwa kwenye indawo	33	1%
	Ukugxothwa emsebenzini: ngenxa yokungawenzi kakuhle umsebenzi	0	0%
	Ukugxothwa: ngenxa yokugula	21	0%
	Ukugxothwa: ngenxa yokungaziphathi kakuhle	34	1%
	Ukugxothwa: ngenxa yokukhubazeka	1	0%
	Abathathe umhlala-phantsi	189	4%
	Abanye:	0	0%
	Ukutshintshelwa kwengqesho kwesisigxina	5	0%
	Itotali	5 229	100%

Qaphela: Inani "okuPhelwa kweMvumelwano yeNgqesho" lingakhangeleka liphezulu. Eli nani liphezulu libangwa kukuba iSebe iWCED linomgaqo-nkqubo othi abasebenzi mabaqeshwe ngemvumelwano yethuba elifutshane. Ezi zithuba zipapashwa qho ngokomgaqo-sikhokelo weemvumelwano phakathi kwabaqeshwa nabaqeshi ezifanelekileyo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko). Ngaphezulu, makuqatshelwe ukuba ootitshala ababambeleyo ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo kwaye elona thuba lifutshane kakhulu lengqesho katitshala ziiveki ezimbini.

IThebhile 4.5.3: Ukunikwa kwabaqeshwa iiphakheji zokuyeka ingqesho ngokuzithandela (*employee initiated severance packages*) ngokwecandelo lomvuzo, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezisekiweyo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Abanezakhono zesiveliso esiphezulu (amanqanaba 6-8)	1
	Abanezakhono zokusuphavayiza eziphezulu (amanqanaba 9-12)	0
	Inkonzo yabaphathi abakhulu icandelo A	3
	Inkonzo yabaphathi abakhulu icandelo B	0
	Inkonzo yabaphathi abakhulu icandelo C	0
	Inkonzo yabaphathi abakhulu icandelo D	0
	Itotali	4

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezisekiweyo
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	1
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	0
	Itotali	1
Abenkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	0
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	0
	Inkonzo yabaphathi abakhulu icandelo A	3
	Inkonzo yabaphathi abakhulu icandelo B	0
	Inkonzo yabaphathi abakhulu icandelo C	0
	Inkonzo yabaphathi abakhulu icandelo D	0
	Itotali	3

IThebhile 4.5.4: Izizathu zokuba abasebenzi bayishiye iNkonzo kaRhulumente, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amaqela abasebenzi	Izizathu zokuba bayeke emsebenzini	Inani labasebenzi	I-%yenani lilonke labayekileyo emsebenzini
Abasebenzi bonke	Ngenxa yobudala	1	0.01%
	Ngenxa yokungabi nampilo	3	0.02%
	Ngokufumana umvuzo ongcono	44	0.23%
	Ngokuphela kwemvumelwano yengqesho	1	0.01%
	Ngeengxaki zasekhaya	3	0.02%
	Ngokufudukela isigxina kwelinye ilizwe	4	0.02%
	Ngezifundo eziqhubekayo	4	0.02%
	Ngenxa yokutshata	2	0.01%
	Ngenxa yohlobo lomsebenzi	7	0.04%
	Akukho sizathu basichazileyo	18 834	97.42%
	Baye kwamanye amaSebe eMfundo	2	0.01%
	Baye komnye omsebenzi	24	0.12%
	Baziqhubela awabo amashishini	2	0.01%
	Ngezikhhalazo zobuqu abanazo	2	0.01%
	Ngenxa yohlengahlengiso	4	0.02%
	Ukuyeka esikhundleni	393	2.03%
	Imeko yokutshintshwa kwengqesho okuyo	1	0.01%
	Ukutshintshelwa kwingqesho esisigxina	1	0.01%
	Ngenxa yengxaki yezothutho	1	0.01%
	Itotali	19 333	100%
Ootitshala	Ngenxa yeminyaka yobudala	1	0.01%
	Ngenxa yokungabi nampilo	1	0.01%
	Ngenxa yokuhlawulwa umvuzo ongcono	40	0.28%
	Ngenxa yokufikelela esiphelweni kwemvumelwano yengqesho	1	0.01%

Amaqela abasebenzi	Izizathu zokuba bayeke emsebenzini	Inani labasebenzi	I-%yenani lilonke labayekileyo emsebenzini
	Ngenxa yeengxaki zasekhaya	2	0.01%
	Ngenxa yokufudukela isigxina kwelinye ilizwe	4	0.03%
	Ngenxa yokuqhubela phambili ngezifundo	2	0.01%
	Ngenxa yokutshata	2	0.01%
	Ngenxa yohlobo lomsebenzi	4	0.03%
	Akukho sizathu basichazileyo	13 716	97.03%
	Abaye kwamanye amaSebe eMfundo	2	0.01%
	Baye komnye umsebenzi	17	0.12%
	Baqhuba awabo amashishini	2	0.01%
	Ngenxa yezikhalazo zobuqu	2	0.01%
	Ngenxa yohlengahlengiso	1	0.01%
	Abayeke ezikhundleni zabo	337	2.38%
	Imeko yokutshintshwa kwengqesho okuyo	0	0.00%
	Ukutshintshelwa kwingqesho esisigxina	1	0.01%
	Ngenxa yengxaki yezothutho	1	0.01%
	Itotali	14 136	100%
	Abenkonzo karhulumente	Ngenxa yeminyaka yobudala	0
Ngenxa yokungabi nampilo		2	0.04%
Ngenxa yokuhlawulwa umvuzo ongcono		4	0.08%
Ngenxa yokufikelela esiphelweni kwemvumelwano yengqesho		0	0.00%
Ngenxa yeengxaki zasekhaya		1	0.02%
Ngenxa yokufudukela isigxina kwelinye ilizwe		0	0.00%
Ngenxa yokuqhubela phambili ngezifundo		2	0.04%
Ngenxa yokutshata		0	0.00%
Ngenxa yohlobo lomsebenzi		3	0.06%
Akukho sizathu basichazileyo		5 118	98.48%
Abaye kwamanye amaSebe eMfundo		0	0.00%
Baye komnye umsebenzi		7	0.13%
Baqhuba awabo amashishini		0	0.00%
Ngenxa yezikhalazo zobuqu		0	0.00%
Uhlengahlengiso lwezikhundla		3	0.06%
Abayeke ezikhundleni zabo		56	1.08%
Imeko yokutshintshwa kwengqesho okuyo		1	0.02%
Ukutshintshelwa kwingqesho esisigxina		0	0.00%
Ngenxa yengxaki yezothutho		0	0.00%
Itotali	5 197	100%	

IThebhile 4.5.5: Abasebenzi abaneminyaka eyahlukeneyo yobudala abayekayo kwiNkonzo kaRhulumente, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amaqela abasebenzi	Iindidi zabayeke emsebenzini	Bonke abasebenzi abayeke emsebenzini	Bonke abasebenzi
Abasebenzi bonke	Iminyaka yobudala eyi-19<	0	0.00%
	Iminyaka yobudala eyi-20 ukuya kweyi-24	25	4.21%
	Iminyaka yobudala eyi-25 ukuya kweyi-29	81	13.64%
	Iminyaka yobudala eyi-30 ukuya kweyi-34	49	8.25%
	Iminyaka yobudala eyi-35 ukuya kweyi-39	87	14.65%
	Iminyaka yobudala eyi-40 ukuya kweyi-44	138	23.23%
	Iminyaka yobudala eyi-45 ukuya kweyi-49	107	18.01%
	Iminyaka yobudala eyi-50 ukuya kweyi-54	66	11.11%
	Iminyaka yobudala eyi-55 ukuya kweyi-59	26	4.38%
	Iminyaka yobudala eyi-60 ukuya kweyi-64	12	2.02%
	Iminyaka yobudala eyi-65>	3	0.51%
	Itotali	594	100%
Ooitshala	Iminyaka yobudala eyi-19<	0	0.00%
	Iminyaka yobudala eyi-20 ukuya kweyi-24	23	4.61%
	Iminyaka yobudala eyi-25 ukuya kweyi-29	65	13.03%
	Iminyaka yobudala eyi-30 ukuya kweyi-34	37	7.41%
	Iminyaka yobudala eyi-35 ukuya kweyi-39	82	16.43%
	Iminyaka yobudala eyi-40 ukuya kweyi-44	117	23.45%
	Iminyaka yobudala eyi-45 ukuya kweyi-49	90	18.04%
	Iminyaka yobudala eyi-50 ukuya kweyi-54	53	10.62%
	Iminyaka yobudala eyi-55 ukuya kweyi-59	20	4.01%
	Iminyaka yobudala eyi-60 ukuya kweyi-64	10	2.00%
	Iminyaka yobudala eyi-65>	2	0.40%
	Itotali	499	100%
ABenkonzo kaRhulumente	Iminyaka yobudala eyi-19<	0	0.00%
	Iminyaka yobudala eyi-20 ukuya kweyi-24	2	2.11%
	Iminyaka yobudala eyi-25 ukuya kweyi-29	16	16.84%
	Iminyaka yobudala eyi-30 ukuya kweyi-34	12	12.63%
	Iminyaka yobudala eyi-35 ukuya kweyi-39	5	5.26%
	Iminyaka yobudala eyi-40 ukuya kweyi-44	21	22.11%
	Iminyaka yobudala eyi-45 ukuya kweyi-49	17	17.89%
	Iminyaka yobudala eyi-50 ukuya kweyi-54	13	13.68%
	Iminyaka yobudala eyi-55 ukuya kweyi-59	6	6.32%
	Iminyaka yobudala eyi-60 ukuya kweyi-64	2	2.11%
	Iminyaka yobudala eyi-65>	1	1.05%
	Itotali	95	100%

IThebhile 4.5.6: Unyuselo-zikhundleni ngokwamacandelo omvuzo, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iqela labasebenzi	Icandelo lomvuzo	Abasebenzi nge-1 Apreli 2010	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo kumaCandelo eMivuzo njenge-% yaBasebenzi baqeshwa ngokwecandelo lomvuzo	Unyuselo ukuya kwenye inotshi kwinqanaba lomvuzo othile	Unyuselo ukuya kwenye inotshi njenge-% yabaqeshwa ngokwecandelo lomvuzo	li-OSD	li-OSD njenge-% yabaqeshwa ngokwecandelo lomvuzo
Abasebenzi bonke	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 232	0	0.00%	1 394	0.00%	0	0.00%
	Abanezakhono (amanqanaba 3-5)	5 138	1 492	29.04%	1 441	0.45%	23	0.45%
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	24 674	459	1.86%	16 373	2.44%	602	2.44%
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	7 720	1 095	14.18%	6 252	2.22%	171	2.22%
	INkonzo yaBaphathi abakhulu (amanqanaba 13-16)	52	4	7.69%	41	0.00%	0	0.00%
	Itotali	40 816	3 050	7.47%	25 501	1.95%	796**	1.95%
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0.00%	0	0.00%	0	0.00%
	Abanezakhono (amanqanaba 3-5)	1 231	1	0.08%	77	1.87%	23	1.87%
	Abanezakhono eziphezulu zeziveliso (amanqanaba 6-8)	23 247	451	1.94%	15 561	2.59%	602	2.59%
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)*	7 487	1 076	14.37%	6 129	2.28%	171	2.28%
	Abenkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00%	0	0.00%	0	0.00%
	Itotali	31 965	1 528	4.78%	21 767	2.49%	796	2.49%
Abenkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 232	0	0.00%	1 394	0.00%	0	0.00%
	Abanezakhono (amanqanaba 3-5)	3 907	1 491	38.16%	1 364	0.00%	0	0.00%
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	1 427	8	0.56%	812	0.00%	0	0.00%
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	233	19	8.15%	123	0.00%	0	0.00%
	Abenkonzo yabaphathi abakhulu (amanqanaba 13-16)	52	4	7.69%	41	0.00%	0	0.00%
	Itotali	8 851	1 522	17.20%	3 734	0.00%	0	0.00%

Qaphela:

* Ukunyuselwa inotshi, ukuqatshelwa kwamava, ootitshala abaneqhuzo kunye nootitshala abakhulu kunye neREVQ 10-12 ukuya kutsho kwinqanaba lomvuzo likaREVQ 13 kubandakanyiwe phantsi konyuselo-sikhundleni, uchatha kwinqanaba lomvuzo elinye kunye nokunyuselwa inotshi ngokwecandelo lomvuzo.

** limeko zee-OSD eziyi-796 zibhekisa kubahlohi beKholeji beFET. limeko ze-OSD zango-2009/2010 zethuba lokunika ingxelo ukuya kutsho kwi-24 952.

4.6. UBulungisa kweNgqesho (*Employment equity*)

Le thebhile ilandelayo ibonelela ngeprofayili yesishwankathelo sabasebenzi bebonke ngokwenqanaba lomsebenzi ngamnye. Abasebenzi bethutyana babonelela ngenani lilonke labasebenzi abaqeshwe iinyanga ezintathu zilandelelana okanye nganeno. Ezi thebhile zikweli candelo zisekelwe kwiifomathi ezimiselwe nguMthetho woBulungisa kweNgqesho, we-55 ka-1998.

IThebhile Table 4.6.1: Inani lilonke labaqeshwa (kubandakanywa abasebenzi abanokhubazeko) kwicandelo ngalinye lale misebenzi ilandelayo, nge-31 Matshi 2011

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Ummi wamazwe angaphandle		Inani lilonke
	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Indoda	Amabhinqa	
ULawulo oluPhezulu (<i>amanqanaba 15-16</i>)		1		1		1		1			4
Abaphathi abakhulu (<i>amanqanaba 13-14</i>)	5	17	2	10	7	5	1	1			48
Abaneziqinisekiso zoqeqesho neengcali ezinamava nabaphathi abakudidi oluphakathi (<i>amanqanaba 9-12</i>)	366	2 625	34	1 106	559	2 143	32	1 481	3	5	8 354
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (<i>amanqanaba 6-8</i>)	1 414	4 252	23	868	4 278	9 395	55	3 432	66	27	23 810
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (<i>amanqanaba 3-5</i>)	343	1 215	1	125	536	2 213	9	440	48	27	4 957
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (<i>amanqanaba 1-2</i>)	483	1 186	3	16	322	1 194		43	3		3 250
Inani lilonke	2 611	9 296	63	2 126	5 702	14 951	97	5 398	120	59	40 423

IThebhile 4.6.2: Inani lilonke labasebenzi (abanokhubazeko kuphela) kwicandelo ngalinye lale misebenzi ilandelayo, nge-31 Matshi 2011

Amanqanaba omsebenzi	Indoda				Amabhinqa				Ummi wamazwe angaphandle		Inani lilonke
	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Indoda	Amabhinqa	
ULawulo oluPhezulu (<i>amanqanaba 15-16</i>)	0	0	0	0	0	0	0	0	0	0	0
ULawulo lwaBakhulu (<i>amanqanaba 13-14</i>)	0	0	0	0	0	0	0	0	0	0	0
Iingcali eziqeqeshiweyo nezinamava nolawulo oluphakathi (<i>amanqanaba 9-12</i>)	1	2	0	2	0	1	0	5	0	0	11
Abasebenzi abanezakhono zobugcisa nabaneziqinisekiso zemfundo, abaphathi abakudidi olusezantsi, iisuphavayiza, iiforimani, kunye neesupharintendenti (<i>amanqanaba 6-8</i>)	2	3	0	3	1	2	0	1	0	0	12
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (<i>amanqanaba 3-5</i>)		2	0	2		1	0	0	0	0	5
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (<i>amanqanaba 1-2</i>)	2	2	0		1	3	0	0	0	0	8
Inani lilonke	5	9	0	7	2	7	0	6	0	0	36

IThebhile 4.6.3: Ukugaya abasebenzi, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Ummi wamazwe angaphandle		Inani lilonke
	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Indoda	Amabhinqa	
ULawulo oluPhezulu (amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
ULawulo lwaBakhulu (amanqanaba 13-14)	0	1	0	0	0	0	0	0	0	0	1
Iingcali eziqeqeshiweyo nezizamava nolawulo oluphakathi (amanqanaba 9-12)	33	142	6	83	44	159	0	92	2	1	562
Abasebenzi abanezakhono zobugcisa nabaneziqinisekiso zemfundo, abaphathi abakudidi olusezantsi, iisuphavayiza, iiforimani, kunye neesupharintendenti (amanqanaba 6-8)	485	2 107	17	386	2 057	3 610	26	1 480	166	69	10 403
Abasebenzi abanezakhono ezingephi nokwenza izigqibo bekhokelwa yingqiqo yabo (amanqanaba 3-5)	354	759	11	139	824	2 707	19	570	249	114	5 746
Abangenazakhono nabuchule bakuthatha zigqibo ezithe gca (amanqanaba 1-2)	371	1 053	6	18	237	932		46	11		2 674
Inani lilonke	1 243	4 062	40	626	3 162	7 408	45	2 188	428	184	19 386
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0	0	0

IThebhile 4.6.4: Unyuselo-zikhundleni (kubandakanywa nendawo apho kutshintshwe khona isikali nenotshi yomvuzo), nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Ummi wamazwe angaphandle		Inani lilonke
	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Ntsundu	AbeBala	Ama-Ndiya	Aba-Mhlophe	Indoda	Amabhinqa	
ULawulo oluPhezulu (amanqanaba 15-16)	0	1	0	1	0	1	0	0	0	0	3
ULawulo lwaBakhulu (amanqanaba 13-14)	5	14	1	10	6	4	1	1	0	0	42
Iingcali eziqeqeshiweyo nezizamava nolawulo oluphakathi (amanqanaba 9-12)	300	2 360	31	994	472	1 979	31	1 347	1	3	7 518
Abasebenzi abaneza-khono zobugcisa nabaneziqinisekiso zemfundo, abaphathi abakudidi olusezantsi, iisuphavayiza, iifori-mani, kunye nee-supharintendenti (amanqanaba 6-8)	1 150	3 203	13	616	3 275	6 735	39	2 383	7	13	17 434
Abasebenzi abaneza-khono ezingephi no-kwenza izigqibo be-khokelwa yingqiqo ya-bo (amanqanaba 3-5)	168	742	0	70	359	1 331	4	277	1	4	2 956
Abangenazakhono nabuchule bakuthatha zigqibo ezithe gca (amanqanaba 1-2)	137	532	1	6	115	584	0	19	0	0	1 394
Inani lilonke	1 760	6 852	46	1 697	4 227	10 634	75	4 027	9	20	29 347
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0	0	0

IThebhile 4.6.5: Ukuphela komsebenzi, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Ummi wamazwe angaphandle		Inani lilonke
	Aba Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Indoda	Amabhinqa	
ULawulo oluPhezulu (amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
ULawulo lwaBakhulu (amanqanaba 13-14)	0	2	0	2	0	0	0	0	0	0	4
Iingcali eziqeqeshiweyo nezizamava nolawulo oluphathathi (amanqanaba 9-12)	36	238	10	129	1	57	218	2	152	1	844
Abasebenzi abanezakhono zobugcisa nabaneziqinisekiso zemfundo, abaphathi abakudidi olusezantsi, iisuphavayiza, iiforimani, kunye neesupharintendenti (amanqanaba 6-8)	537	2 206	13	380	0	2 082	3 749	32	1 499	175	10 673
Abasebenzi abanezakhono ezingephi nokwenza izigqibo bekhokelwa yingqiqo yabo (amanqanaba 3-5)	329	693	12	105	0	722	2 591	15	406	236	5 109
Abangenazakhono nabuchule bakuthatha zigqibo ezithe gca (amanqanaba 1-2)	344	1 003	6	15	0	236	874		44	7	2 529
Inani lilonke	1 246	4 142	41	631	1	3 097	7 432	49	2 101	419	19 159
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0	0	0

IThebhile 4.6.6: Inyathelo lezoluleko, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Inyathelo lezoluleko	Indoda				Amabhinqa				Abemi bamazwe angaphandle		Itotali
	ABant-sundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Indoda	Amabhinqa	
Itotali	0	0	0	0	0	0	0	0	0	0	0

IThebhile 4.6.7: Ezophuhliso lwezakhono, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amanqanaba omsebenzi	Indoda				Amabhinqa				Itotali
	ABant-sundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Ntsundu	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu, nabaphathi	0	0	0	0	0	0	0	0	5 214
Abaqeqeshelwe umsebenzi	385	871	6	419	679	1 473	22	806	4 661
Oomabhalane	85	154	-	6	237	398	-	74	954
Imisebenzi yabanezakhono ezincinane	58	129	5	17	9	41	-	12	271
Itotali	1 039	2 725	31	801	1 439	3 570	53	1 442	11 100

Qaphela: Le ngxelo iqulunqwe ngokweemfuneko ze-ETDPSETA ne-PSETA, ezifuna ukuba kusetyenziswe iikhowudi evela kuxwebhu olubizwa "Organising Framework for Occupations", olungabandakanya manqanaba omsebenzi. Kunako kuphela kunyaka-mali 2011/2012 ukuba kufakelwe izilungiso ukubandakanya amanqanaba omsebenzi ngokunjalo.

4.7. Ukusayinwa kweemvumelwano zentsebenzo ngamalungu e-SMS

Ukusayinwa kweemvumelwano zeNtsebenzo ngaMalungu e-SMS, ukususela kwi-30 Septemba 2010

Inqanaba le-SMS	Inani lezithuba ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lamalungu e-SMS kwinqanaba ngalinye	Inani leemvumelwano zentsebenzo ezisayiniweyo kwinqanaba ngalinye	limvumelwano zentsebenzo ezisayiniweyo njenge-% yamalungu e-SMS kwinqanaba ngalinye	Inani lee-SMS ezafumana iibhonasi zentsebenzo
UMlawuli-Jikelele/ INtloko yeSebe leMfundo	1	1	1	100%	0
Abakwinqanaba lomvuzo 16, kodwa bengezizo iiNtloko zeSebe leMfundo i-HOD	0	0	0	0	0
Abakwinqanaba lomvuzo 15	4	4	4	100%	0
Abakwinqanaba lomvuzo 14	9	9	9	100%	2
Abakwinqanaba lomvuzo 13	37	34	34	100%	8
Itotali	51	48	48	100%	10

IThebhile 4.7.2: Amanyathelo ezoluleko athathwe ngakuMalungu e-SMS ngokungazalisekisi iimvumelwano zentsebenzo nge-30 Septemba 2010

Isizathu sokungazalisekiswa kweemvumelwano zentsebenzo
Akukho bachaphazelekileyo (Bayi-100% abahambelene nomgaqo)

IThebhile 4.7.3: Izizathu zokungazalisekiswa kweemvumelwano zentsebenzo kuzo zonke ii-SMS nge-30 Septemba 2010

Amanyathelo ezoluleko athathwe ngakumalungu e-SMS ngokungazalisekiswa kweemvumelwano zentsebenzo
Akukho bachaphazelekileyo (Bayi-100% abahambelene nomgaqo)

4.8. Ukuzaliswa kwezithuba zengqesho zee-SMS

IThebhile 4.8.1: Ingcaciso ngezithuba zengqesho zeeSMS, nge-31 Matshi 2011

Amanqanaba e-SMS	Inani lezithuba zengqesho ze-SMS kwinqanaba ngalinye		Inani lezithuba zengqesho ze-SMS ezizalisiweyo kwinqanaba ngalinye	I-% yezithuba zengqesho ze-SMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zengqesho zee-SMS ezingenabantu	i-% yezithuba zengqesho zee-SMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswanga ngemali				
INtloko yeSebe leMfundo	1		1	100%	0	0.00%
Inqanaba lomvuzo 15	3	1	3	100%	0	0.00%
Inqanaba lomvuzo 14	8	1	9	113%	0	0.00%
Inqanaba 13	36	0	41	114%	0	0.00%
Itotali	48	2	54	113%	0	0.00%

IThebhile 4.8.2: Ingcaciso yezithuba zengqesho zee-SMS, nge-30 Septemba 2010

Inqanaba lee-SMS	Inani lezithuba zengqesho zee-SMS kwinqanaba ngalinye		Inani lezithuba zengqesho zee-SMS ezizalisiweyo	i-% yezithuba zengqesho zee-SMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zengqesho zee-SMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zengqesho zee-SMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswe ngemali	Ezingaxhaswanga ngemali				
INTloko yeSebe leMfundo	1		1	100%	0	0.00%
Inqanaba lomvuzo 15	3	1	3	100%	0	0.00%
Inqanaba lomvuzo 14	8	1	9	100%	0	0.00%
Inqanaba lomvuzo 13	37	1	33	92%	5	13.51%
Itotali	49	3	46	96%	5	10.20%

IThebhile 4.8.3: Ukupapashwa nokuzaliswa kwezithuba zengqesho zee-SMS, ukususela kwi-31 Matshi 2011

Amanqanaba ee-SMS	Ukupapashwa		Ukuzaliswa kwezithuba zengqesho	
	Inani lezithuba zengqesho kwinqanaba ngalinye elipapashiweyo kwiinyanga eziyi-6 zingasenamntu	Inani lezithuba zengqesho kwinqanaba ngalinye ezizalisiweyo kwiinyanga eziyi-6 emva kokuba ziye azabi namntu	Inani lezithuba zengqesho kwinqanaba ngalinye ezingazaliswanga kwiinyanga eziyi-6 kodwa zazaliswa kwiinyanga eziyi-12	
Umlawuli-Jikelele/ INTloko yeSebe leMfundo	0	0	0	0
Inqanaba lomvuzo 15	0	0	0	0
Inqanaba lomvuzo 14	0	0	0	0
Inqanaba lomvuzo 13	6	5	0	0
Itotali	6	5	0	0

Qaphela: Sisithuba sengqesho esinye esaye sapapashwa kwakhona

IThebhile 4.8.4: Izizathu zokungahambelani nokuzaliswa kwezithuba zengqesho ezingenamntu ezihlawulelwa imali zee-SMS – ezipapashwe zingadlulanga iinyanga eziyi-6 zaze zazaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azabi namntu

Inqanaba le-SMS	Izizathu zokungahambelani nomgaqo
Umlawuli-Jikelele/ INTloko yeSebe leMfundo	
Inqanaba lomvuzo 15	
Inqanaba lomvuzo 14	
Inqanaba lomvuzo 13	

IThebhile 4.8.5: Amanyathelo ezoluleko athathiweyo ngokungahambelani nemiqathango yexesha emiselweyo yokuzaliswa kwezithuba zengqesho zee-SMS zingadlulanga iinyanga eziyi-12

Abangachaphazelekanga

4.9. AmaBhaso okuWonga iNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo linikeze ngala mabhaso alandelayo abelwe abasebenzi ngentsebenzo yabo kwithuba lika-2009/10, kodwa zahlawulwa kunyaka-mali ka-2010/11. Le ngcaciso inikiwe ngokohlanga, isini, nokhubazeko (iThebhile 5.9.1), amacandelo omvuzo (iThebhile 5.9.2) kunye nemisebenzi ebalulekileyo (iThebhile 5.9.3).

IThebhile 4.9.1: Amabhaso okuwonga intsebenzo ngokohlanga, isini, kunye nokhubazeko, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

		Iprofayili yabaxhamlayo			Indleko (R'000)	
Iqela labasebenzi	Uhlanga nesini	Inani labaxhamlayo	Inani lilonke labasebenzi kwiqela	I-% yetotali kwiqela	Indleko (R'000)	I-avareji yendleko kumsebenzi ngamnye
Abenkonzo karhulumente	ABantsundu	76	1 687	4.51%	319,931	4,209
	Amadoda	35	811	4.32%	135,717	3,877
	Amabhinqa	41	876	4.68%	184,213	4,493
	AbeBala	694	6 193	11.21%	3,469,011	4,998
	Amadoda	268	2664	10.06%	1,379,733	5,148
	Amabhinqa	426	3529	12.07%	2,089,278	4,904
	AmaNdiya	3	28	10.71%	41,711	13,903
	Amadoda	0	12	0.00%	0.00	0.00
	Amabhinqa	3	16	18.75%	41,711	13,903
	AbaMhlophe	215	920	23.37%	1,541,392	7,169
	Amadoda	38	194	19.59%	365,864	9,628
	Amabhinqa	177	726	24.38%	1,175,528	6,641
	Abakhubazekileyo	2	23	8.70%	9,306	4,653
	ITotali	990	8 851	11.19%	5,381,354	5,435

Qaphela: Ootitshala abafumani mabhaso okuwonga intsebenzo.

IThebhile 4.9.2: Amabhaso okuwonga intsebenzo ngokwamacandelo omvuzo anganeno kwiNkonzo yaBaphathi aBakhulu (Senior Management Service), ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amacandelo omvuzo	Iprofayili yabaxhamlayo			Indleko (R'000)		
	Inani labaxhamlayo = A	Inani lilonke labaqeshwa kwiqela = B	I-% yetotali kwiqela = C	Indleko (R'000) = D	I-avareji yendleko kumsebenzi ngamnye = E	Indleko iyonke njenge-% yenkcitho emalunga nabasebenzi iyonke
Abanezakhono ezise-zantsi (amanqanaba 1-2)	173	3 232	5%	448,549	2,592	0.16%
Abanezakhono (amanqanaba 3-5)	292	3 907	7%	1,001,586	3,430	0.16%
Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	467	1 427	33%	2,963,904	6,346	0.06%
Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	49	233	21%	695,666	14,197	0.02%
Itotali	981	8 799	11%	5,109,707	5,208	0.06%

Qaphela: Ootitshala abafumani mabhaso okuwonga intsebenzo.

IThebhile 4.9.3: Izibonelelo ezinxulumene nentsebenzo (ibhonasi eyimali), ngokwecandelo lomvuzo, lweNkonzo yaBaphathi aBakhulu, ukususela kwi-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Icandelo lomvuzo	Iprofayili yabazuzayo			Indleko (R'000)		
	Inani labaxhamlayo = A	Inani lilonke labasebenzi kwiqela = B	I- % yenani lonke kwicandelo = C	Indleko (R'000) = D	I-avareji yendleko kumsebenzi ngamnye = E	Indleko iyonke njenge-% yenkcitho iyonke emalunga nabasebenzi
ICandelo A (Inqanaba lomvuzo 13)	8	37	22%	239,533.74	29,941.72	0.58%
ICandelo B (Inqanaba lomvuzo 14)	2	9	22%	32,112.60	16,056.30	0.08%
ICandelo C (Inqanaba lomvuzo 15)	0	4	0%	0.00	0.00	0.00
ICandelo D (Inqanaba lomvuzo 16)	0	1	0%	0.00	0.00	0.00
Itotali	10	51	20%	271,646.34	27,164.63	0.66%

Qaphela: Ootitshala abafumani zibonelelo zentsebenzo.

4.10. Abasebenzi bamazwe angaphandle

Ezi thebhile zingezantsi zishwankathela ukuqeshwa kwabasebenzi bamazwe angaphandle kweli sebe ngokwamacandelo omvuzo nangokomsebenzi obalulekileyo. Ezi thebhile zishwankathela iinguqu kwinqanaba lilonke labasebenzi bamazwe angaphandle kwicandelo lomvuzo ngalinye nangokomsebenzi obalulekileyo ngamnye.

IThebhile 4.10.1: Abasebenzi bamazwe ngamazwe angaphandle ngokwamacandelo omvuzo: ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iqela labasebenzi	Icandelo lomvuzo	1 Apreli 2010		31 Matshi 2011		Inguqu	
		Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke
Abasebenzi bonke	Abanezakhono ezisezantsi (amanqanaba 1-2)	1	1%	3	2%	2	17%
	Abanezakhono (amanqanaba 3-5)	90	47%	75	42%	-15	-125%
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	94	49%	94	52%	0	0%
	Abanezakhono eziphezulu zokubeka esweni (amanqanaba 9-12) supervision (amanqanaba 9-12)	7	4%	8	4%	1	8%
	ULawulo oluPhezulu (amanqanaba 13-16)	0	0%	0	0%	0	0%
	Itotali	192	100%	180	100%	-12	-100%

IThebhile 4.10.2: Abasebenzi bamazwe angaphandle ngokwamacandelo abalulekileyo, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Umsebenzi obalulekileyo	1 Apreli 2010		31 Matshi 2011		Inguqu	
	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke
Abasebenzi be-ofisi bezolawulo	6	3%	9	5%	3	25%
Imisebenzi yabanezakhono ezisezantsi	3	2%	3	2%	0	0%
Abaqeqeshelwe umsebenzi nabaphathi	183	95%	168	93%	-15	-125%
Itotali	192	100%	180	168	-12	-100%

4.11 Ukusetyenziswa kwekhefu kwithuba elisusela kwi-1 Januwari 2010 ukuya kwi-31 Disemba 2010

IKomishoni yaBasebenzi Benkonzo kaRhulumente (*Public Service Commission*) yaqaphela imfuno yokuba ibeke esweni ikhefu lokugula kubasebenzi benkonzo karhulumente. Ezi thebhile zilandelayo zibonelela ngokusetyenziswa kwekhefu lokugula (iThebhile 5.11.1) nekhefu lokhubazeko (*disability leave*) (iThebhile 5.11.2). Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zibonelelwe.

IThebhile 4.11.1: Ikhefu lokugula, ukususela kwi-1 Januwari 2010 ukuya kwi-31 Disemba 2010

Iqela labasebenzi	Icandelo lomvuzo	Iintsuku zizonke	Iintsuku ezikhathiswa liphepha likagqirha	I-% yeentsuku ezikhathiswa liphepha likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	Inani labasebenzi nge-31 Disemba 2010	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula	I-avareji yeentsuku ngomsebenzi (ogulayo) ngamnye	I-avareji yeentsuku kubo (bonke) abaqeshwa	Iindleko eqikelelwayo (R'000) kwiintsuku eziji-261
Abasebenzi bonke	Abanezakhono ezisezantsi (amanqanaba 1-2)	17 168	14 477	84%	1 998	3 242	8%	9	5	R 3,757
	Abanezakhono (amanqanaba 3-5)	26 832	21 874	82%	3 170	5 110	12%	8	5	R 8,941
	Abanezakhono eziphezulu zeziveliso (amanqanaba 6-8)	142 706	111 500	78%	16 755	24 913	63%	9	6	R 93,317
	Abanezakhono eziphezulu zokusuphavyayiza (amanqanaba 9-12)	37 470	30 388	81%	4 493	7 752	17%	8	5	R 37,885
	Ulawulo lwabakhulu (amanqanaba 13-16)	155	119	77%	32	49	0%	5	3	R 262
	Itotali	224 331	178 358	80%	26 448	41 066	100%	8	5	R 144,589
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0%	0	0	0%	0	0	0
	Abanezakhono (amanqanaba 3-5)	3 857	2 789	72%	616	1 244	3%	6	3	R 1,458
	Abanezakhono eziphezulu zeziveliso (amanqanaba 6-8)	132 012	102 865	78%	15 708	23 536	76%	8	6	R 87,295
	Abanezakhono eziphezulu zokusuphavyayiza (amanqanaba 9-12)	36 286	29 446	81%	4 341	7 514	21%	8	5	R 36,641
	Itotali	172 155	135 100	78%	20 665	32 294	100%	8	5	R 124,990
Abenkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	17 168	14 477	84%	1 998	3 242	35%	9	5	R 3,757
	Abanezakhono (amanqanaba 3-5)	22 975	19 085	83%	2 554	3 866	44%	9	6	R 7,407
	Abanezakhono eziphezulu zeziveliso (amanqanaba 6-8)	10 694	8 635	81%	1 047	1 377	18%	10	8	R 5,812
	Abanezakhono eziphezulu zokusuphavyayiza (amanqanaba 9-12)	1 184	942	80%	152	238	3%	8	5	R 1,241
	Ulawulo lwabakhulu (amanqanaba 13-16)	155	119	77%	32	49	1%	5	3	R 262
	Itotali	52 176	43 258	83%	5 783	8 772	100%	9	6	R 18,434

IThebhile 4.11.2: Ikhefu labakhubazekileyo (elethutyana nelisisigxina), ukususela nge-1 Januwari 2010 ukuya kwi-31 Disemba 2010

Iqela	Icandelo lomvuzo	Inani lilonke	Iintsuku ezihamba nephepha likagqirha	I-% yeentsuku ehamba nephepha likagqirha	Inani of labasebenzi abasebenzisa ikhefu lokugula	I-% yenani lilonke labasebenzin abasebenzi ikhefu	I-avareji yeentsuku kumsebenzi ngamnye (ogulayo)	I-avareji yeentsuku zabo (bonke) abasebenzi ngabanye	Indleko eqikelelwayo (R'000) kwiintu eziyi-261
Abasebenzi bonke	Abanezakhono ezise-zantsi (amanqanaba 1-2)	2 144	2 142	100%	39	6%	55	1	R 476
	Abanezakhono (amanqanaba 3-5)	2 973	2 972	100%	63	10%	47	1	R 971
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	16 889	16 704	99%	375	62%	45	1	R 11,225
	Abanesakhono esiphezulu sokusuphavayiza (amanqanaba 9-12)	6 189	6 185	100%	125	21%	50	1	R 6,085
	Abaphathi abakhulu (amanqanaba 13-16)	0	0	0%	0	0%	0	0	R 0
	Itotali	28 195	28 003	99%	602	100%	47	1	R 18,798
Oofitshala	Abanezakhono ezise-zantsi (amanqanaba 1-2)	0	0	0%	0	0%	0	0	R 0
	Abanezakhono (amanqanaba 3-5)	229	229	100%	5	1%	46	0	R 93
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	15 783	15 598	99%	348	73%	45	1	R 10,671
	Abanesakhono esiphezulu sokusuphavayiza (amanqanaba 9-12)	6 082	6 078	100%	122	26%	50	1	R 5,961
	Abaphathi abakhulu (amanqanaba 13-16)	0	0	0%	0	0%	0	0	R 0
	Itotali	22 094	21 905	99%	475	100%	47	1	R 16,599
Abenkonzokarhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	2 144	2 142	100%	39	31%	55	1	R 476
	Abanezakhono (amanqanaba 3-5)	2 744	2 743	100%	58	46%	47	1	R 878
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	1 106	1 106	100%	27	21%	41	1	R 572
	Abanesakhono esiphezulu sokusuphavayiza (amanqanaba 9-12)	107	107	100%	3	2%	36	0	R 119
	Abaphathi abakhulu (amanqanaba 13-16)	0	0	0%	0	0%	0	0	R 0
	Itotali	6 101	6 098	100%	127	100%	48	1	R 2,138

IThebhile 4.11.3: Ikhefu lonyaka, ukususela kwi-1 Januwari 2010 ukuya kwi-31 Disemba 2010

Iqela	Icandelo lomvuzo	Inani lonke leentsuku ezithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abaye bathatha ikhefu lonyaka
Abasebenzi bonke	Abanezakhono ezisezantsi (amanqanaba 1-2)	22 911	11	2 050
	Abanezakhono (amanqanaba (3-5)	32 126	12	2 711
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	29 479	6	4 897
	Abanesakhono esiphezulu sokusuphavayiza (amanqanaba 9-12)	26 403	9	3 015
	Abaphathi abakhulu (amanqanaba 13-16)	1 138	21	53
	Itotali	112 057	9	12 726
Oofitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0
	Abanezakhono (amanqanaba (3-5)	96	3	30
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	10 664	3	3 733
	Abanesakhono esiphezulu sokusuphavayiza (amanqanaba 9-12)	22 256	8	2 775
	Abaphathi abakhulu (amanqanaba 13-16)	0	0	0
	Itotali	33 016	5	6 538

ejebi	Icandelo lomvuzo	Inani lonke leentsuku ezithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abaye bathatha ikhefu lonyaka
Abenkonzo karhulumente	Abanezakhono ezisezantsi (ama nqanaba 1-2)	22 911	11	2 050
	Abanezakhono (amanqanaba (3-5)	32 030	12	2 681
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	18 815	16	1 164
	Abanesakhono esiphezulu sokusuphavyiza (amanqanaba 9-12)	4 147	17	240
	Abaphathi abakhulu (amanqanaba 13-16)	1 138	21	53
	Itotali	79 041	13	6 188

IThebhile 4.11.4: Ikhefu elihlawulelwayo (capped leave), ukususela nge-1 Januwari 2010 ukuya kwi-31 Disemba 2011

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu elihlawulelwayo	I-avareji yenani leentsuku ezithathwe ngumsebenzi ngamnye	I-avareji yekhefu elihlawulelwayo ngomsebenzi ngamnye nge-2010/12/31	Inani labasebenzi nge- 2010/12/31	Inani lilonke lekhefu elihlawulelwayo ebelifumaneka nge-2010/12/31
Abasebenzi bonke	Abanezakhono ezisezantsi (ama nqanaba 1-2)	1 907	0.59	14	3 242	44 075
	Abanezakhono (amanqanaba 3-5)	9 561	1.87	24	5 110	120 542
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	28 017	1.12	24	24 913	609 921
	Abanesakhono esiphezulu sokusuphavyiza (amanqanaba 9-12)	26 407	3.41	65	7 752	504 576
	Abaphathi abakhulu (amanqanaba 13-16)	221	4.51	75	49	3 683
	Itotali	66 113	1.61	31	41 066	1 282 797
Ootitshala	Abanezakhono ezisezantsi (ama nqanaba 1-2)	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	486	0.39	5	1 244	5 658
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	25 211	1.07	23	23 536	545 770
	Abanesakhono esiphezulu sokusuphavyiza (amanqanaba 9-12)	25 902	3.45	66	7 514	497 483
	Abaphathi abakhulu (amanqanaba 13-16)	51 599	1.60	32	32 294	1 048 911
Abenkonzo zikarhulumente	Abanezakhono ezisezantsi (ama nqanaba 1-2)	1 907	0.59	14	3 242	44 075
	Abanezakhono (amanqanaba 3-5)	9 075	2.35	30	3 866	114 883
	Abanesakhono esiphezulu sesiveliso (amanqanaba 6-8)	2 806	2.04	47	1 377	64 151
	Abanesakhono esiphezulu sokusuphavyiza (amanqanaba 9-12)	505	2.12	30	238	7 093
	Abaphathi abakhulu (amanqanaba 13-16)	221	4.51	75	49	3 683
	Itotali	14 514	1.65	27	8 772	233 885

IThebhile 4.11.5: lintlawulo zekhefu, ukususela kwi-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Isizathu	Isixa sisonke (R'000)	Inani labasebenzi	I-avareji yentlawulo kumsebenzi ngamnye
Intlawulo zekhefu ngo-2010/2011 ngenxa yekhefu elingasetyenziswanga kumjikelo odlulileyo	0	0	0
Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2010/2011	24 646	441	55 888
Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2010/2011	0	0	0
Ukutshintshelwa kwekhefu kwintlawulo yemali ngo-2010/2011	9 459	1 118	8 461
Itotali	34 105	1 559	21 876

4.12. IiProgram zeHIV/AIDS noPhuculo lwezeMpilo:

IThebhile 4.12.1: Amanyathelo athathiweyo ukunciphisa ingozi yokonzakala emsebenzini (occupational exposure), nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iiyunithi/iikhathegori zabasebenzi abaqapheleka njengabasengozini enkulu yokusuleleka yiHIV nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo athathiweyo ukunciphisa ingozi
OoTitshala naBasebenzi aBancedisayo (oonesi bezikolo, abasebenzi abacocayo, ootitshala abaselaboratri, iinjinieli kunye noomabhalane bezikolo)	Ibrosha engeenkqubo emazilandelwe malunga nobungozi bokusuleleka kwabasebenzi zizifo emsebenzini

IThebhile 4.12.2: linkcukacha zoPhuculo lwezeMpilo neeProgram zeHIV/AIDS, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Umbuzo	Ewe	Hayi	Nika linkcukacha ukuba impendulo ngu-ewe
1. Ngaba isebe lemfundo linegosa le-SMS elalathelwe ukuphumeza imimiselo ebhalwe kwiCandelo VI E leSahluko 1 seMimiselo yaBasebenzi Benkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, nika igama nesikhundla salo.	X		Mnu M Cronje Umlawuli: Umlawuli wezoLawulo lwaBasebenzi
2. Ngaba isebe lemfundo lineyunithi okanye lalathe abasebenzi abathile ukuba bakhuthaze ezempilo nempilo qete yabasebenzi bakho? Ukuba kunjalo, nika inani labasebenzi ababandakanyekayo kulo msebenzi kunye nebhajethi yonyaka ekhoyo ngenjongo yalo msebenzi.	X		ISebe iWCED ligxila kwiProgram yeZakhono zoBomi zeHIV/AIDS (<i>Life Skills Orientation Programme</i>) (LSOP) neHIV neAIDS eMsebenzini (<i>HIV and AIDS in the Workplace</i>) (HWP). Ezi program zimbini ziyancedisana ngokubhekiselele kuqeqesho nenkxaso (<i>advocacy</i>). Abasebenzi ababini bakwaNdlunkulu bagxila kuLawulo lweMpilo neMpilo Qete yaBasebenzi (EHWP) ezihlawulelwayo kwibhajethi ka-R1 258 360
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye eyokuKhuthaza iMpilo kuBasebenzi bakho? Ukuba kunjalo, bhala phantsi iingongoma eziqaphelekayo/iinkonzo zale program.	X		IProgram yoLawulo lwezeMpilo neMpilo Qete egxila, phakathi kwezinye izinto, kwiHIV neAIDS, uxinzelelo (<i>stress</i>), udandatheko, ulawulo lwezemali, ezobudlelane, ezomthetho, imicimbi yeentsapho, ukusetyenziswa gwenxa kwezinyobisi notywala kunye nokucebisa abasengozini (<i>trauma debriefing</i>). Ezi nkonzo kubonelelwa ngazo ngababoneleli benkonzo babucala ukuqinisekisa ukugcinwa koku kuyimfihlo. Le program ikwaqwalasela nemiba yentlalo-ntle yabasebenzi ngokuqatshelwa kweeNtsuku zeMpilo neMpilo Qete yaBasebenzi. Injongo yezi ntsuku kukukhuthaza indlela yokuphila esempilweni nokwazisa ngeenkonzo elibonelela ngaso iSebe iWCED kubasebenzi balo. Ngaphezulu, iiNtsuku zokuKhuthaza ezeMpilo ziqhubeka ngokweentsuku eziqwalaselwe kwiKhalenda yeMpilo yeSebe lezeMpilo.

Umbuzo	Ewe	Hayi	Nika linkcukacha ukuba impendulo ngu-ewe
4. Ngaba isebe lemfundo liqalise (a) iKomiti (iikomiti) njengoko kubhaliweyo kwiSiqendu VI E.5 (e) seSahluko 1 seMimiselo yeNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, uyacelwa unike amagama amalungu ekomiti nawomthathi-nxaxheba (nowabathathi-nxaxheba) abamele wona (bona).	X		UMlawuli we-HRM, uSekela Mlawuli we-HR, uMququzeleli weHIV, abameli abavela kumaCandelo, abameli abavela kumaqela abasebenzi achaphazelekayo. Kusacetywa iKomiti yeeNgcebiso entsha eza kujongana ngokupheleleyo neProgram yeMpilo Qete neNtlalo-ntle yaBasebenzi (<i>new Advisory Committee for the comprehensive Employee Health and Wellness Programme</i>).
5. Ngaba isebe lemfundo liyihlaziyiile imigaqo-nkqubo neenkqubo zalo zengqesho kwaneendlela zokusebenza ukuqinisekisa ukuba ezi zinto azicaluli ngokunomkhethe abasebenzi ngenxa yemeko yabo yokuba neHIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho/yeenkqubo ezihlaziyiweyo.	X		ISebe iWCED lamisela (<i>adopted</i>) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokomGaqo-sikhokelo esibonelelwe nguRhulumente wePhondo.
6. Ngaba isebe lemfundo liqalise imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuze bangacalulwa? Ukuba kunjalo, dwelisa iingongoma ezibalulekileyo zale mimiselo.	X		Kuqhutywa amaphulo okukhuthaza ulwazi kwiimeko ekufuneka iHIV neAIDS ijongwe ngayo, namalunga nelungelo lokugcina ingcaciso iyimfihlo, ukuchaza elubala, iVCT njl. njl. UMgaqo-nkqubo weHIV neAIDS weSebe iWCED uhambisa lo myalezo kwaye iifom zesicelo zikwayinxalenye yomsebenzi oluxanduva lomphathi wecandelo ekufuneka ewuqwalasele.
7. Ngaba isebe lemfundo likhuthaza abaqeshwa balo ukuba bafumane iNgcebiso nokuXilonga iGazi ngokuZithandela? Ukuba kunjalo, dwelisa iziphumo oye wazifumana.	x		Iintsuku zamaphulo eVCT neSpot Talks zikwabonelela kwakhona abasebenzi ngeenkqubo nemigaqo yeVCT.
8. Ngaba isebe lemfundo liqulunqe imimiselo/ izalathisi ukubeka esweni nokuvavanya amandla eprogram yalo yokukhuthaza ezempilo? Ukuba kunjalo, dwelisa amanyathelo/iindlela.	X		Iingxelo zenyanga ezivela kubaboneleli-nkonzo abahlukeneyo, ezibonakalisa ukusetyenziswa kweenkonzo.

Qaphela: I-Provincial Employee Aids Programme enxibelelene ngokupheleleyo neSebe iWCED isinika ingcaciso ngezi ngongoma/nkonzo zilandelayo ziphambili:

1. Imfundo nokufumana ulwazi emsebenzini
2. Ukuqhutywa kwe-odithi yeHIV/AIDS emsebenzini ukuqaphela iimfuno zamaseko, umz. likhithi zoNcedo lokuQala, njl. njl.
3. Iiprogram zothintelo, umz. ukuhanjiswa kweekhondom
4. Ukukhuthaza amanyathelo othintelo ezwe liphela, umz. amanyathelo okhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
5. IiNgcebiso noXilongo lweGazi ngokuZithandela
6. Khuthaza ukunikwa kwenkxaso kubasebenzi abosuleleke yiHIV/AIDS

DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neMpilo qete yaBasebenzi (*Employee Health and Wellness Strategic Framework*) ugxininisa ukulandelwa mbo koLawulo lweHIV/AIDS neTB, njengomsebenzi ongundoqo we-EH&W kwindawo yomsebenzi leyo ifanele ukuthomalalisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokuNika iNkxaso; ukuqalisa iprogram yeMpilo Qete kuBasebenzi noSuku lweMpilo Qete ukwenzela abasuleleke yiHIV kunye nomsebenzi woluntu oye wachaphazeleka; ukuqalisa iprogram yokufundisana koontanga yabaqeshwa beSebe iWCED kuthagethwe iindlela zokuziphatha okuyingozi. Uphawula ukuba uncedo lwezonyango lokunyangwa nokunonophela abaqeshwa abaphila neHIV/AIDS kubonelelwe ngalo nguGEMS

4.13. Ezobudlelane phakathi komqeshi nomqeshwa

Ezi mvumelwano phakathi komqeshi nemibutho yabasebenzi kwangenwa kuzo lisebe.

lingxoxo zoluleko – 2010/11	Azikho
limvumelwano phakathi komqeshi nomqeshwa	Azikho

Le thebhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko ezaqhutywa apha ngaphakathi kwisebe lemfundo kulo nyaka uphantsi koqwalaselo.

IThebhile 4.13.2: lintlobo zokuziphatha gwenxa ekuxoxwe ngazo kwiingxoxo zoluleko, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Uhlobo lokuziphatha gwenxa	Inani	I-% yenani lilonke
Ubusela, ukunyoba, ubuqhophololo okanye isenzo senkohlakalo esiphathelele kwiimviwo	11	4.51
Ukuxhaphaza umfundi ngokwesondo	10	4.10
Ukuxhaphaza omnye umsebenzi ngokwesondo	0	0.00
Ubudlelane ngezesondo nomfundi kwisikolo esinye	2	0.82
Ukubetha omnye umntwana wesikolo okanye umfundi ngeenjongo zokwenzakalisa	0	0.00
Ukubetha omnye umsebenzi ngeenjongo zokwenzakalisa	0	0.00
Ukuphatha into engekho semthethweni, enxilisayo okanye edodobalisa ingqondo	0	0.00
Ukungathobeli okanye ukwaphula umthetho okanye nawuphi na ongomnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	1	0.41
Ukulawula gwenxa ngeenjongo okanye ngokuswela inkathalo iimali zikaRhulumente	13	5.33
Ukusebenzisa gwenxa ipropathi karhulumente	0	0.00
Ukudlela indlala okungafanelekanga kulawulo, kwindlela yokuziphatha okanye ekusebenzeni ngobuchule kweSebe leMfundo	8	3.28
Usebenzisa gwenxa isikhundla sakhe kwiSebe leMfundo iDoE ukunyusa okanye ukudlela indlala okuyimfuno yakhe nawuphi na omnye umntu	0	0.00
Ukwamkela ingqesho yesibini kunye/okanye umvuzo ngaphandle kwemvume ebhaliweyo evela kuMqeshi	0	0.00
Ukungaphumeleli ukuthobela umyalelo osemthethweni kunye/okanye nomyalelo wesiqhelo	12	4.92
Ukungabikho emsebenzini	15	6.15
Ukucalula	0	0.00
Umsebenzi ombi, izizathu ezingabangelwa bubuqhithala bokwenza umsebenzi	2	0.82
Ngexa usemsebenzini, uphantsi kweempembelelo okanye usebenzisa iziyobisi emsebenzini	3	1.23
Lo gama usemsebenzini, uziphatha ngendlela engafanelekanga, elihlazo okanye engamkelekanga emsebenzini	26	10.66
Ukubetha, okanye ilinge lokwenjenjalo okanye izoyikiso zokubetha	88	36.07
Ukwenziwa ixhoba kunye / okanye ukoyikiswa	0	0.00
Ukunika iingcaciso ezingeyonyaniso okanye ubungqina ekwenzeni imisebenzi, kunye / okanye ukuguqula ingcaciso ekwiirekhodi ibe yephosisayo	4	1.64
Iintshukumo zoqhankqalazo ezingekho semthethweni	0	0.00
Ukophula umthetho wemveli okanye woburhulumente (ubusela, urhwaphilizo nenkohlakalo)	11	4.51
Ukungathembeki	4	1.64
Ukunyamalala emsebenzini	33	13.58
Itotali	243	100%

IThebhile 4.13.3: Ukuziphatha gwenxa: Iziphumo zeengxoxo zezoluleko ezagqityiweyo, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iziphumo zeengxoxo zezoluleko	Inani	I-% yenani lilonke
Ululeko ngokucetyiswa	4	1.05
Isilumkiso somlomo	0	0.00
Isilumkiso esibhaliweyo	5	1.31
Isilumkiso esibhaliweyo sokugqibela	137	35.86
Ukunqunyanyiswa emsebenzini ngaphandle komvuzo	31	8.12
Isohlwayo esiyintlawulo	95	24.87
Ukuhliselwa	0	0.00
Ukugxothwa	71	18.63
Ukufunyaniswa ungenatyala	10	2.62
Ityala lirhoxisiwe	28	7.33
Itotali	381	100%

IThebhile 4.13.4: Izikhalazo ezifakiweyo, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Izikhalazo ezifakiweyo	Inani	I-% yenani lilonke
Inani lezikhalazo ezisonjululweyo	484	71.28
Inani lezikhalazo ezingasonjululwanga	195	28.72
Inani lilonke lezikhalazo ezifakiweyo	679	100%

IThebhile 4.13.5: Iimbambano ezifakwe kumabhunga, ukususela kwi-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iimbambano ezifakwe kumaBhunga	Inani	I-% yeTotali
Inani leembambano ezimanyelweyo	32	23.70
Inani leembambano ezichithiweyo	103	76.30
Inani lilonke leembambano ezifakiweyo	135	100%

La ngamabhunga i-General Public Service Sectoral Bargaining Council okanye i-Education Labour Relations Council.

IThebhile 4.13.6: Iintshukumo zoqhankqalazo, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iintshukumo zoqhankqalazo	Inani
Inani lilonke leentsuku zomsebenzi zabantu ekuphulukwene nazo	23 787
Itotali yeendleko (R'000) yeentsuku zokusebenza ekuphulukwene nazo	R11,436,686.34
Isixa (R'000) esifunywewo ngenxa yomqathango othi, wangasebenzi wangahlawulwa	R11,436,686.34

IThebhile 4.13.7: Ukunqunyanyiswa okulinyathelo lokuthintela, ukususela kwi-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Ukunqunyanyiswa okulinyathelo lokuthintela	Inani
Inani labasebenzi barhulumente abanqunyanyisiweyo:	5
Inani lootitshala abanqunyanyisiweyo:	33
Inani labasebenzi bakarhulumente abanqunyanyisiweyo iintsuku ezigqithileyo kwi-30	3
Inani lootitshala abanqunyanyisiweyo iintsuku ezigqithileyo kwi-90	18
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo: Abasebenzi bakarhulumente	41.4
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo: Ootitshala	117.75
Iindleko zonqunyanyiso eziyimali (R'000)	R2,442,714.76

4.14. Uphuhliso lwezakhono

Eli candelo likhankanya iinzame zesebe lemfundo ngokumalunga nophuhliso lwezakhono. Iithebhile zibonakalisa iimfuno zoqeqesho ukususela ekuqaleni kwethuba eliphantsi kwengqwalaselo, kunye nethuba lofumana uqeqesho ekubonelelwa ngalo.

IThebhile 4.14.1: Iimfuno zoqeqesho eziqatshelweyo, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amacandelo omsebenzi	Isini	Inani labasebenzi nge-1 Apreli 2010	Iimfuno zoqeqesho eziqatshelwe ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	IiProgram zeZakhono nezinye iikhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu nabaphathi	Amabhinqa	15	0	1 982	0	1 982
	Amadoda	32	0	2 492	0	2 492
Abaqeqeshelwe umsebenzi	Amabhinqa	20 863	0	6 366	0	6 366
	Amadoda	10 871	0	3 673	0	3 673
Oomabhalane	Amabhinqa	1780	0	729	0	729
	Amadoda	297	0	266	0	266
Abemisebenzi elula	Amabhinqa	1 927	0	227	0	227
	Amadoda	2 168	0	467	0	467
Itotali engaphelelanga	Amabhinqa	24 585	0	9 304	0	9 304
	Amadoda	13 368	0	6 898	0	6 898
Itotali		37 953	0	16 202	0	16 202
Abasebenzi abanokhubazeko	Amabhinqa			3		3
	Amadoda			3		3

IThebhile 4.14.2: Uqeqesho ekubonelelwe ngalo, ukususela kwi-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Amacandelo omsebenzi	Isini	Inani labasebenzi nge-1 Apreli 2010	Iimfuno zoqeqesho eziqatshelwe ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	IiProgram zeZakhono nezinye iikhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu nabaphathi	Amabhinqa	14	0	2 753	0	2 753
	Amadoda	30	0	2 461	0	2 461
Abaqeqeshelwe umsebenzi	Amabhinqa	21 127	0	2 980	0	2 980
	Amadoda	10 505	0	1 681	0	1 681
Oomabhalane	Amabhinqa	1 780	0	709	0	709
	Amadoda	297	0	245	0	245
Abemisebenzi elula	Amabhinqa	2 399	0	62	0	62
	Amadoda	2 786	0	209	0	209
Itotali engaphelelanga	Amabhinqa	25 320	0	6 504	0	6 504
	Amadoda	13 618	0	4 596	0	4 596
Itotali		38 938	0	11 100	0	11 100
Abasebenzi abanokhubazeko	Amabhinqa			3		3
	Amadoda			4		4

4.15. Ukonzakala emsebenzini

Ezi thebhile zilandelayo zibonelela ngengcaciso malunga nokwenzakala emsebenzini.

IThebhile 4.15.1: Ukwenzakala emsebenzini, ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Iqela labasebenzi	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
Oofitshala	Abaye bafuna unyango olusisiseko kuphela	61	82%
	Abakhubazeke ngokupheleleyo okusisigxina	13	18%
	Abakhubazeke ngokusisigxina	0	0%
	Abaswelekileyo	0	0%
	Itotali	74	100%
Abasebenzi benkonzo karhulumente	Ababefuna unyango olusisiseko kuphela	63	84%
	Abakhubazeke ngokupheleleyo okusisigxina	12	16%
	Abakhubazeke ngokupheleleyo	0	0%
	Abaswelekileyo	0	0%
	Itotali	75	100%

4.16. Ukusetyenziswa kwabacebisi (*consultants*)

Table 4.16.1: Inxelo ngokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali ezifanelekileyo, nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Itayitile yeprojekthi	Inani lilonke labacebisi ababesebenze kwiprojekthi	Ubude bexesha: iintsuku zomsebenzi	Ixabiso lemvelumelwano yomsebenzi ngokweeRandi
0	0	0	0
0	0	0	0
Inani lilonke leeprojekthi	Inani lilonke labacebisi ngabanye	Ubude bexesha bubonke: iintsuku zomsebenzi	Ixabiso lilonke lemvelumelwano yomsebenzi ngokweeRandi
0	0	0	0
0	0	0	0

IThebhile 4.16.2: Ucazululo lokuqeshwa kwabacebisi kusetyenziswa iimali ezifanelekileyo, ngokwemeko yabantu ngabanye ababevinjwe amathuba ngaPhambili (*historically disadvantaged individuals*) (HDIs), ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Itayitile yeprojekthi	Ubunikazi ngokwepesenteji bamaqela e-HDI	Ulawulo ngokwepesenteji lwamaqela e-HDI	Inani labacebisi abavela kumaqela e-HDI asebenza kwiprojekthi
0	0	0	0
0	0	0	0
0	0	0	0

IThebhile 4.16.3: Inxelo engokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali zabaxhasi (*donors*), ukususela kwi-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Itayitile yeprojekthi	Inani lilonke labacebisi ababesebenze kule projekthi	Ubude bexesha: iintsuku zomsebenzi	Ixabiso lomxhasi kunye nengqesho ngemvelumelwano ngokweeRandi
0	0	0	0
0	0	0	0
Inani lilonke leeprojekthi	Inani lilonke labacebisi ngabanye	Inani lilonke lobude bexesha: iintsuku zomsebenzi	Inani lilonke lemvelumelwano ngomsebenzi ngokweeRandi
0	0	0	0
0	0	0	0

IThebhile 4.16.4: Inxelo engokuqeshwa kwabacebisi kusetyenziswa iimali zaBaxhasi (*Donors*), ngokwemeko yabantu ababevinjwe amathuba ngaphambili (*historically disadvantaged individuals*) (HDIs), ukususela nge-1 Apreli 2010 ukuya kwi-31 Matshi 2011

Itayitile yeprojekthi	Ubunikazi ngokwepesenteji bamaqela e-HDI	Ulawulo ngokwepesenteji lwamaqela e-HDI	Inani labacebisi abavela kumaqela e-HDI asebenza kwiprojekthi
0	0	0	0
0	0	0	0

Isigama esishunqulelweyo (glosari)

<i>A(B)ET: Adult (Basic) Education and Training</i>	<i>MST: Mathematics, Science and Technology</i>
<i>ACE: Advanced Certificate in Education</i>	<i>MTEF: Medium-Term Expenditure Framework</i>
<i>BMS: Business Management System</i>	<i>NCS: National Curriculum Statement</i>
<i>CA: Curriculum Advisor</i>	<i>NC(V): National Curriculum (Vocational)</i>
<i>CEM: Council of Education Ministers</i>	<i>NPDE : National Professional Diploma in Education</i>
<i>CEMIS: Central Education Management Information System</i>	<i>NEEDU: National Education Evaluation Development Unit</i>
<i>CLC: Community Learning Centre</i>	<i>NEPA: National Education Policy Act</i>
<i>CIP: Circuit Improvement Plans</i>	<i>NGO: Non-Governmental Organisation</i>
<i>CTLI: Cape Teaching and Leadership Institute</i>	<i>NQF: National Qualifications Framework</i>
<i>DHET: Department of Higher Education</i>	<i>NSC: National Senior Certificate</i>
<i>DIP: District Improvement Plans</i>	<i>NSNP: National School Nutrition Iprogram</i>
<i>DOCS: Department of Community Safety</i>	<i>NSSF: Norms and Standards for School Funding</i>
<i>DBE: Department of Basic Education</i>	<i>OHSA: Occupational Health and Safety Act</i>
<i>DMS: Document Management System</i>	<i>PED: Provincial Department of Education</i>
<i>DMIS: District Management Information System</i>	<i>PFMA: Public Finance Management Act</i>
<i>DTC: Departmental Training Committee</i>	<i>PPP: Public-Private Partnership</i>
<i>ECD: Early Childhood Development</i>	<i>PPMs: Iprogram Performance Measures</i>
<i>ECM: Enterprise Content Management</i>	<i>QIDS-UP: Umgangatho Improvement, Development, Support and Upliftment Iprogram</i>
<i>EMIS: Education Management Information System</i>	<i>RCL: Representative Council of Learners</i>
<i>EIP: Education Information Policy</i>	<i>SACE: South African Council for Educators</i>
<i>EPWP: Expanded Public Works Iprogram</i>	<i>SAQA: South African Qualifications Authority</i>
<i>ETDP: Education, Training and Development Practices</i>	<i>SASA: South African Schools' Act</i>
<i>FET: Further Education and Training</i>	<i>SASAMS: School Administration and Management System</i>
<i>FETMIS: Further Education and Training Management Information System</i>	<i>SAPS: South African Police Services</i>
<i>GET: General Education and Training</i>	<i>SDIP: Service Delivery Improvement Plan</i>
<i>HEDCOM: Heads of Education Departments' Committee</i>	<i>SETA: Sector Education and Training Authority</i>
<i>HEI: Higher Education Institution</i>	<i>SGB: School Governing Body</i>
<i>ICT: Information and Communication Technology</i>	<i>SIP: School Improvement Plan</i>
<i>IMG: Institutional Management and Governance</i>	<i>SITA: State Information Technology Agency</i>
<i>I-SAMS: Integrated School Administration and Management System</i>	<i>SMT: School Management Team</i>
<i>IQMS: Integrated Umgangatho Management System</i>	<i>SPMDS: Staff Performance Management and Development System</i>
<i>KM: Knowledge Management</i>	<i>WSE: Whole School Evaluation</i>
<i>LSEN: Learners with Special Education Needs</i>	<i>WSP: Workplace Skills Plan</i>
<i>LTSM: Learning and Teaching Support Materials</i>	

linkcukacha zoqhagamshelwano

ISebe leMfundo leNtshona Koloni (ISebe iWCED)

ISebe leMfundo leNtshona Koloni (iSebe iWCED) lijongene nezikolo zikarhulumente kwiphondo, ukususela kumaBakala 1 ukuya kwele-12, kwakhona neekholeji zemfundo noqeqesho oluqhubekayo kwiikholeji zeFET (*further education and training*) (FET) in the FET colleges. ISebe iWCED lisebenza kwii-Ofisi zeZithili zeMfundo ezisibhozo kwaNdlunkulu eKapa.

Indawo	Idilesi yeposi	Ifoani	Ifeksi
WCED Head Office	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
Metro Central Education District	Private Bag X4, Athlone, 7760	021 514 6700	021 659 4413
Metro East Education District	Private Bag X23, Kuilsriver, 7579	021 900 7000	021 903 9484
Metro North Education District	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
Metro South Education District	Private Bag X2, Mitchell's Plain, 7785	021 370 2000	021 372 1856
Cape Winelands Education District	Private Bag X3102, Worcester, 6849	023 347 6000	023 342 4138
Eden & Central Karoo Education District	Private Bag X6510, George, 6530	044 803 8300	044 873 2253
Overberg Education District	PO Box 588, Swellendam, 6740	028 214 7300	028 214 7400
West Coast Education District	Private Bag X3026, Paarl, 7620	021 860 1200	021 860 1231

AMaziko eeFoni eSebe iWCED:

Imibuzo ngezaBasebenzi nezeeMali 0861 923 322

EzeZikolo eziKhuselekileyo: 0800 45 46 47

Iziko lewebhu

WCED Online <http://wced.pgwc.gov.za>

Idilesi ye-imeyili

WCEDnews <http://list.pgwc.gov.za/mailman/listinfo/wcednews>. Amalungu aposela apha wcednews@list.pgwc.gov.za. Le yilisti emodareyithwayo ukukhusela amalungu kwii-imeyili ezonakalisayo (spam).

Twitter (micro-blogging)

WCEDnews <http://twitter.com/wcednews> (ngee-tweets ezinxulumene nemfundo)

WCEDlearn <http://twitter.com/wcedlearn> (ngee-tweets ezinxulumene nezemfundo)

Tumblr (blog)

WCED/News/Home <http://wcednewshome.tumblr.com/>

WCEDnews <http://wcednews.tumblr.com/>

Posterous (blog)

WCEDnews <http://posterous.com/wcednews>

Isihlomo : Imilinganiselo yentsebenzo yeeprogram kazwelonke - iinkcazo

Ezi sihlomo sidwelisa iMilinganiselo yeNtsebenzo yeProgram kazwelonke, kunye nenkcazo ezimfutshane noovimba bolwazi.

Iinkalo zentsebenzo eziphambili						
Ino.	Iinombolo zePPM	Umlinganiselo	Injongo yezemfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okunika ingxelo
1.	PPM101	Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukubonelela idatha kwisistim yokulandelela abafundi kazwelonke (<i>national learner tracking system</i>)	Ubuchule	<p>Iinkcazo neenkukacha</p> <p>Isikolo sikarhulumente zibhekisa kwizikolo zikarhulumente eziqhelekileyo nezemfundo eneemfundo ezizodwa. Zikhutshelwa bucala izikolo ezizimeleyo</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS (ngokomhla wakutshanje ofumanekayo) ukwenzela ukubonelela iLURITS ngedatha</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kuthagethwa ukuze ziqeqeshwe ekuseyenzisweni kwe-SA SAMS kwikota echaphazelekayo</p> <p>Qaphela: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i-accumulative numbers.</p>	I-EMIS yePhondo: iIDatha eziSetyenziswayo	Qho ngekota
2.	PPM102	Inani lezikolo ekunokuchagamshelwana nazo ngekhompyutha (i-imeyili)	Ubuchule	<p>Isikolo zikaRhulumente: zibhekisa kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfundo ezizodwa. Azibandakanyi izikolo ezizimeleyo</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente ekunokuchagamshelwana nazo nge-imeyili ngokumalunga needatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente ezithagethiweyo ukuboneleliwa ngohagamshekwano lwe-imeyili lonyaka.</p>	I-EMIS yePhondo – i-SNAP Survey	Qho ngonyaka
3.	PPM103	Ipesenteji yenkcitho yangoku kwezemfundo eya kwizinto ezinganxulumene nabasebenzi (non-personnel items)	Ubuchule	<p>Inkcitho yaNgoku kwezemfundo: Ibhokisi kuyo yonke inkcitho karhulumente kwezemfundo (non-capital education expenditure) (kubandakanya onke amacandelwana ezemfundo nezikolo zemfundo eneemfundo ezizodwa nezikolo ezizimeleyo)</p> <p>Izinto ezinganxulumananga naBasebenzi (Non-Personnel Items): Zibhekiselela kuyo yonke inkcitho karhulumente kwezemfundo (non-capital education expenditure) (kubandakanya onke amacandelwana ezemfundo nezikolo zemfundo eneemfundo ezizodwa nezikolo ezizimeleyo)</p> <p>Ukubalwa kwayo: Ukwahlula inkcitho yangoku echithwe kwizinto ezingezizo ezabasebenzi (non-personnel items) kunyaka-mali ochaphazelekayo ngetotali yenkcitho yangoku karhulumente kwezemfundo ukwenzela kwalo nyaka-mali nokuyiphinda ngo-100.</p> <p>Imeko eqhubekayo: Makurekhodwe ingcaciso yakutshanje efumanekayo Ithagethi: Makurekhodwe inkcitho eqikelelweyo ukwenzela unyaka-mali ochwangcisiweyo</p>	I-CFO yePhondo	Qho ngonyaka

Iinkalo zentsebenzo eziphambili						
Ino.	Iinombolo zePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okumika ingxelo
4.	PPM201	Inani labafundi ababhalisele kwizikolo zikarhulumente eziqhelekileyo	Ukufikelela	<p>linkcazo neenkukacha</p> <p>QAPHELA: Lo mlinganiselo ukhuphela ngaphandle amanani obhaliso kwizikolo zikarhulumente ezineemfundo zemfundo ezizodwa nobhaliso kwiBakala R kwizikolo zikarhulumente eziqhelekileyo.</p> <p>Imeko eqhubekayo: Makurekhodwe amanani obhaliso lwabafundi kwizikolo zikarhulumente eziqhelekileyo ngokweedatha zeSNAP zakutshanje (kungabandakanyanga amanani obhaliso eBakala R)</p> <p>Ithagethi: Makurekhodwe inani labafundi abalindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka okucwanngiselwa wona (kungabandakanyanga amanani obhaliso eBakala R)</p>	I-EMIS yePhondo: i-SNAP Survey WC-CEMIS	Qho ngonyaka
5.	PPM202	Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	Umgangatho	<p>Utitshala: ngutitshala osesikolweni onoxanduva olungundoqo lokufundisa eklasini esikolweni</p> <p>Umfundisi-ntsapho: ubhekiselela kuye nabani na ofundisa, aqeqeshe omnye umntu obonelela ngeenkonzo zoqeqesho kwezemfundo. Akubandakanywa abasebenzi abangengabo ootitshala kwaye kubandakanywa bonke ootitshala (abangesosigxina, ababambeleyo nji.)</p> <p>Imeko eqhubekayo: Makurekhodwe inani eliyitotali lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokweedatha ezifumanekayo zakutshanje.</p> <p>Ithagethi: Inani lootitshala ekulindeleke ukuba baqeshwe kunyaka owenzelwa izicwangciso</p>	IPESALI yePhondo	Qho ngonyaka
6.	PPM203	Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	Umgangatho/ Ubuchule	<p>Abasebenzi abangezotitshala: bonke abasebenzi abasezikolweni abangezotitshala. Aba babandakanya abasebenzi abanika inkxaso, abasebenzi bezolawulo, abasebenzi basehostele, nabasebenzi abaqeqeshiweyo abangafundiyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokweedatha ezifumanekayo zakutshanje.</p> <p>Ithagethi: Makurekhodwe inani labasebenzi abangezotitshala ekulindeleke ukuba baqeshwe kunyaka owenzelwa izicwangciso.</p>	IPESALI yePhondo	Qho ngonyaka

Iinkalo zentsebenzo eziphambili						
Ino.	Iinombolo zePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okumika ingxelo
7.	PPM204	Inani lezikolo eziziprayimari zikarhulumente eziqhelekileyo ezine-avareji yabafundi abangaphezu kwe-40 kwiyunithi yeklassi nganye	Umgangatho	<p>Iinkcazo neenkukacha</p> <p>Isikolo esiyiprayimari: Iziko elifundisa imfundo emiselweyo (<i>offers formal schooling</i>) ukususela kwiBakala R ukuya kwiBakala 7. Iziko elifundisa kuphela amabakala akhethekileyo ukususela kwiBakala R ukuya kwiBakala 7 likwabizwa njengesikolo esiyiprayimari.</p> <p>Iklasi: iqela labafundi abafundiswa kunye. Qaphele: Iklasi yahlukile kwiigumbi leklasi (<i>Classroom</i>)</p> <p>Ukubalwa kwayo: Makubalwe isayizi eyi-avareji yeklassi (<i>average class size</i>) kwisikolo sikarhulumente eziiprayimari ngasinye ngokwahlula ngenani labafundi ababhalise esikolweni ngenani leeklassi kwizikolo zikarhulumente eziqhelekileyo (ingalinalani lamagumbi eeklassi (classrooms)). Makuqatshelwe ezo zikolo zinamanani angaphezu ko-40. Makurekhodwe inani lezikolo ezine-avareji engaphezu kwabafundi abayi-40 ngeklasi nganye.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo eziqhelekileyo ezine-avareji yabafundi abangaphezu kwe-40 kwiyunithi yeklassi nganye ngokweedatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo ezithagethiweyo ukunciphisa isayizi yeklassi (oko kukuthi, abo kulindeleke ukuba baboneleliwe ngootitshala abongezelelweyo)</p> <p>Iimfundo eneemfundo ezizodwa: Imfundo eneemfundo ezizodwa yimfundo enobungcali ethi ijongane nezithintelo abafundi abanazo ekufundeni kwimfundo eneemfundo ezizodwa (kubandakanywa abo bakhubazekileyo) kwizikolo zikarhulumente eziqhelekileyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi bemfundo eneemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo kulo nyaka-mali udlulileyo</p> <p>Ithagethi: Makurekhodwe inani labafundi abaneemfundo ezizodwa abalindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka ekucwangciselwa wona</p> <p>Ithagethi: Makurekhodwe inani labafundi bemfundo eneemfundo ezizodwa abalindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka ekucwangciselwa wona</p> <p>QAPHELA: Lo mlinganiselo awubandakanyi inani labafundi abaneemfundo ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo</p>	I-EMIS yePhondo: i-ASS	Qho ngonyaka
8.	PPM214	Inani labafundi bemfundo eneemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo	Ukufikelela	<p>Iimfundo eneemfundo ezizodwa: Imfundo eneemfundo ezizodwa yimfundo enobungcali ethi ijongane nezithintelo abafundi abanazo ekufundeni kwimfundo eneemfundo ezizodwa (kubandakanywa abo bakhubazekileyo) kwizikolo zikarhulumente eziqhelekileyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi bemfundo eneemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo kulo nyaka-mali udlulileyo</p> <p>Ithagethi: Makurekhodwe inani labafundi abaneemfundo ezizodwa abalindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka ekucwangciselwa wona</p> <p>Ithagethi: Makurekhodwe inani labafundi bemfundo eneemfundo ezizodwa abalindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka ekucwangciselwa wona</p> <p>QAPHELA: Lo mlinganiselo awubandakanyi inani labafundi abaneemfundo ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo</p>	I-EMIS: Qho ngonyaka School Survey	Qho ngonyaka

Iinkalo zentsenzo eziphambili						
Ino.	Inombolo yePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okumika ingxelo
9.	PPM215	Inani lezikolo ezenza zonke iinkonzo zonke zokufundisa (<i>full service schools</i>)	Ukufikelela	<p>Izikolo ezenza zonke iinkonzo zokufundisa: Izikolo eziqhelekileyo ezinezibonelelo eziqhelekileyo ezibhekiselele kwiindidi zezithintelo ekufundeni kwimeko yemfundo ebandakanya bonke abafundi.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo ezenza zonke iinkonzo zokufundisa (izikolo zikarhulumente) ebezikho kunyaka-mali ogqithileyo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo ezenza zonke iinkonzo zezikolo (izikolo zikarhulumente) ekulindeke ukuba zisekwe kunyaka-mali owenzelwa iziwangciso.</p> <p>UMphathi weSekethe li-PED zinamagama ahlukeneyo ale phothifoliyo. ENishona Koloni nguMcebisi wolawulo nokuPhathwa kwaMaziko (IMG) (<i>Institutional Management and Governance (IMG) Advisor.</i>)</p> <p>Imeko eqhubekayo: Inani lilonke lezikolo (izikolo zemfundo eneemfundo ezozidwa, izikolo ezizimeleyo, izikolo zikarhulumente eziqhelekileyo) ebezihanjelwe ngumphathi weseke the ngekota ukunika inkxaso, ukubeka esweni nokuququzelela kunyaka-mali odlulileyo.</p> <p>Ithagethi: Inani lilonke lezikolo eziya kuhanjelwa ngabaphathi beesekethe ngekota kunyaka-mali owenzelwa iziwangciso.</p>	UMphathi weProgram wePhondo	Qho ngonyaka
10.	PPM216	Inani lezikolo ezihanjelwe kwakanye ubuncinane kanye ngekota ngumphathi weseke the	Umgangatho	<p>Izikolo ezizimeleyo izikolo ezibalise okanye ezithathwa njengezimeleyo ngokomithetho weZikolo waseMzantsi Afrika (SASA)</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi kwizikolo ezizimeleyo ezifumana inkxaso-mali kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi kwizikolo ezizimeleyo ekulindeleke ukuba zifumane inkxaso-mali kunyaka-mali ekuwangciselwa wona.</p> <p>Izikolo esiyisekondari: Iziko elifundisa amaBakala 8 ukuya kwiBakala 12. Kukwakho amaziko abandakanywa kweli qela afundisa kuphela amaBakala akhethiweyo kwakule mida.</p> <p>Iklasi - iqela labafundi abafundiswa kunye. Makuqatshelwe: Iklasi yahlukile kwi-gumbi leklasi (<i>Classroom</i>)</p> <p>Ukubalwa kwayo: Makubalwe isayizi eyi-avareji yeklasi (<i>average class size</i>) kwisikolo sikarhulumente eziyprayimari ngasinye ngokwahlula ngenani labafundi ababhalise esikolweni ngenani leeklasi kwizikolo zikarhulumente eziqhelekileyo (ingalinali lamagumbi eeklasi (<i>classrooms</i>)). Makuqatshelwe ezo zikolo zihamanani angaphezu ko-35. Makurekhodwe inani lezikolo ezine-avareji engaphezu kwabafundi abayi-35 ngeyuniti nganye.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo eziqhelekileyo ezine-avareji yabafundi abangaphezu kwe-35 kwiuniti yeklasi nganye ngokweedatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo ezithagethiweyo ukunciphisa isayizi yeklasi (oko kukuthi, abo kulindeleke ukuba babonelelwe ngootitshala abongezelelweyo)</p>	UMphathi weProgram wePhondo: Kwii-Ofisi zeZithili zeMfundo	Qho ngekota
11.	PPM301	Inani labafundi abafumana inkxaso-mali kwizikolo ezizimeleyo ools	Ukufikelela	<p>Izikolo ezizimeleyo izikolo ezibalise okanye ezithathwa njengezimeleyo ngokomithetho weZikolo waseMzantsi Afrika (SASA)</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi kwizikolo ezizimeleyo ezifumana inkxaso-mali kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi kwizikolo ezizimeleyo ekulindeleke ukuba zifumane inkxaso-mali kunyaka-mali ekuwangciselwa wona.</p> <p>Izikolo esiyisekondari: Iziko elifundisa amaBakala 8 ukuya kwiBakala 12. Kukwakho amaziko abandakanywa kweli qela afundisa kuphela amaBakala akhethiweyo kwakule mida.</p> <p>Iklasi - iqela labafundi abafundiswa kunye. Makuqatshelwe: Iklasi yahlukile kwi-gumbi leklasi (<i>Classroom</i>)</p> <p>Ukubalwa kwayo: Makubalwe isayizi eyi-avareji yeklasi (<i>average class size</i>) kwisikolo sikarhulumente eziyprayimari ngasinye ngokwahlula ngenani labafundi ababhalise esikolweni ngenani leeklasi kwizikolo zikarhulumente eziqhelekileyo (ingalinali lamagumbi eeklasi (<i>classrooms</i>)). Makuqatshelwe ezo zikolo zihamanani angaphezu ko-35. Makurekhodwe inani lezikolo ezine-avareji engaphezu kwabafundi abayi-35 ngeyuniti nganye.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo eziqhelekileyo ezine-avareji yabafundi abangaphezu kwe-35 kwiuniti yeklasi nganye ngokweedatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo ezithagethiweyo ukunciphisa isayizi yeklasi (oko kukuthi, abo kulindeleke ukuba babonelelwe ngootitshala abongezelelweyo)</p>	UMphathi weProgram wePhondo/we-CFO	Qho ngonyaka
12.	PPM 205	Inani lezikolo zikarhulumente eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-35 kwiuniti yeklasi nganye	Umgangatho	<p>Izikolo ezizimeleyo izikolo ezibalise okanye ezithathwa njengezimeleyo ngokomithetho weZikolo waseMzantsi Afrika (SASA)</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi kwizikolo ezizimeleyo ezifumana inkxaso-mali kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi kwizikolo ezizimeleyo ekulindeleke ukuba zifumane inkxaso-mali kunyaka-mali ekuwangciselwa wona.</p> <p>Izikolo esiyisekondari: Iziko elifundisa amaBakala 8 ukuya kwiBakala 12. Kukwakho amaziko abandakanywa kweli qela afundisa kuphela amaBakala akhethiweyo kwakule mida.</p> <p>Iklasi - iqela labafundi abafundiswa kunye. Makuqatshelwe: Iklasi yahlukile kwi-gumbi leklasi (<i>Classroom</i>)</p> <p>Ukubalwa kwayo: Makubalwe isayizi eyi-avareji yeklasi (<i>average class size</i>) kwisikolo sikarhulumente eziyprayimari ngasinye ngokwahlula ngenani labafundi ababhalise esikolweni ngenani leeklasi kwizikolo zikarhulumente eziqhelekileyo (ingalinali lamagumbi eeklasi (<i>classrooms</i>)). Makuqatshelwe ezo zikolo zihamanani angaphezu ko-35. Makurekhodwe inani lezikolo ezine-avareji engaphezu kwabafundi abayi-35 ngeyuniti nganye.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo eziqhelekileyo ezine-avareji yabafundi abangaphezu kwe-35 kwiuniti yeklasi nganye ngokweedatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo ezithagethiweyo ukunciphisa isayizi yeklasi (oko kukuthi, abo kulindeleke ukuba babonelelwe ngootitshala abongezelelweyo)</p>	I-EMIS yePhondo: i-ASS	Qho ngonyaka

Iinkalo zeNtsebenzo eziPhambili						
Ino.	Iinombolo zePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okumika ingxelo
13.	PPM 205	Inani lezikolo zikarhulumente eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-35 kwiyunithi yeklassi nganye	Umgangatho	<p>Iinkcazo neenkukacha</p> <p>Izikolo esiyisekondari: Iziko elifundisa amaBakala 8 ukuya kwiBakala 12. <i>Kulwakho amaziko abandakanywa kweli qela afundisa kuphela amabakala akhethiweyo kwakule mida.</i></p> <p>Iklassi - iqela labafundi abafundiswa kunye. Makuqatshelwe: Iklassi yahlukile kwi-gumbi leklassi (<i>Classroom</i>)</p> <p>Ukubalwa kwayo: Makubalwe isayizi eyi-avareji yeklassi (<i>average class size</i>) kwisikolo sikarhulumente eziyprayimari ngasinye ngokwahlula ngenani labafundi ababhalise esikolweni ngenani leeklassi kwizikolo zikarhulumente eziqhelekileyo (ingalinani lamagumbi eeklassi (classrooms)). Makuqatshelwe ezo zikolo zinanani angaphezu ko-35. Makurekhodwe inani lezikolo ezine-avareji engaphezu kwabafundi abayi-35 ngeyunithi nganye.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo eziqhelekileyo ezine-avareji yabafundi abangaphezu kwe-35 kwiyunithi yeklassi nganye ngokweedatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo ezithagethiweyo ukunciphisa isayizi yeklassi (oko kukuthi, abo kulindeleke ukuba babonelelwe ngootitshala abongezelelweyo)</p>	I-EMIS yePhondo: i-ASS	Qho ngonyaka
14.	PPM206	Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezizuzayo kwiProgram yeSondlo yeSikolo kaZwelonke	Ukufikelela nomgangatho	<p>Imeko eqhubekayo: Makurekhodwe inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezizuzileyo kwiProgram yeSondlo yeSikolo kaZwelonke (<i>National School Nutrition Programme</i>) (NSNP)</p> <p>Ithagethi: Makurekhodwe inani labafundi kwizikolo abathagethelwe ukuzaza kwiProgram yeSondlo yeSikolo kaZwelonke (<i>National School Nutrition Programme</i>) (NSNP) kunyaka owenzelwa izicwangciso.</p> <p>QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i-accumulative numbers.</p>	UMphathi weProgram weNSNP	Qho ngekota
15.	PPM207	Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwinkqubo yezothutho lwabafundi	Ukufikelela nomgangatho	<p>Imeko eqhubekayo: Makurekhodwe inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezizuzileyo kwiskim sezothutho sabafundi kunyaka-mali odlulileyo</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba bazuze kwiskim sezothutho lwabafundi kunyaka owenzelwe izicwangciso kwikota efanelekileyo</p> <p>QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i-accumulative numbers.</p>	UMphathi weProgram wePhondo	Qho ngekota
16.	PPM208	Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezizuzayo kuMgaqo-nkqubo "weZikolo ezingaHlawulisi zIFizi"	Ukufikelela	<p>Imeko eqhubekayo: Makurekhodwe inani labafundi abazuzileyo kuMgaqo-nkqubo weZikolo "ezingaHlawulisi zIFizi" kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba baxhamle kuMgaqo-nkqubo weZikolo "ezingaHlawulisi zIFizi" kunyaka (wemali) ekucwangciselwa wona.</p>	UMphathi weProgram wePhondo	Qho ngonyaka

Iinkalo zentsebenzo eziphambili						
Ino.	Iinombolo zePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okwenziwa kwengxelo
17.	PPM209	Inani lezikolo zikarhulumente eziqhelekileyo ezingenaso isibonelelo samanzi	Umgangatho	Imeko eqhubekayo: Makurekhodwe inani lezikolo ezingenazo izibonelelo zamanzi ngokwengcaciso yakutshanje efulmanekayo. Itmagethi: Makurekhodwe inani lezikolo ezithagethelwe ukubonelwa ngamanzi kunyaka-mali ekucwangciselwa wona. QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i- <i>accumulative numbers</i> .	UMphathi weProgram ye-NEIMS wePhondo	Qho ngekota
18.	PPM210	Inani lezikolo zikarhulumente eziqhelekileyo ezingenambane	Umgangatho	Inkcazo: Izikolo ezingenambane zizikolo ezingenazo izibonelelo zombane nokuba zeziphi na kubandakanywa iphaneli zesola, neejenererijitha (<i>solar panels and generators</i>). Imeko eqhubekayo: Makurekhodwe inani lezikolo ezingenaso isibonelelo sombane ngokwengcaciso efulmanekayo yakutshanje. Itmagethi: Makurekhodwe inani lezikolo ezithagethelwe ukubonelwa ngombane kunyaka-mali ekucwangciselwa wona. QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i- <i>accumulative numbers</i> .	UMphathi weProgram ye-NEIMS wePhondo	Qho ngekota
19.	PPM211	Inani lezikolo zikarhulumente eziqhelekileyo ezingenazo izibonelelo zococeko (<i>sanitation facilities</i>)	Umgangatho	Izibonelelo zococeko: Kuthethwa zonke iintlobo zeethoyilethi Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente eziqhelekileyo ezingenazo izibonelelo zococeko, (iithoyilethi) ngokwengcaciso yakutshanje efulmanekayo Itmagethi: Makurekhodwe inani lezikolo ezithagethelwe ukubonelwa ngezibonelelo zococeko (<i>sanitation facilities</i>) kunyaka-mali ekucwangciselwa wona. QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i- <i>accumulative numbers</i> .	UMphathi weProgram ye-NEIMS wePhondo	Qho ngekota
20.	PPM212	Inani leeklassi kwizikolo zikarhulumente eziqhelekileyo	Umgangatho	Iiklassi: Amagumbi apho kuqhubeka khona ukufunda nokufundisa, kodwa angenzelwanga loo misebenzi yokufundisa ikhethekileyo. Oku akuwabandakanyi amagumbi eengcali. Imeko eqhubekayo: Makurekhodwe inani lilonke leeklassi ezikhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso efulmanekayo yakutshanje. Itmagethi: Makurekhodwe inani leeklassi eicwangciselwe ukwakhiwa kunyaka-mali omtsha. Lo mlinganiselo awubandakanyi amagumbi eengcali. QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i- <i>accumulative numbers</i> .	UMphathi weProgram ye-NEIMS wePhondo	Qho ngekota

Iinkalo zentsebenzo eziphambili						
Ino.	Iinombolo zePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okwenziwa kwengxelo
21.	PPM213	Inani lamagumbi eengcali (<i>specialist rooms</i>) eziza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (amagumbi onke ngaphandle kweekhasi – kubandakanywa iilebhu, amagumbi ezitokhwe, igumbi labagulayo (sick bay), ikhithshi, njl. njl.)	Umgangatho	Amagumbi eeNgcali (Specialist Rooms): Ngamagumbi enzele imisebenzi eyodwa yokufundisa nengeyiyo eyokufundisa. Awazibandakanyi ii-ofisi zolawulo neekhasi (njengoko zichaziwe kwi-PPM 212) kwaye abandakanya amagumbi afana neelebhu, amagumbi ezitokhwe, igumbi labagulayo (sick bay), ikhithshi, iilayibrari amaziko angoovimba bolwazi, njl. njl. Imeko eqhubekayo: Makurekhodwe inani lilonke lamagumbi eengcali ezikhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso efumanekayo yakutshanje. Ithagethi: Makurekhodwe inani lamagumbi eengcali (<i>specialist rooms</i>) elicwangciselwe ukwakhiwa kunyaka-mali omntsha. QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i- <i>accumulative numbers</i> .	UMphathi weProgram ye-NEIMS wePhondo	Qho ngekota
22.	PPM401	Inani labafundi bemfundo eneemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo	Ukufikelela	Izikolo zemfundo eneemfundo ezizodwa: Izikolo ezinezibonelelo zokufundisa labafundi zifuna inkxaso emandla yezemfundo nanye inkxaso ngokusisigxina okanye ngokungesosigxina. Labafundi abafunda kwezi zikolo babandakanya abo baneziphako zokukhubazeka ngokomzimba, ngokwasengqondweni nangokweziva-mvo (<i>physical, intellectual or sensory disabilities</i>) okanye imeko exhomsa amehlo kunye/okanye iingxaki ngokweemvakalelo (<i>emotional problems</i>), nabo bangquzulana nomthetho okanye abaneemfundo zempiho ezintsonkothileyo. Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kwizikolo zemfundo eneemfundo ezizodwa kunyaka-mali odlulileyo. Ithagethi: Makurekhodwe inani lilonke labafundi ekulindeleke ukuba babhalise kwizikolo zemfundo eneemfundo ezizodwa kunyaka-mali ekucwangciselwa wona. QAPHELA: Kwikota nganye, makurekhodwe kuphela iziphumo ezilindelekileyo zalo kota, ingezizo i- <i>accumulative numbers</i> .	I-EMIS yePhondo: i-SNE SNAP	Qho ngonyaka
23.	PPM402	Inani lootitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	Umgangatho	Umfundisi-ntsapho nguye nabani umntu ofundisa, aqeqeshwe omnye umntu obonelela ngeenkono zoqeqesho kwezemfundo Imeko eqhubekayo: Makurekhodwe inani eliyitotali lootitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa kunyaka-mali odlulileyo. Ithagethi: Makurekhodwe inani lilonke lootitshala ekulindeleke ukuba baqeshwe kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa kunyaka-mali ekucwangciselwa wona.	IPESALI yePhondo	Qho ngonyaka

Iinkalo zentsebenzo eziphambili						
Ino.	Inombolo yePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba bedatha	Amathuba okumika ingxelo
24.	PPM403	Inani labasebenzi abazingcali abangezo titshala abaqeshwe kwizikolo zemfundo eneemfundo ezizodwa zikarhulumente	Umgangatho	<p>Utishala ngumfundisi-ntsapo osesikolweni onoxanduva olungundoqo lokufundisa eklasini esikolweni.</p> <p>Abasebenzi abazingcali abangezotitshala ngabasebenzi abahlelwa njengepharamedikh (<i>paramedics</i>), onontlalo-ntle, abanonopheli babantwana, iitheraphisti neesayikholoji nji. nji.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke leengcali ezingangotitshala eziqeshwe kwizikolo zikarhulumente zeMfundo eneemfundo ezizodwa kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke leengcali ezingezotitshala ekulindeleke ziqeshwe kwizikolo zikarhulumente zeMfundo eneemfundo ezizodwa kunyaka-mali ekucwangciselwa wona.</p>	IPESALI	Qho ngonyaka
25.	PPM501	Inani labafundi ababhalise kwiikhosi ze-NC(V) kwiikholeji zeFET	Ukufikelela	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kwiikhosi zeNC(V) kwiikholeji zeMfundo noQeqesho oluQhubekayo kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba babhalise kwiikhosi ze-NC(V) kwiikholeji zeFET kunyaka-mali ekucwangciselwa wona.</p>	UMphathi weProgram wePhondo (kwiikholeji zeFET)	Qho ngonyaka
26.	PPM502	Inani labafundi beFET College NC(V) abagqibe ikhosi ezipheleleyo ngempumelelo	Umgangatho	<p>Imeko eqhubekayo: Makurekhodwe inani labafundi beekholeji zeFET abagqibe ikhosi ezipheleleyo ngempumelelo kunyaka-mali odlulileyo.</p> <p>Ithagethi: Inani labafundi beekholeji zeFET abagqibe ikhosi ezipheleleyo ngempumelelo kunyaka-mali ekucwangciselwe wona.</p>	UMphathi weProgram wePhondo (iikholeji zeFET)	Qho ngonyaka
27.	PPM503	Inani labafundi beekholeji zeFET abagqibe iprogram zoqhelaniso-msebenzi (<i>learnership programmes</i>)	Umgangatho	<p>Imeko eqhubekayo: Makurekhodwe inani labafundi beekholeji zeFET abagqibe iprogram zoqeqeshelo-msebenzi ngempumelelo kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi beekholeji zeFET abagqibe iprogram zoqeqeshelo-msebenzi ngempumelelo kunyaka-mali okwenzelwa wona izicwangciso.</p>	UMphathi weProgram wePhondo (weekholeji zeFET)	Qho ngonyaka

Iinkalo zentsebenzo eziphambili						
Ino.	PPM linombolo zePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha of data	Amathuba okwenza ingxelo
28.	PPM601	Inani labafundi ababhalise kumaziko e-ABET karhulumente	Ukufikelela	<p>I-ABET: Zonke iiprogram zokufunda nokufundisa zabadala ukusuka ku-Level 1 ukuya ku-4, apho u-ABET Level 4 alingana neBakala 9 kwizikolo zikarhulumente okanye kwi-National Qualifications Framework Level 1, njengoko kubhaliweyo kuMithetho we-South African Qualifications Authority Act, Number 58 of 1995.</p> <p>Iziko le-ABET: Ngamaziko afundisa ii-program ze-ABET ngokwenkcazo ye-ABET.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lonke labafundi ababhalise kuMaziko e-ABET karhulumente kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lonke labafundi ekulindeleke ukuba babhalise kuMaziko e-ABET karhulumente kunyaka-mali ekucwangciselwa wona.</p>	I-EMIS yePhondo: i-ABET SNAP Survey	Qho ngonyaka
29.	PPM602	Inani lootitshala abaqeshwe kuMaziko e-ABET karhulumente	Umgangatho	<p>Imeko eqhubekayo: Makurekhodwe inani lonke lootitshala abaqeshwe kuMaziko ka-ABET karhulumente kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani eliyitotali lootitshala ekulindeleke ukuba baqeshwe kuMaziko ka-ABET kunyaka-mali ekucwangciselwa yena.</p> <p>QAPHELA: Lo mlinganiselo ubandakanya zombini iindidi zootitshala be-ABET abangesisigxina nabasisigxina (Ukubalwa kwabo buqu).</p>	I-EMIS yePhondo: i-ABET SNAP Survey	Qho ngonyaka
30.	PPM603	Inani labafundi abapase iiprogram ye-ABET/NQF Level 1	Umgangatho	<p>Imeko eqhubekayo: Makurekhodwe inani eliyitotali labafundi abapase kwi-ABET/NQF Level 1 kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi be-ABET ekulindeleke ukuba bapase i-ABET/NQF Level 1 kunyaka-mali ekucwangciselwa wona.</p>	UMphathi weProgram yePhondo (ABET) weeDatha zeeMviwo	Qho ngonyaka
31.	PPM701	Inani labantwana abaminyaka mi-5 ubudala abafunda kumaziko emfundo	Ukufikelela	<p>Iziko lemfundo: Abandakanya zonke izikolo, iipri-skuli, iinesari (<i>nursery schools</i>), amaziko ononophelo lwabantwana (<i>day care centres</i>) (nokuba ngakarhulumente okanye ngawabucala)</p> <p>Ithagethi: Makurekhodwe inani labantwana abaminyaka mi-5 ubudala ekulindeleke ukuba bangene kumaziko emfundo kunyaka-mali ekucwangciselwa wona.</p> <p>QAPHELA: Amaziko emfundo angaba yipri-skuli, isikolo, iziko lokunonophela abantwana lasemini, njl. njl.</p>	ISEbe iDoE: GHS	Qho ngonyaka
32.	PPM702	Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente	Ukufikelela	<p>Imeko eqhubekayo: Makurekhodwe inani lonke labafundi ababhalise kwiBakala R kwizikolo zikarhulumente (zombini eziqhelekileyo nezeemfundo ezizodwa) kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba babhalise kwiBakala R kwizikolo zikarhulumente (zombini eziqhelekileyo nezeemfundo ezizodwa) kunyaka ekucwangciselwa wona</p> <p>QAPHELA: Lo mlinganiselo ufuna inani elipheleleyo labafundi ababhalise kumaziko eBakala R kwizikolo zikarhulumente, ingezizo izikolo ezizimeleleyo.</p>	I-EMIS yePhondo: i- SNAP Surveys	Qho ngonyaka

Iinkalo zentsebenzo eziphambili						
Ino.	Inombolo yePPM	Umlinganiselo	Injongo yezeMfundo	Iinkcazo neenkukacha	Oovimba beedatha	Amathuba okumika ingxelo
33.	PPM703	Inani lezikolo zikarhulumente ezifundisa iBakala R	Ukufikelela	<p>Imeko eqhubekayo: Makurekhodwe inani elipheleleyo lezikolo zikarhulumente (zombini eziqhelekileyo nezeemfundo ezizodwa) ezifundisa iBakala R kunyaka-mali odlulileyo</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente (zombini eziqhelekileyo nezeemfundo ezizodwa) ekulindeleke ukuba zifundise iBakala R kunyaka-mali ekucwangciseni (zombini eziqhelekileyo nezeemfundo ezizodwa) ekulindeleke ukuba zifundise iBakala R kunyaka-mali ekucwangciselwa wona</p>	I-EMIS yePhondo: i-SNAP Surveys	
34.	PPM801	Inani labaviwa beBakala 12 kwiimviwo zesiqinisekiso sematriki (iimviwo zematriki	Ukufikelela	<p>Imeko eqhubekayo: Makurekhodwe inani labaviwa ababhala iimviwo zesiqinisekiso sematriki kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labaviwa ekulindeleke ukuba babhalisele iimviwo zesatifikethi sematriki kunyaka-mali ekucwangciselwa wona.</p>	UMphathi weProgram wePhondo: wezeDatha zeelMviwo	
35.	PPM802	Inani labaviwa beemviwo ze-ABET NQF Level 4	Ukufikelela	<p>Imeko eqhubekayo: Makurekhodwe inani labaviwa be-ABET level 4 ababhala iimviwo ze-ABET level 4 kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labaviwa be-ABET Level 4 ekulindeleke babhale iimviwo ze-ABET Level 4 kunyaka-mali odlulileyo.</p>	UMphathi weProgram wePhondo: iziko leDatha leeMviwo zeABET	Qho ngonyaka

Isihlomelo: Uluhlu lweeNjongo zoBuchule zeeProgram 1 no-2 ezithathwe kwi-APP 2010/11

Iinombolo zentsusa	INjongo yoBuchule kwisicwangciso seMinyaka emi-5 ezayo	IiNjongo zoBuchule njengoko zilungelelanisiweyo kwi-2011
INjongo yoBuchule 1.1	Ukuqinisekisa ulawulo lwezemali kunye neenkonzolawulo lokuthengwa kweempahla neenkonzolawulo .	IiNjongo zoBuchule 1.1. no-2.6.
INjongo yoBuchule 1.2	Ukuqinisekisa ulawulo lwezakhono zabasebenzi lwangaphakathi ngokulawula imimiselo yomsebenzi, ukuqeshwa kwabasebenzi kunye nobudlelane emsebenzini.	IiNjongo zoBuchule 1.1. no-2.6.
INjongo yoBuchule 1.3	Ukomeleza isicwangciso solwazi lokufunda nokubhala nolwazi ngenjongo yokutshintsha amanqanaba asezantsi enkqubo yolwazi lokufunda nokubhala nolwazi lokubala kwizikolo eziziprayimari kwanokomeleza ukuphunyezwa kweNgcaciso yeKharithyulam kaZwelonke kumaBakala R ukuya kwele-9.	INjongo yoBuchule 2.1.
INjongo yoBuchule 1.4	Ukuqinisekisa ukuba izakhono eziyimfuneko zolawulo nophuhliso lwekharithyulam kubonelelwa ngazo ngokukhulayo kootitshala bamaBakala 10 -12 kwanokuba izikolo zithatha izigqibo ezingaphezulu malunga nokubonelelwa yikharithyulam.	INjongo yoBuchule 1.4.
INjongo yoBuchule 1.5.	Ukuphumeza uMgaqo-nkqubo oSebenzayo kwi- e-Education (uMgaqo-nkqubo oSebenzayo 7 (<i>White Paper on e-Education</i>) (White Paper 7) neSikhokelo esisayiLwazo sikaZwelonke esimalunga neeNkonzo zeeLayibrari zeZikolo kujolise ekuqinisekiseni ukuba bonke abalawuli, abaphathi, ootitshala nabafundi eNtshona Koloni baxhotyisiwe ukusebenzisa ii-ICT kakhulu, kwanokuqinisekisa ukuphuhlisa ngokukhulayo kwe-ofisi yesithili semfundo esebenzayo kunye neenkonzolawulo zeelayibrari zezikolo ukuncedisa kuphuhliso lolwazi lokufunda nokubhala nakulwazi lokubala ngokunjalo nokufunda nokufundisa okugxininisa kwizinto zokuncedisa ukufunda nokufundisa (<i>resource-based teaching and learning</i>).	INjongo yoBuchule 2.3.
INjongo yoBuchule 1.6	Ukuququzelela uphuhliso lomgaqo-nkqubo kunye nenkqubo yesiwisi-mthetho kwiSebe iWCED, ngokubambiseneyo nabo bonke abathathi-nxaxheba abachaphazelekayo ukuqinisekisa ukwenziwa kwenkonzo ngempumelelo.	INjongo yoBuchule 1.2.
INjongo yoBuchule 1.7	Ukubeka esweni nokuphonononga ukuphunyezwa komgaqo-nkqubo, iinkqubo nemigaqo ngaphakathi kwiqumru; kusetyenziswa iidatha zombini ezenziwe ngaphakathi nangaphandle nokuqinisekisa ukusetyenziswa kwezibonelelo eziphathekayo nezemali.	INjongo yoBuchule 1.2.
INjongo yoBuchule 1.8	Ukuqinisekisa ukuba iinkqubo zongenelelo ngoncedo zolawulo kunye nezigqibo zixhotyiswa ziidatha eziphandwe kakuhle zikwangqiniseka.	INjongo yoBuchule 1.2.
INjongo yoBuchule 1.9	Ukusebenzisa imeko ekhuselekileyo nenika inkxaso yezemfundo kunye nokuxhoba ngokulwazi ekufuneka kwenzeka ngokwaneleyo.	INjongo yoBuchule 2.4.
INjongo yoBuchule 1.10	Ukubonelela ngamathuba ophuhliso lwezakhono zabasebenzi kusetyenziswa iProgram yezoPhuhliso lweZakhono zaseMsebenzini; ukuququzelela uphuhliso lwezokuqeqeshelwa umsebenzi oluthe rhoqo kunye nokufumana uqeqesho enkonzweni (<i>in-service training</i>) kootitshala nakwiinkokeli zezikolo kwanokubonelela ngeekhosi zophuhliso ezifanelekileyo kubaphathi abakhulu.	INjongo yoBuchule 1.3. and 1.4.
INjongo yoBuchule 1.11	Ukulawula isistim ye- <i>e-Administration</i> ngeenjongo zobuchule nophuhliso ngokumisela nokulondoloza iinkqubo zokulondoloza ulawulo lwengcaciso nolwazi; ukubonelela ngesixhobo solawulo lokulandelela inkqubo yentsebenziswano phakathi kwee-ofisi zezithili zemfundo nezikolo; kunye nokuqhuba isicwangciso esidibeneyo se-ICT.	INjongo yoBuchule 1.2.
INjongo yoBuchule 2.1	Ukubonelela ngenkonzo eyaneleyo ezikolweni kusetyenziswa ii-ofisi zezithili zemfundo kwanokuba bonke abafundi nezikolo baqhube kakuhle ukwenzela ukuba iithagethi zeSebe iWCED zifizekise.	Zonke