



**URhulumente
weNtshona Koloni**

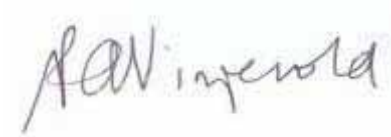
EzeMfundo

INgxelo yoNyaka 2011/2012
ISebe EzeMfundo

Mnu Donald Grant

UMphathiswa wezeMfundo

Ndingenisa le Ngxelo yoNyaka yeSebe leMfundo leNtshona Koloni yethuba eliqala ngo-Apreli 2011 ukuya kwi-31 Matshi 2012.

A handwritten signature in black ink, appearing to read 'PA Vinjevold', is centered on the page. The signature is written in a cursive, slightly slanted style.

PA Vinjevold
31 Agasti 2012

ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YONYAKA KA-2011/2012

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ICandelo 1 – INgcaciso ngokuBanzi

Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa 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 ze-FET zikaRhulumente
- IMfundo noQeqesho lwaBadala (AET) kumaziko emfundo oluntu
- UPhuhliso lweMfundo yaBantwana aBasaqalayo (ECD) kwiBakala R
- Amathuba oqeqesho kootitshala nakwabo bangezotitshala
- Iprogram yokutya ethagethiweyo namanye amanyathelo okuphelisa ubuhlwempu nawokhuseleko
- Ukunika inkxaso ootitshala ngokubabonelela ngeemeko zengqesho ezisisiseko, ngezikhuthazi (*incentives*) nangeprogram yezempilo-qete yabasebenzi

Iimfundiso eziziseko

- Ukubaluleka komfundi okubekwa phambili
- Iimfundiso ezisisiseko zoMgaqo-siseko waseMzantsi Afrika noMqulu waMalungelo (*Bill of Rights*)
- Ukugqwesa ngokuthi kubonelelwe yaye kunikwe inkxaso abasebenzi abangootitshala, abaxhotyiswe ngokwenene, abanenkqubela, abaqeqeshiweyo nabazinikeleyo emsebenzini wabo
- Ukwazi ukuphendula kwabo baphetheyo ngoxanduva lwabo nokwenzela izinto elubala
- Ukuthembela nokugqwesa kwimisebenzi yolawulo nakuleyo enika inkxaso

Ukuma kwestraksha seziko eli

ISebe leMfundo leNtshona Koloni likhokelwa yiNtsumpa-Jikelele. Mane (4) amacandelo amakhulu, ngalinye likhokelwa liSekela Mlawuli-Jikelele. La macandelo makhulu ngala: eloCwangciso lwezeMfundo (*Education Planning*); eloLawulo lweKharityhulam noVavanyo (*Curriculum and Assessment Management*); eloPhuhliso noQuquzelelo lwamaZiko (*Institution Development and Co-ordination*) kunye neleeNkonzo zeZiko (*Corporate Services*). Jonga i-Oganogram kwisiHlomelo A.

Isigunyaziso seMithetho

UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho 108 ka-1996)
(*Constitution of the Republic of South Africa, 1996 (Act 108 of 1996)*)

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)
Further Education and College Training Act, 2006 (uMthetho 16 ka-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)
(*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)*)

IMithetho yoKwahlulwa 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

Ngumbono kaRhulumente wePhondo leNtshona Koloni ukwandisa amathuba okuphila abafundi kwiphondo ngokuphucula phakathi kwezinye izinto, iziphumo zokufunda.

Ukucacisa lo mbono, siqulunqe saza sakhupha isicwangciso sobuchule sezemfundo ngo-2009 sethuba lango-2010-2019 esibophelela lo rhulumente:

- ekuphuculeni umgangatho wenkqubo yabafundi kulwazi lokufunda nokubhala nakulwazi lokubala kwizikolo eziziprayimari zephondo;
- ekuphuculeni amanani nomgangatho wabafundi wokupasa kwimviwo zeSatifikethi seMatriki sikaZwelonke kunye
- nokunciphisa inani lezikolo eziqhuba kakubi (o.k.t. izikolo ezinereyithi yokupasa kwiBakala 12 engaphantsi kwe-60%) kwiphondo.

Esi sicwangciso sisekelwe kwinkqubo eya kuhlala isebenza ithuba elide, ecwangciswe ngendlela eyiyo negxininisisa kwimiba emalunga nokuphucula iziphumo zokufunda.

Kwithuba elisusela ngo-2010 ukuya ku-2014, esi sicwangciso sandlala isiseko sophuculo lomgangatho wenkqubo yabafundi engagungqiyo (*solid improvements in learner performance*) kwithuba eliya kulandela ngo-2014 -2019, nekuya kuthi ngalo abafundi babe nethuba lokufundiswa kwimfundo elungiselelwe nelawulwa ngenjongo yokuba iphumeze iithagethi zomsebenzi ezimiselweyo.

Ukususela ekwamkelweni kwesicwangciso, senze inkqubela ebonakalayo ekumiseleni iziseko eziyimfuneko ekuphuculeni iziphumo zokufunda eNtshona Koloni. Sinovuyo xa sibona inkqubela enika ithemba ngokumalunga nendlela izikolo zikarhulumente eziqhelekileyo eziqhuba ngayo kwiphondo, ngokukodwa kwiziphumo ezifunyenwe kwiimviwo zeSatifikethi seMatriki sikaZwelonke kule minyaka mibini idlulileyo. Nakuba kunjalo, kukwakho nenkqubela kwezinye izalathi ezibonakalayo, umz. amanqanaba okugcina abafundi beqhubeka nokufunda ezikolweni anyukileyo (*increased retention rates*).

Oku kubonisa inkqubo yezemfundo yephondo esemgangathweni oya uvokotheka (*maturing provincial education system*) neyimpendulo enika ithemba kwimiba yenkqubo ebhetele neya kuhlala isebenza ithuba elide. Kukwabonisa nokuba kunyaka ngamnye iSebe kunye nezikolo zethu zisebenza bhetele sibambisene kunye ukuphucula umgangatho wezemfundo eNtshona Koloni.

Kunyaka-mali ka-2011/2012 sabeka phambili ukubonelela ngenkxaso nangezibonelelo izikolo ezenza iinkonzo kwiindawo zabahlali abathwaxwa yintlupheko nakwiSigaba esiPhakathi.

Oku kwabandakanya ukumiselwa ngokusesikweni okokuqala ngqa kwephulo leencwadi zezifundo ezingaphezu kwezigidi ezi-2 neencwadi zokufunda kubafundi bamaBakala 1, 2, 3 no-10 ngaphezu kwezo bezibonelelwe ngokwemimiselo kazwelonke yokubonelela ngeencwadi zezifundo. Lo Rhulumente ukholelwa mpela ukuba iincwadi zezifundo sisibonelelo sezemfundo esibalulekileyo sokuphuhlisa ukufunda, ukubhala nezakhono zolwimi.

Ngo-2011, sibuye sandisa inkqubo yeSebe yovavanyo kulwazi lokufunda nokubhala nolwazi lokubala kubafundi bamaBakala 3, 6 no-9. Ucazululo lweziphumo zeemvavanyo zango-2011 zeSatifikethi seMatriki sikaZwelonke nezolwazi lokufunda nokubhala nolwazi lokubala lwasinceda ekubeni simisele iithagethi ezintsha zokuphucula imeko kwaza oko kwasinceda ekubeni senze bhetele ngakumbi isicwangciso sethu sonyaka wesikolo ka-2012.

Ukwenzela ukubonelela abafundi bethu ngendawo yokufundela eyona yakhe yabhetele enokubakho ngo-2010, sazibophelela ekwakheni izindlu zezikolo ezitsha ezisisigxina eziyi-45 kwithuba leminyaka emithathu (kubandakanywa izikolo nezibonelelo ezitsha ukutshintsha izikolo ezazakhiwe ngezinto zokwakha ezingekho mgangathweni).

Ukuza kuthi ga ngoku, sigqibe ukwakha izikolo ezitsha eziyi-23 yaye sele sitshintshe ezinye eziyi-8 ezazakhiwe ngezinto zokwakha ezingekho mgangathweni. Ngo-2012, silindele ukugqiba ukwakha izikolo ezitsha ezi-3 nokutshintsha izikolo eziyi-13. Zakuba ezi zikolo zigqityiwe, uRhulumente waseNtshona Koloni uya kuba uphumelele ekwakheni izikolo ezitsha eziyi-26 (eziya kunika indawo abafundi abayi-30,000 abongezelelweyo) nezikolo ezitshintshiweyo eziyi-21 (eziya kunika indawo abafundi abayi-27,000) kwiphondo kwithuba leminyaka emithathu elicwangcisiweyo. Oku kubethe kwadlula kwithagethi ebibekwe ekuqaleni.

URhulumente waseNtshona Koloni uzibophelele ekusebenziseni uninzi lwezibonelelo zakhe ekuphuculeni iziphumo zokufunda kwizikolo ezikwiindawo zabahlali abangabona bathwaxwa yintlupheko ngokugqithisileyo kwiphondo lethu nokuqinisekisa ukuba phantse bonke abafundi abangabona basemgqibekweni ngokugqithisileyo (*most vulnerable*) banawo onke amathuba okufumana imfundo esemgangathweni. Abafundi besikolo abayi-60% abangabona bathwaxwa yintlupheko bafumana isabelo esisona sikhulu ngokwezalathi ezibalulekileyo ezifana nengxowa-mali eyabiwa ngokwemimiselo nemigangatho, iprogram yokutyisa abantwana ezikolweni, iziseko zophuhliso ezitsha nothutho lwabafundi. Ngokumalunga noku, sinovuyo ukunika ingxelo ethi sele kwenziwe inkqubela ebonakalayo ukususela ngo-2009 ekunciphiseni inani lezikolo eziqhuba kakubi. Inani lezikolo eziphakamileyo zikarhulumente eziqhuba kakubi lihile ukusuka ku-78 ngo-2010 ukuya ku-30 ngo-2011.

Kule minyaka mibini izayo, sijonge phambili ngethemba ukuzinzisa umgangatho osele uqaliwe ukuba ufakwe ngokupheleleyo kwinkqubo yemfundo yeli phondo ngokuphucula ekuhambeni kwethuba, umgangatho wokufundisa kwakunye nobunkokeli nolawulo kwizikolo zethu ngokubonelela ngamathuba ophuhliso agxila kwiinkalo ezithile nokuqaliswa kwamanyathelo aphuculweyo okubanako ukuphendula ngokuqhubekayo. Sikwajonge ngethemba ekwandiseni ukusetyenziswa kwethekhnoloji ezikolweni zethu ukuphucula umsebenzi wokufundisa nokufunda ezikolweni zethu.

Kuyo yonke into esiyenzayo, siya kuqhubeka ngokubeka iimfuno zabafundi phambili nokuqinisekisa ukuba ootitshala bethu baphathwa njengezifundiswa eziqeqeshiweyo nezixabisekileyo njengoko benjalo.

Isigqibo ngasinye esithathwe malunga nezemfundo eNtshona Koloni siya kuthi ekugqibeleni sixhaswe ngumbono wethu wokuphucula amathuba okuphila abafundi bethu ngeziphumo zokufunda eziphuculweyo.

Donald Grant

UMphathiswa wezeMfundo eNtshona Koloni

Isishwankathelo seGosa eliMele ukuPhendula ngoSetyenziso lweMali

Injongo eyongameleyo yeSebe iWCED kukugcina abantwana abaninzi kumaziko emfundo asemgangathweni kangangoko kunokwenzeka. Kunyaka ka-2011/12 saba nenkqubela encumisayo kule njongo.

Uphawu olutsha lwale nkqubela kukwanda kwamanani obhaliso kwizikolo zikarhulumente eziqhelekileyo ngo-2012, kwizikolo ezizimeleyo nakwizikolo zemfundo eneemfundo ezizodwa zikarhulumente. Ngeli thuba bekukwakhokwanda okubonakalayo kwinani labantwana abancinci ababhaliswe kwiiklasi zeBakala R eNtshona Koloni. Ukongeza apho, bekukhokwanda kwamanani obhaliso kwi-*National Certificate (Vocational) kwiiKholeji zeFET* nakwiimviwo zamaZiko e-AET kwiphondo. Okona kwanda kakhulu kurekhodiweyo kube kwizikolo zikarhulumente eziqhelekileyo apho kwabhaliswa abafundi abangaphezu kwe-4 000 ngo-2012 xa kuthelekiswa nango-2011.

Ukwanda kwamanani namanyathelo athathiweyo ukuphucula umgangatho kukwachaziwe kule ngxelo yoNyaka. UProgram 2 uchaza inkqubela kwizikolo zikarhulumente eziqhelekileyo; uProgram 3 uchaza izikolo ezizimeleyo; uProgram 4 ujongene neZikolo zemfundo eneemfundo ezizodwa nenkqubo entsha ebandakanya zonke izikolo eyenziwa liSebe iWCED ukuqaphela nokuxhasa abantwana bethu. UProgram 5 no-6 bachaza umsebenzi owenziwe apha enyakeni kwiiKholeji ze-FET nakuMaziko azii-*Adult Centres* ngokulandelelanayo. Okokugqibela, inkxaso nongenelelo ngoncedo yeSebe iWCED kwiBakala R icaciswa kuProgram 7.

Kwiprogram nganye kwezi iSebe iWCED lijongene nomngeni ophinda-phindeneyo wokunika iindawo abafundi abaninzi ezikolweni (*accommodating more learners*) nokuphucula umgangatho wamava emfundo omfundi ngamnye. Iinzame zokuphucula umgangatho zicaciswa kwiiProgram 1 - 8. Ukushwankathela, umsebenzi wethu kukuphucula amava okufunda abantwana bethu ngokujolisa ekwabeni izibonelelo eziyimali nezingabasebenzi apho zifuneka khona kakhulu nalapho ziya kwenza khona elona galelo likhulu libonakalayo.

Ukwenzela ukuba sibenako ukwenza oku, siphucule ukuqokelelwa nokusetyenziswa kwedatha. Ukuchaneka kwedatha ye-*Central Education Management Information System (CEMIS)* kwaphuculwa yaze yasetyenziselwa ukwaba izithuba zootitshala nezabo bangezotitshala, uku-odola iincwadi zezifundo, ukubonelelwa kweencwadi zomsebenzi, ii-*Annual National Assessments (ii-ANA)* neemvavanyo zamaBakala 3, 6 no-9.

Ucazululo nzulu lweemvavanyo zamaBakala 3, 6 no-9 nezeSatifikethi seMatriki sikaZwelonke lwenza sanako ukuba sahlule yaye sijolise inkxaso yethu kootitshala nakwiinqununu. Kwaye kwaqeshwa abasebenzi abafaka idatha (*data capturers*) ukungqinisisa ingcaciso yeBakala R zaza iikholeji zeFET zabonelela qho ngengcaciso ecazululwe nzulu njengenxalenye yokulandelela ukusetyenziswa kwegranti ekhutshwa phantsi kwemiqathango.

Idatha yenza lanako iSebe iWCED ukuba likulungiselele kwangexesha nangokuchanekileyo ukwabiwa kwezithuba zootitshala ezikolweni. Eli nyathelo kunye neenzame ezidibeneyo zabantu ngabantu zokunciphisa inani lootitshala abangaphezu kwemfuneko neemeko ze-*Policy on Incapacity Leave and Ill-Health Retirement (PILIR)* nokwanda kwenani lezintlu zezithuba kwenze kwaba nokusiwa ootitshala bethu, abazezona asethi zibalulekileyo nezibiza ixabiso eliphezulu, kwezinye izithuba ngendlela enobulungisa. Idatha ikwaxhase inkcitho yemali eyabelwe ezemfundo ngokuchanekileyo nangokufanelekileyo nangakumbi.

Sithathele ingqalelo eyodwa ukuqeqesha, ukugaya abasebenzi, nokukhetha nokuqesha iinqununu zezikolo. Bangaphezu kwe-200 abanqwenela ukuba ziinqununu nabo sele beziinqununu abafumana iibhasari zokuya kwikhosi ye-*Advanced Certification in Education (ACE)* eqhutywa ziiyunivesiti zaseNtshona Koloni. ISebe iWCED nalo liqhube ikhosi ezingamiselwanga zeenqununu, amasekela-nqununu neentloko zamacandelo.

Bonke ootitshala beSigaba seSiseko nabeBakala 10 baya kuqeqesho lwe-*Curriculum and Assessment Policy Statements (CAPS)* olwaqaliswa kula maBakala ngo-2012. Amanani amakhulu ootitshala bezikolo eziziiprayimari baya kuqeqesho lobungcali kulwazi lokufunda nokubhala nolwazi lokubala e-*Cape Teaching and Learning Institute*. Bekukho ikhosi ezininzi zoqeqesho kwizihloko ngezihloko zemiba eyodwa.

ISebe iWCED lifaka izibonelelo ezizimali ezibonakalayo ekuqinisekiseni ukuba bonke abantwana banazo iincwadi zezifundo, iincwadi zokwenza umsebenzi neencwadi zokufunda. Ukugcinwa kweencwadi zezifundo nokubuyiswa kwazo ngabafundi kubekwe phantsi kwengqwalaselo kodwa kusekho umsebenzi omninzi ofuna ukwenziwa ukuqinisekisa ukuba ezi zibonelelo zokufunda zixabisekileyo ziyasetyenziswa ngabantwana yonke imihla.

ISebe iWCED landise inani leeklasi ezintsha nezikolo kwiphondo laza lagcina yaye laphucula umgangatho wezakhiwo zezikolo ebesele zikho kakade.

Okokugqibela, iSebe iWCED landisa ukwazi ukufumana inkxaso yezentlalontle ebantwaneni: andile nawo amanani abo bakwazi ukufikelela kwiProgram yoKutyisa aBantwana eZikolweni kaZwelonke (*National School Nutrition Programme*), kwizikolo ezingabizi zifizi, ukufundiswa nge-HIV/AIDS, kwiprogram zothutho lwabafundi nezezikolo ezikhuselekileyo. Ngokusebenzisana neSebe leMicimbi yezeNkcubeko nezeMidlalo (*Department of Culture Affairs and Sport*), sandise inkxaso kwiprogram zasemva kokuphuma kwesikolo kwizikolo eziyi-180.

Indibaniselwano yako konke oku kulapha ngentla ibe ziimpawu ezincinane kodwa ezibalulekileyo zokuphuculwa komgangatho wemfundo. Kwimvavanyo nakwiimviwo ezininzi ezisetwe ngaphandle, amanani abafundi abapasayo andile xa kuthelekiswa neminyaka edlulileyo yaye bekukho nokwanda kumgangatho wokupasa kwabafundi. Nakuba kunjalo, iSebe iWCED lixhalabile ngomgangatho wokufundiswa kweBakala R, iireyithi zokupasa kumabakala 1 no- 9 namanani abafunda abenza nabapasa imathematika nesayensi kumabakala 10 - 12.

Ezi zinto ziya kufumana ingqwalaselo neenzame ezidibeneyo zabantu ngabantu kunyaka-mali olandelayo.

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
R13,331,843,000	R13,377,152,000	R13,361,153,000	R15,999,000
UMphathiswa othweswe uxanduva	UMphathiswa wezeMfundo wePhondo		
ISebe eliBambe ezoLawulo	ISebe leMfundo		
IGosa elimele ukuphendula ngemicimbi yezemali	INTloko yeSebe, iSebe leMfundo leNtshona-Koloni (iSebe iWCED) (INTsumpa-Jikelele yezeMfundo)		

2.1.2. Injongo yolwabiwo-mali

Ukubonelela ngemfundo esemgangathweni kubo bonke abafundi kwiphondo kuya kwenziwa ezi 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 zikarhulumente
- Imfundo noQeqesho lwaBadala (AET) kumaziko emfundo oluntu
- UPhuhliso lweMfundo yaBantwana aBasaqalayo (ECD) kwiBakala R
- Amathuba oqeqesho kootitshala nakwabo bangezotitshala
- Iprogram yokutya ethagethiweyo namanye amanyathelo okunciphisa ubuhlwempu nawokhuseleko
- Ukunika inkxaso ootitshala ngokubabonelela ngeemeko zengqesho ezisisiseko, ngezikhuthazi (*incentives*) nangeprogram yezempilo-qete yabasebenzi

2.1.3 Iinjongo eziCwangciswe ngoBuchule neziJolise kwiZiphumo zokuFunda

Injongo 1 eCwangciswe ngoBuchule neJolise kwiZiphumo zokuFunda	ULwazi lokuFunda nokuBhala kunye noLwazi lokuBala olubhetele eZikolweni eziziiPrayimari ¹
INkcazo yeNjongo	<p>Makuphuculwe umgangatho wentsebenzo kuLwazi lokuFunda nokuBhala noLwazi lokuBala ukwenzela ukuba:</p> <p>I-40% yabafundi kwiBakala 3 ipase uLwimi ngokungqinelana neminyaka yobudala (<i>age norms</i>) engadlulanga u-2014 ize i-60% ipase i-Mathematika ngokungqinelana neminyaka yobudala.</p> <p>I-40% yabafundi kwiBakala 6 ipase uLwimi ngokungqinelana neminyaka yobudala engadlulanga u-2014 ize i-50% ipase i-Mathematika ngokungqinelana neminyaka yobudala.</p> <p>I-55% yabafundi kwiBakala 9 ipase uLwimi ngokungqinelana neminyaka yobudala engadlulanga u-2014 ize i-20% ipase i-Mathematika ngokungqinelana neminyaka yobudala.</p> <p>Amanqaku makalandelelwe ngovavanyo lwaqho ngonyaka aze amaphulo ongenelelo ngoncedo ahlenga-hlengiswe ngokungqinelana nawo.</p>

¹ Makuqatshelwe ukuba iithagethi zoLwazi lokuFunda nokuBhala kumaBakala 3 no-6, njengoko zimiselwe kwiNkcazo yenjongo yeStrategic Plan (2010–2014), sele zihlenga-hlengisiwe ngokungqinelana nemigangatho engqongqo eyaisyenziswe ngokumiselweyo kwiimvavanyo zeSebe iWCED ngo-2011. Iithagethi zokuqala zeBakala 9 zamiselwa kuba kungekho ziimpawu zokululinganisela (*benchmark*) malunga noku yaye ngoku zibonelelwa ngokweziphumo zovavanyo lokulinga lweminyaka emibini (2 year pilot testing).

Injongo 2 eCwangciswe ngoBuchule neJolise kwiZiphumo zokuFunda	Inani nomgangatho obhetele wabafundi abapase iSatifikethi seMatriki sikaZwelonke²
INkcazo yeNjongo	Ukuphucula ireyithi yokupasa kwiNSC ngokubonelela ngeencwadi zezifundo, ngeeprogram zoqeqesho looitshala, ulawulo nenkxaso. Iithagethi zango-2014 ngabafundi abayi-43 000 abapase iNSC ne-17 500 abamkeleyo kwisiDanga sokuQala (<i>Bachelor's degrees</i>); abafundi abayi-11 000 amabapase iMathematika nabayi-8 000 amabapase i- <i>Physical Science</i> .
Injongo 3 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda	Ukuncipha kwenani lezikolo eziqhuba kakubi
INkcazo yeNjongo	Ukupheliswa kokuqhuba kakubi kwabafundi kwiSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo: oko kukuthi, makungabikho sikolo sinereyithi yokupasa engu-<60% engadlulanga u-2014. Ukupheliswa kokuqhuba kakubi kwabafundi kumanye amabakala okulunganiselwa ngee- <i>Annual National Assessment (ANA)</i> kumabakala 1 – 6 no-9 neemvavanyo zeSebe iWCED zamabakala 3, 6 no-9.

2.1.4. Inkcazo ngemeko yokwenziwa kweenkonzo ngo-2011/12

Uxwebhu lwePhondo i*Provincial Strategic Objective 2* lwapapashwa ngoNovemba 2009. Uxwebhu lucacisa ukuba “URhulumente waseNtshona Koloni uya kuphucula amathuba okuphila abo bonke abantwana balo 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, zokubhala nezokubala zabafundi. Kwithuba eliqalela ku-2014 – 2014 kuya kwandlala isiseko (*lay foundation*) sezi nkonzo ziphuculweyo. Kwithuba eliqalela ku-2014 –2019 abantwana beli phondo baya kuvuna iziqhamo zale nkqubo esele ilungisiwe yaphantsi kolawulo ukufikelela kwiithagethi ezimiselweyo.

Ivunywa jikelele into yokuba umngeni ongowona mkhulu icandelo lemfundo esisiseko elijongene nawo, kukuphucula umgangatho wokufundisa nokufunda ezikolweni. Iiprogram zovavanyo ezininzi zamazwe ngamazwe zibonise ukuba umgangatho wabafundi baseMzantsi Afrika ungaphantsi kakhulu kowamanye amazwe achitha nganeno ngomfundi ngamnye yaye nawo abe ejongene nemingeni yentlupheko efana neyawo okanye engaphezulu. Le theyibhile ilandelayo inika iinkcukacha-manani eziphambili ezimalunga nolwazi lokubala nemathematika.

² Makuqatshelwe ukuba iithagethi zMathematika neFizikhali Sayensi ezichazwe kwiNkcazo yenjongo ye*Strategic Plan (2010–2014)*, sele zihlenga-hlengisiwe ngokungqinelana nepatheni zobhaliso zephondo nezikazwelonke ngokumalunga noku.

	<i>Amanqaku angumndilili emathematika kwiBakala 6 kwi-international SACMEQ programme (2007³)</i>	<i>l-% yabafundi beBakala 3 abaphumelele ezinye ubuncinane kwii- ANA numeracy tests ngo-2011</i>	<i>l-% yabafundi beBakala 6 abaphumelele ezinye ubuncinane kwii- ANA numeracy tests zango-2011</i>	<i>Ireyithi yokupasa kwimathematika yeBakala 12 (2010)</i>	<i>Abapase imathematika beBakala 12 ngo-2010 njenge- % yeqela labana-18 iminyaka yobudala</i>
EC	470	49	29	37	9
FS	493	29	26	48	10
GP	545	38	47	60	17
KN	485	38	36	48	16
LP	448	19	20	40	16
MP	477	17	17	41	14
NC	499	22	27	52	10
NW	503	19	18	53	12
WC	566	51	55	66	16
SA	495	34	31	47	14

Icatshulwe: kwi-2007 SACMEQ dataset; official 2011 ANA report; official 2010 National Senior Certificate report. MAKUQATSHELWE: Ukwenzela iinkcukacha-manani kwikholam yokugqibela, isayizi yeqela lamanani abemi belizwe, yabalwa liSebe leMfundo esiSiseko kusetyenziswa amanani ahlanga-hlengisiweyo ukujongana nokungangqinelani kwamanani okuthile phakathi kwamanani obhaliso neenkukacha-manani zabemi belizwe.

Unyaka ka-2011/12 ubukhulu ibingunyaka ongaphazanyiswanga lugwayimbo lwabasebenzi. Oku kubangele iSebe iWCED ukuba ligxininise kumsebenzi walo ongundoqo wokuphucula iziphumo zokufunda. Zonke izibonelelo, abasebenzi nemali, nawo onke amaphulo ongenelelo ngoncedo, zasiwa kwezo zikolo zinemfuno enkulu yenkxaso.

Ubundlobongela, ulwaphulo-mthetho neemeko zentlalo noqoqosho ziyaqhubeka nokubeka uxinzelelo lweemfuno ezimandla ezikolweni, ekuhambeni isikolo kwabafundi nakwiSebe iWCED.

Baliqela abantwana de bangaphezulu komndilili (ababhaliswe kwiBakala 1 emva kokutshintshwa komgaqo-nkqubo ngo-2004) abavela kwizikolo eziziiprayimari besiya kungena kwizikolo eziphakamileyo ngo-2011, yaye abafundi abakwiqela abangoontanga abatsha kwiphondo ababhaliswe ngo-2012, babangele uxinzelelo lwendawo yokufundela nakwizibonelelo kwinkqubo yezemfundo.

2.1.5. Inkcazo ngemeko yokuqhubeka kwiziko ngo-2011/12

ISebe iWCED lenziwa yi-Ofisi yoMphathiswa wezeMfundo, ngundlunkulu wephondo, zii-ofisi zezithili zemfundo ezisibhozo nezikolo zikarhulumente eziqhelekileyo nezikolo ezineemfuno ezizodwa, iikholeji zeFET, amaziko emfundo abantu abadala namaziko e-ECD. Ngo-2011 kwagqitywa ukulungiswa kwestraktsha seziko ukwenzela ukuba lisebenze ngempumelelo.

Injongo yeziko kukubonelela

- ngamagosa anenkathalo, anolwazi nakwazi ukunika inkxaso izikolo, ootitshala nabafundi
- ngootitshala abasoloko bekho emsebenzini, abazilungiseleleyo ukufundisa nokusebenzisa iitekshthi
- ngeemali ezisetyenziselwa ukukwandisa impumelelo
- ngezikolo ezanaleyo nezikhuselekileyo
- ngendawo elungele ukuba amahlakani kwezemfundo enze igalelo kwimfundo esemgangathweni: iimanyano zabasebenzi, amaBhunga oLawulo eZikolo, amacandelo ezoshishino, amaQumru angekho phantsi koRhulumente (*Non-Governmental Organisations*), izikolo ezizimeleyo, amaZiko eMfundo ePhakamileyo (*Higher Education Institutions*) neekholeji.

³*Southern and Eastern Africa Consortium for Monitoring Educational Quality*. Amanqaku enzelwa ukuvelisa i-avareji ka- 500 phakathi kwabafundi bamazwe athatha inxaxheba.

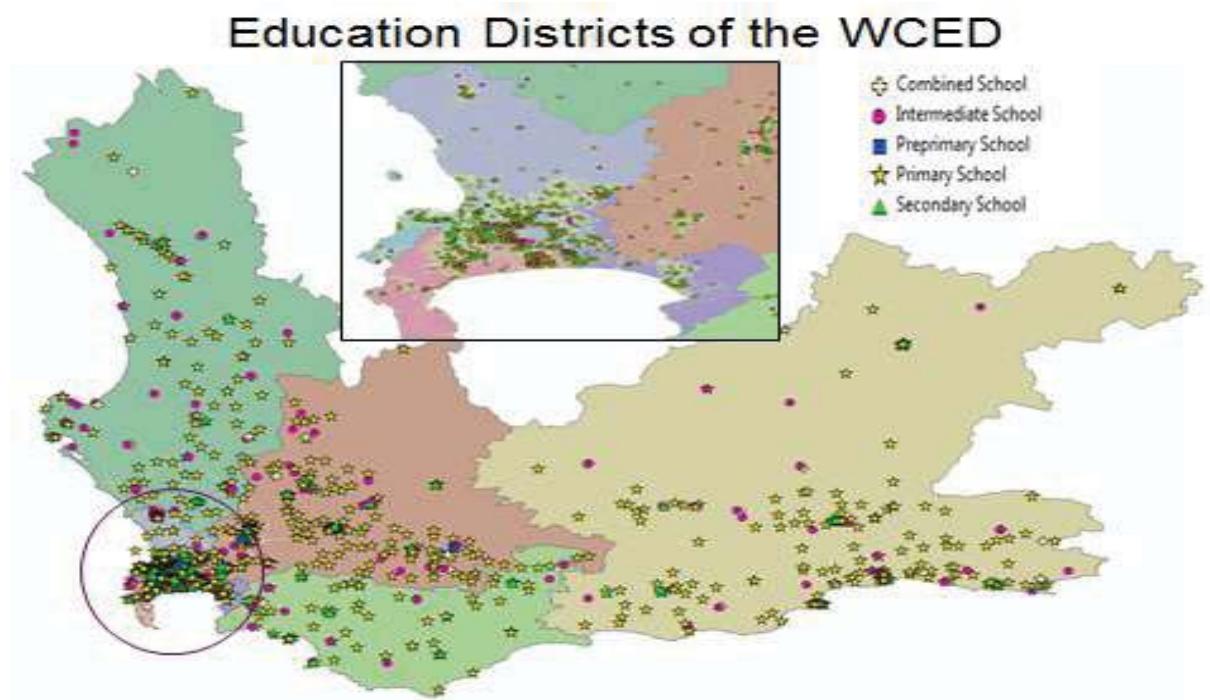
Imisebenzi yeSebe iWCED –umhlaba ofikelelweyo nomlinganiselo (scale)

Abafundi	
Abafundi bamaBakala 1-12 kwiZikolo zikaRhulumente eziQhelekileyo	923 224
Abafundi beBakala R kwiZikolo zikaRhulumente eziQhelekileyo	50 495 + 1 215 (Pre Grade R)
Abafundi kwiBakala R kwiZikolo kumaZiko aZimeleyo	20 087
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	18 878
Abafundi kwiZikolo eziZimeleyo	40 098
Abafundi kwii-FET Colleges (kubalwe umfundi ngamnye (headcount))	40 403
Abafundi abadala	36 582
Itotali	1 130 982
Ootitshala	
Ootitshala	31 831
Abasebenzi beNkonzo kaRhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	8 479
Amaziko	
Izikolo zikarhulumente eziqhelekileyo	1 453
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	74
Amaziko e-FET	6 (43 amaziko)
Amaziko eMfundo oluntu abantu abadala	287
Ii-Ofisi zezithili zemfundo	8

* Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo, i-pre-Grade R ukuya kwiMatriki) (31 Matshi 2012)

**Source 2011: Annual Survey for schools pre-Grade R to matric) 2012

Ii-ofisi zezithili zemfundo ezisibhozo zahlulwe zaba ziisekethe eziyi-49 nezinika ngqo inkxaso ezikolweni. Iikomiti zeesekeke ziiKOMITI ezenza imisebenzi emininzi ezinabacebisi ngezekharityhulam; iingcali zeenkonzo zemfundo eneemfuno ezizodwa (*special education service professionals*) (iisayikholoji, oonontlalontle, abacebisi bezibonelelo zokufunda (learning support advisers) nabacebisi beze-IMGP. ABaphathi beekomiti zeeSekethe bakhokela ezi komiti zenkxaso.



Izikolo zikaRhulumente eziQhelekileyo naBafundi ngeSithili seMfundo ngasinye neSekethe nganye (2011)										
Isithili semfundo		1	2	3	4	5	6	7	8	Itotali
Cape Winelands	Izikolo	40	35	33	38	30	30	33	36	275
	Abafundi	25 336	25 485	22 048	13 137	14 649	22 679	10 054	10 120	143 508
Eden and Central Karoo	Izikolo	33	32	24	32	38	38	28		225
	Abafundi	9 039	23 114	23 559	19 219	12 685	14 556	14 304		116 476
Metro Central	Izikolo	33	44	36	36	30	33			212
	Abafundi	20 759	21 989	22162	23 369	20 669	23 401			132 349
Metro East	Izikolo	24	21	25	22	20	25			137
	Abafundi	24 898	25 545	25 071	23 132	21 947	28 177			148 770
Metro North	Izikolo	28	26	27	26	33	31	31		202
	Abafundi	25 281	19156	31 045	23 898	22 940	21 260	32 164		175 744
Metro South	Izikolo	34	34	28	16	17	30	29		188
	Abafundi	26 569	21137	17 855	12 788	18 630	33 360	28 813		159 152
Overberg	Izikolo	28	29	25						82
	Abafundi	10 524	18 817	10 528						39 869
West Coast	Izikolo	25	26	22	26	31				130
	Abafundi	14 129	9 841	16 704	7 734	10 658				59 066

I-Annual School Survey ka-2011 yayinezikolo eziyi-1451. Ziyi-9 izikolo ezavalwayo nge-31 Disemba 2011 (Buffelsvlei, Buffelsnek, Matjiesrivier, Herbertsdale, Oakhurst, Salt River Moslem, Robbeneiland, St. Louis, Eendekuil) neziyi-11 izikolo ezavulwayo nge-1 Januwari 2012 (Beaufort West Primary, Disa Primary, Blue Downs Primary, Northpine Technical High, Rouxville Primary, Fisantekraal High, Abedare Number2 Primary, Delft Technical High, Louwville High, Citrusdal Secondary, Melkbos High). Isikolo ngasinye sibonelela ngedatha kwi-national learner tracking system. Ngoko ke ziyi-1451-9 (ezavalwa ngoDisemba 2011) +11 (ezavulwa ngoJanuwari 2012) =1453.

2.1.6. UPuhliso lwemigaqo-nkqubo ephambili neenguqu kwimithetho

a. Izikolo

UMthetho i-*Basic Education Laws Amendment Act, 2011, (Act 15 of 2011)* waqalisa ukusebenza nge-19 Septemba 2011. Injongo yalo Mthetho kukulungiselela imiba engokudalwa kweSebe leMfundo esiSiseko nemibandela enxulumene noko. Ufakela izilungiso kuMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1996 (uMthetho 27 ka-1996) nakuMthetho weZikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996) nakuMthetho weNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998); uMthetho weBhunga looTitshala laseMzantsi Afrika, 2000 (uMthetho 31 ka-2000) nakuMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi, 2001 (uMthetho 58 of 2001). Lo Mthetho ngoku ucacisa iindidi ezahlukeneyo zezikolo ezineemfuno ezizodwa, imisebenzi eyongezelelweyo yeenqununu zezikolo noqeqesho lwamabhunga olawulo ngumbutho wamabhunga olawulo ovunyiweyo.

ISebe leMfundo esiSiseko lifakele izilungiso kwi-*National Norms and Standards for School Funding* ukususela nge-1 Apreli 2011. Izilungiso zisingethe umba wokubonelelwa ngeengxowa-mali zokwenziwa komsebenzi (*operational funds*) kwizikolo ezingabizi zifizi (*Paragraph 138A*) nembuyiselo yokuxolelwa ekuhlawuleni iifizi (*compensation for fee exemptions*) kwizikolo ezibiza iifizi (*Paragraph 170A*). Esi silungiso samva sivumela iiMvavanyo ii-*Annual National Assessments* kumaBakala 3 no-6 kwizikolo zikarhulumente, eziza kusetyenziswa ukujonga indlela yokupasa kwabafundi kwezo zikolo zizimeleyo ezikufaneleyo ukufumana inkxaso-mali, ukususela ngo-2012.

I-*National Norms and Standards for Grade R funding* (January 2008) ibethelela imfuno yokuphuhlisa kwezakhono nokucacisa ngokuthe gca umgaqo-sikhokelo wokwenziwa kweenkonzo izikolo ekufuneka zisebenze ngokumalunga nawo. ISebe iWCED laqalisa ubhaliso lwamaziko abahlali njengezikolo ezizimeleyo, ngokwale nkqubo-sikhokelo.

I-The *National Policy for an Equitable Provision of an Enabling School Physical Teaching and Learning Environment* yabhengezwa nge-11 Juni 2010 (Vol. 540, (No. *Government Gazette No 33283*). Ikakhulu, injongo yalo mgaqo-nkqubo kukulawula nokulungisa ukubonelelwa kwezikolo ngeziseko zophuhliso nokubonelela ngesikhokelo esijolise ekubonelweni ngokulinganayo ngezakhiwo zokufundisa nokufunda kubo bonke abafundi eMzantsi Afrika. Ukwacacisa iindima ezicacileyo nemisebenzi yabo bonke abathathi-nxaxheba yaye ucacisa ukumelwa kukuphendula ngokuqhubekayo kwabafanele ukwenjenjalo ekubonelelweni kwezikolo ngeziseko zophuhliso. ISebe iWCED lenza isikhokelo salo ngokunxulumene nalo mbandela.

Ngo-2010/11, kwenziwa i-*Infrastructure Plans* ngokwemimiselo yoMthetho we-*Government Immovable Asset Management Act (GIAMA) (Act No 19 of 2007)*. I-*Infrastructure Plan* eyasetyenziswa kwixa elingaphambili ngokwemigqaliselo kaNondyabo kaZwelonke itshintshiwe kwafakwa endaweni yayo i-*User Asset Management Plan (U-AMP)*, njengoko kucacisiwe kwiSebe leMisebenzi kaRhulumente likaZwelonke (*National Department of Public Works*).

UMgaqo-nkqubo ongoKuhamba iSikolo kwaBafundi (*Policy on Learner Attendance*) waphunyezwa kuzo zonke izikolo zikarhulumente ngoJanuwari 2011. Injongo yalo mgaqo-nkqubo kukukhuthaza (a) ukuhamba isikolo rhoqo, nokufika ngexesha kwizikolo zikarhulumente, yaye (b) ubonelela izikolo namasebe ephondo ngenkqubo yokurekhoda, ukulawula nokubeka esweni ukuhamba isikolo kwabafundi.

INkcazo yeKharithulam kaZwelonke (*National Curriculum Statement*) iye yalungiswa yaza yahlaziywa yayi-*Curriculum and Assessment Policy Statements (CAPS)*. I-CAPS icacisa ixesha lokufundisa lesifundo ngasinye, ikhontenti, izakhono, nee-*Learning and Teaching Support Materials (LTSM)* eziyimfuneko nobungakanani kwamanqaku ovavanyo (*assessment weightings*) nemigqaliselo. Okona kuthandekayo kolu xwebhu kukuba ludibanise zonke iifundo ezingummiselo kuxwebhu olunye. I-CAPS yaphunyezwa kwiSigaba seSiseko nakwiBakala 10 ngo-2012, yaye iya kuphunyezwa kwiSigaba esiPhakathi nakwiBakala 11 ngo-2013 nakwiSigaba saBadala nakwiBakala 12 ngo-2014.

Ngowe-1 Apreli 2010, zaqalisa ukusebenza izilungiso ezizezinye kwi-*Children's Act (Act No. 38 of 2005)*. NgokweSiqu 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 yokuqala ukusebenza kwesahluko esichaphazelekayo kulo Mthetho. Oku kuthetha ukuba izikolo zorhwebo nezo zokulungisa izimilo eMzantsi Afrika zingathintshelwa kwiSebe loPhuhliso lwezeNtlalo ekupheleni kuka-Matshi 2012.

b. IiKholeji zeFET

ISebe leMfundo ePhakamileyo noQeqesho (*Department of Higher Education and Training (DHET)*) lamiselwa ngoMeyi 2009 ngenjongo yokuba liya kuba lilo ekugqibeleni eliya kwenza umsebenzi kumaziko emfundo ephakamileyo, kwiikholeji zeFET, iiSETA nawe-AET. Ngokusekwa kwe-DHET, iikholeji zeFET namaziko emfundo noqeqesho lwabadala, ziba kuba ngamaziko aphantsi kolawulo lukazwelonke. I-DHET namasebe emfundo amaphondo basayine umgaqo wemvumelwano (*protocol of agreement*) ngotshintsho kunye nolawulo nokuphathwa kweekholeji okweli thutyana.

UMthetho oyidrafi i-*Constitutional Amendment* wokutshintsha iikholeji zeFET ekubeni ngamaziko aphantsi kolawulo lwamaphondo zibe ngamaziko aphantsi kolawulo lukazwelonke (*national competence*) wapapashwa ekuqaleni kukaSeptemba 2011. I-DHET icele amaphondo ukuba anyule iikomiti zeephondo ii-*provincial technical task teams*, ukulawula ukutshintshwa kwemisebenzi yazo ibe phantsi kolawulo lukazwelonke.

UMthetho oYilwayo i-*Higher Education and Training Laws Amendment Bill* wapapashwa nge-7 Disemba 2010. Iinjongo zawo kukufakela izilungiso kuMthetho i-*FET Colleges Act ka-2006 ne-Adult Basic Education and Training Act, 2000*, ukwenzela: ukuba kulungiswe iingcaciso-magama ezithile, ukwenza isibonelelo sokuqeshwa kootitshala kumaziko oluntu ngokufakela imigaqo ngokumalunga nabaqeshi bootitshala, imivuzo kunye nezinye iimeko zengqesho yootitshala, amanani ezithuba zootitshala ezabelwa amaziko, amagunya abaqeshi, 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 oluntu; ukwenza isibonelelo sokumiselwa komgaqo-nkqubo wemfundo kazwelonke wamaziko oluntu, ukwenzela imigqaliselo engumyalelo yomgaqo-nkqubo wemfundo kazwelonke, nokwenza amalungiselelo eenguqu (*transitional arrangements*) ngokumalunga namaziko oluntu; ukwenza amalungiselelo okuqinisekiswa komgaqo-nkqubo wezemfundo kazwelonke kumaziko oluntu, imigqaliselo yemiyalelo yomgaqo-nkqubo wezemfundo kazwelonke, ukulungiselela uthetha-thethwano ngomgaqo-nkqubo nemithetho, ukulungiselela upapasho lomgaqo-nkqubo wemfundo kazwelonke ukulungiselela ukubeka esweni nokuvavanywa kwemfundo yabadala noqeqesho; nokubonelela ngoqinisekiso lwemigangatho ngokumalunga namabanga emfundo abonelelwa ngamaziko oluntu nawabaucala.

UMthetho oYilwayo i-*Further Education and Training Colleges Amendment Bill, 2011* (Gazette No. 34222) wandlalwa nge-27 Julayi 2011 njengesiqendu se-76 somthetho oyilwayo. Njengangoku usayiniwe wanguMthetho nguMongameli. Injongo ikakhulu kukufakela izilungiso kuMthetho we-*FETC, ka-2006*, ukwenzela ukuba “kususwe zonke izinto ezibhekiselele kumagunya ephondo, ukuba kufakwe endaweni yemisebenzi yangaphambili yeLungu leSigqeba soLawulo kufakwe 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*) ne-*FETC* 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 nobunjinieli kumanqanaba N1-N3 nasekuqaliseni kwakhona zonke ii-*Report 191 Programmes* kumanqanaba N4-N6. Kwangokunjalo amanani obhaliso ezi program abonisa ukwanda.

Imimiselo ii-*Norms and Standards for the funding of FET Colleges* yaphunyezwa ukususela nge-1 Apreli 2010. Imimiselo nemigangatho isekelwe kwinkcitho yokubonelela nge-*National Certificate: Vocational Programmes*. Ifomula yenkxaso-mali inamacandelo amathathu angala: i-*personnel, capital ne-non-personnel/non-capital*. Ukwabela imali iikholeji zeFET kwenziwa ngegranti ekhutshwa phantsi komqathango, nokwenziwa kweentlawulo ezenziwa qho ngenyanga (*monthly transfers*).

2.1.7. Ingeniso yeSebe

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

	R'000	R'000	R'000	R'000	R'000	I-% yomahluko kwithagethi
	2008/09 Eyona kanye kanye	2009/10 Eyona kanye kanye	2010/11 Eyona kanye kanye	2011/12 lthagethi	2011/12 Eyona kanye kanye	
	R'000	R'000	R'000	R'000	R'000	
Ukuthengiswa kweempahla neenkonzozingezizo ii-capital assets	8,297	9,127	11,193	10,466	12,611	20.5%
lifayini, izohlwayo neemali ekuphulukenwe nazo	382	383	511	228	560	145.6%
Inzala, izahlulo nerenti yemihlaba	1,227	1,394	324	1,998	1,081	-45.9%
lintengiso zee-capital assets (Capital revenue)	0	0	0	0	0	0
Imicimbi yezemali (Financial transactions) Ukufunyanwa kweemali ebezityalwa (Recovery of debts)	12,639	15,543	10,206	11,333	19,666	73.5%
Zizonke iimali zesebe ezifunyenweyo (Total departmental receipts)	22,545	26,747	22,234	24,025	33,918	41.2%

2.1.8. Inkcitho yeSebe

Itheyibhile elapha ngezantsi ibonisa inkcitho ngeProgram nganye kwiminyaka emi-2. Isebe lichithe i-99.9% kwibhagethi ebelabelwe yona ngo-2011/12.

Iiprogram	2009/10 Eyona kanye kanye	2010/11 Eyona kanye kanye	2011/12 lthagethi	2011/12 Eyona kanye kanye	I-% yoma- hluko kwitha- gethi
	R'000	R'000	R'000	R'000	
1. Ezolawulo	489,163	497,574	532,038	532,038	0%
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	8,619,954	9,721,049	10,906,432	10,896,316	0.1%
3. Iinkxaso-mali zezikolo ezizimeleyo	55,522	59,696	64,188	63,554	1%
4. Izikolo zemfundo eneemfuno ezizodwa zikarhulumente	634,604	727,646	791,341	791,341	0%
5. Iikholeji ze-FET (Further Education and Training)	368,917	446,971	534,671	534,659	0%
6. Imfundo noQeqesho lwaBadala	29,479	32,152	33,098	33,098	0%
7. Uphuhliso lweMfundo yaBantwana aBasaqalayo (ECD)	288,620	345,895	380,796	378,061	0.7%
8. IiNkonzo eziNcedisayo neziNxulumene nazo	127,054	124,760	134,588	132,086	1.9%
Itotali	10,613,313	11,955,743	13,377,152	13,361,153	0.1%

2.1.9. Iintlawulo ezenziweyo

Njengoko kubonisiwe kule theyibhile ilapha ngezantsi, izebe lihlawule (*transferred*) 99.9% yesixa ebesibhajethiwe kumaziko alo. Esona sixa sikhulu semali sibalwa ngokweMimiselo neMigangatho yokuxhasa ngezimali amaziko ngamaziko.

Itheyibhile: Isishwankathelo seentlawulo ezenziweyo (*Transfer payments*) ngo-2011/12 (R'000)

Iiprogram	2009/10	2010/11	2011/12	2011/12	I-% yoma- hluko kwitha- gethi
	Eyona kanye kanye R'000	Eyona kanye kanye R'000	Ithagethi R'000	Eyona kanye kanye R'000	
Izikolo zikarhulumente eziqhelekileyo	604,506	602,685	608,267	608,223	0%
Izikolo ezizimeleyo	55,522	59,696	64,188	63,554	1%
Izikolo ezinaBafundi abaneeMfuno eziZodwa zeMfundo	115,014	119,552	128,346	128,346	0%
Iikholeji ze-FET (<i>Further Education and Training</i>)	163,969	165,042	243,928	243,928	0%
I-ABET: Amaziko abucala	22,578	24,987	27,248	27,248	0%
Amaziko e-ECD: IBakala R: Izikolo zikarhulumente	89,441	150,753	126,080	126,080	0%
Amaziko e-ECD: IBakala R: Amaziko oluntu	45,732	45,287	46,838	46,838	0%
Itotali	1,096,762	1,168,002	1,244,895	1,244,217	0.1%

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

Itheyibhile: Isishwankathelo seeGranti eziPhuma ngokweMiqathango ethile ngo- 2011/2012 (R'000)

Iigranti eziphuma ngokwemiqathango ethile	Ulwabiwo oluhlen- gangisi- weyo 2011/2012	Eziggithisi -weyo (<i>Roll-over</i>) ukusuka 2010/11	Itotali yeemali ezabiweyo 2011/12	Itotali yemali ezihlawu- lweyo ezifunyen- weyo	Inkcitho eyiyo kanye 2011/12	I-% yoma- hluko kwitha- gethi
	R'000	R'000	R'000	R'000	R'000	
I-HIV/ AIDS (Imfundo ngezakhono zobomi)	16,388	0	16,388	16,388	14,088	14.0%
IProgram yoKutyiswa kwaBantwana kaZwelonke (<i>National School Nutrition Programme</i>)	227,433	3,473	230,906	230,906	230,041	0.4%
Iikholeji ze-FET (<i>Further Education and Training</i>)	534,671	0	534,671	534,671	534,659	0%
IGranti yeZiseko zophuhliso lwemfundo	385,039	0	385,039	385,039	385,039	0%
Ukuxhaswa ngemali kwakhona kweSekondari zoBugcisa	8,619	0	8,619	8,619	8,610	0.1%
Izikolo zeDinaledi	6,720	0	6,720	6,720	6,684	0.5%
IGranti i <i>Social Sector Extended Public Works Programme Incentive Grant</i> enikwa amaPhondo	5,675	0	8,070	8,070	8,066	0%

Zonke iimfuno ezingummiselo ngokwe*Division of Revenue Act, 2011*, ngokumalunga nezi Granti ziphuma phantsi kwemiqathango ethile kwahlangatyewana nazo:

- Zonke iimali ezihlawulweyo (*transfers*) ezifunyenweyo zadipozithwa kwi-akhawunti yebhanki yesebe;
- Zonke iimali zachithwa ngokungqinelana nezicwangciso zomsebenzi owawuza kwenziwa;
- Yonke imiqathango yeegranti eziphuma ngokwemiqathango ethile, njengoko kumiselwe kwiziCwangciso zoMsebenzi (*Business Plans*) kwahlangatyewana nayo.

IGRANTI	ISALATHI-NKQUBELA (<i>worded as per national text</i>)	ITHAGETHI	EYIYO KANYE KANYE	INGXOXO NGOMAHLUKO
I-HIV/ AIDS (Imfundo ngezakhono zobomi)	Ukugaya inkxaso Ukwazisa izikolo nabahlali ngemiba yobungozi beHIV	1 524 izikolo (iikiti zoncendo lokuqala zisiwe kuzo zonke izikolo)	1 524 izikolo (iikiti zoncendo lokuqala zisiwe kuzo zonke izikolo)	Kufikelelwe kwithagethi
	Uqeqesho noPhuhliso Oomasifundisane boPhuhliso lweZakhono bootitshala neenqununu : Uhlanganiso lwempilo yokufumana abantwana (<i>sexual reproductive health</i>) neeprogram zeHIV kwikharithulam yezikolo	1 020	1 122	Kufikelelwe kwithagethi
	Co-curricular Izikolo eziziiSekndari zeMfundo yoontanga (Peer Education Secondary Schools): Iprogram yothintelo esemgangathweni esekelwe kwikharithulam kwiprogram yezakhono zobomi yezikolo (kweyokufundisana koontanga) ebonelelwa kwizikolo ezizisekondari ezikhethiweyo.	123 Izikolo	123 Izikolo	Kufikelelwe kwithagethi
	Oomasifundisane bePeer education (abaqeqeshi abaneqhuzu) (master trainers) ngokuphumeza ii-NPOs	34 (abaqeqeshi abaneqhuzu) (master trainers)	34 (abaqeqeshi abaneqhuzu) (master trainers)	Kufikelelwe kwithagethi
	IiNkomfa zoLutsha zokuxoxa ngempilo yokufumana abantwana (<i>sexual reproductive health</i>), I-HIV, i-HCT, ukukhulelwa kolutsha olufikisayo, ezobudlelwane, ukuzikhethela ukuphila ngethemba (<i>positive lifestyle choices</i>)	1 -inkomfa yolutsha kwisithili ngasinye	1- inkomfa yolutsha kwisithili ngasinye	Kufikelelwe kwithagethi
	Ukuxhasa uqeqesho lweSoul Buddyz Clubs lootitshala ukwenzela ukulawula nokuxhasa iiklabhu iiSoul Buddyz clubs kwizikolo eziziiprayimari	50 ootitshala	49 ootitshala	Kufikelelwe kwithagethi
	Ikhempu yeBakala 7 yephondo yeeSoul Buddyz	100 abafundi /5 ootitshala	100 abafundi /5 ootitshala	Kufikelelwe kwithagethi
	UkuNonophela nokuNika iNkxaso Oomasifundisane babafundi abajolise kwiHIV/AIDS, ukukhulelwa kolutsha olufikisayo, ukusetyenziswa gwenxa kweziyobisi neHCT Ukuhlawulwa kweemali kwizikolo ezikhethiweyo ukuxhasa iinkedama nabafundi abasengozini.	800 abafundi abasengozini enkulu 200 Izikolo	873 abafundi 561 Izikolo	Kufikelelwe kwithagethi Imfuno emandla yezikolo yokuhlaziya ii-sick bays ukuxhasa abafundi, nezinokusetyenziswa ngunesi wesikolo kuvavanyo ebenzisana neSebe lezeMpilo.

IGRANTI	ISALATHI-NKQUBELA (<i>worded as per national text</i>)	ITHAGETHI	EYIYO KANYE KANYE	INGXOXO NGOMAHLUKO
	I-LTSM I-LTSM efaneleke kubudala obuthile yeHIV/AIDS esetyenziswa ezikolweni.	571 Izikolo Izikolo eziziprimari ze-Q1-3 kuphela (amabakala 1-7)	571 Izikolo Izikolo eziziprimari ze-Q1-3 kuphela	Kufikelelwe kwithagethi
	Ukuqulunqwa nokusiwa kweLTSM kuzo zonke izikolo	501 izikolo eziphakamileyo ezithagethiweyo (amabakala 8-9) 1091 Izikolo eziziprimari	501 Izikolo 1091 Izikolo eziziprimari	Kufikelelwe kwithagethi
	liklasi ezongezelelweyo nezibonelelo zezakhono zobomi zeelayibrari zezikolo	365 izikolo eziphakamileyo	365 izikolo eziphakamileyo	Kufikelelwe kwithagethi
	Ukubeka esweni neNkxaso Ukungeniswa qho kweengxelo zokubeka esweni ezivavanya ukusebenza kweeprogram zongenelelo ngoncedo zekharithyulam ngokuhanjelwa kwezikolo nezithiili.	256 Izikolo	75 Izikolo	Le thagethi ayifikelelwanga ngenxa yezithintelo ezimalunga nabasebenzi eziziindidi ngendidi.
IProgram yoKutyiswa kwaBantwana kaZwelonke (National School Nutrition Programme)	Ukuhamba isikolo kwabafundi okubhetele	415 829 (1 000 izikolo)	426 707 (1 015 izikolo)	Ukwanda kungenxa yokuba ukususela ngo-Apreli l 2011 zonke izikolo ze-Q1 – Q3 zagunyaziswa ukuba zityise isikolo sonke ngokweemfuno ze-DORA.
	Inani labafundi kwizikolo eziziiPrayimari ze-Q1 – Q3 Inani labafundi kwizikolo eziziiSekondari ze-Q1 – Q3 Inani labafundi kwizikolo eziziiPrayimari neeSekondari ze-Q4 – Q5	263 501 (598 izikolo) 87 859 (88 izikolo) 64 469 (316 izikolo)	269 244 (598 izikolo – zibandakanya izikolo eziyi-39 ezizi- <i>Special Needs' Schools</i>) 94 157 (106 izikolo) 63 306 (311 izikolo)	Itotali yenani labafundi bezikolo eziziprimari yandile kodwa inani lezikolo linciphile kuba ezinye zezikolo zadityaniswa okanye zavalwa. Inani lezikolo eziphakamileyo landile ngenxa yokutyiswa kwesikolo sonke kwizikolo ze-Q1 – Q3.
	Ukusekwa kweegadi zezikolo ukuxhasa izikolo ngokutya okubonelelwa yile program	325 iigadi zizonke	346 iigadi zizonke	21 iigadi ezintsha zaqaliswa apha enyakeni. Ukugaya inkxaso kukhuthaza izikolo ukuba ziqalise ukuthatha inxaxheba ngokwazo okanye zibe ngamahlakani.

IGRANTI	ISALATHI-NKQUBELA (worded as per national text)	ITHAGETHI	EYIYO KANYE KANYE	INGXOXO NGOMAHLUKO
IProgram yoKutyiswa kwaBantwana kaZwelonke (National School Nutrition Programme)	Izikolo zabonelelwa ngezixhobo zasekhitshini	Ziya kubonelelwa xa kuceliwe	Ziyi-285 iZikolo eziziiPrayimari, 35 iZikolo ezineeMfuno zeMfundo eziZodwa neziyi- 85 eziziiSekondari ezibonelelwe ngezixhobo zasekhitshini	Izixhobo zasekhitshini zibonelelwa kwizikolo ze-Q1 – Q3 njengezikolo eziziiPrayorithi.
	Amavolontiya aphatha ukutya agaywe zizikolo ukuncedisa ekulungisweni nasekuphakweni kokutya	2 425 amavolontiya	2 757 amavolontiya	Inani lamavolontiya landile ngokomlinganiselo wokwanda kumanani abafundi.
	Kubanjwa oomasifundisane ukuxhobisa amavolontiya, kuxoxwe malunga nemiba yokulungiswa kokutya, ukhuseleko ekusebenziseni irhasi (<i>gas safety</i>) nococeko	240	263	Kugqithiwe kwithagethi njengoko kugaywe amavolontiya amatsha ngenxa yokwanda kwamanani abafundi abatyiwayo.
Iikholeji ze-FET (Further Education and Training)	Ukuphuculwa kweeProgram zoBhaliso zeNC (V) njengoko kumiselwe kwizicwangciso zethagethi yobhaliso kwiikholeji.	13 752	13 772	Iikholeji zafikelela kwithagethi zobhaliso
	Amanani obhaliso kwi-Report 191 Programmes ngokungqinelana ne-Report 191.	9 144	7 629	Akufikelelwanga kwithagethi kuba iprogram yokugaya abasebenzi nobhaliso yachatshazelwa ngumhla wokuqaliswa kwakhona kwee-N-programmes.
	Ukwandisa i-ICT ukwenzela ukufundisa nokufunda kusetyenziswa imimselele yekhonektivithi (<i>connectivity norms</i>).	17 LAN & WAN	37 LAN & WAN - zifakiwe	Kugqithiwe kwithagethi ngenxa yokwanda kwemfuno yekhonektivithi
	Ukuqhubeka nokuPhumeza ii-MIS systems ukulungiselela ukwenziwa kwee- transversal MIS services	0	0	Bekungekho thagethi yephondo imiselweyo kwesi salathi kodwa iikholeji zaqhubeka nokuqalisa ii-Information Technology Systems
	Ukuphunyezwa kweeMimiselo yeNkxaso-mali (<i>Funding Norms</i>) yeeKholeji zeFET.	R527 117 000	R534 659 259	Uhlelo-hlelo lwebhajethi lubandakanyiwe kwinkxaso-mali eyongezelweyo yeCoE eyongezelweyo
	Ukulungiswa nokulondolozwa kweziseko zophuhliso nezixhobo ukuxhasa ukwenziwa kweeprogram ezivunyiweyo.	325 iiklasi	749 iiklasi	Iikholeji zidlule kwithagethi ukulungiselela amanani abafundi awandileyo kwiiprogram ezizii-occupational programmes
	Iziseko zophuhliso ezitsha	R0	R0	Iigranti ezikhutshwa phantsi kwemiqathango ethile azikhangela zibandakanye inkxaso-mali koku ku-2011/12.

IGRANTI	ISALATHI-NKQUBELA (<i>worded as per national text</i>)	ITHAGETHI	EYIYO KANYE KANYE	INGXOXO NGOMANLUKO
IGranti yeZiseko zophuhliso lweMfundo	Izikolo ezitsha neelayibrari ezongezelelweyo neelebhu ezakhiweyo Iziseko zophuhliso zezikolo ezikhoyo zihlaziyiwe yaye zilungisiwe Izikolo ezitsha nezidala zilondolozwe Kudalwe iqela lamathuba emisebenzi	Ziyi-26 izikolo, kubandaknywa neelayibrari eziyi-13 & neelebhu eziyi-31 ezihlaziyiweyo Ziyi-23 izikolo ezikhoyo ekuhlaziyiwe kuzo iziseko zophuhliso 0	Ziyi-26 izikolo, kubandaknywa neelayibrari eziyi-13 & neelebhu eziyi-31 ezihlaziyiweyo Ziyi-23 izikolo ezikhoyo ekuhlaziyiwe kuzo iziseko zophuhliso 1 814 -amathuba emisebenzi adaliweyo	N/A Akukho zimali zabelwa ukdalwa kwamathuba emisebenzi ekuqaleni konyaka kodwa kwabiwa isixa ngethuba lohlanga-hlengiso lolwabiwo.
Ukuxhaswa ngemali kwakhona kweSekondari zoBugcisa {Kuils River THS; Kasselsvlei Comprehensive; HTS Bellville; Oude Molen THS; Sizimisele Secondary; HTS Drostdy; HS Labori; Langenhoven Gimnasium; P.W.Botha Kollege}	liwekhishophu eziyi-32 ezintsha eziza kwakhiwa ukuxhasa ukufundiswa kwezifundo zobugcisa	liwekhishophu enye eza kwakhiwa e <i>Kuils River Technical High School</i> (ziyi-3 iiwekhishophu zizonke kwithuba lonyaka wegranti)	liwekhishophu entsha ye- <i>Civil Engineering</i> igqityiwe e <i>Kuils River Technical High</i> ukwenzela ukuba kufundiswe eso sifundo	Isicwangciso sokwenziwa koku (<i>business plan</i>) kwithuba leminyaka emi-3 legranti, kuqapheleke ukuba unyaka ngamnye kule mi-3 kuya kunikwa isikolo esinye iwekhishophu nganye entsha.
	liwekhishophu ezikhoyo eziyi-147 zilungisiwe, zahlaziyiwa yaye zaphuculelwa ukuba ziyithobele imithetho yokhuseleko nemigango nemigangatho yezorhwebo eyeyona isezantsi	Ukuhlaziyiwa kunye/okanye ukwakhiwa ngokutsha kweewekhishophu eziyi-10 kwizikolo ezisithoba	liwekhishophu eziyi-28 kwizikolo ezisithoba zahlaziyiwa kunye okanye zakhiwa ngokutsha. liwekhishophu zapeyintwa kwalungiswa nemigangatho. Kwalungiswa imiphezulu.	Inani elandileyo leewekhishophu ezihlaziyiweyo, zakhiwa ngokutsha, libangelwe kukusetyenziswa ngobuchule kwemali ekhoyo ukwenzela ukuba kunikwe uncedo kwiimeko ezizezinye.
	Izixhobo ezithengiweyo zasiwa zafakwa kwiiwekhishophu eziyi-191	Ukuthengwa koomatshini bala maxesha nezixhobo ukwenzela iiwekhishophu eziyi- 27 ukulungiselela ukuba kufundiswe izifundo zobugcisa ezinobalungiselela ukuqeshwa abafundi kwiiwekhishophu zala maxesha.	Kwafakwa izixhobo ezitsha nezala maxesha noomatshini kwiiwekhishophu eziyi-28 kwizikolo ezisithoba ezithatha inxaxheba.	Igqithiwe ithagethi kuba ibhajethi ibivumela iwekhishophu enye ngaphezulu emayixhaswe.
	578 Technical schools teachers trained in subject content Kuqeqeshwe ootitshala abayi 578 bezikolo zobugcisa kwikhontenti yesifundo nasekusifundiseni	Ukuphucula izakhono zootitshala abayi-16 bezikolo ezisithoba ukulungiselela ukuba abafundi bahlangabezane neemfuno zorhwebo	Kwaphuculwa izakhono zootitshala abayi-18 kwizikolo eziphakamileyo zobugcisa ezisithoba ekusebenziseni ii- <i>digital resources</i> ezisetyenziswa kwezorhwebo umz. I- <i>Autocad</i> .	Kugqithiwe kwithagethi kuba ootitshala abongezelelweyo bebefuna inkxaso.

IGRANTI	ISALATHI-NKQUBELA (<i>worded as per national text</i>)	ITHAGETHI	EYIYO KANYE KANYE	INGXOXO NGOMAHLUKO
IZikolo zeDinaledi	Ziincwadi zokufunda eziyi-7 zomfundi ngamnye kumaBakala 8, 9, 10, 11 no-12 eziyimfuneko ukujongana nokushota kwazo	li- <i>Study Guides for Mathematics and Science</i> kumaBakala 8 -12 zanikwa izikolo eziyi- 48	Ziyi-46 izikolo ezithatha inxaxheba ezanikwa i <i>Physical Sciences and Mathematics Study Guides</i> kumaBakala 8 - 12	ISebe iWCED liqalise inkqubo yokuthathela ingqalelo ukukhethwa kwezikolo kwiprogram yeDinaledi, ngokusekelwe kwikhayitheriya ezimiseliweyo ezimalunga nendlela eziqhuba ngayo. Ngenxa yoku, kwavunywa izikolo eziyi-46. Eli nani lingaphantsi ngezikolo ezibini kunelo lingu-48 ngeli thuba. Kuqikelelwa ukuba zezinye izikolo ezi-2 ezihlangabezana neethagethi ezimiseliweyo eziya kubandakanywa kunyaka-mali olandelayo.
	lilebhu eziyi-300 ze-ICT kwizikolo zeDinaledi ezingenazo ii- <i>ICT Labs</i>	Kuza kufakwa ii- <i>ICT laboratories</i> kwizikolo eziyi-48 ezingenazo ii- <i>ICT Labs</i>	Ziyi-46 izikolo ezinelebhu ye- <i>Mathematics</i> okanye igumbi elihlaziyelelo le- <i>Physical Sciences ICT laboratory (subject room)</i> .	
	Ziyi-50 iikhompyutha kwisikolo ngasinye kweziyi-500	Ziyi-20 iikhompyutha eziza kufakwa kwisikolo ngasinye kweziyi- 48 zeDinaledi njengesigaba sokuqala sokuthobela imigaqo.	Ziyi-46 izikolo ezathenga iikhompyutha eziyi-20 ubuncinane ezisetyenziswa kwi- <i>Mathematics or Physical Sciences subject rooms</i> .	Inkxaso icwangciselwe iminyaka ezayo yegranti (<i>outer years of grant</i>)
	I- <i>software</i> yokufundisa nokufunda i <i>Mathematics, Physical Science ne-English FAL</i> kwizikolo eziyi-500 zeDinaledi Bayi-2000 ootitshala abaqeqeshwe kwikhontenti yolwazi kwi <i>Mathematics, Physical science nakwi-English FAL</i> Uphuhliso lwezakhono lweenqununu zezikolo zeDinaledi ezifume-ne ngaphantsi kwe-60% yereyithi yokupasa kwiiMviwo ze NSC Abafundi beBakala 8, 9 no-10 kwizikolo zeDinaledi eziyi-500 abaqeqeshiweyo nabaxhaswa ukuba bathathe inxaxheba kwi-Olimpiyadi yemathematika nesayensi. IiThivi ezinako ufumana usasazo lweenkqubo zezifundo nezisombululo (<i>TV Broadcasts and solutions</i>) nezifakwe kwizikolo eziyi- 500 zeDinaledi.	Kuthagethelwe ukuthotyelwa kwemigaqo kwizikolo eziyi-48 kunyaka-mali olandelayo	Ezi zidweliswe njengeethagethi zempumelelo kwizikolo eziyi-46 kwi-2012-2013 <i>Dinaledi Conditional Grant Business plan</i> engeniswe ngoMatshi 2012.	Inkxaso icwangciselwe unyaka-mali ka-2012-2013
	Ukuhanjiswa kwizikolo zeDinaledi eziyi-500 isixhobo sokufuma-nisa undonakele (<i>diagnostic tool</i>) ukuvavanya umlinganiselo nokujongana nokusilela ekufundiseni nasekufundeni i <i>Mathematics, Physical Science ne-English FAL</i> . IiKhiti zeMathematika zezikolo eziyi-500 zeDinaledi lilebhu ezizimobhayili zeSayensi (<i>Mobile Science laboratories</i>) kwizikolo zeDinaledi eziyi-300 ezinganazilebhu neekiti zesayensi kwizikolo eziyi-500 zeDinaledi	Kuthagethelwe ukuthotyelwa kwemigaqo kwizikolo eziyi-48 kunyaka-mali olandelayo	Ezi zidweliswe njengeethagethi zempumelelo kwizikolo eziyi-46 kwi-2012-2013 <i>Dinaledi Conditional Grant Business plan</i> engeniswe ngoMatshi 2012.	Inkxaso icwangciselwe unyaka-mali ka-2012-2013
IGranti i <i>Social Sector Extended Public Works Programme Incentive Grant</i> enikwa amaPhondo	Inani labantu elandisiweyo abaqeshwe nabafumana ingeniso nge- <i>EPWP</i> Kwenziwe amathuba omsebenzi awandisiweyo Inani elandileyo lamakhaya nabaxhamlayo abobonelelwa iinkonzo Ingeniso eyandisiweyo ngamnye oxhamalayo (<i>beneficiary</i>) kwi- <i>EPWP</i>	Abancedisi bepraktishina abayi-648 nabancedisi bolawulo abayi- 8 abaqeshwe kangangeenyanga eziyi-10	Abancedisi bepraktishina abayi-648 nabancedisi bolawulo abayi- 8 abaqeshwe kangangeenyanga eziyi-10	Akukho nanye

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

liprojekthi zokwakha ezagqitywa ngo-2011/12

Izikolo ezitsha (26 ngaphezu kweMTEF)

- Isikolo esinye esitsha sanikezelwa ngo-April 2011: *Westlake Primary School*
- Ziyi-9 izikolo ezitsha ezagqitywa ngoDisemba 2011: *Blue Downs Primary School; Delft High School 1; Delft High School 2; Delft Primary School 1; Delft Primary School 2; Citrusdal High School; Fisantekraal High School; Northpine Technical High School; Beaufort West Primary School*
- I-Melkbosstrand High School yagqitywa ngoMatshi 2012
- Isikolo esixhaswa ngezimali (*Disa Primary School*) eHout Bay sigqityiwe
- Zithathu izikolo ezizimobhayili (*mobile schools*) ezagqitywayo ukuze zisetyenziswe ngoJanuwari 2012: *Vredenburg High School; Rouxville Primary School and Abedare No 2 Primary School*

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

- Kwagqitywa ezi ziyi-8 zilandelayo zitshintshwayo ngo- 2011/12: *Wallacedene Primary School, Naphakade High School, Klapmuts Primary School, M M Mateza Primary School, Thembaletu Primary School, Gansbaai Primary School, Masibambane High School, Oaklands High School*

Iiklasi ezongezelelweyo

- Ukwandiswa kweeklasi: Ziyi-44 iiklasi ezakhiwa kwizikolo esele zikho ukulungiselela ukwandisa amanani obhaliso
- Iiklasi zokuphungulela (*Relief Classrooms*): Ziyi-14 iklasi ezagqitywayo kwebezicwangciselwe unyaka-mali ka-2010/11
- Iiklasi zeBakala R: Ziyi-68 iiklasi ezagqitywayo. Eziyi-8 bezicwangciselwe u-2009/2010, zayi-50 ezibezicwangciselwe u-2010/2011 neziyi-10 ku-2011/2012
- Iiyunithi ezizimobhayili ezibonelelweyo: 59

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 *iPublic Finance Management Act* neminye imithetho emiselweyo.

Ulawulo lwee-asethi

Ii-asethi ezingenakushenxiseka

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

Li-asethi ezinkulu ezishenxisekayo

Ngokunxulumene 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 ngokweemfundo ezimiselwe yi-Ofisi kaNondyebo kaZwelonke.

Kwathathwa la manyathelo alandelayo ukuqinisekisa ukunyaniseka kwedatha ekuncediseni ekubhalweni ngempumelelo kwerejista yee-asethi nokugcina imigangatho ye-akhawuntingi 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
- linkqubo zokuthengwa kwee-asethi kwiSistim yeGosa loLawulo lweMali (*Accounting Officer's System*)
- Ukungqiniselaniswa 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, yokukhusela, yokubeka esweni nokugcina iirekhodi zee-asethi ezingesosigxina zimi ngolu hlobo lulandelayo:

- Ii-asethi zafakwa iibhakhowudi, zaphawula "RSA" zaza zarekhodwa kwii-inventri.
- Ii-asethi zaye zabhalwa kwirejista yee-asethi ezishenxisekayo kuzo zonke iintlobo zee-asethi ezibhalwe yi-Ofisi kaNondyebo zanikwa iinombolo ezifana zodwa (libhakhowudi).
- 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 yeeAsethi yeSebe iWCED (*WCED Asset Register*). NgokoMthetho weZikolo waseMzantsi Afrika, ka-1996 (uMthetho No 84 ka-1996), ezi zithathwa njengezinto ezizii-inventri zezikolo. Izikolo kufuneka, ngoko ke, zinike ingxelo malunga nezi zinto zizii-inventri kwiingxelo-mali zonyaka zazo. IRejista yee-Asethi yeSebe iWCED ibonisa ii-inventri zakwaNdlunkulu kunye nezee-ofisi zezithili zemfundo kunye neendawo ezisetyenziswa kuzo.

Izicwangciso ezimalunga nee-asethi ezishenxisekayo, ezinjengeemoto

ISebe lePhondo lezoThutho neMisebenzi (UThutho oLwenziwa ziiMoto zikaRhulumente) (*The Provincial Department of Transport and Works (Government Motor Transport)*) lilawula ukubonelelwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye iimoto ezonakeleyo zeGaraji kaRhulumente (*Government Garage*) (GG). Bakwenza umgaqo-nkqubo wephondo ophathelele ekusetyenzisweni kwezithuthi ze-GG. ISebe leMfundo linoxanduva lokuhlalulwa kweelayisensi, ukulondolozwa nokuthiwa amafutha kweemoto, kwakunye 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 ezikhoyo ngoku zeSebe iWCED.

Ulondolozo lwezakhiwo

Iiprojekthi zolondolozo lwezakhiwo ezikhulu ezenziwe ngeli thuba liphantsi koqwalaselo (*under review*) zibandakanya:

Inani leeprojekthi	Ibhajethi ka-2011/12 R'000	Iindleko zokugqibela eziqikelelweyo R'000
304	R108,413m	R126,555m

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

Imeko yesakhiwo	Inkcazo ngokubanzi	Ukureyithwa
Intle kakhulu	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 zizezantsi.	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 ethile malunga nokubeka impilo nokhuseleko kwipropathi. Kukho iindleko eziphakathi nje.	C3
Sikwimeko embi	Sikwimeko embi kuba sigxagxisekile, kwaye kukho iingxaki mpela kwisakhiwo ngokwaso. Inkangeleko yaso imbi nje ngokubanzi. Ipeyinti ixobukile (<i>eroded protective coatings</i>); izinto zaphukile, 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.	C2
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 eziqeshisiweyo. Abanini bepropathi bathi iintlawulo zerenti ezisezantsi zizo ezisisizathu esiphambili sokuba kungabikho kolondolozo olufanelekileyo kwizikolo eziqeshisayo. Izikolo ezingamakhulu alithoba anamashumi amahlanu anesibhozo (958) zireyithwe “njengezikwimeko engagxekekanga kangako”. Ezininzi kwezi zikolo kufanele zireyithwe “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 ngonyaka kulondolozo yi-1.5% yexabiso lestokhwe. Nangona iiprojekthi zolondolozo ezicwangcisiweyo ziqhubela phambili ngokwesicwangciso, ukwanda kwaqho ngonyaka kwiindleko kunefuthe kubungakanani kwaloo nto inokulungiswa. Ngenxa yoko, inkxalabo yobudala nokuhla komgangatho westokhwe iya kuhlala ikho. Isishwankathelo samanani sicaciswe apha ngezantsi.

Ukuphila kulo Londolozo	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	2009/10 Eyiyi kanye kanye	2010/11 Eyiyi kanye kanye	2011/12 Ithagethi	2011/12 Eyiyi kanye kanye
Ingeniso (R' 000)*					
	Isabelo esilinganayo	10,183,421	11,035,772	12,092,084	12,069,418
	Iigranti eziphuma ngokwemiqathango ethile	302,345	889,501	1,190,413	1,187,187
	Inkxaso-mali yabaxhasi (<i>donors</i>)	0	0	0	0
	Ukuxhasa ngemali	100,800	8,219	70,630	70,630
	Ingeniso yethu	26,747	22,234	24,025	33,918
	Itotali	10,613,313	11,955,743	13,377,152	13,361,153
Iintlawulo ngeprogram (R'000)*					
	1. Ezolawulo	489,163	497,574	532,038	532,038
	2. Imfundo kwizikolo zikarhulumente eziqhelekileyo (makujongwe ukwahlulwa kwazo apha ngezantsi)	8,619,954	9,721,049	10,906,432	10,896,316
	3. Iinkxaso-mali kwizikolo ezizimeleyo	55,522	59,696	64,188	63,554
	4. Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	634,604	727,646	791,341	791,341
	5. Imfundo noqeqesho oluqhubelekayo (<i>Further education and training</i>)	368,917	446,971	534,671	534,659
	6. Imfundo noqeqesho lwabadala	29,479	32,152	33,098	33,098
	7. Uphuhliso lwemfundo yabantwana abasaqalayo	288,620	345,895	380,796	378,061
	8. IiNkonzo eziNcedisayo neziNxulumene nazo	127,054	124,760	134,588	132,086
	Itotali	10,613,313	11,955,743	13,377,152	13,361,153

ST001	ICandelo leMfundo yePhondo-imiba ephambili				
		<i>2009/10 Eyiyokanye kanye</i>	<i>2010/11 Eyiyokanye kanye</i>	<i>2011/12 lthagethi</i>	<i>2011/12 Eyiyokanye kanye</i>
lintlawulo eziya kwimfundo yezikolo zikarhulumente eziqhelekileyo (R' 000)*					
	2.1 Izikolo zikarhulumente eziziprayimari	4,782,768	5,480,559	5,957,999	5,957,005
	2.2 Izikolo zikarhulumente ezizisekondari	3,118,546	3,341,818	3,819,201	3,817,903
lintlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
	lintlawulo zalo nyaka-mali	9,179,618	10,246,556	11,216,682	11,208,856
	Imbuyiselo yabasebenzi	8,214,843	9,193,265	9,999,485	9,997,071
	Ootitshala	7,249,591	8,069,255	8,839,736	8,837,322
	Abasebenzi abangezotitshala	965,252	1,124,010	1,159,749	1,159,749
	limpahla neenkonzokanye nezinye izinto kulo nyaka-mali	964,775	1,053,290	1,217,197	1,211,785
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	1,164,546	1,260,490	1,484,316	1,483,057
	lintlawulo zee-capital assets	269,149	448,697	676,154	669,240
	Itotali	10,613,313	11,955,743	13,377,152	13,361,153

IProgram 1: Ezolawulo

Injongo

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 echaphazelekayo.

Iprogram yezoLawulo iqulethe ezi program zisekelayo zilandelayo⁴:

I-Ofisi yoMphathiswa wezeMfundo wePhondo

- o ukulungiselela ukwenziwa kweenkonzo kwi-ofisi yoMphathiswa wezeMfundo wephondo

IiNkonzo zeZiko

- o ukubonelela ngeenkonzo zolawulo ezingajolisanga ngqo kwezemfundo kwinkqubo yezemfundo *Ulawulo lwezeMfundo*
- o ukubonelela ngeenkonzo zolawulo lwezemfundo kwinkqubo yezemfundo *Uphuhliso lwezakhono zabasebenzi*
- o ukubonelela ngophuhliso lwezakhono zabasebenzi kubasebenzi abase-ofisini kwandlunkulu *I-EMIS (Education Management Information System (EMIS))*
- o ukubonelela ngengcaciso yolawulo lwezemfundo ngokungqinelana noMgaqo-nkqubo weNgcaciso yezeMfundo kaZwelonke (*National Education Information Policy*)

Iinjongo ezicwangciswa ngobuchule (*Strategic Objectives*)

Injongo ecwangciswa ngobuchule 1.1	Ukusa izibonelelo ezingabantu neziyimali kwezo zithili zemfundo nakwizikolo ezithe ngokwembali yeli zafumana inkxaso-mali esezantsi nokuqinisekisa ulawulo lwezemali nolwabasebenzi luphela.
Injongo ecwangciswa ngobuchule 1.2	Ukuphucula impedulo ekhawulezayo kwiiifundo zabenzelwa iinkonzo nokwenza umsebenzi kakuhle nangokukhawuleza kweSebe iWCED ngokugxininisa ekuphuculeni iinkqubo zemcimbi yesebe neesistim.
Injongo ecwangciswa ngobuchule 1.3	Ukubonelela abakulawulo abathagethiweyo ngoqeqesho lwamagosa, amalungu eekomiti zolawulo zezikolo namaBhunga oLawulo eZikolo (SGBs).
Injongo ecwangciswa ngobuchule 1.4	Ukuqinisekisa ukuba ootitshala baxhotyiselwa ukufundisa ngokuthi kuphuculwe uqeqesho oluqhubeka okokoko nenkxaso 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>)

⁴ Iiprogram ezisekelayo ziyinxalenye yethemplethi ye- national sector yaye zii-*Treasury funding categories*. Iimali kwiProgram 1 zihlawula iindleko ezimalunga nezolawulo lwenkqubo.

ST101	Ezolawulo-Imiba ephambili				
		2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
lintlawulo ngeprogram esekelayo nganye (R'000)*					
1.1 I-ofisi yoMphathiswa wezeMfundo (MEC)		4,200	4,886	5,550	5,550
1.2 IiNkonzo zeZiko		186,075	202,076	210,235	210,235
1.3 Ulawulo lwezeMfundo		258,824	256,221	285,468	285,468
1.4 Uphuhliso lwezakhono zabasebenzi		16,856	9,876	5,441	5,441
1.5 I-EMIS (<i>Education Management Information System</i> (EMIS))		23,208	24,515	25,344	25,344
Itotali		489,163	497,574	532,038	532,038
lintlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
lintlawulo zalo nyaka-mali		361,519	367,994	400,425	400,425
Imbuyiselo yabasebenzi		229,661	250,450	252,346	252,346
Ootitshala		81,850	70,237	70,170	70,170
Abasebenzi abangezotitshala		147,811	180,213	182,176	182,176
Iimpahla neenkonzo kunye nezinye izinto kulo nyaka-mali		131,858	117,544	148,079	148,079
Inkxaso-mali neentlawulo ezenziwa ngoomatshini		110,311	118,653	97,041	97,041
lintlawulo zee-capital assets		17,333	10,927	34,572	34,572
Itotali		489,163	497,574	532,038	532,038
Iinkcukacha-manani zentsebenzo					
Ukuqeshwa kwabasebenzi					
Inani lootitshala (abaqeshwe ngurhulumente)		117	125	130	126
Inani labasebenzi abangezotitshala (abaqeshwe ngurhulumente)		872	813	830	751
Iinkcukacha –manani kwiisistim zolawulo					
Inani lezikolo ezine-SAMS		1456	1 452	1 456	1 453
Inani lezikolo ezine-imeyili		1450	1 447	1 456	1 452

ST101	Ezolawulo-Imiba ephambili	2009/10 Eyiyi kanye kanye	2010/11 Eyiyi kanye kanye	2011/12 lthageithi	2011/12 Eyiyi kanye kanye
► Imilinganiselo yentsebenzo yeprogram *					
► PPM101: Inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS ukubonelela ngedatha kwisistim yokulandelela abafundi kazwelonke (<i>national learner tracking system</i>)		1 456	1 452	1 456	1 453
► PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)		1 450	1 447	1 456	1 452
► PPM103: Ipesenti yenkcitho yangoku kwezemfundo (<i>current expenditure</i>) ebhekiselele kwizinto ezinganxulumananga nabasebenzi (<i>non-personnel items</i>)		20.84%	19.46%	20.4%	22.7%
Izalathi-nkqubela zeNtsebenzo yeProgram*					
PPI 1.1. Ukuqinisekisa ulawulo lwezemali		<i>Unqualified Audit</i>	<i>Unqualified Audit</i>	<i>Unqualified Audit</i>	<i>Qualified Audit</i>
PPI 1.2. Izitenxo ngokumalunga nemiba yokuthengwa kweempahla neenkono zikarhulumente		28	19	20	6
PPI 1.3. Inani lezikolo ezongezelelweyo ezinezibonelelo zeekhompyutha zokufundisa nokufunda		150	196	156	119
PPI 1.4. Inani lezikolo ezisebenzisa i- i-SAMS		100	57	500	213
PPI 1.5 Ipesenti yezikhalazo ezisingathwa ngethuba elifunekayo		100	100	100	100
PPI 1.6 Inani lezintlu zezithuba ezikhutshwe ngokumalunga nezithuba zootitshala abakumaziko (<i>institution-based teacher posts</i>) kunyaka wesikolo ka-2011		2	7	5	5
PPI 1.7. Inani lezikolo ezongezelelweyo eziza kuhlolwa kuVavanyo lweSikolo Siphela		99	90	90	108
Makuqatshelwe:					
1. Izikolo zisebenzisa isistim ehambelana ne-SA SAMS					
2. Isalathi-nkqubela malunga nexesha elithathweyo ukuphicothwa kwekhefu laqho ngonyaka sirhoxisiwe ngenxa yesigqibo sokuphicotha kuphela ikhefu lomntu ngamnye kuphela xa umqeshwa eshiya iSebe iWCED okanye kwimeko yesicelo esisodwa. Iipatheni zekhefu zibekwe esweni ngenkqubo yengxelo eqhubekayo (<i>regular trend reporting</i>)					
3. Ii-PPI zinenombolo ezintsha ukulungiselea wena.					
* Inkcazo yomahluko phakathi kweethageithi nezona kanye inikwe kule theyibhili ingezantsi.					

Imilinganiselo yeNtsebenzo yeeProgram, iinJongo eziCwangciswe ngoBuchule, neZalathi-nkqubela: Inkcazo ngoMahluko

► PPM101: Inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS ukubonelela ngedatha kwisistim yokulandelela abafundi kazwelonke (*national learner tracking system*)

Eyandlalelayo (*actual output 2010/11*) 1 452

Ithagethi: 1 456

Elona nani kanye: 1 453

Inkcazo: I-Central Education Management System (CEMIS) isetyenziselwa ukubonelela le datha. Zonke izikolo zikarhulumente eziqhelekileyo eNtshona Koloni zisebenzisa i-CEMIS. I- Annual School Survey ka-2011 ibinezikolo eziyi-1451. Ziyi-9 izikolo ezavalwayo nge-31 Disemba 2011 (*Buffelsvlei, Buffelsnek, Matjiesrivier, Herbertsdale, Oakhurst, Salt River Moslem, Robbeneiland, St. Louis, Eendekuil*) neziyi-11 izikolo ezavulwayo nge-1 Januwari 2012 (*Beaufort West Primary, Disa Primary, Blue Downs Prim, Northpine Technical High, Rouxville Prim, Fisantekraal High, Abedare Number2 Primary, Delft Technical High, Louwville High, Citrusdal Secondary, Melkbos High*). Isikolo ngasinye sidlulisela idatha kwi-national learner tracking system. Ngoko ke ziyi-1451-9 (ezavalwa ngoDisemba 2011) +11 (ezavulwa ngoJanuwari 2012) =1453.

► PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)

Eyandlalelayo (*actual output 2010/11*) 1 447

Ithagethi: 1 456

Elona nani kanye: 1 452

Inkcazo: Nge-31 Matshi 2012 bekukho izikolo zikarhulumente eziqhelekileyo eziyi-1453 eziqhagamshelwe kwi-imeyili (jonga apha ngentla). Kwizikolo zikaRhulumente eziqhelekileyo eziyi-1453, kuphela yi-Fisantekraal High, eqhagamshelwe ngoJanuwari 2012, nefumene ingxaki ekufumaneni i-imeyili ngenxa yokubiwa kwekopolu kule ngingqi. Esi sikolo njengangoku sikhangelwa ezinye iindlela zoqhagamshelwano (*connectivity solutions*.)

► PPM103: Ipesenti yenkcitho yangoku (*current expenditure*) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (*non-personnel items*)

Eyandlalelayo (*actual output 2010/11*) 19.46%

Ithagethi: 20.4%

Eyiyo kanye: 22.7%

Inkcazo: Isizathu sokwanda kukonga phantsi kweMbuyiselo yaBasebenzi eyahlawulwa ezikolweni ukwenzela ukulondolozwa kwezakhiwo kwakunye nezibonelelo ezixhasa ukufunda nokufundisa.

Izalathi-nkqubela zeNtsebenzo yeProgram

PPI 1.1. Ukuqinisekisa ulawulo lwezemali

Eyandlalelayo (*actual output 2010/11*): Uphicotho olungenamakhwiniba

Ithagethi: Uphicotho olungenamakhwiniba (*Unqualified Audit*)

Eyiyo kanye: Uphicotho olunamakhwiniba (*Qualified Audit*)

Inkcazo: Isebe kwafuneka liphendule ngokumalunga neeklasi ezizimobhayili kwikota yokuqala. Oku kwaba lutshintsho kumgaqo-nkqubo wosetyenziso lwemali. UMphicothi-ziNcwadi (*Auditor –General –(AG)*) wafumanisa ukuba irejista yee-asethi emalunga neklasi ezizimobhayili ibingagqitywanga. Izizathu zoku ziquka iindidi ezahlukileyo zeeklasi ezizimobhayili neeprifebhu ezibandakanya amakhitshi amobhayili namagumbi athengwe yiSGB okanye ekulizwe ngawo ngabaxhasi. ISebe iWCED lenze izicwangciso zokujongana nalo mbandela ukhankanyiweyo.

PPI 1.2. Izitenxo ngokumalunga nemiba yokuthengwa kweempahla neenkonzo zikarhulumente

Eyandlalelayo (*actual output 2010/11*) 19

Ithagethi: 20

Eyiyo kanye: 6

Inkcazo: Oku kube yinkqubela kwithagethi emiselweyo.

PPI 1.3. Inani lezikolo ezongezelelweyo ezineefasilithi zekhompyutha (*computer facilities*) zokufundisa nokufunda

Eyandlalelayo (*actual output 2010/11*): 196 (*non-cumulative*)

Ithagethi:156

Eyiyo kanye:119

Inkcazo: Ziyi-119 izikolo ezigqityiweyo ngoku. Eziseleyo eziyi-37 izikolo ezifumana kungokunje iifasilithi zekhompyutha ezisiweyo.

PPI 1.4. Inani lezikolo ezisebenzisa i-i-SAMS
Eyandlalelayo (<i>actual output 2010/11</i>) 57 Ithagethi: 500 Eyiyi kanye : 213 Inkcazo: Ukujongiswa kweemethodoloji eziqaliswe ukusetyenziswa (<i>rollout methodology</i>) nezilungiso kwimodyuli yezeMali nakwimodyuli yeKharityhulam apha kwi-iSAMS ukulungiselela iCAPS, kwaba nefuthe kwisicwangciso sokuqalisa ukusetyenziswa (<i>rollout plan</i>) kwayo neprojekthi ejolise ekomelezeni izikolo ezikhoyo ngoku.
Izalathi-nkqubela zeNtsebenzo yeProgram
PPI 1.5 Ipesenti yezikhalazo ezisingathwa ngethuba elifunekayo
Eyandlalelayo (<i>actual output 2010/11</i>) 100% Ithagethi: 100% Eyiyi kanye: 100% Inkcazo: Zonke izikhalazo zasingathwa ngokwemigaqo nangelo xesha limisiweyo licacisiweyo.
PPI 1.6 Inani lezintlu zezithuba ezikhutshwe ngokumalunga nezithuba zootitshala abakumaziko (<i>institution-based teacher posts</i>) kunyaka wesikolo ka-2011
Eyandlalelayo (<i>actual output 2010/11</i>): 7 Ithagethi: 5 Eyiyi kanye: 5 Inkcazo: Kufikelelwe kwithagethi: Izintlu ezongezelelweyo ezaqaliswa ngo-2010 zagcinwa ukulungiselela iimpendulo ezinika ithemba ezivela ezikolweni nokwenzela ukunika inkxaso ekuzalisweni kwezithuba okuyimpumelelo nokukhawulezileyo nokuqinisekisa ukusebenza kwezikolo ngokupheleleyo.
PPI 1.7. Inani lezikolo ezongelelweyo eziza kuhlolwa kuVavanyo lweSikolo Siphela
Eyandlalelayo (<i>actual output 2010/11</i>): 90 (<i>non-cumulative</i>) Ithagethi: 90 Eyiyi kanye: 108 Inkcazo: Kugqithiwe kwithagethi. Uvavanyo lweWSE lwagqitywa kwizikolo eziyi- 108 kwizithili zemfundo ngokubanzi. Kwagqithwa kwithagethi ngenxa yesigqibo sokulinga i-two-tier system apho izikolo ezincinci bezinethuba lokuhlolwa elifutshane.

Inkcazo

Ezemali

ISebe iWCED lifikelele kweyona reyithi yenkcitho iphezulu ngo-2011/12 kule minyaka mi-5 idlulileyo ngolu hlobo lulandelayo:

Unyaka-mali	Ibhajethi	Inkcitho	I-% echithiweyo
2011/12/Prelim	R13,377,152	R13,361,153	99.88%
2010/11	R11,998,212	R11,955,743	99.65%
2009/10	R10,663,812	R10,613,313	99.53%
2008/09	R9,206,088	R9,192,478	99.85%
2007/08	R7,822,732	R7,737,797	98.91%

Iimali zasetyenziselwa ukuhlangabezana neenjongo ze-*Action Plan 2014* neenjongo ezintathu zeSebe *iWCED*. Nangona iyi-76% yebhathethi eyabelwe imbuyiselo yabasebenzi (CoE), nengaphezu kwe-R1 yeebhiliyoni kwiiGranti eziyi-8 ezikhutshwa ngokwemiqathango ethile nezinye iintlawulo ezibalulekileyo (*essential commitments*), iSebe *iWCED* lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfuno zinkulu kakhulu.

Imali efunyenwe ekongeni kwiCoE, ikakhulu ngenxa yamanyathelo aphunyezwe ngempumelelo, afana nokunciphisa inani labasebenzi abangesosigxina ii-*temporary and relief staff*. Imali eyongiweyo kwi-CoE yabelwa ubukhulu becala ukuphucula iziseko zophuhliso zezikolo (ngaphezu kwezigidi eziyi-R72.m). Ulawulo lwezemali ngobulumko oluqhubekayo lwalivumela kwiSebe *iWCED* ukuba libekele bucala malunga nezigidi eziyi-R57m ukuncedisa izikolo ngetyala likamasipala ukuphelisa ukusilela kwazo kwiintlawulo.

Amanyathelo okonga iindleko ngoku-odola iincwadi zezifundo ezininzi kakhulu ngaxeshanye kunye namanye amanyathelo athathiweyo, kwathetha ukuba iSebe *iWCED* linganako ukuthenga iincwadi ezongezelelweyo zexabiso elizizigidi eziyi-R10.55m. Ifanitshala yezikolo exabisa ngaphezu kwezigidi eziyi-R2m yathengwa nayo ngemali eyongiweyo. Itotali ezizigidi eziyi-R13.2m yabelwa ukuhlangabezana noxinzelelo kwiNkqubo yoThutho lwaBafundi (*Learner Transport System*.)

Umsebenzi wolawulo nokuphathwa kwamaziko kwizithili waqwalaselwa kwakhona, wavavanywa, uthelekiswa nemigqaliselo yoMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act (SASA)*), ingakumbi imiba ephathelelene nolawulo nokuphathwa kweemali ezikolweni ngokubanzi. Izikolo eziyi-100 ezikhethiweyo zahlolwa ukususela ku-Oktobha 2011 ukuya kuFebruwari 2012 ngenjongo yokomeleza ulawulo lwezemali ezikolweni.

ISebe *iWCED* laqatshelwa yi-*South African Institute of Government Auditors* “njengelona sebe linentsebenzo esemgangathweni engatshintshiyo kulawulo lwezemali kulo naliphi na isebe likarhulumente kweli lizwe kule minyaka mithathu idlulileyo”.

ICandelo lezaBasebenzi

Ulawulo lwamanani ezithuba ezabelwe amaziko zeSebe *iWCED* lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. Ukwenzela ukulungiselela iindleko ezinyukayo zembuyiselo kubasebenzi, iSebe *iWCED* liphungule izithuba eziyi-419 ezingenabantu zootitshala ezixhaswa ngemali (*funded vacant teaching posts*) kwithuba leminyaka emi-2, nokuhla okufikelele kwizithuba zengqesho eziyi-52 ngo-2012. ISebe *iWCED* liphumeza umlinganiselo wenani ophuculweyo womfundi notitshala (*improved learner/educator ratio*) kwiSigaba seSiseko. Kuba iSebe *iWCED* linootitshala abasisigxina abaninzi kakhulu, ngokubanzi inkqubo yezemfundo inokuzinza ngakumbi. Kukho ootitshala abambalwa abangaphezu kwemfuneko ngenxa yesicwangciso sokusa ootitshala kwezinye izithuba (*deployment plan*). ISebe *iWCED* lilawula imiba ye-*Policy on Incapacity Leave and Ill-health Retirement (PILIR)* ukwenzela ukuqinisekisa ukuba zonke inkqubo zolawulo eziyimfuneko ziyasebenza yaye akukho kulibaziseka kungeyomfuneko okanye akukho zintlawulo zingaphezulu (*no over-payments*).

Ukufakwa kwizithuba zengqesho ngeyona ndlela ibhetele kootitshala abangaphezu kwemfuneko kubaluleke gqitha. Ngethuba elisusela kwi-1 April 2011 ukuya kwi-31 Disemba 2011, iSebe *iWCED* lanciphisa inani lootitshala abangaphezu kwemfuneko ngo-111. Abanye ootitshala abayi-89 abangaphezu kwemfuneko bafakwa kwizithuba zengqesho kwikota yokuqala ka-2012.

Ngethuba elisusela kwi-1 Apreli 2011 ukuya kwi-31 Disemba 2011, bayi-343 (65.10%) ababenikwe ibhasari yeFunza Lushaka (ababenikwe ibhasari ngo-2010 abalungele ukufakwa kwizithuba ngo-2011) kwabayi-527 abafakwa kwizithuba ngokuyimpumelelo. Ngethuba elisusela kwi-1 Januwari 2012 ukuya kwi-31 Matshi 2012, bayi-253 (2011) ababenikwe ibhasari yeFunza Lushaka (abane-bhasari bango-2011 abalungele ukufakwa kwizithuba ngo-2012) abayi-485) (52.2%) bafakwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo. Kwaqwalaselwa ngokukodwa ngo-2011 ukupapashwa nokuzaliswa kwezithuba

zeenqununu. Ezi zithuba zapapashwa kudidi ngalunye kwizintlu zezithuba yaye kwaqalwa ngazo ukuqinisekisa inkqubo yokuhlaza izicelo ekhawulezileyo. Ezi nkqubo zanciphisa amathuba apho ootitshala bebekwizithuba zokubambela nokusetyenziswa kwabasebenzi bethutyana yaye zibenegalelo kuzinzo esikolweni. Iikhrayitheriya zokuqeshwa neenkqubo zokukhethwa zeenqununu nazo zaphuculwa.

Le theyibhile ingezantsi inika iinkcukacha-manani ngalo mbandela.

	IiNqununu ezintsha ngoNyaka						
	2009	2010	2011	2012	Itotali iyonke	Inani lezikolo	%
<i>Cape Winelands</i>	13	22	20	10	65	275	23
<i>Eden & Central Karoo</i>	14	13	12	9	48	221	21
<i>Metro Central</i>	12	30	14	6	62	210	29
<i>Metro East</i>	9	21	6	10	46	140	32
<i>Metro North</i>	15	16	10	16	57	206	27
<i>Metro South</i>	14	18	8	8	48	188	25
<i>Overberg</i>	3	9	5	4	21	82	25
<i>West Coast</i>	8	13	11	5	37	131	28
<i>Itotali iyonke</i>	88	142	86	68	384	1 453	26

Ingcaciso noNxibelelwano

Ngo-2011/12 indima ye-Central Education Management Information System (CEMIS) yaphuculwa ngakumbi ukulungiselela ukuba ibe sisixhobo sekhompyutha (*an online vehicle*) ekunokulawulwa ngaso ngempumelelo enkulu inkqubo yobhaliso lwabafundi neyokulandelela abafundi (*learner registration and tracking*). Yaye yaphuculwa indima yayo yokuxhasa, ukukhokela nokomeleza ukwenziwa kwezigqibo ngobuchule. Njengoko bekunjalo kwithuba langaphambili, iCEMIS yaxhasa ngqo iinkqubo zeemviwo, nolawulo lovavanyo neenkqubo zobhaliso yaye yabonelela ngedatha yokubalwa kwezithuba ezabelwa amaziko nokwenza iisaveyi ekhompuyutheni kwizikolo zikarhulumente eziqhelekileyo nakwizikolo eziineemfuno ezizodwa.

Ngo-2011, i-CEMIS yasetyenziselwa ukuqokelela amanani aluqikelelo (*projections*) avela ezikolweni ukwenzela uku-odola iincwadi zezifundo okucetywayo (i-CAPS neencwadi zokwenza umsebenzi) ukulungiselela unyaka ozayo. Le nkqubo yokusetyenziswa kwekhompyutha (*automated process*) yaba yimpumelelo ngokumalunga nexesha nendleko kwakunye nokubeka esweni inkqubela kusetyenziswa ikhompyutha nokulungiselela ukunika ingxelo. Ubuyiswa kweentlawulo zokuxolelwa ekuhlawuleni iifizi (*re-imburement of fee exemptions*) kwizikolo nako kwenziwa ngekhompyutha yaye oko kubangele ukwenzela izinto ekuhlweni ngakumbi, ukulawula nokunika ingxelo ngokungaphezulu. Ukutshekisha kwikhompyutha kwezikolo izabelo-mali zazo ngokweMimiselo neMigangatho namanani ezithuba abelwe izikolo kukuphucule ukusebenza ngempumelelo kwezi nkqubo.

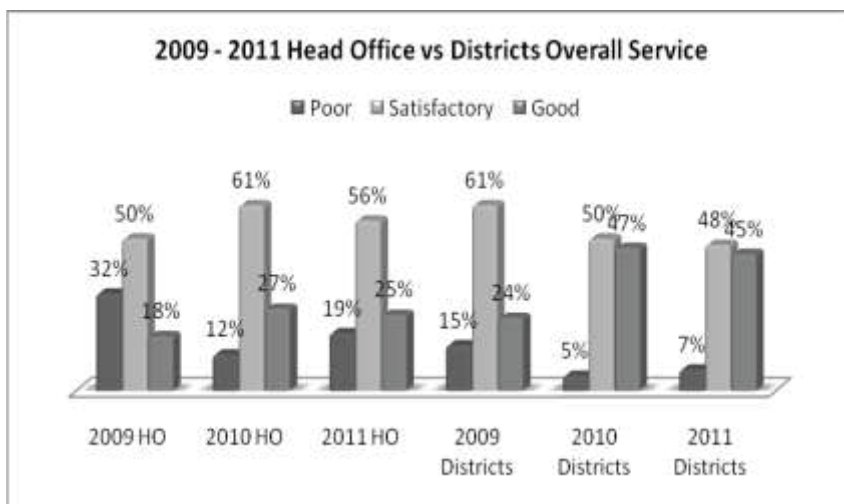
I-District Management Information System (DEMIS) nayo isebenza ngokupheleleyo kuzo zonke izithili zemfundo eziyi-8. Amagosa ezithili asebenzisa le sistim ukwenza izicwangciso, ukufaka kwikhompyutha nokujonga iingxelo nokulungiselela amaphulo ongenelelo ngoncedo azo zonke izikolo.

Iprojekthi i-Khanya Project yayigunyaziswe ukuba ibonelele ngethekhinoloji kuzo zonke izikolo zikarhulumente kwiSebe iWCED ngethuba eliya kutsho ku-2012, nokuqinisekisa ukuba bonke ootitshala bakuxhotyiselwe ukusebenzisa iithekhinoloji ezahlukeneyo ezifana nezixhobo zokufundisa, zokufunda nezolawulo. Le projekthi yagqitywa ngokusemthethweni nge-31 Matshi 2012, emva kokuba inike izikolo iikhompyutha, ii-servers, ii-data projectors, ii-laptops, ii-interactive white boards nezinye iindidi zethekhinoloji. Imisebenzi yeprojektho yeKhanya iye yabandakanywa kwizitraktsha zeSebe iWCED.

Kule minyaka mihlanu izayo iSebe iWCED liya kubonelela ngethekhinoloji eqalisa izinto ezintsha ngeenkqubo zekhompyutha (through innovative configurations) ezikolweni. I-technology architecture iya kujolisa kwithekhinoloji yaseklasini (classroom technology) nokukhonfigarishwa ngokutsha kweelebhu zekhompyutha ezikhoyo (reconfiguration of existing computer laboratories). Izikolo ziya kunikwa zibonelelo ii-digital resources. Uqeqesho olufanelekileyo ekusetyenzisweni kweethekhinoloji nezibonelelo ii-digital resources ze-e-Learning nalo luya kubonelelwa.

Amaziko i-Walk-in ne-Visitors' centres amkela iindwendwe eziphakathi kwe-3 500 ne-5 700 ngenyanga. Iziko leeFoni leSebe iWCED (WCED Call Centre) laphendula iifoni eziyi-119 396 kwicandelo labenzelwa iinkonzo yaye lisombulule malunga ne-99.5% kwimibuzo yabenzelwa iinkonzo kwakwiscelo sokuqala. Imibuzo eqikelelwa ku-600 yabenzelwa iinkonzo yagqithiselwa kwii-ofisi ekwenziwa kuzo iinkonzo (back offices). Iziko leWebhu leWCED lihlaziywa qho yaye lirekhode ngaphezu kwesigidi (1 million) sabasebenzisi abangena kulo ngo-2011/12.

Isaveyi i-Customer Satisfaction Survey, kunyaka wayo wesithathu, yaqhuba uvoto ukufumana izimvo kwizikolo eziyi-296 yaye kwafunyanwa iimpendulo eziyi-708 kwizikolo eziyi-154. Itotali yoku kwiminyaka emi-3, yi-60% yezikolo zeSebe iWCED ecelwe ukuba iphendule kwisaveyi (babe ba-5 abaphendulayo kwizikolo ngasinye) nezikolo eziyi-426 zizonke, oko kuthi yi-30% eyaphendulayo yazo zonke izikolo. Ukureyithwa kweenkonzo zeSebe iWCED kubonise ukuba ukureyithwa okubonisa ukuphucula kweenkonzo kwango-2010 phantse kuhlale kunjalo naku-2011. Izikolo zazincoma ngokukodwa iinkonzo ezizifumana kwizithili zemfundo yaye ukureyithwa kwango-2011 kweenkonzo "ezisemgangathweni" okanye "ezigqwesileyo" kwinkonzo yezithili ngu-45%, xa ithelekiswa no-24% wango-2009 ngethuba kwakusekwa iiKomiti zeeSekethe.



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. Izikolo nezithili zemfundo zithweswe uxanduva lokuphendula malunga nenkxaso emayinikwe nangendlela abaqhuba ngayo abafundi. Ukuhamba isikolo kootitshala nabafundi nokusetyenziswa kosuku lwesikolo ngeyona ndlela inenzuzo 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 nemibandela yezemali nengeyiyo eyezemali. Amathuba okunika ingxelo asusela kwawenziwa qho ngenyanga (umz. ezemali) ukuya kwawenziwa ngekota okanye ngonyaka. Onke amacandelo akwiSebe iWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko okanye iSebe leMfundo ePhakamileyo noQeqesho (*Higher Education and Training*) apho kugcinwa khona iingxelo ezilandelelanayo, ingcaciso ngocazululo lwentsebenzo noqikelelo. ISebe leNkulumbuso lenza umsebenzi wokongamela iiprojekthi eziphambili zeWCED ezithi zilandelelwe ngenkqubo ye-*Provincial Dashboard*. Iinkqubo zophicotho lwangaPhakathi nolwangaPhandle (*Internal and External Audit processes*) zilawula ngokongezelelweyo iinkqubo (*controls*) zize zancedise ekuqinisekiseni ukusebenza nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kulawulwa bubudlelwane obumiselweyo (*formal relationship*) obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke weziphumo zokufunda. Obu budlelwane bungqinisiswa ekumodareyithweni kwangaphakathi kweenkqubo zovavanyo nokubonelelwa kwenkqubo yovavanyo eyamkelekileyo.

Iprogram yoVavanyo lweSikolo Siphela (*Whole School Evaluation*) iyaqhubeka nokubonisa ngokunzulu okuqhubekayo okuluncedo kakhulu kungekuko kwiifundo zenkxaso kwisikolo ngasinye kuphela, koko nakwimiba emalunga nenkqubo yezemfundo. Ngo-2011 iphulo elilingwayo laqhutyelwa ukumisela ukuba ngaba ukutyelela izikolo kungaba kokwethuba elifutshane kuneliselweyo leentsuku ezi-3 ukuya kwezi-5. Kwenziwa utyelelo lwezikolo kwethuba elifutshane, umzekelo izikolo ezincinane, okanye ezo ziqhuba kakuhle ngaphandle kwamagingxi-gingxi. Le *streamlined model* yamkelwa yaza yavumela ukuba kutyelelwe izikolo ezongezelelweyo. Kwabelwana ngeziphumo kwiingxelo zokuqhubekayo ii-*trend reports* ukongeza kwiingxelo ezineenkukacha ezininzi ezinikwa izikolo ezichaphazelekayo.

Ngo-2011, iingxelo zezikolo ngezicwangciso zophuculo zazo (*their improvement plans*) zango-2010 zafakwa kwikhompyutha ngamagosa zaza zacazululwa ngenjongo yokuqulunqa inguqulelo esekhompuyutheni (*an online version*). NgoFebruwari 2012, zonke izikolo zagqiba ii-*School Improvement Plans (SIPs)* kwikhompyutha, neethagethi zeminyaka ezithathu, zokupasa kwizifundo (*academic performance*); impumelelo kulawulo (*management efficiencies*) (olufana nokungabikho esikolweni kootitshala nabafundi (*teacher and learner absenteeism*); uqeqesho lootitshala, ukucwangcisa ithayimthebhile nezifundo (*timetabling and academic planning*); izibonelelo nolondolozo. Izalathi-nkqubela zingqinelana nezinye zeethagethi zikazwelonke phantsi kwe-*Action Plan 2014* (Funda isiHlomelo) yaye zimataniwa neenkalo eziyi-9 ekujoliswe kuzo zovavanyo lwesikolo siphela. Ixabiso lesicwangciso sophuculo lwesikolo kwikhompyutha esifana nesi, kukuba zonke izikolo zijolise ekuqhubeni ngamandla amaphulo ongenelelo ngoncedo aphambili. I-SIP inokuba yinxalenye yenkqubo yokumelwa kukuphendula, njengoko abanelungelo lokusayina kwisicwangciso bebandakanya inqununu, iSGB neSebe iWCED.

IBhunga lezeMfundo (*Education Council*), lokunika iingcebiso uMphathiswa wezeMfundo eNtshona Koloni lanyulwa ngokwale Mimiselo *Regulations relating to the Education Council for the Province of the Western Cape* eyapapashwa nge-26 Septemba 2011. UMphathiswa wePhondo wanyula uProfesa Brian Figaji njengoSihlalo noProfesa Daya Reddy njengoSekela-Sihlalo weBhunga lezeMfundo. IBhunga ngoku linamalungu ayi-21 ewonke, yaye limele iindidi ezahlukeneyo zabathathi-nxaxheba kwezemfundo (*stakeholders in education*).

ST102	Inkcitho ngento nganye (2011/12) R'000									
	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Itotali	
lintlawulo zalo nyaka-mali	401,237	9,694,029		627,070	259,553	5,850	114,203	123,944	11,225,886	
Imbuyiselo yabasebenzi	252,346	8,732,150		607,313	259,553	5,670	63,855	76,184	9,997,071	
Ootitshala abasezi-ofisini	70,170	7,924,369		495,932	224,168	5,002	63,855	53,826	8,837,322	
Imivuzo nemirholo (<i>Salaries and wages</i>)	61,821	6,868,326		431,167	195,934	4,489	54,663	51,827	7,668,227	
lintlawulo zezentlalo (<i>Social Contributions</i>)	8,349	1,056,043		64,765	28,234	513	9,192	1,999	1,169,095	
Abasebenzi abangezotitshala	182,176	807,781		111,381	35,385	668		22,358	1,159,749	
Imivuzo nemirholo (<i>Salaries and wages</i>)	159,952	692,170		96,328	30,289	616		18,957	998,312	
lintlawulo zezentlalo (<i>Social Contributions</i>)	22,224	115,611		15,053	5,096	52		3,401	161,437	
Iimpahla neeNkonzo	148,891	961,879		19,757		180	50,348	47,760	1,228,815	
Ii-inventri (<i>Inventories</i>)	9,704	224,892		731		39	5,390	22,283	263,039	
Izibonelelo ezixhasa ukufunda nokufundisa (LTSM)	5,315	213,826		672			5,315	3,731	228,859	
Izinto zokubhala nokuprinta	4,301	9,809				39	75	18,510	32,734	
Okunye	88	1,257						42	1,446	
Iinkonzo zabacebisi, ezekhontraka nezenkonzo ezizodwa	47,467	23,219				3		18	70,707	
Izixhobo ezingaphantsi kwe-R5, 000	8,605	26,105						26	34,736	
Ukulondolozwa kwezakhiwo	14,304	130,556							144,860	
Iingqeshiso ezisebenzayo (<i>Operating leases</i>)	2,149	5,859				81		4,677	12,766	
Ezothutho lwabafundi		173,160					2,517	4	175,681	
Ezinye iimpahla neenkonzo	63,808	366,487	-	14,451	-	57	42,441	20,710	507,954	
Inzala nerenti yemihlaba										
Inzala										
Irenti yemihlaba										
Ii-Financial transactions kwii-asethi nasematyaleni (<i>assets & liabilities</i>)	2,042								2,042	
Inkcitho engagunyaziswanga										

ST102	Inkcitho ngento nganye (2010/11) (Isaqhubeka)								
	<i>1 Admin</i>	<i>2 POS</i>	<i>3 Indep</i>	<i>4 Spec</i>	<i>5 FET</i>	<i>6 ABET</i>	<i>7 ECD</i>	<i>8 Aux</i>	<i>Itotali</i>
Inkxaso-mali neentlawulo ezenziwa ngoomatshini	97,041	57,188	63,554	129,463	275,106	27,248	225,390	8,067	1,483,057
Oomasipala									
li-arhente zesebe nee-akhawunti								5,256	5,256
Amaziko angenzi ngeniso	90,640	608,223	63,554	128,346	243,928	27,248	225,191	2,806	1,389,936
Izikolo zeSiqendu 21		311,507							311,507
I-LTSM		311,507							311,507
Izixhobo ezilulutho									
Ukulondolozwa kwezakhiwo									
linkonzo ezenziweyo									
Amanye amaziko ezemfundo	90,640	296,716	63,554	128,346	243,928	27,248	225,191	2,806	1,078,429
Ezamaxhaya	6,401	48,965		1,117	31,178		199	5	87,865
Iintlawulo zee-asethi ii-capital assets	31,718	545,099		34,808			38,468	75	650,168
Izakhiwo nezinye izittraksha ezingenakushenxiswa		539,191		34,808			38,468		612,467
Izakhiwo		382,239		14,491					396,730
Iihostele									
Izikolo ezitsha		382,239		14,491					396,730
Iiklasi ezongezelelweyo									
Ezinye izongezelelo									
Okunye									
Ezinye izittraksha ezingenakushenxiseka		156,952		20,317			38,468		215,737
Oomatshini nezixhobo	29,869	5,908						75	35,852
Izixhobo zezothutho									
Abanye oomatshini nezixhobo	32,723	17,509	-	4,575	-	-	-	117	54,924
I-software nezinye ii-asethi ii-intangible assets	1,849								1,849
Itotali iyonke	532,038	10,896,316	63,554	791,341	534,659	33,098	378,061	132,086	13,361,153

Iprogram 2: Imfundo kwizikolo zikarhulumente

Injongo

Ukubonelela ngemfundo kwizikolo zikarhulumente eziqhelekileyo ukususela kumaBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, nangokoMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997, njengoko ufakelwe izilungiso

Iprogram yezeMfundo kwiZikolo zikaRhulumente eziQhelekileyo iqulethe ezi program zisekelayo zilandelayo⁵:

Izikolo zikarhulumente eziziiprayimari

- ukubonelela izikolo zikarhulumente eziziiprayimari ezikhethekileyo ngezibonelelo ezifunekayo kumaBakala 1-7

Izikolo zikarhulumente eziziisekondari

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

Iinkonzo zokufundisa

- ukubonelela ootitshala nabafundi ngeenkonzo zenkxaso ezilawulwa lisebe

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabangezo titshala

IProgram yoKutyiswa kwaBantwana kaZwelonke (National School Nutrition Programme)

- ukubonelela abafundi abaziwa njengabahluphekileyo nabalambileyo kwizikolo eziziiprayimari zikarhulumente eziqhelekileyo ngokutya okukokona kuncinane ukuze bafunde ngokuyimpumelelo esikolweni

Iinjongo ezicwangciswe ngobuchule (Strategic Objectives)

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. Kuya kumiselwa iimpawu zokuzilinganisela neethagethi kwisikolo ngasinye.
Injongo ecwangciswe ngobuchule 2.2	Ukuqinisekisa ulawulo olugqwesileyo lwezikolo namagosa, iinqununu nootitshala abamele kukuphendula ngomsebenzi wendima yabo ekuphuculeni indlela isikolo ngasinye esiqhuba ngayo.
Injongo ecwangciswe ngobuchule 2.3	Ukuqinisekisa ukuba iklasi nganye ineencwadi zokufunda ezinengcaciso eninzi ebhaliweyo (<i>text-rich</i>), neencwadi zeeklassi zamaBakala 1-6 neencwadi zezifundo zawo onke amaBakala 1-12 kwisifundo ngasinye, nokusebenzisa ngakumbi ithekhinoloji ukufundisa ikharithyulam esemgangathweni eklasini.
Injongo ecwangciswe ngobuchule 2.4	Ukubonelela ngokutya okuthagethiweyo nezinye izibonelelo zokuphelisa intlupheko nezokhuseleko ukujongana neemfuno zabafundi abahlwempuzekileyo.
Injongo ecwangciswe ngobuchule 2.5	Ukuqinisekisa ngolondolozo lweziseko zophuhliso olubekwa phambili, olungenazindleko zininzi nolusebenza ngempumelelo.
Injongo ecwangciswe ngobuchule 2.6	Ukuqinisekisa ukuba izikolo zibonelelwa ngootitshala ukwenzela ukuba kungqinelwane neemeko zeenkukacha zabemi belizwe (<i>demographic trends</i>).

⁵ Iprogram ezisekelayo ziyinxalenye yethemplethi ye-national sector yaye zii-Treasury funding categories. Iimali kwiProgram 2 zabelwe ukulungiselela ibhajethi engundoqo ye-WCED yaye zibandakanya imivuzo yootitshala, iziseko zophuhliso neendleko zezibonelelo neprogram yokutyisaabantwan yesikolo.

linjongo zoKwenziwa kweeNkonzo neZalathi-nkqubela

Imilinganiselo yeNtsebenzo yeProgram (Imilinganiselo kaZwelonke)
▶ PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo
▶ PPM202: Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo
▶ PPM203: Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo
▶ PPM204: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kumgaqo-nkqubo weZikolo “ezingaBizi ziFizi”
▶ PPM205: Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngamanzi
▶ PPM206: Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngombane
▶ PPM207: Inani lezikolo zikarhulumente eziza kubonelelwa ngezibonelelo zococeko (<i>sanitation facilities</i>)
▶ PPM208: Inani leeklasi eziza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo
▶ PPM 209: Inani lamagumbi emisebenzi ethile (<i>specialist rooms</i>) aza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (zonke iiklasi ngaphandle kwamagumbi abandakanya: iilebhu, ii-stock rooms, ii-sick bay, ikhitshi, njl.njl.)
▶ PPM210: Inani labafundi abaneemfuno ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo
▶ PPM215: Inani lezikolo ezenza zonke iinkonzo zokufundisa ⁶
▶ PPM212: Inani lezikolo ezihanjelwe kwaba kanye ubuncinane ngekota ngumphathi wesekeke

Uphuhliso lomgaqo-nkqubo weeProgram ngo-2011/12

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 kwayo. Izilungiso zijongene nokubonelelwa kwenkxaso-mali yokwenza umsebenzi (*operational funds*) kwizikolo ezingabizi zifizi (*Section 138A*) nembuyiselo yokuxolelwa ukuhlawula iifizi kwizikolo ezibiza iifizi (*Section 170A*). Isilungiso samva sivumela iimvavanyo ii-*Annual National Assessments* kumaBakala 3 no-6 kwizikolo zikarhulumente, zibe zezisetyenziselwa ukulinganisela impumelelo yabafundi (*learner achievement*) kwezo zikolo zizimeleyo zikufaneleyo 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 yoko. La maxwebhu ongeze iinzuzo ezizezinye eziquletse zonke ezi mfundo zingummiselo kuxwebhu olunye. I-CAPS yaphunyezwa kwiSigaba seSiseko nakwiBakala 10 ngo-2012, yaye iya kuphunyezwa kwiSigaba esiPhakathi (amaBakala 4-6) nakwiBakala 11 ngo-2013 nakwiSigaba saBadala (amaBakala 7-9) nakwiBakala 12 ngo-2014.

⁶ Oku kubhekisa kwinqanaba lezikolo eziza kusekwa kunyaka ekubhekiswa kuwo

Ukujongisiswa kwakhona koMgaqo-nkqubo weSebe iWCED ongoKualwa kweZikolo zikaRhulumente

Umgaqo-nkqubo oyidrafft ubonelela ngenkqubo-sikhokelo eya 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. Zigqityiwe 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*). Injongo yalo mgaqo-nkqubo kukulawula nokulungisa ukubonelelwa kwezikolo ngeziseko zophuhliso nokubonelela ngesikhokelo esijolise ekubonelweni ngokulinganayo ngendawo yokufundisela nokufunda kubo bonke abafundi eMzantsi Afrika. Ukwacacisa iindima ezicacileyo nemisebenzi yabo bonke abathathi-nxaxheba yaye ucacisa ukuba nokuphendula ngokuqhubekayo kwabafanele ukwenjenjalo ekubonelelweni kwezikolo ngeziseko zophuhliso. Imiba ephambili ngalo mgaqo-nkqubo yile: i) ukuveliswa kweyona mimiselo nemigangatho isezantsi yeziseko zophuhliso ukuqinisekisa ukubonelelwa ngokulinganayo ngeziseko zophuhliso, ii) ukusekwa kweekhrayitheriya zemigangatho zikazwelonke, kunye iii) neenkqubo zokuqatshelwa nokukhethwa kweendawo zezibonelelo eziyiprayorithi.

ST201	Imfundo kwizikolo zikaRhulumente eziqhelekileyo - Imiba ephambili				
		2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
lintlawulo ngeprogram esekelayo nganye (R'000)*					
2.1	Izikolo zikarhulumente eziziprayimari	4,782,768	5,480,559	5,957,999	5,957,005
2.2	Izikolo zikarhulumente eziziisekondari	3,118,546	3,341,818	3,819,201	3,817,903
2.3	Iinkonzo zokufundisa	388,935	454,216	478,321	471,407
2.4	Uphuhliso lwezakhono zabasebenzi	79,040	87,619	86,181	86,181
2.5	Iigranti ephuma ngokwemiqathango ethile	250,665	356,837	564,730	563,820
Itotali		8,619,954	9,721,049	10,906,432	10,896,316
lintlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
	lintlawulo zalo nyaka-mali	7,890,495	8,844,794	9,685,586	9,682,428
	Imbuyiselo yabasebenzi	7,149,825	7,994,876	8,732,150	8,732,150
	Ootitshala	6,502,662	7,234,580	7,924,369	7,924,369
	Abasebenzi abangezotitshala	647,163	760,296	807,781	807,781
	Iimpahla neenkonziso kunye nezinye izinto kulo nyaka-mali	740,670	849,918	953,436	950,278
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	531,749	531,258	657,232	657,188
	lintlawulo zee-capital assets	197,710	344,997	563,614	556,700
Itotali		8,619,954	9,721,049	10,906,432	10,896,316
Iinkcukacha-manani zentsebenzo					
	Abafundi	913 965	919 936	920 000	921 776
	Iintsuku ezinokubakho zokufunda ngomfundi ngamnye	198	198	200	198
	Inani lootitshala (abaqeshwe ngurhulumente) bezikolo eziziiPrayimari neeSekondari (a)	28 995	28 695	28 300	28 842
	Inani lootitshala abaqeshwe isigxina abazishiyileyo izikolo zikarhulumente eziqhelekileyo (b)	1 046	795	1 300	887
	Ireyithi yokuncipha kwamanani ootitshala abaqeshwe isigxina (b/a)	3.6%	3%	4%	3.1%
	Itotali yeentsuku zokusebenza ezinokubakho ngootitshala ngamnye	200	200	204	202

ST201	Imfundo kwizikolo zikaRhulumente eziqhelekileyo - Imiba ePhambili	2009/110 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
► Imilinganiselo yentsebenzo yeprogram **					
► PPM201:	Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	913 965	919 936	920 000	921 776
► PPM202:	Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	28 995	28 695	28 300	28 842
► PPM203:	Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	6 709	6 681	6 678	6 470
► PPM204:	Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kumgaqo-nkqubo weZikolo “ezingaBizi ziFizi”	349 373	365 112	366 853	366 259
► PPM205:	Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngamanzi	0	0	0	0
► PPM206:	Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngombane	0	0	0	0
► PPM207:	Inani lezikolo zikarhulumente eziza kubonelelwa ngezibonelelo zococeko (<i>sanitation facilities</i>)	0	0	0	0
► PPM208:	Inani leeklassi eziza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo	New PPM	394	447	453
► PPM 209:	Inani lamagumbi emisebenzi eyodwa (<i>specialist rooms</i>) aza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (zonke iiklassi ngaphandle kwamagumbi abandakanya: iilebhu, ii-stock rooms, ii-sick bay, ikhitshi, njl.njl.)	New PPM	95	504	328
► PPM210:	Inani labafundi abaneemfuno ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo	13 765	12 691	13 700	6 973
► PPM215:	Inani lezikolo ezenza zonke iinkonzo zokufundisa ⁷	27	39	11	11
► PPM212:	Inani lezikolo ezihanjelwe kwakanye ubuncinane ngekota ngumphathi wesekethe	New PPM	1 453	1 456	1 514
** Inkcazo yomahluko phakathi kweethagethi nezona kanye inikwe kule theyibhili ingezantsi.					

⁷ Oku kubhekisa kwini lezikolo eziza kusekwa kunyaka ekubhekiswa kuwo

ST201	Imfundo kwizikolo zikaRhulumente eziqhelekileyo - Imiba ephambili			
Izalathi-nkqubela zeNtsebenzo yeProgram**				
	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
PPI 2.1. Abafundi abagcinwe kwinkqubo yesikolo ukususela kumaBakala 10 – 12	53% (estimated)	56.7%	57%	57%
PPI 2.2. Ipesenti yabafundi kumaBakala 3 efumene iziphumo ezamkelekileyo kulwazi lokufunda nokubhala	53.5% (estimated - not tested)	54.9%	60%	30.4%*
PPI 2.3. Ipesenti yabafundi kumaBakala 3 efumene iziphumo ezamkelekileyo kulwazi lokubala	35% (estimated - not tested)	48.3%	45%	47.2%
PPI 2.4. Ipesenti yabafundi kumaBakala 6 efumene iziphumo ezamkelekileyo kulwazi lokufunda nokubhala	44% (estimated- 48.6%)	52.3%	50%	31.5%*
PPI 2.5. Ipesenti yabafundi kumaBakala 6 efumene iziphumo ezamkelekileyo kulwazi lokubala	14% (estimated - 17.4%)	24.4%	20%	23.4%
PPI 2.6. Ipesenti yabafundi kumaBakala 9 efumene iziphumo ezamkelekileyo kulwazi	40% (estimated - not tested)	51.8% (pilot)	50%	44.2%
PPI 2.7. Ipesenti yabafundi kumaBakala 9 efumene iziphumo ezamkelekileyo kwimathematika	35% (estimated - not tested)	9.4% (pilot)	42%	10.4%
PPI 2.8. Izikolo ezinereyithi yokupasa engu- <60%	85	78	35	30
PPI 2.9. Ireyithi yokupasa kwiSatifikethi seMatriki sikazwelonke	75.7%	76.8%	80%	82.9%
PPI 2.10. Amanani okuPasa kwiSatifikethi seMatriki sikaZwelonke	34 017	35 139	34 400	33 146
PPI 2.11. I-% yabafundi abalungele izifundo zesiDanga sokuqala	31.88%	31.48%	32%	38.1%
PPI 2.12. Amananani abafundi abafanelekileyo ukufunda isiDanga sokuqala	14 324	14 414	13 760	15 214
PPI 2.13. Amanani abafundi abapase iMathematika kwiSatifikethi seMatriki sikaZwelonke	12 467	11 571	11 200	9 820
PPI 2.14. Amanani abafundi abapase iPhysical Science kwiSatifikethi seMatriki sikaZwelonke	7 064	7 524	7 800	7 137
PPI 2.15 Inani lezikolo ezongezelelweyo ezikhuselwe nge-alam eqhagamshelwaniswe no-armed response, ezine-burglar bars, ii-stone guards ezifestileni.	50	50	50	50
<p>Makuqatshelwe ukuba kuphela ngabeBakala 6 abavanywayo ngo- 2009/10 kodwa iziphumo zezniwa zafumaneka emva kokupapashwa i- APP efanelekileyo. Amanye amanqaku anikiweyo ayingqikelelo. Ngo- 2010 onke amaBakala avavanywa kunyaka omnye okokuqala ngqa. Iimvavanyo zeBakala zalingwa kuzo zonke izikolo ezifundisa iBakala 9.</p> <p>*Amanqaku achatshazelwe ziinguqu kwiimvavanyo ukunyusa umgangatho ukungqinelana nemimiselo kazwelonke</p> <p>**Inkcazo ngomahluko phakathi kweethagethi nalawo angawo kanye zibonelelwa kule theyibhile ingezantsi.</p>				

ST201	Imfundo kwizikolo zikaRhulumente eziqhelekileyo - Imiba ephambili			
Izalathi-nkqubela zeNtsebenzo yeProgram**				
	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
PPI 216: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwiprogram yothutho lwabafundi	47 753	48 786	47 000	50 992
PPI 217 Inani lootitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiPrayimari]	17 217	17 010	16 588	16 987
PPI 218 Inani labangezotitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiPrayimari]	3 534	3 530	3 939	3 430
PPI 219 Inani lootitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiSekondari]	10 247	10 079	9 944	10 209
PPI 220 Inani labangezotitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiSekondari]	2 428	2 423	2 731	2 337
PPI 221 Ukungabikho kootitshala kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge-%	New PPI	New PPI	6%	3%
PPI 222 Ukungabikho kwabafundi kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge-%	New PPI	New PPI	9.9%	4.1%
PPI 223 Inani lootitshala kumaBakala 1-6 abeza koomasifundisane boqeqesho bolwazi lokufunda nokubhala nolwazi lokubala eCTLI	New PPI	New PPI	950	2 594
PPI 224 Inani lamalungu eekomiti zolawulo lwezikolo aqeqeshwe e-CTLI	New PPI	New PPI	750	672
PPI 225 Inani leeprojekthi zokulondolozwa kwezakhiwo ezigqityiweyo	New PPI	New PPI	158	304
** Inkcazo yomahluko phakathi kweethagethi nezona kanye inikwe kule theyibhili ingezantsi.				

ST202	Iziko zikarhulumente eziziprayimari eziqhelekileyo – Imiba ephambili				
		2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 Ithagethi	2011/12 Eyiyo kanye kanye
Iintlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
	Iintlawulo zalo nyaka-mali	4,347,861	5,042,752	5,464,518	5,463,524
	Imbuyiselo yabasebenzi	4,148,094	4,675,110	5,112,583	5,112,583
	Ootitshala	3,774,765	4,254,349	4,652,450	4,652,450
	Abasebenzi abangezotitshala	373,329	420,761	460,133	460,133
	Iimpahla neenkonziso kunye nezinye izinto kulo nyaka-mali	199,767	367,642	351,935	350,941
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	319,115	291,491	351,066	351,066
	Iintlawulo zee-capital assets	115,792	146,316	142,415	142,415
	Itotali	4,782,768	5,480,559	5,957,999	5,957,005
Iinkcukacha-manani zentsebenzo					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe ngurhulumente) (a)	17 217	17 010	16 588	16 987
	Inani labasebenzi abangezotitshala (abaqeshwe ngurhulumente)	3 534	3 530	3 939	3 430
Amanani obhaliso					
	Abafundi kwiziko zikarhulumente eziziprayimari (b) { libandakanya ii-Intermediate schools}	591 441	597 392	597 500	593 510
	Umlinganiselo wenani labafundi abafundiswa ngutitshala kwiziko eziziprayimari zikarhulumente (b/a)	34.4	35	35	34.9
	Abafundi beBakala 1 ukuya kwiBakala 7	584 034	578 398	580 000	586 052
	abangabafundi abakhubazekileyo	9 516*	9 466	9 500	3 527
	ababhinqileyo	288 146	291 008	291 000	288 417
Amaziko neziseko zophuhliso					
	Iziko	1 097	1 094	1 097	1 090
	Inani leziko eziphantsi kweSiqendu 21 soMthetho weSASA	805	784	799	805
	Inani leziko ezibhengezwe njengeziko "ezingabizi zifizi"	546	559	562	552

ST202	Izikolo zikarhulumente eziziprayimari eziqhelekileyo – Imiba ephambili			
	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 Ithagethi	2011/12 Eyiyo 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)	19 362	19 651	19 376	20 519
Umlinganiselo wenani labafundi abafundiswa ngutitshala kwiklasi nganye (b/c)	30.5	29.4	30	28.9
Inkcitho eyenziwe ekulondolozweni kwezakhiwo zezikolo (R'000)*				
Inkcitho eyenziwe ekulondolozweni kwezakhiwo zezikolo	28,712	56,076	72,275	76,1
Ixabiso lokutshintshwa kwazo zonke iziseko zophuhliso ezisisigxina (R'000)	11,407,191	12,581,435	11,616,998	13,728,998

ST203	Izikolo zikarhulumente eziziisekondari eziqhelekileyo –Imiba ephambili	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthageathi	2011/12 Eyiyo kanye kanye
lintlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
	lintlawulo zalo nyaka-mali	2,880,305	3,139,915	3,496,452	3,495,154
	Imbuyiselo yabasebenzi	2,692,203	2,951,214	3,224,025	3,224,025
	Ootitshala	2,422,982	2,656,092	2,901,622	2,901,622
	Abasebenzi abangezotitshala	269,221	295,122	322,403	322,403
	limpahla neenkonzokunye nezinye izinto kulo nyaka-mali	188,102	188,701	272,427	271,129
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	173,771	176,642	247,084	247,084
	lintlawulo zee- <i>capital assets</i>	64,470	25,261	75,665	75,665
	Itotali	3,118,546	3,341,818	3,819,201	3,817,903
Iinkcukacha-manani zentsebenzo					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe ngurhulumente) (a)	10 247	10 079	9 900	10 209
	Inani labasebenzi abangezotitshala	2 428	2 423	2 700	2 337
Ubhaliso lwabafundi					
	Abafundi kwizikolo zikarhulumente eziziisekondari eziqhelekileyo (b) [libandakanya izikolo ii- <i>combined schools</i>]	322 524	322 544	323 000	328 266
	Umlinganiselo wenani labafundi abafundiswa ngutitshala kwizikolo zikarhulumente eziziisekondari (b/a)	31.5	32	32	32
	Abafundi beBakala 8 ukuya kwiBakala 12	329 931	329 845	312 000	335 724
	ababhinqileyo	176 489	176 365	176 500	179 695
	Ababhinqileyo kwiBakala 12	26 287	25 751	25 800	22 913
	Ababhinqileyo kwiBakala 12 abafunda iMathematika	10 670	9 506	9 400	7 565
	Ababhinqileyo kwiBakala 12 abafunda iSayensi	6 815	6 337	6 400	5 485

ST203	Izikolo zikarhulumente eziziisekondari eziqhelekileyo –Imiba ephambili	2009/10 Eyiyi kanye kanye	2010/11 Eyiyi kanye kanye	2011/12 lthagethi	2011/12 Eyiyi kanye kanye
Amaziko neziseko zophuhliso					
Izikolo		359	358	359	363
Inani lezikolo eziphantsi kweSiqendu 21 soMthetho weSASA		255	257	260	263
Inani lezikolo ezibhengezwe njengezikolo “ezingabizi zifizi”		107	116	116	115
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)		9 387	9 481	9 479	9 674
Umlinganiselo wenani labafundi abafundiswa ngutitshala kwiklasi nganye (b/c)		34.4	34	34	33.9
Inkcitho eyenziwe ekulondolozweni kwezakhiwo zezikolo (R'000)*					
Inkcitho eyenziwe ekulondolozweni kwezakhiwo zezikolo		46, 326	42,387	36,138	50,2
Ixabiso lokutshintshwa kwazo zonke iziseko zesikolo ezingenakushenxiseka (R'000)		5,722,268	6,313,900	6,608,781	4,496,780*
Iinkcukacha-manani zeziphumo					
Inani labafundi beBakala 9 abachophele iimvavanyo ezifanayo		74 836	77 992	80 000	76 912
Inani labafundi beBakala 9 abafumene iziphumo zezifundo ezamkelekileyo		53 651	56 791	58 500	54 832
Inani labafundi ababhala iimviwo zeNSC (d)		44 931	45 783	43 000	39 988
Inani labafundi abapase iimviwo zeNSC (e)		34 017	35 139	34 400	33 146
Inani labafundi abapase nge- <i>endosimenti</i>		14 324	14 414	13 800	15 215
Ireyithi yoKupasa iNSC (e/d)		75.7%	76.8%	80%	82.9%
Inani labaviwa beNSC abapasa zombini iMathematika neSayensi		6 633	6 767	6 050	6 167
Inani lezikolo ezibhala iimviwo zeNSC		417	417	417	418
Inani lezikolo ezinereyithi yokupasa yeNSC engaphantsi ko-40%		17	12	0	3
Ireyithi yokupasa yeNSC yezikolo zenqanaba 1 lentlupheko		60.2%	57.8%	60%	70.3%
Ireyithi yokupasa yeNSC yezikolo zenqanaba 5 lentlupheko		89.1%	90.2%	91%	92.7%
*Ingqikelelo ehlenga-hlengisiweyo					

Imilinganiselo yeNtsebenzo yeeProgram, iiNjongo eziCwangciswe ngoBuchule, neZalathi-nkqubela: Inkcazo ngoMahluko

► PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo

Eyandlalelayo (*actual output 2010/11*) 919 936

Ithagethi : 920 000

Eyiyo kanye : 921 776

Inkcazo : Bekukho ukukhula okungaphezulu kumanani obhaliso kunalawo ebelindelekile.

► PPM202: Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo

Eyandlalelayo (*actual output 2010/11*) 28 695

Ithagethi: 28 300

Eyiyo kanye: 28 842

Inkcazo: Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iimfuno zekharithulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini, ukupheliswa kweemvumelwano, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (*transfers*).

► PPM203: Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo

Eyandlalelayo (*actual output 2010/11*) 6 681

Ithagethi: 6 678

Eyiyo kanye: 6 470

Inkcazo: Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iimfuno zekharithulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini, ukupheliswa kweemvumelwano, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (*transfers*).

► PPM204: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kumgaqo-nkqubo weZikolo “ezingaBizi ziFizi”

Eyandlalelayo (*actual output 2010/11*) 365 112

Ithagethi: 366 853

Eyiyo kanye: 366 259

Inkcazo: Inani labafundi landa ngo-1 147, xa kutheliswa nenani lango-2010, ngenxa yokwanda kwamanani obhaliso kwizikolo esichaphazelekayo. Inani lilonke labaxhamlayo lixhomekeke kumanani obhaliso kwizikolo ezifanele ukuba kumanqanaba 1-3 entlupheko

► PPM205: Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngamanzi

► PPM206: Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngombane

► PPM207: Inani lezikolo zikarhulumente eziza kubonelelwa ngezibonelelo zococeko (*sanitation facilities*)

Eyandlalelayo (*actual output 2010/11*) 0

Ithagethi: 0

Eyiyo kanye: 0

Inkcazo: Akukho zikolo ezingenamanzi, umbane nezibonelelo zococeko

► PPM208: Inani leeklasi eziza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo

Eyandlalelayo (*actual output 2010/11*): 394 (*non-cumulative*)

Ithagethi: 447

Eyiyo kanye 453

Inkcazo: Kudlulwe kwithagethi ngo-6.

► PPM 209: Inani lamagumbi emisebenzi eyodwa (*specialist rooms*) aza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (zonke iiklasi ngaphandle kwamagumbi abandakanya: iilebhu, ii-*stock rooms*, ii-*sick bay*, njl.njl.)

Eyandlalelayo (*actual output 2010/11*): 95 (*non-cumulative*)

Ithagethi: 504

Eyiyo kanye: 328

Inkcazo: Ziyi-10 iiprojekthi ze-ELSEN ezingakhange zigqitywe ngenxa yokuqatshelwa emva kwexesha kwazo nangenxa yezizathu ezikwezo ndawo umz. iivekhisophu e*Bishops School of Skills* azikwazanga ukuqhubeka kuba i*Klipfontein Methodist Primary School* ibisisebenzisa isakhiwo lo gama esabo isakhiwo besisahlaziywa yaye kutshintshwa neeyunithi ezizimobhayili ezongezelelweyo. Ezi zibe ngamagumbi ayi-41 ewonke: *Atlantis School of Skills* (2); *Bishops School of Skills* (4); *Faure School of Skills* (6); *Glenbridge* (3); *Van Riebeeck Vallei School of Skills* (1); *Agape* (5); *Beacon School for Autism* (7); *Karitas* (7); *Mary Harding* (2); *Ligstraal* (4). Ithagethi yamagumbi ayi- 504 ibandakanye nee-ofisi, amagumbi azizitora (*storerooms*) namagumbi anqatyisiweyo (*strongrooms*) kodwa inkcazo yamagumbi emisebenzi eyodwa (*specialist rooms*) itshintshile ukwenzela ukuba la magumbi angabandakanywa. Itotali yamagumbi engu- 328 ayiwabandakanyi la magumbi.

► PPM210: Inani labafundi abaneemfuno ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo

Eyandlalelayo (*actual output 2010/11*) 12 691

Ithagethi: 13 700

Eyiyo kanye: 6 973

Inkcazo : Ithagethi ibisuselwe kwinani elifumanekayo elingu-13 765 (2009/10). Inani elitsha lisisiphumo somsebenzi oyi-*data-cleaning exercise*. Izikolo bezisebenzisa iinkcazo ezahlukelelo nezingafanelekanga zeemfuno ezizodwa kodwa zawalungisa amanani azo ukuphendula imibuzo nendlela yokuyicacisa gca inkcazo.

► PPM211: Inani lezikolo ezenza zonke iinkonzo zokufundisa ⁸

Eyandlalelayo (*actual output 2010/11*): 39 (*non-cumulative*)

Ithagethi: 11

Eyiyo kanye: 11

Inkcazo: Kufikelelwe kwithagethi: Ngu-119 inani lilonke lezikolo ii-*Full- Service Schools/* ezenza zonke iinkonzo zokufundisa esele zibhalisiwe.

► PPM212: Inani lezikolo ezihanjelwe kwakanye ubuncinane ngekota ngumphathi wesekethe

Eyandlalelayo (*actual output 2010/11*) 1 453

Ithagethi : 1 456

Eyiyo kanye : 1 514

Inkcazo : Ukurekhoda kwandiswa ukulungiselela izikolo zaBafundi abaneeMfuno zeMfundo eziZodwa . Itotali ibonisa i-avareji kwiikota ezine. Ezinye izikolo zavalwa ekupheleni kuka – 2011 yaye ezinye zavulwa ngo- 2012. Bekukho izikolo eziyi- 12 ebezingakhange zihanjelwe ubuncinane kube kanye ngekota ngumphathi weze-*IMG* njengoko izikolo ezichaphazelekayo bezingafuni kuthathelwa ngqalelo.

PPI 2.1. Abafundi abagcinwe kwinkqubo yesikolo ukususela kumaBakala 10 – 12

Eyandlalelayo (*actual output 2010/11*) 57%

Ithagethi: 57 %

Eyiyo kanye: 57%

Inkcazo: Kufikelelwe kwithagethi :

• ⁸ Oku kubhekisa kwinani lezikolo eziza kusekwa kunyaka ekubhekiswa kuwo

PPI 2.2 I-% yabafundi kwiBakala 3 abafumana iziphumo zokufunda ezamkelekileyo kuLwazi lokuFunda nokuBhala
<p>Eyandlalelayo (actual output 2010/11): [54.9%] – kusetyenziswa iindidi zeemvavanyo ezahlukileyo</p> <p>Ithagethi: 60 %</p> <p>Eyiyo kanye: 30.4%</p> <p>Inkcazo: Kwathathwa isigqibo sokwandisa inqanaba lokuntsonkotha (<i>level of complexity</i>) lovavanyo ukulimatanisa neemvavanyo zamazwe ngamazwe ezinokuthelekiswa nazo ukwenzela ukuba izikolo zikhuthazeke ngakumbi ekuphuculeni umgangatho wangaphakathi.</p>
PPI 2.3 I-% yabafundi kwiBakala 3 abafumana iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala
<p>Eyandlalelayo (actual output 2010/11) 48.3%</p> <p>Ithagethi : 45 %</p> <p>Eyiyo kanye : 47.2%</p> <p>Inkcazo: Kudlulwe kwithagethi.</p>
PPI 2.4 I-% yabafundi kwiBakala 6 abafumana iziphumo zokufunda ezamkelekileyo kuLwazi lokuFunda nokuBhala
<p>Eyandlalelayo (actual output 2010/11): [52.3%] – kusetyenziswa iindidi zeemvavanyo ezahlukileyo</p> <p>Ithagethi: 50 %</p> <p>Eyiyo kanye: 31.5%</p> <p>Inkcazo: Kwathathwa isigqibo sokwandisa inqanaba lokuntsonkotha (<i>level of complexity</i>) kovavanyo ukulimatanisa neemvavanyo zamazwe ngamazwe ezinokuthelekiswa nazo ukwenzela ukuba izikolo zikhuthazeke ngakumbi ekuphuculeni umgangatho wangaphakathi. .</p>
PP1 2.5 I-% yabafundi kwiBakala 6 abafumana iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala
<p>Eyandlalelayo (actual output 2010/11) 24.4%</p> <p>Ithagethi: 20 %</p> <p>Eyiyo kanye: 23.4%</p> <p>Inkcazo: Kudlulwe kwithagethi.</p>
PPI 2.6 1-% yabafundi kwiBakala 9 abafumana iziphumo zokufunda ezamkelekileyo kwiiLwimi
<p>Eyandlalelayo (actual output 2010/11): 51.8% - kuvavanyo olulingwayo (<i>pilot test</i>)</p> <p>Ithagethi : 50 %</p> <p>Eyiyo kanye : 44.2%</p> <p>Inkcazo : Uvavanyo olwasetyenziswa ngo-2010 yayiluvavanyo olulingwayo. Unyaka ka-2011 yayingunyaka wokuqala apho zonke izikolo zabhala uvavanyo ukwenzela ukuba inkqubo ibe nokucaciswa njengokumisela inkqubo yokwandlalela.</p>
PP I 2.7 I-% yabafundi kwiBakala 9 abafumana iziphumo zokufunda ezamkelekileyo kwiMathematika
<p>Eyandlalelayo (actual output 2010/11): 9.4% - kuvavanyo olulingwayo (<i>pilot test</i>)</p> <p>Ithagethi : 42 %</p> <p>Eyiyo kanye : 10.4%</p> <p>Inkcazo : Ithagethi yamiselwa ngaphambi kokuba kubekho nayiphi na eyandlalelayo malunga noku. Ithagethi ka-2012 yatshintshwa-tshintshwa ngokufanelekileyo.</p>
PPI 2.8. Izikolo ezinereyithi yokupasa engu- <60%
<p>Eyandlalelayo (actual output 2010/11):78</p> <p>Ithagethi : 35</p> <p>Eyiyo kanye : 30</p> <p>Inkcazo : Kwagqithwa kwithagethi ngenxa yenkxaso eyongezelelweyo ebonelelweyo.</p>
PPI 2.9. Ireyithi yokupasa kwiSatifikethi seMatriki sikazwelonke
<p>Eyandlalelayo (actual output 2010/11) 76.8%</p> <p>Ithagethi : 80%</p> <p>Eyiyo kanye : 82.9%</p> <p>Inkcazo : Kwagqithwa kwithagethi ngenxa yenkxaso eyongezelelweyo ebonelelweyo.</p>

<p>PPI 2.10. Amanani okupasa kwiSatifikethi seMatriki sikaZwelonke</p> <p>Eyandlalelayo (<i>actual output 2010/11</i>) 35 139 Ithagethi : 34 400 Eyiyi kanye : 33 146</p> <p>Inkcazo : Bekukho amanani obhaliso amancinci kwiBakala 12 ngo-2011 ngenxa yokucutha kobhaliso lwalo klasi kwiBakala 1 ngenxa yemithetho yobhaliso emitsha. Nangona ireyithi yokupasa yandile amanani abafundi akakhange afike kwithagethi.</p>
<p>PPI 2.11. I-% yabafundi abafanelekileyo ukungena kwizifundo zesiDanga sokuqala</p> <p>Eyandlalelayo (<i>actual output 2010/11</i>) 31.48% Ithagethi: 32% Eyiyi kanye : 38.1%</p> <p>Inkcazo : Kwagqithwa kwithagethi ngenxa yenkxaso eyongezelelweyo ebonelelweyo.</p>
<p>PPI 2.12. Amananani abafundi abafanelekileyo ukungena kwizifundo zesiDanga sokuqala</p> <p>Eyandlalelayo (<i>actual output 2010/11</i>) 14 414 Ithagethi : 13 760 Eyiyi kanye : 15 214</p> <p>Inkcazo : Kwagqithwa kwithagethi ngenxa yenkxaso eyongezelelweyo ebonelelweyo.</p>
<p>PPI 2.13 Amanani abafundi abapase iMathematika kwimviwo zeSatifikethi seMatriki sikaZwelonke</p> <p>Eyandlalelayo (<i>actual output 2010/11</i>) 11 571 Ithagethi 11 200 Eyiyi kanye : 9 820</p> <p>Inkcazo : Inani elisezantsi labapasa iMathematika ngo-2010 lingqinelana nenani elincinci lababhalisileyo labo bonke. Le thagethi itshintshiwe yathotywa kwisiCwangciso seNtsebenzo soNyaka (<i>Annual Performance Plan</i>) ngo- 2013 ngenxa yamanani anganelanga ababhalisele iMathematika. Ireyithi yokupasa ye-% kwiMathematika inyuke yaya ku-68.65% ukusuka ku-65.95% ngo-2010.</p>
<p>PP I 2.14 Amanani abafundi abapase iFizikhali Sayensi kwimviwo zeSatifikethi seMatriki sikaZwelonke</p> <p>Eyandlalelayo (<i>actual output 2010/11</i>):7 524 Ithagethi : 7 800 Eyiyi kanye : 7 137</p> <p>Inkcazo : Le thagethi itshintshiwe yathotywa kwisiCwangciso seNtsebenzo soNyaka (<i>Annual Performance Plan</i>) ngo- 2013 ngenxa yamanani anganelanga ababhalisele iFizikhali Sayensi. Ireyithi yokupasa ye-% kwiMathematika inyuke yaya ku-65.32% ukusuka ku-59.59% ngo-2010.</p>
<p>PPI 2.15 Inani lezikolo ezongezelelweyo ezikhuselwe nge-alam eqhagamshelwaniswe no-armed response, ezine-burglar bars, ii-stone guards ezifestileni.</p> <p>Eyandlalelayo (<i>actual output 2010/11</i>): 50 (<i>non-cumulative</i>) Ithagethi : 50 Eyiyi kanye : 50</p> <p>Inkcazo : Kufikelelwe kwithagethi :</p>
<p>PPI 2.16: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwiprogram yothutho lwabafundi</p> <p>Eyandlalelayo (<i>actual output 2010/11</i>) 48 786 Ithagethi : 47 000 Eyiyi kanye : 50 992</p> <p>Inkcazo : ISebe iWCED maliphendule kwiimfuno zothutho zabafundi ukuba bahlala kumgama ongaphaya kwe-5 khilomitha ukusuka kwesona sikolo sikufutshane.</p>

PPI 2.17 Inani lootitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiPrayimari]
Eyandlalelayo (<i>actual output 2010/11</i>) 17 010 Ithagethi: 16 588 Eyiyi kanye: 16 987 Inkcazo : Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iifundo zekharityhulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).
PPI 2.18 Inani labangezotitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiPrayimari]
Eyandlalelayo (<i>actual output 2010/11</i>) 3 530 Ithagethi: 3 939 Eyiyi kanye: 3 430 Inkcazo: Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iifundo zekharityhulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).
PPI 2.19 Inani lootitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiSekondari]
Eyandlalelayo (<i>actual output 2010/11</i>) 10 079 Ithagethi: 9 944 Eyiyi kanye: 10 209 Inkcazo: Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iifundo zekharityhulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).
PPI 2.20 Inani labangezotitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiSekondari]
Eyandlalelayo (<i>actual output 2010/11</i>) : 2 423 Ithagethi : 2 731 Eyiyi kanye : 2 337 Inkcazo : Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iifundo zekharityhulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).
PPI 2.21 Ukungabikho kootitshala kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge-%
Eyandlalelayo (<i>actual output 2010/11</i>): Umlinganiselo omtsha Ithagethi: 6% Eyiyi kanye: 3% Inkcazo: Lo ibingunyaka wokuqala esi salathi sisetyenziswa . Yi-3% eya kusetyenziswa njengethagethi eyandlalelayo yeminyaka ezayo.
PPI 2.22 Ukungabikho kwabafundi kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge- %
Eyandlalelayo (<i>actual output 2010/11</i>): Umlinganiselo omtsha Ithagethi: 9.9 % Eyiyi kanye: 4.1% Inkcazo: Kudlulwe kwithagethi. Kuphela yi-66% yezikolo ezibonelelwe ngedatha ethembekileyo kulo mlinganiselo. Kuthathwa amanyathelo ukuphucula ukuthembeka kwenani eliyitotali.
PPI 2.23 Amanani ootitshala kumaBakala 1-6 abeza koomasifundisane abamiselweyo boqeqesho bolwazi lokufunda nokubhala nolwazi lokubala eCTLI
Eyandlalelayo (<i>actual output 2010/11</i>): Umlinganiselo omtsha Ithagethi: 950 Eyiyi kanye: 2 594 Inkcazo: Kugqithiwe kwithagethi Njengoko iikhosi bezithandwa kakhulu, kuthathwe isigqibo sokwandisa amanani amakathathwe.

PPI 2.24 Amanani amalungu eekomiti zolawulo zezikolo aqeqeshwe e-CTLI
Eyandlalelayo (actual output 2010/11): Umlinganiselo omtsha Ithagethi: 750 Eyiyi kanye: 672 Inkcazo: Akufikelelwanga kwithagethi Ngaphandle kokubaluncedo kwezikhosi, amalungu eekomiti zolawulo lwesikolo ajongene neminye imingeni ngokunjalo.
PPI 2.25 Inani leeprojekthi zolondolozo lwezakhiwo ezigqityiweyo
Eyandlalelayo (actual output 2010/11): Umlinganiselo omtsha Ithagethi: 158 Eyiyi kanye: 304 Inkcazo: Ezinye izixa zemali zabelwa ukulondolozwa kwezakhiwo phantsi kohlenga-hlengiso lwebhajethi. Kwenziwa iqela leeprojekthi ezincinci ukulungiselela imihla emisiweyo efumanekayo.

Inkcazo

Amanani obhaliso

Unyaka	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Itotali
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	918 835.
2011	100 423	85 216	79 489	83 490	80 205	79 022	78 207	81 312	84 957	73 470	56 995	38 990 ⁹	921 776 ¹⁰

Umthombo weDatha : 2001– – 2011: Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners)

Itheyibhile ibonisa ukuba akukho kwanda kwamanani okufanayo kumabakala onke ngokubanzi. Itotali kumaBakala 11 no-12 zibonisa ukugcinwa kwamanani okubhetele. 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.

Itotali ezinkulu kumaBakala 1 no-9 zibonisa ukuba kukho amanani amakhulu abafundi abaphinda la mabakala. Le yimiba ephantsi koqwalaselo namaphulo ongenelelo ngoncedo awodwa ukunciphisa iireyithi zokungaphumeleli. Indlela eboniswa ngamanani obhaliso iyachatsazelwa lutshintsho, kwinqanaba likazwelonke, kumgaqo-nkqubo weminyaka yokwamkelwa kwabafundi esikolweni kwiBakala 1 ngo-2000, nowavumela izikolo ukuba zibhalise kuphela abafundi abaminyaka isi-7 kunyaka wokwamkelwa kokuqala ngqa. Ngenxa yoku, inani lobhaliso kwiBakala 1 belisezantsi kuneminyaka engaphambili. Kwathi ngethuba kwakutshintshwa imfuno engummiselo yobudala bokwamkelwa esikolweni ngo-2004, ngokuthi kuqaliswe omnye umgqaliselo, aphinde anda amanani obhaliso kwakhona. Iklasi yeBakala 1 ka-2004 yangena kwisikolo esiphakamileyo ngo-2011. Oku kungunobangela wokuhla kwenani elitotali kubhaliso kwizikolo eziziprayimari nokwanda kwamanani kwizikolo eziphakamileyo. Oku kukwanegalelo kwitotali eyandileyo yabafundi beBakala 9 ngo-2012.

⁹ Makuqatshelwe ukuba bekukho abaviwa abayi-39 998 ababhala iSatifikethi sematriki sikaZwelonke kwiBakala 12. Inani leNSC libandakanya abaviwa bezikolo ezizimeleyo (2 349) nezikolo zeemfuno ezizodwa (120) – itotali ezingabonakaliyo kule theyibhile. Amanani kule theyibhile ingentla athathwe kwidatha ethile yaye akanxulumanga nabafundi abashiya inkqubo yezemfuno okanye abangene emva kwaloo mhla.

¹⁰ Makuqatshelwe ezi totali azibandakanyi abafundi be LSEN Unit

Inkxaso eNikiweyo

Iprogram yemimiselo nemigangatho yolwabiwo-mali (Norms and standards), yeZikolo ezingabizi zifizi (No fee schools) neprogram yokuxolelwa ekuhlawuleni iifizi (fee exemption programme)

Iimali ezasetyenziselwa ukujongana neenkitho yezemfundo, iMimiselo neMigangatho yolwabiwo-mali ezikolweni, ziyalinganiselwa ukwenzela ukuba izikolo zabahlali abahlelekileyo zabelwe iimali ezingaphezulu. Esi sixa sandile ngo-2011/12 ngolu hlobo:

Inqanaba leNtlupheko	Inani lezikolo	Isixa esiyi-R ngomfundi ngamnye ngo-2010	Isixa esiyi--R ngomfundi ngamnye ngo-2011
NQ 1	314	855	960
NQ 2	163	784	880
NQ 3	190	784	880
NQ 4	321	431	484
NQ 5	454	202	318
Itotali	1 442¹¹	539 (i-avareji)	599 (i-avareji)

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

Imeko yeefizi	Inani eliyitotali yezikolo
Ezingabizi zifizi	667
Izikolo ezibiza iifizi	786
Itotali ePheleleyo	1 453

Ngo-2011 indlela entsha enokukhethwa yanikwa izikolo kumaNqanaba 4 no- 5 eNtlupheko kaZwelonke, engokuba zifake isicelo sembuyiselo ukujongana nokuxolelwa ukuhlawula iifizi kwabo bafundi bangenako ukuhlawula iifizi. Yitotali engu-497 izikolo ekunokwenzeka ukuba zizenzele izicelo eziyi-711 nezixa ezimalunga nezigidi eziyi-R20m esahlawulwayo kwezo zikolo.

Iprogram yoKutyisa abafundi

I-National School Nutrition Programme ibonelela abafundi abayi-415 829 ngokutya okunesondlo yonke imihla kwizikolo eziyi-1 000 eziziiPrayimari, eZizikolo zemfundo eneemfundo ezizodwa neZikolo eziziiSekondari ezithagethiweyo. Kwaqhutywa oomasifundisane bamavolontiya apha ukutya (*Volunteer Food Handlers*) malunga nokhuseleko lokutya nokusebenzisa igesi nococeko (*food and gas safety and hygiene*). Ootitshala, abazali nabafundi baqhutyelwa iikhosi ezingokuveliswa kokutya.

¹¹ Izikolo ezitsha zixhaswa ngezimali yimithombo eyahlukileyo enyakeni ezivula ngawo

Iziphumo zeeMvavanyo

Ulwimi neMathematika kumaBakala 3, 6 no-9

Ukususela ngo-2002 - 2009 bekukho uvavanyo lwephondo lwabafundi kumaBakala 3 no-6 kwiminyaka etshintshanayo (*alternate years.*) Ngo-2010 iSebe iWCED, okokuqala ngqa, lavavanya bonke abafundi beBakala 3, 6 no- 9 ukufumanisa imeko yokufunda ulwimi nmathematika kwisikolo ngasinye kwiphondo. Oku ibikokokuqala ngqa kuvavanywa abafundi beBakala 9.

Ngo-2011 iSebe iWCED landisa inqanaba lomngeni kwezi mvavanyo ngakumbi kwiimvavanyo zolwimi Ngokuthe ngqo, iitheksti ezinde noko nezintsonkothileyo ngokungaphezulu zabandakanywa kwezi mvavanyo ukwenzela ukuzenza ezi zihloko zovavanyo zibe nokuthelekiseka nezo zisetyenziswe kula manqanaba okulinganisela kazwelonke.

Iziphumo ibe zezi zilandelayo:

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2011						
IZikolo zikaRhulumente eziQhelekileyo						
	IBakala 3		IBakala 6		IBakala 9	
	ULwazi lokuBala	ULwazi lokuFunda nokuBhala	I-Mathematika	Ulwimi	I-Mathematika	Ulwimi
Ababhalayo	75,725	75,714	74,211	74,180	73,184	73,102
Abapasileyo	35,742	23,017	17,365	23,367	7,611	32,311
I-% Yabapasileyo	47.2	30.4	23.4	31.5	10.4	44.2
I-avareji (Mean)	46.3	38.7	37.6	40.9	24.9	48.9

Amanqaku kwezi mvavanyo anika isikolo umfanekiso waso kwezo nkalo sinokuzenza ncam nakwezo singenako ukuzenza. Iziphumo zovavanyo zinceda iSebe iWCED lomeleze inkxaso yalo nokunceda izikolo zakhe isiseko esiyimfuneko ekufikeleleni kwimigangatho ephhezulu kulwazi lokufunda nokubhala nolwazi lokubala.

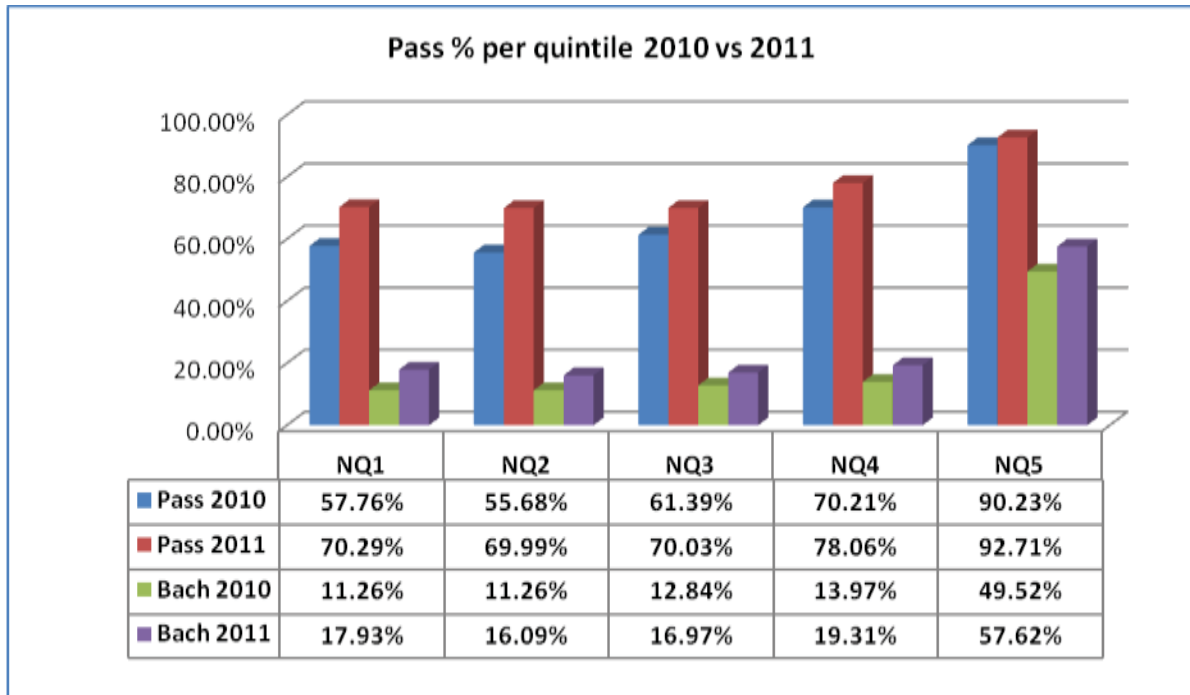
ISatifikethi seMatriki sikaZwelonke

Unyaka ka-2011 ibingunyaka wesine weSatifikethi seMatriki sikaZwelonke. Kubekho inkxaso enkulu enikwe izikolo ukwenzela ukuba zifikelele kwiithagethi ezizimisele zona ngokwazo. Umsebenzi onzima ube neziphumo ezikhuthazayo yaye iNtshona Koloni iphumelele ngereyithi yokupasa engu-82.9%. Lehlile inani labafundi abapasayo kodwa oku kubangelwe liqela elincinci labafundi abangoontanga beBakala 12, emva kokuba kubekho utshintsho kumgaqo-nkqubo wobhaliso (*enrolment policy*) ngo-2000. Ireyithi yokupasa yande ngo-7% kwithuba leminyaka emibini edlulileyo.

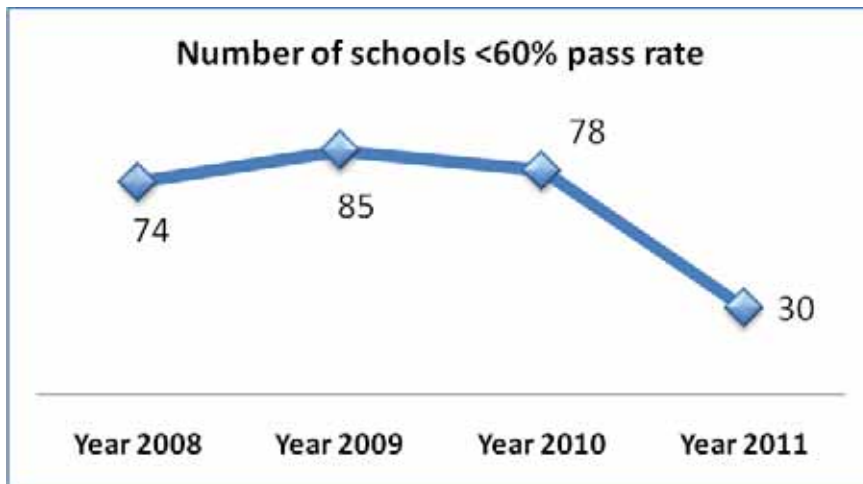
Iziphumo ii-WCED Comparative NSC results 2008 - 2011					
Unyaka	Ababhalayo	Abapasileyo	I-% yabapasileyo	Abanoku-ngenela isiDanga sokuQala	I-% yabanoku-ngenela isiDanga sokuQala
2008 (NSC)	43 953	34 577	78.7	14 522	33
2009 (NSC)	44 931	34 017	75.7	14 324	31.9
2010 (NSC)	45 783	35 143	76.8	14 416	31.5
2011 (NSC)	39 988	33 146	82.9	15 214	38.1

Ngaphandle kwabaviwa abambalwa ababhala iimviwo zango-2011, bekukho abaviwa abangaphezulu abapasileyo nabavumelekileyo ukuba bangene kwizifundo zesiDanga sokuqala kungano-2010.

Bekukwakho nokuphucuka kwindlela eziqhube ngayo izikolo ezenzela abahlali abangabona bahlelelekileyo iinkonzo. Ireyithi yokupasa kwizikolo ngokubanzi kumaNqanaba 1-3 eNtlupheko kazwelonke yande ukusuka ku-59% ngo-2010 ukuya -70% ngo-2011.



Inani lezikolo ezinereyithi yokupasa engaphantsi ko-60% lihle ukusuka ku-85 ngo- 2009 no-78 ngo-2010 ukuya ku-30 ngo-2011.



Ireyithi yokupasa kwiMathematika yande ukuya ku-68.7% ukusuka ku-66% ngo-2010. Kwi-Physical Science ireyithi yokupasa ngo-2011 yayingu-65.3%, nengaphezulu ngo-5.7% ku-59.6% yango-2010. Nakuba amanani abapase iMathematika (9 820) nePhysical Sciences (7 137) engakhange afikelele kwiithagethi. Oku kubangelwe kukuba amanani obhaliso ngokwento yonke, kulo nyaka ebesezantsi kwanokuba amanani abhalisele ezi zifundo zibini ayehla. Lo mbandela uyinkxalabo ekufuneka kujongenwe nayo sisiCwangciso i-Maths and Science Strategy esiqukunqwe ngo-2012.

Uqeqesho

Uphuhliso lootitshala oluqhubeka okokoko kwiSebe iWCED luhlala lungumba ophambili ekujoliswe kuwo.

Ootitshala

I-Nkcazo yeKharithyulam kaZwelonke (*National Curriculum Statement*) yacokiswa yaza yenziwa iNkcazo eyi-Curriculum and Assessment Policy Statements (CAPS). I-CAPS ichaza ngesifundo ngasinye, ixesha lokufundisa, ikhontenti, izakhono, iZibonelelo eziXhasa ukuFunda nokuFundisa (LTSM) eziyimfuneko nobungakanani bamanqaku amakanikwe nemigqaliselo yovavanyo (*weightings and prescriptions*). Olu xwebhu luluncedo ngokuba luqulethe zonke ezi mfundo zingummiselo kuxwebhu olunye. Iinguqu eziphambili ezenziwe yi-CAPS zezokuba kufanele kubekho umthwalo wolawulo onganeno kootitshala, iinkcazo ezicace gca ngekhontenti yezifundo neendlela ezinamandla zokufundisa nezovavanyo.

Ngo-2011, iSebe iWCED laqeqesha ootitshala kumaBakala 1-3, nakwiBakala 10 ukulungiselela ukuqaliswa kweCAPS ngo-2012. Oku kwenziwa ngeeprogram ziqeqesho zeentsuku ezi-3 ngeeholide kubo bonke ootitshala abachaphazelekayo. Ootitshala beBakala 10 babaneprogram yoqhelaniso (*orientation programme*) eyayisenziwa ngoLwesihlanu nangoMgqibelo.

ISebe iWCED laququzelela uqeqesho lootitshala abaphantse bayi-8 000 bamaBakala 10 – 12, ngethuba leholide.

Ngo-2009 iSebe iWCED laqalisa uqeqesho lweminyaka eyi-8 nesicwangciso senkxaso ukuxhasa uphuhliso loLwazi lokuFunda nokuBhala noLwazi lokuBala. Le program, eyayisenziwa ngababoneleli-nkonzo abaziingcali yenzelwa ootitshala abakumaBakala 1 – 6 yaye yayisenziwa ngolu hlobo lulandelayo.

Unyaka 1 (2009): izikolo eziyi-250 zokuqala	IQela 1 (izikolo eziyi-125) Uqeqesho kuLwazi lokuBala ngeHolide kaJuni IQela 2 (izikolo eziyi-125) Uqeqesho kuLwazi lokuFunda nokuBhala ngeHolide kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-250) lincwadi zokufunda neLTSM (izikolo eziyi-250)
Unyaka 2 (2010): izikolo eziyi-250 zokuqala kunyaka wesibini woqeqesho	IQela 1 (izikolo eziyi-125) Uqeqesho kuLwazi lokuFunda nokuBhala ngeHolide kaJuni IQela 2 (izikolo eziyi-125) Uqeqesho kuLwazi lokuBala ngeHolide kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-250) lincwadi zokufunda neLTSM (izikolo eziyi-250)
Unyaka wesi-3 (2011): izikolo eziyi-250 zeqela lesibini – eneneni ezi yaba zizikolo eziyi-258	IQela 3 (izikolo eziyi-129) Uqeqesho kuLwazi lokuBala ngeHolide kaJuni IQela 4 (izikolo eziyi-129) Uqeqesho kuLwazi lokuFunda nokuBhala ngeHolide kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-258) lincwadi zokufunda neLTSM (izikolo eziyi-258)
Unyaka 4 (2012): izikolo eziyi-258 zeqela lesibini kunyaka wesibini woqeqesho	IQela 3 (izikolo eziyi-129) Uqeqesho kuLwazi lokuFunda nokuBhala ngeHolide kaJuni IQela 4 (izikolo eziyi-129) Uqeqesho kuLwazi lokuBala ngeHolide kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-258) lincwadi zokufunda neLTSM (izikolo eziyi-258)
Le ndlela iya kuphindwa iminyaka emi-5 ukuya kweyi-8, o.k.t. phakathi ko-2013 no-2016, ukwenzela ukuba zonke izikolo zaseprayimari ziqeqeshwe yaye zinikwe inkxaso kwiincwadi zokufunda (<i>reading schemes</i>) nezibonelelo ezixhasa ukufunda nokufundisa kwithuba leminyaka eyi-8.	

Iprogram *iLiteracy and Numeracy Programme* ngo-2011 yabonelela izikolo eziziprayimari eziyi-258 ngoqeqesho olumandla (*intensive training*) nangenkxaso eqhubekela kumaziko kootitshala bamaBakala 1- 6.

Uqeqesho nophuhliso lo gama usenkonzweni lwenzelwa e-*CTLI*. Ikhosi zoqeqesho eziyi-34 zenzelwa ootitshala kwiSigaba seSiseko, kwiSigaba esiPhakathi nakwiSigaba saBadala: Ootitshala abayi-1024 baya kolu qeqesho lweekhosi zekharithulam lweeveki ezintathu kulo nyaka-mali. Ziyi-392 iinqununu namalungu eekomiti yolawulo lwesikolo afumana uqeqesho ngeekhosi zolawulo eziyi-10 ezaqhutywa ngeli thuba. Iinkomfa neesemina kwimathematika, ekufundeni nasekubhaleni kwakunye nezeenqununu zafikelela kootitshala nakwiinqununu eziyi-3 413. Ngako oko bayi-4 829 bebonke abafumana uqeqesho kwiikhosi ze-*CTLI* ngalo nyaka-mali.

Iinqununu

Ugxininiso kulo nyaka belusekuphuhliso nenkxaso kwiinqununu ebezingenawo amava, okanye ebezifuna ukunikwa ingcebiso engaphezulu, okanye ezinomdla wokuphucula amabanga emfundo yoqeqesho kunye/okanye ukuqhubela phambili nezifundo. Ikhosi zabaphathi bezikolo zagxininisa kwizihloko ezibandakanya inqununu njengomphathi wekharithulam; iindima nemisebenzi yamasekela-nqununu; iindima nemisebenzi yeentloko zezifundo (*heads of department*), iindima nemisebenzi yabo banqwenela ukuba ziinqununu noqhelaniso kumsebenzi weenqununu namasekela-nqununu; uqeqesho lweekomiti zolawulo lwesikolo nabasetyhini abakulawulo nabaya kuba kulawulo.

Kusetyenziswa ipeyiroli yeSebe iWCED elingana ne-1% ukuphucula izakhono nobuchule babo bonke abaqeshwa beSebe iWCED. Amanqanaba ezakhono ootitshala, nabasebenzi benkonzo karhulumente asingethwe nawo ngokunjalo ngamaphulo ongenelelo ngoncedo eProgram *iWorkplace Skills' Programme (WSP)*.

Amabanga emfundo avunyiweyo (Accredited qualifications)

Ikhosi zokufundiswa apho kuthagethwa okuthile, ezifana ne-*Advanced Certificate in Education (ACE)* ezigxininisa kuBunkokeli eSikolweni zaqhutywa kumaziko emfundo ephakamileyo. Ezi khosi zixhaswa ngemali liSebe iWCED kwinzame zokuphucula amabanga emfundo ootitshala nokuphucula umgangatho wokufunda nokufundisa eklasini. Ziyi-1 202 iibhasari ezanikwa ootitshala abasenkonzweni ukuphucula amabanga abo emfundo neziyi-168 iibhasari zaphambi kokungena enkonzweni kwizifundo zeenkalo ezinqabileyo (*scarce subject areas*).

Iibhasari zaphambi kokungena enkonzweni zanikwa abo banqwenela ukuba ngootitshala, abajolise kwiinkalo zezifundo zezakhono ezinqabileyo ezifana neMathematika, iSayensi, iThekhnoloji neSigaba seSiseko. Isixa-mali sezigidi eziyi-R8,145m, senziwa safumaneka kulo nyaka yaye kwafumana abafundi abayi-109 iibhasari. Ngabafundi abayi-31 abaziqqibayo izifundo zabo ngo-2011 nabayi-83 abaqhubekayo ngo-2012. Kwakhutshwa iibhasari eziyi-90 ezintsha ngo-2012. Ziyi-230 iibhasari ezintsha ezanikwa abanqwenela ukuba ziinqununu nabasele bezinqununu ukuphucula amabanga abo emfundo ngeeprogram ze-*ACE* kwi-*School Management and Leadership*. Abayi-124 baziqqibile izifundo zabo ngo-2011 yaye bayi-248 abaqhubekayo ngezifundo zabo ngo-2012.

Enye inkxaso enikiweyo

Iincwadi

Ngo-2011/12 iSebe iWCED lachitha izigidi eziyi-R127 kwiincwadi zokufunda neencwadi zezifundo ukunika inkxaso iCAPS kwiSigaba seSiseko (AmaBakala 1-3) neBakala 10. Iincwadi zokufunda zoLwimi lwaseKhaya zanikwa izikolo eziyi-403 neencwadi zokufunda kwi-*First Additional Language (FAL)* kwisiNgesi nesi-Afrikansi zanikwa zonke izikolo eziziprayimari zikarhulumente ukunika inkxaso ukuqaliswa kwe-*FAL* njengesifundo kwiSigaba seSiseko. Iincwadi zeMathematika zanikwa bonke abafundi kwiBakala 1. Isebe lichithe isigidi (*R1-m*) ukongeza iincwadi zoncwadi zeBakala 10 zolwimi lwasekhaya. Izigidi eziyi-R10 ezongezelelweyo zachithwa ekuthengeni iincwadi zezifundo ezishotayo kumaBakala 9 - 12 kwizikolo ezikhethiweyo.

Izikhim zokufunda ii-structured reading schemes zanikwa izikolo eziziprayimari eziyi-508. Esi sibonelelo sakhathiswa yinkxaso eklasini. Iincwadi zomsebenzi zamaBakala 1 - 6 zabonelelwa liSebe leMfundo esiSiseko, laza iSebe iWCED lanika inkxaso ngokuzisa ezikolweni.

Ukongeza apho, ngo-2011/12, iSebe iWCED lachitha izigidi eziyi-R 4-m kwiincwadi nakwezinye izinto zeelayibrari zezikolo kwizikolo eziziprayimari ezifundisa ngesiXhosa kuManqanaba eNtlupheko 1, 2 no- 3 kazwelonke laza labeka esweni ezinye iindlela ezinokwenziwa ukuqinisekisa ukuba ezi zibonelelo ziyasetyenziswa. Ziyi-378 izikolo zikarhulumente eziqhelekileyo ezizisekondari neziyi-1 090 izikolo eziziprayimari zikarhulumente eziqhelekileyo ezanikwa iseti yeencwadi ze-HIV/AIDS, ezinexabiso le-R3.5m yezigidi, ukwenzela iilayibrari zazo.

Njengexalenye yeprogram yokugaya inkxaso nophuhliso phantsi kwe-Literacy and Numeracy Strategy, iibhilihbodi ezibekwe kwindawo ebubuchule (strategically-placed billboards) zazibuza imibuzo ephambili enjengale "Ingaba umntwana wakho ukhe wabhala, wafunda, waprekhtiza i-maths namhlanje?" ISebe iWCED likwahambise iincwadana eziyi-100 000 kubazali babafundi beBakala 1 nezicacisa ukuba bangabaxhasa njani na abantwana babo kunyaka wabo wokuqala esikolweni.

I-Mathematika neFizikhali Sayensi

IsiCwangciso esitsha iMathematics and Physical Science Strategy saqulunqwa saza saqaliswa ukusetyenziswa ngo-2011. Injongo yile:

1. Ukwandisa amaqondo othatho-nxaxheba kwi-Mathematika neFizikhali Sayensi kwiCandelo le-FET.
2. Ukwandisa amanani abo bapasa iMathematika neFizikhali Sayensi kumaBakala 12.
3. Ukuphucula umgangatho wokupasa kwiBakala 12 ngokumalunga namanqaku ayi-avareji aphuculweyo kunye/okanye amanani aphuculweyo abafundi abafumana iisimboli ezingu-A, B no-C.

Esi sicwangciso sinemingxilo emihlanu : Izikolo (zibandakanya ukukhethwa kwakhona kwezikolo zeprogramm yeDinaledi, ukuseka izikolo ii-incentive schools" nokuhlela izikolo zonke ngokwamanani obhaliso kwizifundo ukwenzela amaphulo ongenelelo ngoncedo ekujoliswe kuwo nenkxaso yesithili enentsingiselo); iNkxaso noPhuhliso looTitshala (Teacher Support and Development) (ibandakanya uqeqesho looTitshala nenkxaso, ukubeka esweni okuqhubeka eklasini nokugaya ootitshala nokufakwa kwabo kwezinye izithuba zomsebenzi (teacher recruitment and deployment); iZibonelelo neNkxaso (Resources and Support) (zibandakanya zonke izibonelelo ezifana nezixhobo, iLTSM, i-ICT nezinto ze-e-learning material nenkxaso); abafundi (kubandakanywa inkxaso kubafundi, efana nee-telematics programmes, ii-olympiads, amaphepha emibuzo okuprekhtiza (practice examination papers), iingcebiso, izifundo ezongezelweyo (extra lessons), ukufumana ulwazi ngemathematika nesayensi kwezorhwebo nakwihlabathi); nephulo lenkxaso i-Monitoring, Evaluation and Advocacy.

I-Physical Education

I-Physical Education ibe ngundaba-mlonyeni njengexalenye ebalulekileyo ye-CAPS. ISebe iWCED liqalise isicwangciso sokuthatha inkxaso (proactive strategy) ukunceda ootitshala ngokubanika i-Physical Education Manual enengcaciso ebanzi. Le ncwadana ibonisa isicwangciso sezifundo i-40-week lesson plan samaBakala 1 – 9 kunye ne-DVD ebonisa ukuba i-Physical Education inokufundiswa njani na. Le ncwadana yasiwa kuzo zonke izikolo eziziprayimari nezikolo eziphakamileyo kwiphondo kunyaka-mali ka-2010/11. Kwasekwa iqumru leengcali ii-Lead Teachers and Physical Education experts ukwenzela ukucwangcisa ukuqaliswa ngokusesikweni kwe-Physical Education kwiphondo. Bayi-53 aBacebisi ngezeKharityhulam beSigaba seSiseko nootitshala abaziinkokheli abayi-120 beSigaba seSiseko abaqeqeshwayo kwithuba leentsuku ezi-3 ngoMatshi 2012. Kuya kulandelwa inkqubo efanayo yokuvuselela iPhysical Education kwisigaba esiphakathi nakwisigaba sabadala ngokwesicwangciso sophunyezo seCAPS (CAPS implementation strategy).

IProgram yeZikolo eziPhakamileyo

IProgram yokuPhucula iZikolo zamaBakala aPhakamileyo (*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-2010; zanikwa inkxaso ephakathi negxininisa kwizifundo ezithile zifumene ireyithi yokupasa engu-60% – 89%, ukanti inkxaso enkulu kwizikolo siphela yanikwa ezo zinabafundi abapase ngaphantsi ko-60%.

NgoJanuwari 2011 nango-2012 kwakhona, iSebe iWCED, libambisene nezikolo ezichaphazelekayo, lacalula iziphumo zesikolo ngasinye, ngokwesifundo nangokwephepha lemibuzo ngalinye. Kwamiselwa izicwangciso, neethagethi ezihambelana nezikolo ngqo, ngokususela kolu cazululo. Kwamiselwa ngesikolo nangesithili ngasinye iithagethi zamanani okupasa abafundi abanokwamkelwa kwizidanga zokuqala (*B-degrees*). Inkxaso eyodwa ibonelelwe kubafundi abasengozini.

Iprogram yokufundisa (*tutoring programme*) iqhutywa ngootitshala abaziingcali apha ngaphakathi kwiSebe iWCED nangaphandle kwalo. Izifundo i*telematics lessons* zasasazwa kwizikolo eziyi-147 ngo-2011 yaye 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 bezithili. Incwadana yeengcebiso zokufunda nephekhi yamaphepha emibuzo yanikwa umfundi weBakala 12 ngamnye. Kwasekuqaleni iprogram ka-2012 yandiswa ukuze ifikelele kuwo onke amabakala kwizikolo eziphakamileyo nokuba kugxininiswe kwiseti yeekhrayitheriya ezongezelelweyo ngaphezu kwereyithi yokupasa yeBakala 12.

Ukucwangcisa

ISebe iWCED liqhubekile ngenjongo yalo ecacisiweyo yokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala ngokwabo. Oku kwenziwe ngokuthi kuncitshiswe uxinzelelo kotitshala ekwenzeni imisebenzi yezolawulo nokuya qho koomasifundisane neentlanganiso. Iikhalenda zoCwangciso (*Planning Calendars*), ezidwelise imihla ephambili, enjenge-ngaleyo yokuqala nokugqiba iimviwo, neminye imihla ebekiweyo yezolawulo, yathunyelwa ezikolweni kwakhona ngo-2011 ukunceda izikolo kwangaphambili ekucwangciseni u-2012. Bekukho amabhaso ephondo ootitshala abagqwesileyo, emva kwenkqubo ebaluleke gqitha yokhetho. La mabhaso anika ingqwalasela impumelelo yootitshala nokuza kwabo nezinto ezintsha.

Unyulo lweeSGBs

Ngo-2012 kwanyulwa iiSGBs ezintsha. ISebe iWCED laqhuba iphulo lokupapasha ukubaluleka kwalo msebenzi yaye lanika izikolo inkxaso eyodwa kulo mba. Iprogram yoqhelaniso nomsebenzi (*programme of induction*) iya kugxininisa kuqeqesho kuphuhliso lwezicwangciso ii-*School Improvement Plans* nakulawulo lwezemali.

IZikolo eziKhuselekileyo

Iprogram i*Safe Schools Programme* inesicwangciso sobuchule esinjongo zintlantlu-ntathu (*three-pronged strategy*), ekuzezi: (i) Ukubonelelwa ngendlela zokhuseleko ezingundoqo (*core security mechanisms*), (ii) iiProgram zokuxhasa utshintsho kwindlela yokuziphatha nendlela yokucinga (*behavioural and attitudinal change*) (iii) iiprogram zeesistim zibandakanya iinkqubo zesikolo siphela nokunxibelelana nee-arhente ezichaphazelakayo ezinokunceda ekwenzeni indawo engqonge isikolo ibe yekhuselekileyo.

ISebe iWCED liqhuba i-*Safe Schools Call Centre*, apho kunokuxelwa khona imiba ngemiba emalunga nolwaphulo-mthetho ezikolweni nobundlobongela nalapho nelikwanika iingcebiso nentuthuzelo kwabo bantu baxhwalekiswa kukothuka kakhulu.

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 kulamlo. Abasebenzi bokhuseleko abazii-Safety Fieldworkers baqeshelwe ukunika inkxaso izikolo neekomiti zokhuseleko zezikolo nezicwangciso zokhuseleko; ukumisela inkxaso kunye/okanye iiprogram zokuthintela okungekehli nokuba ngumzekelo omhle onika ithemba nabacebisi kwizikolo eziyi-109 ezisengozini exhomisa amehlo.

Aba basebenzi abazi-Safety Fieldworkers bayabalandela abafundi abatshungayo baze baphonononge iingxaki zabo. Babanika iingcebiso baze banike inkxaso abafundi abasengozini yaye baqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo. Baququzelela ii-Safe Schools Youth Clubs 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.

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; iikhamera iiCCTV cameras zafakwa kwizikolo ezikhethiweyo kwabonelelwa nangokhuseleko ngethuba leeholide apho kuyimfuneko. Kwaqhutywa uqeqesho kwi-Occupational Health and Safety and Disaster Management, 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 kwizikolo eziyi-50 ezizezinye ezikhethiweyo. Kukho izicwangciso zokuthintela ulwaphulo-mthetho zezithili zemfundo namahlakani kunye namasebe karhulumente nee-NGOs.

Imimiselo emibini emitsha yokomeleza ulawulo nenkxaso ezikolweni yagqityezelwa:

i) IMimiselo ePhathelele kuLuleko, ukuNqunyanyiswa nokuGxothwa kwaBafundi kwiZikolo zikaRhulumente eNtshona Koloni (*Regulations Relating to Disciplining, Suspension and Expulsion of Learners at Public Schools in the Western Cape*) yapapashwa nge-15 Disemba 2011. Le mimiselo ibonelela, phakathi kwezinye izinto, uphando ngokuziphatha kakubi kakhulu komfundi okunokwenzeka, ukuziphatha kakubi kakhulu, ukunqunyanyiswa komfundi, isaziso esiya kumfundi nomzali seengxoxo zoluleko (*disciplinary hearing*), ukutyunjwa nokwakiwa kwekomiti yoluleko, iingxoxo zoluleko (*disciplinary hearing*), iingcebiso ngokugxothwa komfundi ezenziwa libhunga lolawulo, ukufaka isibheni nokufikelela kwezemfundo. Le mimiselo yaphunyezwa ukususela nge-2 Apreli 2012.

ii) ISikhokelo sokuSetsha nokuHlutha ngeQubuliso, ukuVavanyelwa uTywala neZiyobisi eziNgekho Mthethweni kwiZikolo zikaRhulumente (*The Guidelines for Random Search and Seizure and Alcoholic Liquor and Illegal Drug Testing at Public Schools*) sathunyelwa ezikolweni ngeSetyhula 24 ka-2011 yomhla we-3 Oktobha 2011. Umgaqo-nkqubo oyi-pro forma policy wezikolo wabandakanywa neenkukacha zoqhagamshelwano zeZiko leeFoni i-Safe Schools call centre, nengcaciso ngokubanzi ekufuneka ifumaneke ngokukhawuleza xa kuqhagamshelwana neZikolo eZikhuselekileyo.

Njengexalenye yenkqubo kaRhulumente waseNtshona Koloni yokuthintela indlela yokuziphatha engeyiyo, nokubonelela ngamathuba amahle angamanye kulutsha, iSebe leMicimbi yeNkcubeko nezeMidlalo (*Department of Cultural Affairs and Sport (DCAS)*) liqalise amaziko azii-Sport MOD centres (*Mass participation, access to Opportunity and Development*) kwizikolo eziyi-180 kwizithili zemfundo ngokubanzi. Amaziko ayi-98 kula asekwakwizikolo eziziprayimari ngo-2011. Iiprogram ziqhutywa emva kwesikolo yaye zinika abafundi amathuba okuprekhtiza imidlalo nezinye izinto zokuphuhlisa izakhono zabo. Zombini iiprogram, eye-Safe Schools neye-School Enrichment zeSebe iWCED ziyaqhagamashelana namaziko azii-MOD centres. Izikolo ezimeleneyo ezingeyiyo inxalenye yeprogram nazo zivumelekile ukujoyina la maziko.

Iziseko zophuhliso

Isicwangciso seziseko zophuhliso seSebe iWCED kwi-Medium Term Expenditure Framework (MTEF) ukususela ngo-2010 – 2013 saqaphela ezi nkalo zophuhliso zilandelayo:

- Ukungasetyenziswa kweeklasi kwizikolo ezikhoyo
- Ukwakha iiklasi ezintsha kwizikolo ezikhoyo ukuphelisa ingxinano
- Ukwakha izikolo ezitsha, kubandakanywa nezikolo zemfundo eneemfuno ezizodwa, ukuphelisa uxinzelelo kwindawo yokufundela (*accommodation pressures*)
- Ukutshintsha izikolo ezikhoyo okanye iiklasi ezazakhiwe ngezinto zokwakha ezingafanelekanga
- Ulondolozo nolungiso lwezakhiwo
- Ukubonelelwa ngeeklasi zeBakala R
- Ukusetyenziswa ngokupheleleyo kweehostele

Ukongeza, ukubonelelwa nokusetyenziswa kweeklasi ezizimobhayili kusoloko kuyimfuneko ukwenzela ukubonelela ngendawo yokufundela kwiimeko zeemfuno ezingxamisekileyo nezingacwangciselwanga.

Ke ngoko isicwangciso seMTEF sacebisa oku:

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

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

Udidi	Ezithagethiweyo	Inani kanye lezikolo
Izikolo ezitsha	13	12 (+3 Izikolo ezizimobhayili)
Izikolo ezitshintshwayo	9	8
Iiklasi zeBakala R	35	68
Iiklasi zokuphungulela (<i>Relief Classrooms</i>)	Akukho thagethi zimiselweyo	14
Ukwandiswa kweeklasi		44
Iiklasi ezizimobhayili		59

Nangona kukho le program yokwakha ecaciswe apha ngentla, ukwanda okuqhubeka okokoko kwamanani abafundi kubeka uxinzelelo kwinkqubo yezemfundo. Ngo-2011, bayi-50 992 abafundi abathuthwayo ukuya nokubuya esikolweni yonke imihla – bande ngaphezu kwe-2000 kwi-48 796 eyayithuthwa ngo-2010.

Iprogram 3: linkxaso-mali kwizikolo ezizimeleyo

Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996

Le program 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

Injongo ecwangciswe ngobuchule

Injongo ecwangciswe ngobuchule 3.1	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nomthetho ochaphazelekayo ukwenzela ukuqinisekisa imfundo esemgangathweni kubafundi kwezi zikolo
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Ukuqulunqwa kwemigaqo-nkqubo yeeProgram ngo-2011/12

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:

Imimiselo imisela oku kulandelayo:

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

Imimiselo yapapashwa nge-6 Disemba 2011 yaze yathunyelwa kwizikolo ezizimeleyo nakubathathi-nxaxheba.

Isicwangciso esibanzi sokunika inkxaso (*a comprehensive advocacy plan*) sele siqalisiwe ukulungiselela u-2012 ukuqinisekisa utshintsho olungenamagingxi-gingxi- ukusuka kwimimiselo emidala ukuya kwemitsha. Le nkxaso iya kugxininisa kwizinto ezintathu: (1) ukukhuthaza ubhaliso lwezikolo ezizimeleyo ezingabhaliswanga; (2) ukuqinisekisa abo baza kuba ngabanini bezikolo ezizimeleyo bayazibhalisa izikolo ezitsha phambi kwe-30 Juni kunyaka ngamnye ukulungiselela unyaka ozayo; kunye (3) nokuqinisekisa ukungqinelana nemigaqo yeziqendu 46 no-48 zoMthetho weZikolo zaseMzantsi Afrika kwakunye nemimiselo yeSebe iWCED.

Isikhokelo seSebe iWCED: *“Amalungelo neMisebenzi eluxanduva lweZikolo eziZimeleyo (Rights and responsibilities of Independent Schools)”* kwakunye noluhlu lokutshekisha i-*Management Checklist*, zathunyelwa kwizikolo ezizimeleyo eNtshona Koloni. Ifom yesicelo sokubhalisa izikolo ezizimeleyo njengangoku ingqinelaniswe nesikhokelo.

Iinjongo eziCwangciswe ngobuchule nezalathi-nkqubela

Imilinganiselo yeNtsebenzo yeProgram (Imilinganiselo kaZwelonke)
► PPM301: Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo

ST301	Inkxaso-mali enikwa izikolo ezizimeleyo –Imiba ephambili	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
lintlawulo ngeprogram esekelayo nganye (R'000)					
	3.1 Isigaba sePrayimari	22,610	24,015	28,563	28,563
	3.2 Isigaba seSekondari	32,912	35,681	35,625	34,991
	Itotali	55,522	59,696	64,188	63,554
lintlawulo ngokokuhlelwa kwezoqoqosho (R'000)					
	lintlawulo zalo nyaka-mali	0	0	0	0
	Imbuyiselo yabasebenzi	0	0	0	0
	limpahla neenkonziso kunye nezinye izinto kulo nyaka-mali	0	0	0	0
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	55,522	59,696	64,188	63,554
	lintlawulo zee-capital assets	0	0	0	0
	Itotali	55,522	59,696	64,188	63,554
linkcukacha-manani zentsebenzo					
Ukuqeshwa kwabasebenzi					
	Inani lootitshala (abaqeshwe ngurhulumente)	-	-	-	-
Amanani obhaliso					
	Abafundi kwizikolo ezizimeleyo abafumana inkxaso-mali	17 928	16 625	15 000	17 330
	- Isigaba sasePrayimari	11 657	10 844	10 000	11 357
	- Isigaba saseSekondari	6 271	5 781	5 000	5 973
	Abafundi abangafumani nkxaso kwiZikolo eziZimeleyo	9 096	19 515	15 000	22 768
	- AmaBakala 1-7	6 218	10 721	10 000	12 106
	- AmaBakala 8-12	2 878	8 794	5 000	10 662
	Itotali (bonke abafundi bezikolo ezizimeleyo)	27 024	36 140*	30 000	40 098

ST301	Inkxaso-mali enikwa izikolo ezizimeleyo –Imiba ephambili	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/11 lthagethi	2011/12 Eyiyo kanye kanye
Amaziko					
	Izikolo ezifumana inkxaso-mali (a)	106	97	104	99
	3.1 Isigaba sePrayimari	80	40	83	82
	3.2 Isigaba seSekondari	26	57	21	17
	Izikolo ezingayifumaniyo inkxaso-mali	125	115	120	97
	Itotali	231	212	224	196
	Izikolo ezifumana inkxaso-mali ezityelelwayo apha enyakenbi ukulungiselela iinjongo zokubeka esweni (b)	106	97	104	99
► Umlinganiselo wentsebenzo kwiiProgram*					
	► PPM301: Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo	17 928	16 625	15 000	17 330
Makuqatshelwe:					
* Umahluko kwidatha yomfundi ngumba wepatheni engathembekanga yokungeniswa kweeseti zedatha zizikolo ezizimeleyo kwixa elidlulileyo.					
Zonke izikolo eziyi=99 ezifumana inkxaso-mali zatyelelwa apha enyakeni ukulungiselela iinjongo zokubeka esweni. Inani elipheleleyo lezikolo ezinikwa inkxaso-mali lingaphantsi kwelo liqikelelweyo					
* Inkcazo yomahluko phakathi kweethagethi nezona kanye inikwe kule theyibhili ingezantsi.					

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

► PPM301: Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo

Eyandlalelayo (actual output 2010/11) : 16 625

Ithagethi: 15 000

Eyiyo kanye: 17 330

lingxoxo: Amanani obhaliso andile kwizikolo eziziiprayimari nezikolo eziphakamileyo.

Inkcazo

Amanani obhaliso

Ukungeniswa kweeSaveyi i-*SNAP ne-Annual Surveys* zizikolo ezizimeleyo kwiSebe iWCED kuye kumana kutshintsha-tshintsha. Iprogram yokutyelela izikolo ezizimeleyo ka-2010 yakhokelela ekwandeni ngamandla kweengxelo ze-*SNAP Survey* ngo-2010 yaye zonke izikolo eziyi-185 zangenisa iimpendulo zazo ngo-2012.

Bekukho abafundi bezikolo eziziiprayimari abayi-11 357 nabayi-5 973 bezikolo eziphakamileyo ababhalise kwizikolo ezizimeleyo ngo-2011/12, ukwanda ngabafundi abayi-705 bebonke. Bekukho abafundi abongezelelweyo abayi-3 253 ababhaliswe kwizikolo ezizimeleyo ezinganikwa nkxaso-mali. Ukwanda kule meko yamva mhlawumbi kubangelwe yidatha ebhetele nokwandiswa kwecandelo.

INkxaso eNikiweyo

Kwatyelelwa iZikolo eziZimeleyo eziyi-127 ukuzibonelela ngenkxaso kulawulo, kwikharithulam nasekuphathweni kweziko. ISebe iWCED likwaqhube uphando ngezikhaziso ezifana nokuqhuba kakubi kwizifundo, ulawulo olukumgangatho ophantsi, iifizi zesikolo nokuqhuba kwesikolo njengeziko elingabhaliswanga. Ukuphicothwa kweencwadi zemali zezikolo ezingaqhubi kakuhle kube ngunozala wokukhutshwa kwe*Simon Este School* kwiincwadi zobhaliso. Esi sigqibo nakuba kunjalo, sakhatywa yiNkundla ePhakamileyo yaseKapa (*Cape Town High Court*) ngoFebruwari 2012 ngenxa yezitenxo kwiinkqubo (*procedural irregularities*).

Imodeli yenkxaso yezikolo, iMimiselo neMigangatho yenkxaso-mali, ithagetha ezona zikolo zihlelekileyo. Inkxaso enikwa izikolo ezizimeleyo ihlawulwa ngamanqanaba ka- 60%, 40%, 25%, 15% okanye 0% enkcitho yephondo eqikelelweyo kubafundi (*provincial per capita expenditure for learners (PAEPL)*) kwizikolo zikarhulumente eziqhelekileyo. I-PAEPL ka-2011/12 yayiyi-R9 459 (kudidi lwezikolo eziziiPrayimari) ne-R10 620 (kudidi lwezikolo ezizisekondari) ngokulandelelanayo.

ISebe iWCED lihlawule iinkxaso-mali kwizikolo eziyi-99, ebandakanye izicelo ezitsha. Zibini izicelo ezitsha zobhaliso ezaphunyezwayo ngo-2011.

Ikomiti yeemonitha zokuqinisekisa umgangatho zahambela izikolo eziyi-123 ngoMatshi 2012 zaza zangqinisisa ngokubanzi ukungqinelana okwanelisayo ngokubhekiselele koku:

- Ukungqinelana neeSaveyi (*Survey compliance*) - *Annual School Survey (ASS)* ne-*Snap Survey (SS)*
- Ukuvunywa (*accreditation*) ngu-Umalusi
- Ukungqinelana nezemali (*Financial compliance*)—inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi
- Ukwanela nokuba nezibonelelo ngokufanelekileyo kwamagumbi okufundisela
- Ukufundiswa kwekharithulam
- UKwanela nokuChaneka kwe-LTSM
- Ubhaliso kwiSACE
- Ukubakho kwabasebenzi emsebenzini
- Ii-*Performance Management Systems*

- IProgram yoPhuhliso lwaBasebenzi
- Ucazululo lweziphumo zeemvavanyo zeWCED zenkqubo yezemfundo zamaBakala 3, 6 no- 9 zango-2011

Iziphumo zeeMvavanyo

Iziphumo zezikolo ezizimeleyo kwiSatifikethi seMatriki sikaZwelonke ngo-2011 zezi zilandelayo:

Iziphumo zeSatifikethi seMatriki sikaZwelonke zeWCED ngo-2011						
	Ababhalayo ngo-2010	Abapasayo ngo-2010	Ababhalisa kwisi-Danga sokuQala ngo-2010	Ababhalayo ngo-2010	Abapasayo ngo-2011	Ababhalisa kwisiDanga sokuQala ngo-2011
Izikolo ezizimeleyo	2 622	2 372 90.5%	1479 56.4%	2 654	2 446 92.2%	1 573 59.3%

Iqela elandayo lezikolo ezizimeleyo lathatha inxaxheba kwiimvavanyo zokuchonga ingxaki zeSebe iWCED ngo-2011 yaye kulindeleke ukuba zithathe inxaxheba ngokoMmiselo 8 (b) kwiMimiselo ePhathelele kuBhaliso lweZikolo eziZimeleyo neNkxaso-mali enikwa zona (Kungabandakanywanga izikolo eziziiPrayimari eziZimeleyo) (*Regulations Relating to the Registration of and Subsidies to Independent Schools (Excluding Pre-Primary Schools)*), isikolo esizimeleyo siya kufaneleka ukuba siqwalaselelwe inkxaso-mali ukuba sithatha inxaxheba kwi-Annual National Assessments (ANAs) kunye/okanye kuvavanyo lwesebe lokuchonga ingxaki (*department's diagnostic testing*).

Ukuthatha inxaxheba nokubhala iimvavanyo zenkqubo yemfundo yeSebe iWCED ngo-2010 nango- 2011 kumi ngolu hlobo lulandelayo:

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2011												
Iziphumo zeZikolo eziZimeleyo												
IBakala	Ulwazi lokuFunda nokuBhala /Ulwimi						Ulwazi lokuBala/iMathematika					
	Izikolo		Abafundi		Abapasileyo		Izikolo		Abafundi		Abapasileyo	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
IBakala 3	Zange zavavanywa	54	Zange bavavanywa	1 721	Zange bavavanywa	1 241 (72%)	Zange zavavanywa	54	Zange zavavanywa	1 722	Zange zavavanywa	1 386 (80%)
IBakala 6	29	47	937	1 435	832 (89%)	1 161 (81%)	29	47	939	1 433	729 (78%)	1 017 (71%)
IBakala 9	22	32	1 135	1 331	591 (52%)	1 161 (87%)	22	32	1 139	1 327	1 016 (89%)	617 (46%)

Uphuhliso lootitshala:

Ootitshala kwizikolo ezizimeleyo baya koomasifundisane bekharityhulam abohlukeneyo nabaququzelelwa zii-ofisi zezithili zemfundo. Izikolo ezizimeleyo zaqeqeshwa kwi-CEMIS kwaza kwamiselwa isixhobo sokulawula idatha ukulandelela ukutyelelwa kwezikolo neengxelo ezifunyenweyo. Uthatho-nxaxheba kwiCEMIS yenye yeemfuno zobhaliso lwezikolo ezizimeleyo kwiphondo.

Intsebenziswano

Iintlanganisano ezimbini zabanjwa ne-National Alliance of Independent School Associations (NAISA) kunye ne-Independent Schools' Association of South Africa (ISASA) ngo-2011 apho kwaxoxwa ngemiba ezichaphazela ngokufanayo yaye kwagxininiswa kwintsebenziswano.

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 nabangezo titshala kwizikolo ezineemfuno ezizodwa

Injongo 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 kwemigaqo-nkqubo yeeProgram ngo-2011/12

Ngowe-1 Apreli 2010 uMthetho i-*Children's Act, 2005 (Act 38 of 2005)*, waqalisa ukusebenza. NgokweSiqendu 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 ziluxanduva lweSebe loPhuhliso lwezeNtlalo (*Department of Social Development*), kwithuba leminyaka emibini yokuqalisa kwesahluko esifanalekileyo kulo Mthetho. Umsebenzi uya kudluliselwa kwiSebe loPhuhliso lwezeNtlalo (*Department of Social Development*) ukususela ngoJanuwari 2013.

Iinjongo eziCwangciswe ngobuchule nezalathi-nkqubela

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

ST401	Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa – Imiba ephambili	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
lintlawulo ngeprogram esekelayo nganye (R'000)*					
4.1 Izikolo		605,280	695,013	756,751	756,751
4.2 linkonzo zokufundisa		0	-3	0	0
4.3 Uphuhliso lwezakhono zabasebenzi		0	0	0	0
4.4 Iigranti ephuma ngokwemiqathango ethile		29,324	32,636	34,590	34,590
Itotali		634,604	727,646	791,341	791,341
lintlawulo ngokokuhlelwa kwezoqoqosho (R'000)*					
lintlawulo zalo nyaka-mali		491,033	557,233	622,495	622,495
Imbuyiselo yabasebenzi		484,440	551,270	607,313	607,313
Ootitshala		389,140	449,427	495,932	495,932
Abasebenzi abangezotitshala		95,300	101,843	111,381	111,381
Iimpahla neenkonzokunye nezinye izinto kulo nyaka-mali		6,593	5,963	15,182	15,182
Inkxaso-mali neentlawulo ezenziwa ngoomatshini		114,247	128,680	129,463	129,463
lintlawulo zee-capital assets		29,324	41,733	39,383	39,383
Itotali		634,604	727,646	791,341	791,341
Ukuqeshwa kwabasebenzi					
Inani lootitshala (abaqeshwe ngurhulumente)		1 746	1 768	1 750	1 829
Inani labasebenzi abangezotitshala (abaqeshwe ngurhulumente)		984	958	980	973
Amanani obhaliso					
Ukuya kufikelela kwiBakala 7		8 522	9 411	9 500	8 958
IBakala 8 nangaphezulu		9 444	8 881	8 900	9 920
Amaziko neziseko zophuhliso					
Izikolo		74	72	74	74

ST401	Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa – Imiba ephambili	2009/10 Eyiyo kanye kanye	2010/11 Eyiyo kanye kanye	2011/12 lthagethi	2011/12 Eyiyo kanye kanye
► Imilinganiselo yentsebenzo yeprogram *					
► PPM401: Inani labafundi ababhaliswe kwizikolo ezineemfuno ezizodwa zikarhulumente		17 966	18 292	18 400	18 878
► PPM402: Inani lootitshala abaqeshwe kwizikolo zikarhulumente ezineemfuno ezizodwa eziqhelekileyo		1 746	1 768	1 750	1 829
► PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa		984	958	945	973
► Izalathi-nkqubela zeNtsebenzo yeProgram*					
PPI 4.1. Amaziko eZibonelelo		8	17	12	20
* Inkcazo yomahluko phakathi kweethagethi nezona kanye inikwe kule theyibhili e ingezantsi.					

Imilinganiselo yeNtsebenzo yeeProgram, iinJongo eziCwangciswe ngoBuchule, neZalathi-nkqubela : lingxoxo ngoMahluko
<p>► PPM401: Inani labafundi ababhaliswe kwizikolo ezineemfuno ezizodwa zikarhulumente</p> <p>Eyandlalelayo (actual output 2010/11) : 18 292 Ithagethi: 18 400 Eyiyi kanye: 18 878</p> <p>Ingcaciso: Ukwanda kwamanani abafundi kwizikolo zemfundo eneemfuno ezizodwa kususiphumo sokukhula kokwanda kwezikolo zezakhono ezikhoyo kwithuba leminyaka emine kukho izikolo zezakhono, ukuvulwa kwezikolo zezakhono ezongezelelweyo nokusekwa kweyunithi ezi-5 ezongezelelweyo ze-<i>Autism Spectrum Disorders (ASD)</i> kwizikolo ezikhethiweyo zemfundo eneemfuno ezizodwa.</p>
<p>► PPM402: Inani lootitshala abaqeshwe kwizikolo zikarhulumente ezineemfuno ezizodwa eziqhelekileyo</p> <p>Eyandlalelayo (actual output 2010/11) : 1 768 Ithagethi: 1750 Eyiyi kanye: 1 829</p> <p>Ingcaciso: Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iifundo zekharithulam, ukwanda kwamanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).</p>
<p>► PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa</p> <p>Eyandlalelayo (actual output 2010/11): 958 Ithagethi: 945 Eyiyi kanye 973</p> <p>Ingcaciso: Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iifundo zekharithulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).</p>
Izalathi zeNtsebenzo yeProgram
PPI 4.1. Amaziko eZibonelelo
<p>Eyandlalelayo (actual output 2010/11): 17 Ithagethi: 12 Eyiyi kanye 20</p> <p>Ingcaciso: Ithagethi yayimiselwe kwangaphambi kokuphela konyaka-mali wangaphambili. Ekupheleni konyaka-mali ka-2010/2011, bekukho izikolo zeMfundo eneemfuno ezizodwa eziyi-17/Amaziko eZibonelelo (<i>Resource Centres</i>) (16 amaziko azii-<i>Resource Centres</i> neziko elinye lephondo). AmaZiko eZibonelelo amathathu amatsha awongezelelweyo e- 1) <i>Mary Harding</i> (eliziko lokulinga lekomiti i-<i>pilot multi-disciplinary therapeutic team</i> yabantwana abakhubazekileyo ngokwasengqondweni ngokumandla, 2) i-<i>Jan Kriel School</i> ne-3) <i>Tafelberg Schools</i>. Ezi zibini zokugqibela zixhasa izikolo eziphakamileyo. Oku kuba nesiphumo esingu-20 ewonke.</p>

Ingcaciso

Amanani obhaliso

ISebe njengangoku linezikolo eziyi-74 ekuzizikolo zemfundo eneemfuno ezizodwa ezinabafundi abayi-18 878 ekungabafundi abaneemfuno ezizodwa nekungabafundi abayi-586 ngaphezulu kunonyaka-mali ongaphambili. Njengangoku bayi-6 143 abafundi ababhalise kwizikolo zezakhono babe yi-614 abafundi kwiiyunithi zezakhono kwizikolo ezineemfuno ezizodwa. Izikolo zezakhono ziyinxalenye yeSigaba saBadala seGET (AmaBakala 7– 9). ISebe iWCED liya komeleza inkxaso kubafundi abakwizikolo ezifundisa bonke abafundi (*mainstream schooling*) ngo-2012 nakwithuba elizayo.

Ukwanda kwamanani abafundi kwizikolo zemfundo eneemfundo ezizodwa kususiphumo sokukhula kokwanda kwezikolo zezakhono ezikhoyo kwithuba leminyaka emine kukho izikolo zezakhono, ukuvulwa kwezikolo zezakhono ezongezelelweyo nokusekwa kweyunithi ezi-5 ezongezelelweyo ze-*Autism Spectrum Disorders (ASD)* kwizikolo zemfundo eneemfundo ezizodwa ezikhethiweyo. Iyunithi ze-*ASD* zise-*Glenbridge School* (2 iiklasi), *eLigstraal School* (1 iklassi) nase-*Cheré Botha* (1 iklassi). Ikomiti yephondo enika uncedo kwi-*Autism Spectrum Disorders (ASD)*, ese-*Vera School* enabafundi abane-*ASD*, incedisa ekumiseleni iyunithi, ukuhlolwa kwabafundi (*screening of learners*), ukuxhotyiswa kootitshala ngezakhono, ibeka esweni ukuphunyezwa kwezicwangciso zongenelelo ngoncedo ezithile nokubonelela ngenkxaso xa kuyimfuneko.

I-*Bishops School of Skills* yavulwa ngo-Apreli 2011. Ukwahlulwa kwe-*Klein Karoo School* e-Oudtshoorn ibe yi-*Klein Karoo School* yabafundi abanezithintelo ezimandla ngokwasengqondweni (*intellectual barriers to learning*) ne-*Oudtshoorn School of Skills* sabafundi abanezithintelo ezingagqithisanga (*mild intellectual barriers*) ekufundeni zaqalisa ukususela nge-1 Januwari 2012. Ngokuvulwa kwe-*Bishops School of Skills*, izikolo zezakhono eziyi-18 neeyunithi eziyi-5 zoqeqesho kwizikolo zemfundo eneemfundo ezizodwa zisekwe eNtshona Koloni.

INkxaso eNikiweyo

Ukuhlanganiswa kwemfundo ebandakanya bonke abafundi nokusekwa kwezittraksha zenkxaso kuhlala kuyinto ephambili kwiSebe iWCED ukwenzela ukuba kuqinisekise ufikelelo olukhulu kwimfundo ngabo bonke abafundi abanezithintelo ekufundeni kubandakanywa nabafundi abakwizikolo ezifundisa bonke abafundi kwizikolo ngokubanzi (*learners in the mainstream*).

ISebe iWCED liqinisekisa ngokubonelela okukhulu ngamathuba okufunda kubo bonke abafundi abanezithintelo ekufundeni nophuhliso ngezinto ezininzi abanokuzenza apha ngaphakathi kwizikolo ezineemfundo ezizodwa zemfundo nakwizikolo zikarhulumente eziqhelekileyo. Kwezinye iimeko iimfundo zemfundo zomfundi onengxaki yezithintelo ekufundeni nasekukhuleni kwakhe kunokuhlangabezana ngcono nazo ngokubonelela ngenkxaso eyongezelelweyo kwizikolo zikarhulumente eziqhelekileyo ngokungqinelana nokwandiswa kwemfundo ngakumbi nokuqaliswa ngokusesikweni kweMfundo eBandakanya bonke abafundi (*Inclusive Education*.) Inani elikhulu labafundi abaneemfundo ezisezantsi ukuya kweziphakathi bafumana inkxaso kungokunje kwizikolo zikarhulumente neZikolo ezenza zonke iiNkonzo zokufundisa (*Full Service/ Inclusive Schools*). Injongo yeSebe iWCED kukuba ibe ngabafundi abaneemfundo ezizodwa ezingamandla ekufuneka belungiselelwe kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa.

Isicwangciso seSebe iWCED i-**ten-point WCED plan** senkxaso kwimfundo eneemfundo ezizodwa savunywa ngo-2011 yaye oko kwalandelwa sisigaba sokuqala sophunyezo. Iingongoma eziphambili zezi:

- i. Uqeqesho olongezelelayo lwabasebenzi
- ii. Uqinisekiso lomgangatho wezikolo
- iii. Ukufumana amathuba okwazi ngeemodeli ezigqwesileyo
- iv. Ukubonelelwa kweendawo ezongezelelweyo kwiZikolo ezineemfundo ezizodwa ezinemfundo yenkxaso engamandla
- v. Ukuqulunqwa kweeprogram zemfundo ezifanelekileyo
- vi. Inkxaso kubafundi abangangasekho sikolweni (*out-of-school learners*) abanezithintelo ekufundeni
- vii. Ukubethelela ubuhlakani phakathi kwamacandelo asebenzisanayo
- viii. Ukulawula igalelo labazali nemibutho yabahlali
- ix. Ukutshintsha izikolo ezithile ezineemfundo ezizodwa zibe ngamaziko okufundisa bonke abafundi nezinye izikolo ezineemfundo ezizodwa zemfundo.
- x. Ikomiti ii-*specialist teams* ziya kubonelela ngeeprogram zemfundo ezifanelekileyo nenkxaso kubafundi abanengxaki yezithintelo ekufundeni nabakwizikolo ezifundisa bonke abafundi.

ISebe iWCED limisele izitraktsha zokuququzelela ukuqaliswa ngokusesikweni kwesi sicwangciso siyi-ten-point plan ngokwenza oku kulandelayo:

- iikomiti zenkxaso ezikwizithili zemfundo
- ukomeleza izikolo zemfundo eneemfuno ezizodwa ezikhethiweyo ukuba zibe ngamaziko angoovimba;
- ukusekwa kweeyunithi ii-ELSEN-units/Resource Classes kwizikolo zikarhulumente eziqhelekileyo ezitshintshwe zaba zizikolo ii- Full-Service/Inclusive Schools; kunye
- nophuhliso lweekomiti ii-Institutional Level Support Teams.

Amaziko angoovimba awongezelelweyo achazwa njengala-Tafelberg School, Jan Kriel School ne-Mary Harding School yaye kukho malunga nezikolo eziyi-20 kungokunje zeemfuno ezizodwa ezisebenza njangamaziko angoovimba. La maziko abonelela ngenkxaso kubafundi abanezithintelo ekufundeni kwizikolo zikarhulumente eziqhelekileyo nezikolo ii-full service schools/ inclusive schools.

Ukuhlolwa komgangatho wemfundo yaBafundi abaNgevayo eNtshona Koloni (*Deaf in the Western Cape*) kwagqitywa ngo-2012 yaye iingcebiso ngokujongisisa kwakhona imigaqo-nkqubo; iinguqu kwikharithulam; ukuhlolwa kwasekuqaleni, ukuqatshelwa (*identification*), uvavanyo (*assessment*) nenkxaso; ezabasebenzi; ukubonelelwa kwethekhnoloji efanelekileyo nezixhobo ezincedisayo (*appropriate technology and assistive devices*); iziseko zophuhliso zezakhiwo (*physical infrastructure*) nezothutho, sele ziqwalaselwe.

Iziphumo zeeMvavanyo

Izikolo zemfundo eneemfuno ezizodwa azikabandakanywa kwiiprogram zovavanyo lwezikolo eziziprayimari ukuza kuthui ga ngoku. Ngo-2011 bekukho abaviwa abayi-120 bezikolo zemfundo eneemfuno ezizodwa ezithandathu ezabhala iimviwo zeSatifikethi seMatriki sikaZwelonke. Izikolo ezine zafumana ireyithi yokupasa engu-100% nesinye esafumana ireyithi yokupasa engu- 87%. Yi-23% yabo bapasileyo abanokungenela izifundo zesiDanga sokuQala (*Bachelor's Degree*). U-Louzanne Coetzee, wasePioneer School, wahlonitshwa njengomviwa ophumelele emagqabini wesikolo esineemfuno ezizodwa kuzwelonke. Wafumana iiNkwenkwezi ezi-6 (*6 Distinctions*), kuquka no- 97% kwi-History.

Uphuhliso lootitshala

Uqeqesho lwango-2011 kubandakanywa uqeqesho kwimodeli ehlaziyiweyo yenkxaso yeekomiti ezenza igalelo kwezemfundo (*inclusive education outreach teams*) kumaziko azii-Special School Resource Centres, kubandakanywa neesayikholoji zezikolo, iitherapisti, nootitshala bemfundo eneemfuno ezizodwa. Abasebenzi abanika inkxaso kwiZithili (*District Specialised Education Support staff*) baqeqeshwa kwimodeli yenkxaso ehlaziyiweyo (*revised support model*). Bekukwakho noqeqesho ngemiba yeeMfundo eneeMfuno ezizodwa (*Special Educational Needs' aspects*) kwiinqununu nakootitshala beZikolo zeMfundo eneeMfuno ezizodwa. Apha bekugxininiswa kwizikolo zabangevayo nakwinkxaso kubantwana abengxaki enkulu yokukhubazeka ngokwasengqondweni (*children with profound intellectual disabilities*) nakwabo bane-autism spectrum disorder.

Enye inkxaso enikiweyo

I-Western Cape Forum for the Intellectually Disabled yafaka isicelo malunga nabantwana abakhubazeke kakhulu ngokwasengqondweni (*severely and profoundly intellectually disabled children*) kwiNkundla ePhakamileyo noRhulumente kaZwelonke kunye noRhulumente waseNtshona Koloni ngokunjalo njengabamangalelwa kwityala lembambano (*respondents*). Isicelo eso saphelela ekubeni kuwiswe isigwebo nomyalelo yiNkundla ePhakamileyo yaseNtshona Koloni nge-11 Novemba 2010. Umyalelo wayalela abamangalelwa bobabini ukuba bathathe amanyathelo afanelekileyo nathathela ingqalelo amalungelo abantwana abakhubazeke kakhulu ngokwasengqondweni eNtshona Koloni ngokumalunga nemfundo esisiseko (*basic education*); ukhuseleko ekubeni bangakhathalelwa okanye bajongelwe phantsi; ukuphathwa ngokulinganayo nokunikwa isidima somntu ngokufanelekileyo.

Umyalalelo wenkundla ubenesiphumo samaphulo entsebenziswano phakathi kwamasebe karhulumente. ISebe iWCED liseke iProvincial Outreach Team for Profound Intellectually Disabled eseMary Harding School ngoNovemba 2011.

Umsebenzi wale komiti kukumisela uhlobo nenqanaba lenkxaso efunwa kwiziko ngalinye kumaziko alishumi (10) akhethwe njengamaziko azii-Special Care Centres; ukuvavanya amabanga emfundo abanonopheli nokwanela kononophelo olubonelelwa kwii-Special Care Centres; ukubonelela ngoqeqesho nenkxaso kubasebenzi be-Special Care Centre; ukuvavanya ukufumaneka, imeko nemfuno yezixhobo ezincedisayo nokucebisa ngemodeli efanelekileyo nefikelelekayo yononophelo ekumelwe lubonelelwe.

I-National Association for the Blind yanikwa ithenda yokuqwalasela ukuveliswa kweBreyili (*an audit into Braille production*) nombhalo omkhulu oyi-enlarged print ezikolweni nakumaziko abangaboniyo. ENTshona Koloni i-Athlone School for the Blind, Pioneer School nePioneer Printers zaye zabandakanywa nazo yaye iziphumo zingeniswe kwiSebe leMfundo esiSiseko.

IProgram 5: IMfundo noQeqesho oluQhubelekayo

Injongo:

Ukubonelela ngemfundo yeFET kwiikholeji zeFET zikarhulumente ngokungqinelanayo noMthetho i-*Further Education and Training Act (2006)*

Iprogram yeFET yenziwa zezi program zisekelayo zilandelayo:

Amaziko karhulumente

- Ukubonelela iikholeji zeFET zikarhulumente ezithile ngezibonelelo zoncendo (*resources*)

linkonzo zokufundisa

- ukunika inkxaso iikholeji zeFET zikarhulumente

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso loqeqesho lootitshala nabangezotitshala kwiikholeji zeFET zikarhulumente

Injongo ecwangciswa ngobuchule

Injongo ecwangciswa ngobuchule 5.1	Ukuqinisekisa ungqinelwano lwezicwangciso zeziko neeprogram ukwenzela ukuba kwenziwe iiprogram ezifanelekileyo, eziphendulayo ekuphumezeni iimfuno zoosomashishini bengingqi, imizimveliso yengingqi, zabahlali nabafundi kwanokulondoloza indawo ekhuthaza ukwenziwa kweeprogram zethiyori/zepraktikhali ezidibeneyo ezikumgangatho ophezulu ngokusebenzisa ulawulo nokuphathwa kwamaziko kunye nenkxaso kwimisebenzi eyenziwayo.
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Iprogram yophuhliso lomgaqo-nkqubo ngo-2011/12

Amaziko emfundo ephakamileyo, iikholeji zeFET, iiSETA namaziko eMfundo noQeqesho lwaBadala ngoku onganyelwe ngokudibeneyo ngamasebe amaphondo naliSebe leMfundo ePhakamileyo noQeqesho (*Department of Higher Education and Training (DHET)*). Imigaqo yemvumelwano (*protocol agreements*) ephakathi kweSebe leMfundo ePhakamileyo noQeqesho i-DHET namasebe emfundo amaphondo neentloko zezopolitiko emalunga nexesha lotshintsho nokuphathwa nolawulo lwekholeji okwethutyana iya kusebenza zide zibe zonke iimeko eziyimfuneko zimiselwe.

UMthetho oYilwayo i-*Constitution Amendment Bill of 2011*, wapapashwa nge-21 Januwari 2011. Injongo yawo kukufakela izilungiso kumgaqo-siseko ngokungqinelanayo nesigqibo sokutshintshela imisebenzi yamaphondo enxulumene neFET kunye neAET isiwe kwiSebe i-DHET.

UMthetho oYilwayo, i-*Further Education and Training Colleges Amendment Bill, 2011*, wandlalwa nge-27 Julayi 2011, njengesiqendu 76 somthetho oyilwayo. Ngoku usayiniwe wanguMthetho osebenzayo. Injongo ebanzi yawo kukufakela izilungiso kuMthetho weKholeji zeFET ka-2006, ukwenzela ukuba "kususwe zonke izinto ezibhekiselele kumagunya ephondo; kufakwe endaweni yemisebenzi yangaphambili yeLungu leSigqeba soLawulo eyomphathiswa; ukuba kususwe zonke izinto ezibhekiselele kwiNtloko yeSebe kuze kufakwe endaweni yoko uMlawuli-Jikelele; ukuthintela ilungu leBhunga okanye umqeshwa ukuba aqhube umsebenzi wezoshishino, ngokucacileyo okanye ngandlela yimbi neFETC echaphazelekayo, nomsebenzi lowo ungqubanayo ngokweemfuno (*conflict of interest*) neFETC karhulumente echaphazelekayo; ukuthintela ilungu leBhunga okanye kumsebenzi, ngokucacileyo okanye ngandlela yimbi neFETC echaphazelekayo; ukwenza amalungiselelo ethutyana malunga nezithuba zenkonzo karhulumente kunye nezootitshala, nezabasebenzi, namanyathelo oluleko; nomgaqo-nkqubo owenziwe liLungu leSigqeba soLawulo phantsi koMthetho oyintloko okanye phantsi kwawo nawuphi na umthetho wephondo, ofunekayo ukwenzela ukuphatha, ukulawula nokuxhaswa ngemali kweeFETC zikarhulumente.

Injongo ephambili isoloko iyeyokuba iikholeji zeFET ziya kuba phantsi kwegunya likazwelonke.

I-*Green Paper on Post School Education and Training* yavulelwa ukuba kwenziwe iikhomenti luluntu kude kube ngowe-30 Apreli 2012. Injongo ye-*Green Paper* kukucacisa imingeni ejongene nenkqubo elandela emva kokufunda esikolweni ize icacise umgaqo-nkqubo obanzi:

- wokwandiswa ukubonelelwa kokufundisa okulandela emva kokufunda esikolweni ukwenzela ukuphucula ukwazi ukufikelela kolu hlobo lwemfundo
- wokomeleza amaziko ukuba aphucule umgangatho
- wokucacisa umbono neendlela zokufikelela kwinkqubo elandela emva kokufunda esikolweni ngamandla nangentsebenziswano, kunye nokudibanisa kakuhle amacandelo ahlukeneyo, kwakunye nokulungelelanisa iindidi ezahlukeneyo zamaziko naphakathi kwamaziko emfundo namaziko oqeqesho nelizwe lempangelo.

Amanyathelo alandelayo aya kubandakanya ukubhalwa kweNgcaciso yoMgaqo-nkqubo i-*White Paper* nokungeniswa kwayo kwiKhabhinethi ukwenzela ukuba ivunywe okokugqibela njengomgaqo-nkqubo karhulumente. Oku kuya kulandelwa kukulungelelaniswa kwemithetho (*alignment of legislation*), kwemimiselo kunye nenkqubo yesebe ne-*White Paper* nokusetyenziswa kwayo.

Ekuqaleni kuka-2011, iikholeji zagunyaziswa ukuba ziqalise kwakhona i-*Report 191 Programmes* zezifundo ezinxulumene nobunjinieli kumanqanaba N1-N3 nokuqalisa kwakhona zonke i-*Report 191 Programmes* kumanqanaba N4-N6. Kwangokunjalo amanani obhaliso ezi program abonisa ukwanda ku-2012 ukuza kuthi ga ngoku.

linjongo ezicwangciswe ngobuchule kunye nezalathisi

Imilinganiselo yeProgram yeNtsebenzo (imilinganiselo kazwelonke)
PPM501: Inani labafundi ababhalise kwizifundo zeNC(V) kwiikholeji zeFET
PPM502: Inani labafundi beNC(V) beekholeji zeFET abagqibe izifundo zabo zonke ngempumelelo

ST501	Imfundo noqeqesho oluqhubelekayo – Imiba ephambili	2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 Ithagethi	2011/12 Eyona kanye
lintlawulo ngokohlelo lwezoqoqosho (R'000)*					
5.1	Amaziko karhulumente	368,917	446,971	534,671	534,659
5.2	linkonzo zokufundisa	0	0	0	0
5.3	Uphuhliso lwezakhono zabasebenzi	0	0	0	0
5.4	ligranti ezikhutshwa phantsi kwemiqathango	0	0	0	0
Itotali		368,917	446,971	534,671	534,659
lintlawulo ngokohlelo lwezoqoqosho (R'000)*					
Intlawulo yangoku		212,675	251,685	259,565	259,553
Imbuyiselo yabaqeshwa		212,670	251,685	259,565	259,553
Ootitshala		180,045	217,825	224,180	224,168
Abangegotitshala		32,625	33,860	35,385	35,385
Iimpahla neenkonzonokunye		5	0	0	0
Iimali ezihlawuliweyo (<i>transfers</i>) neenkxaso-mali		156,242	195,286	275,106	275,106
Intlawulo zee-asethe i-capital assets		0	0	0	0
Itotali		368,917	446,971	534,671	534,659
* Ithagethi ka-2010/11 yeNkcitho luLwabiwo-mali lokuGqibela luka-2010/11					
Ezabasebenzi					
Inani labangezotitshala (abaqeshwe ngurhulumente)		24	24	24	24
Abafundi ababhalisileyo					
Inani labafundi abasisigxina elilinganayo*		28 053	38 120	36 700	24 948
Abafundi (ukubalwa ngabanye ngabanye)		42 291	45 056	42 000	40 403
Abangamabhinqa		15 247	22 550	24 600	21 265
abangamabhinqa akumacandelo obugcisa		1 154	2 279	2 000	1 429
Abafundi abagqiba iiprogram ngempumelelo apha enyakeni		21 665	27 000	28 000	17 814**
*Ukuhla okuqaphelekayo kubhaliso lwabafundi kwenziwa kukuba itotali ayibabandakanyi abafundi ngezamakhondo omsebenzi yaye idwelisa kuphela i-NC(V) namanani eReport 191					
**Qaphela ukuba ingcaciso-magama enikiweyo yalungiswa ukwenzelwe ukuba ibhekiselele "Kubo bonke abafundi abaye bangenela, bafunda baze bagqiba, bafumana isiqinisekiso ngo-2011"					

ST501	Imfundo noqeqesho oluqhubelekayo – Imiba ephambili	2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 Ithagethi	2011/12 Eyona kanye
linkcukacha-manani zoqhelaniso nomsebenzi					
Kukho iimvumelwano zoqhelaniso nomsebenzi ezisebenzayo kwiphondo**		4 196	6 336	6 000	9 058
► Imilinganiselo yentsebenzo yeprogram***					
► PPM501: Inani labafundi ababhalise kwizifundo zeNC(V) kwiikholeji zeFET		12 742	12 967	13 000	13 778
► PPM502: Inani labafundi beekholeji zeFET beNC(V) abagqibe izifundo ezipheleleyo ngempumelelo:		2 308	3 429	7 000	4 587
Qaphela:					
1. ** Ababoneleli-nkonzo bakarhulumente nababucala bathatha inxaxheba kwinkqubo yoqhelaniso nomsebenzi. Le datha imele iikholeji zeFET zikarhulumente yaye ibonisa iimvumelwano ngezoqhelaniso nomsebenzi ezisayiniweyo phakathi kweekholeji nabafundi.					
2.*** Apha ngasezantsi kunikwe iinkcazo zokungangqinelani phakathi kweethagethi nawona manani kanye.					

Imilinganiselo yeNtsebenzo yeProgram, linjongo ezicwangciswe ngobuchule neZalathisi: Inkcazo ngomahluko

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

Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 12 967

Ithagethi: 13 000

Eyona kanye: 13 778

Inkcazo: iikholeji zabhalisa ngaphezulu kwethagethi ngenxa yokwanda kwesibonelelo seebhasari zeSebe i-DHET ezaye zenza ukuba abafundi abaneemfuno zemali bakwazi ukubhalisa.

► PPM 502: Inani labafundi beNC(V) beekholeji zeFET abagqibe iiprogram zoqhelaniso nomsebenzi ngempumelelo

Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 3 429

Ithagethi: 7 000

Eyona kanye: "Eyona kanye" isenokuba ngaphezulu kancinane kuba ayibandakanyi ziphumo zeemviwo zokuxabangela.

Kukho ukuphucuka okuqaphelekayo kwireyithi yokufumana iziqinisekiso zemfundo. Kukho ukwanda nge-1 158 kwitotali ngo-2010/11.

Inkcazo**Ubhaliso lwabafundi**

NgoFebruwari 2012 iikholeji zabhalisa abafundi abayi-33 091 xa kuthelekiswa ne-27 157 yabafundi ngoFebruwari 2011. Oku kubandakanya ukwanda ngabafundi abayi-1 878 beNC(V) ukususela ku-2011. Kubafundi abayi-33 091, abafundi abayi-29 450 bakwiiprogram ezixhaswa ngemali ngurhulumente, nekukho kuzo iimali zikarhulumente eziyi-80% zokuxhasa itotali yeendleko zeprogram. Njengoko iikholeji zibhalisa abafundi kumanqanaba ahlukeneyo enyakeni kulindeleke ukuba amanani ewonke enyuke, ngokukodwa ngenxa yesiphumo sokusetyenziswa kwakhona kwe-*Report 191 programmes*.

Inkxaso ebonelelweyo

NgokoMgaqo weMvumelwano ophakathi kweSebe iWCED neSebe i-DHET iphondo lisoloko linxanduva lokunika inkxaso iikholeji zide izilungiso ezifakelweyo kuMgaqo-siseko neenguqu kuMthetho weFETC zibe ziyaphunyezwa. ISebe iWCED linika inkxaso iikholeji ngokucwangcisa, ukunika inkxaso yemali nokuhlawula imali ngoomatshini, ukulawula nokuphatha, inkxaso yezekharithulam nezolawulo lweemviwo. AmaSebe iWCED neSebe iDHET abeka esweni aze anike ingxelo ngenkqubo yeekholeji malunga nobhaliso, ulawulo lwezemali, ukumodareyithwa kweemvavanyo neemviwo.

Ulwabiwo lwebhazethi ka-2011/12 yeProgram 5 lwandiswa ukunika ithuba abafundi abangaphezulu ababhalise ezikholejini. Iimali zika-2010/11 ze-*Schedule 4 FET Colleges Conditional Grant* zathunyelwa kwiikholeji njengoko kucwangcisiwe. Kuyaqhubeka ukwakhiwa kobudlelane phakathi kweekholeji zeFET neeSETA nemizi-mveliso. Uqeqeshelo-msebenzi ufunda (*internship*) nokufakwa emsebenzi ngethuba usafunda (*on-course work placement*) kucwangciswe ngentsebenziswano neSebe loPhuhliso lwezoQoqosho laseNtshona Koloni, iiSETA, iBhunga lezoRhwebo laseKapa (*Cape Chamber of Commerce*) nabathathi-nxaxheba bemizi-mveliso.

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

Ingxelo yango-Oktobha 2011 yeeBhasari zeeKholeji zeFET kwiSebe i-DHET ibonisa ukuba kubafundi abayi-22 806 beNC(V) nabayi-13 192 be-NATED bafumana iibhasari ngokupheleleyo okanye ngokuyinxenye ezihlawulela iindleko zokufunda, ezokuhlala neentlawulo zemali yohambo. Iiprogram yangaphambili yokunika inkxaso kubafundi bephondo eyayibandakanya ulwabiwo lwemali yeebhasari, iphelisiwe ngo-2011.

ISebe iWCED liqhubekile ngokuxhasa iikholeji lisebenzisa inkxaso-mali ebekelwe bucala (*ring-fenced funding*) yokubonelela abafundi ngenkxaso ebanzi kwizifundo. Inkxaso kwizifundo ibandakanya inkxaso kwimathematika, kwiiklasi zokuncedisa abatsala nzima ekuqondeni (*remedial classes*), kwiithuthoriyali, kwizinto zokuncedisa ukufunda ezongezelweyo nakwizikim zokondla ezisisiseko (*basic feeding schemes*).

Ikholeji ziyaqhubeka ngokwandisa iindlela namaxesha azo okufundisa ukwenzela ukubhalisa abafundi abaninzi. Iingxelo zeekholeji zibonisa ukuba kwiimeko ezininzi umthamo wazo ufikelele ekuzaleni yaye ngoku azikwazi kuthatha abafundi abaninzi ngaphandle kwesiseko sezophuhliso esandisiweyo. Uninzi lweekholeji lusebenzisa amaziko alo okufunda avulelekileyo ukuba kuxhamle abafundi babo kwanabahlali abakufutshane.

ISebe i-DHET limisele iithagethi ezicacileyo zokwandiswa kokufundiswa kwemfundo noqeqesho oluqhubekayo. Indlela yokukhula ekujoliswe kuyo ziikholeji zaseNtshona Koloni kukubhalisa abafundi abayi-85 000 ngonyaka ngamnye engadlulanga u-2015. Ikholeji ziyakhuthazwa ukuba zibandakanyeke kakhulu ekufundiseni ngemisebenzi nezophuhliso lwamagcisa emisebenzi yezandla (*artisan development*). ISebe i-DHET, ukongeza, lidala amathuba okuxhasa ngemali iikholeji angaphezulu ngokusebenzisa iNgxowa-mali yeZakhono zikaZwelonke (*National Skills Fund*) neeSETA.

Iziphumo zovavanyo

Ithebhile elapha ngasezantsi ibonisa ireyithi yokufumana iziqinisekiso kwabafundi ababengenele, baza babhala zonke izifundo ezifunekayo kwiziqinisekiso zabo.

NC(V)	Ababhalisele izifundo eziyi-7	Ababhale izifundo eziyi-7	Abapase izifundo eziyi-7	I-% yokufumana iziqinisekiso ngababebhalile
INqanaba 2	7 425	4 361	2 597	59,6%
INqanaba 3	3 412	2 325	1 192	51,3%
INqanaba 4	1 933	1 651	798	47,7%

INGxelo 191 191/NATED	Ababhalisele izifundo eziyi-4	Ababhale izifundo eziyi-4	Abapase izifundo eziyi-4	I-% yokufumana iziqinisekiso ngabo beebhalile
N1	539	252	171	67,9%
N2	234	144	57	39,6%
N3	339	250	95	38%
N4	1 883	1 497	682	45,6%
N5	2 441	2 074	934	45%
N6	523	456	214	46,9%

INGxelo ka-Umalusi ka-2011 yoviwo lukazwelonke incoma iikholeji zaseNtshona Koloni ngenkqubo eqhubeka okokoko kuzo zonke iiprogram neziqinisekiso ngokunjalo nokugqwesa amanye amaphondo kuninzi lweeprogram.

Uphuhliso lwezakhono zabahloli

ABacwangcisi bezeKharithyulam beSebe iWCED bayaqhubeka nokunika inkxaso eqhubeka okokoko yokufundiswa kwekharithyulam ngokuxhobisa ngezakhono abahloli nokunika inkxaso eziklasini. Iinkqubo zokuvavanya nokumodareyitha ziyaqhubeka ngokuphucula umgangatho wezixhobo zovavanyo neendlela zokufundisa.

Izibonelelo zoncedo/enye inkxaso enikwayo

ISebe iWCED lixhase iikholeji zeFET ngenkxaso-mali yokuqala ukuba zifumane i-*electronic college administration programme* entsha. Le sistim seyisetyenziswa ngokupheleleyo ngoku kuzo zonke iikholeji. ISebe iWCED liyaqhubeka nokuxhasa ukusetyenziswa kwesistim yolawulo lwezifundo ebizwa ngokuba yi-*ASSET (Advanced Software Solutions to Education and Training)*. Le sistim ye-ASSET isetyenziselwa ukucwangcisa uvavanyo qho lwangaphakathi (*internal continuous assessment*), ukuqinisekisa umgangatho wezixhobo zovavanyo ezenziwe yikholeji nokumodareyitha iinkqubo zovavanyo ukuqinisekisa iziphumo ezithembakeleyo.

IProgram 6: IMfundo noQeqesho lwaBadala

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

Iprogram ye-ABET inezi program zisekelayo zilandelayo:

linkxaso-mali kumaziko abucala

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

linkonzo zokufundisa

- ukunika inkxaso kwizikolo ze-AET

Uphuhliso lwezakhono zabasebenzi

- ukunika uphuhliso lokuqeqeshelwa umsebenzi kootitshala nabangezotitshala kumaziko e-AET

INjongo eCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 5.1	Ukunika inkxaso kulawulo nokuphathwa kwe-A(B)ET ngokusebenzisa uphuhliso lomgaqo-nkqubo nongenelelo ngoncedo olubalulekileyo ukulungiselela ukufundiswa kwekharithulam ngempumelelo kumaZiko eMfundo yaBadala; ukubonelela ootitshala nabafundi kwizikolo ze-A(B)ET ngenkonzo yenkxaso kwikharithulam elawulwa lisebe lemfundo nokubonelela ngophuhliso lokuqeqeshelwa umsebenzi kootitshala nabangezotitshala
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IProgram yophuhliso lwemigaqo-nkqubo ngo-2011/12

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 neMfundo noQeqesho oluQhubekayo neMfundo noQeqesho lwaBadala (*Further Education and Training and Adult Education and Training*) kwiSebe leMfundo ePhakamileyo noQeqesho (*Department of Higher Education and Training*).

UMthetho oYilwayo i-**Higher Education and Training Laws Amendment Bill** wapapashwa nge-7 Disemba 2010. Injongo yawo kukufakela izilungiso kuMthetho weFET, ka-2006 nakuMthetho weMfundo yaBadala noQeqesho, ka-2000, ukwenzela ukuba kufakelwe izilungiso kwiingcaciso-magama ezithile, ukwenza isibonelelo sokuqeshwa kootitshala kumaziko karhulumente ngokufakela imigaqo ngokumalunga nabaqeshi bootitshala, imivuzo nezinye iimeko zengqesho yootitshala, amanani ezithuba zootitshala ezabelwa amaziko, amagunya abaqeshi, ukuqeshwa nokuzaliswa kwezithuba, ukutshintshwa kootitshala, ukusekondwa kootitshala, ukuthatha umhlala-phantsi kootitshala; ukugxothwa kootitshala, ukungabi nakusebenza ngenxa yokugula (*incapacity*) nokuziphatha kakubi (*misconduct*) nokwenziwa komnye umsebenzi ngootitshala, ukwenza amalungiselelo ethutyana ngexesha lotshintsho ngokumalunga namaziko karhulumente; ukwenzela ukubonelela ngokumiselwa komgaqo-nkqubo wemfundo kazwelonke wamaziko karhulumente, ukwenzela uthetha-thethwano ngomgaqo-nkqubo kunye nemithetho, ukwenzela upapasho lomgaqo-nkqubo wemfundo kazwelonke nokwenzela ukubeka esweni kunye nokuphonononga imfundo noqeqesho lwabadala; nokwenzela ukuqinisekiswa komgangatho ngokumalunga neziqinisekiso ezikhutshwa ngamaziko karhulumente nawabucala.

IMimiselo enxulumene noBhaliso lwamaZiko e-ABET aBucala

Emva kopapasho lokuqala ngenjongo yokucela iikhomenti kuluntu, le mimiselo yaphinda yasetyenzwa ngokutsha yaza kwakhona yangqinelaniswa noMthetho oFakela iZilungiso kwiMfundo noQeqesho lwaBadala (*Amended Adult Education and Training Act*), owawupapashwe ngoDisemba 2010 liSebe leMfundo ePhakamileyo. Le mimiselo yapapashwa kwiGazethi yePhondo, No. 6838, nge-4 Matshi 2011.

IMimiselo enxulumene nokusekwa kwamaBhunga oLawulo amaZiko

Kwapapashwa imimiselo ngenjongo yokucela iikhomenti kuluntu ngoFebruwari 2012. Umhla wokuvalwa ukwamkelwa kweekhomenti yayingowe-20 Matshi 2012. Akuzange kubekho zikhomenti zafikayo. Le mimiselo iya kupapashwa ke ngoko ngo-Apreli 2012. Amabhunga olawulo amaZiko eMfundo yaBadala aya kunyulwa ngo-2012.

ISatifikethi seThutyana seMfundo noQeqesho ngokuBanzi (GETC) neMfundo noQeqesho lwaBadala (AET)

Nge-11 Disemba 2009, iSatifikethi esihlaziyiweyo sethutyana seMfundo noQeqesho ngokuBanzi (*General Education and Training Certificate*) (GETC)) neseMfundo noQeqesho lwaBadala (AET) sabhaliswa phantsi kwe-ID No 64309 kwaSAQA saza sapapashwa. Esi siqinisekiso safakwa kwigazethi nge-5 Novemba 2009, yaye sivunyiwe ukulungiselela abafundi abadala be-*ABET Level 4 (NQF level 1)* kumaziko karhulumente nawabucala.

liNjongo eziCwangciswe ngoBuchule neZalathisi

IMilinganiselo yeNtsebenzo yeProgram (imilinganiselo kazwelonke)
PPM601: Inani labafundi ababhalise kumaZiko e-ABET karhulumente
PPM602: Inani lootitshala abaqeshwe kumaZiko e-ABET karhulumente

ST601	Imfundo noqeqesho lwabadala – Imiba ephambili	2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 Ithagethi	2011/12 Eyona kanye
lintlawulo ngeprogram esekelayo (R'000)					
	6.1 linkxaso-mali kumaziko abucala	29,479	32,152	33,098	33,098
	6.2 linkonzo zokufundisa	0	0	0	0
	6.3 Uphuhliso lwezakhono zabasebenzi	0	0	0	0
	Itotali	29,479	32,152	33,098	33,098
lintlawulo ngohlelo lwezoqoqosho (R'000)					
	Intlawulo yangoku	6,901	7,165	5,850	5,850
	Imbuyiselo yabaqeshwa	6,621	6,098	5,670	5,670
	Ootitshala	5,663	5,171	5,002	5,002
	Abangezotitshala	959	927	668	668
	Iimpahla neenkonzonokunye	280	1,067	180	180
	Iimali ezihlawuliweyo (<i>transfers</i>) neenkxaso-mali	22,578	24,987	27,248	27,248
	Intlawulo zee-asethe i-capital assets	0	0	0	0
	Itotali	29,479	32,152	33,098	33,098
Ezabasebenzi					
	Inani labangezotitshala(abaqeshwe ngurhulumente)	3	4	4	2
	Inani labasisigxina abangezotitshala (abaqeshwe ngurhulumente)	8	8	8	7
Ubhaliso lwabafundi					
	Kwinqanaba leGET	18 894	19 577	16 000	18 934
	Kwinqanaba leFET	19 159	20 543	20 500	17 648
	Itotali	38 053	40 120	36 500	*36 582

*kubandakanywa iSebe leeNkonzo zoLuleko namaZiko aBucala abhalise kwiSebe iWCED

ST601	Imfundo noqeqesho lwabadala – Imiba ephambili (kuyaqhubeka)	2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 Ithagethi	2011/12 Eyona kanye
Amaziko					
Amaziko afumana inkxaso-mali		102	107	110	103
► Iprogram yemilinganiselo yentsebenzo*					
► PPM601: Inani labafundi ababhalise kumaZiko e-ABET karhulumente		38 053	40 120	36 000	36 582
► PM602: Inani lootitshala abaqeshwe kumaZiko e-ABET karhulumente		8	962	1 250	1 039
*Kule thebhile ilapha ngezantsi kunikwe iinkcazo zokucacisa ukungangqinelani (<i>variances</i>) phakathi kweethagethi nawona manani kanye.					

Imilinganiselo yeprogram yentsebenzo, iinjongo ezicwangciswe ngobuchule kunye nezalathisi: inkcazo yokungangqinelani kwengcaciso

► PPM601: Inani labafundi ababhalise kumaZiko e-ABET karhulumente

Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 40 120

Ithagethi: 36 500

Elona kanye: 36 582

Inkcazo: Ngenxa yesindululo esicebisa ukupheliswa kwesiqinisekiso seMatriki sexesha langaphambili nohlaziyo lwamvanje kuloo malungiselelo, kube nzima ukuqikelela amanani obhaliso lwabafundi. Kuninzi esekwenziwe ukwandisa inani labafundi be-Levels 1- 4 kusetyenziswa iiprogram zamaphulo okunika inkxaso ngamandla (*advocacy programmes*).

► PM602: Inani lootitshala abaqeshwe kumaZiko e-ABET karhulumente

Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 962

Ithagethi: 1 250

Elona kanye: 1 039

Inkcazo: Ootitshala mabaqeshwe ngokomlinganiselo wobhaliso lwabafundi kwiziko ngalinye nangokusekelwe kwakhona kwiinkalo zezifundo ababhalisele zona. Emva kokubhengezwa iSebe i-DBE kokutshitshiswa kwekharithulam endala yeBakala 12 kumaZiko e-AET ngo-2014, iSebe iWCED ligqibe ukuba lifundise iBakala 12 kumaZiko e-AET akhethiweyo (ii-*GRADE 12 HUBS*) kuphela. Ngenxa yoku, bambalwa ootitshala abaqeshwe kumaziko, oko kube negalelo koku kungangqinelani kwengcaciso elapha ngasentla.

Inkcazo

Ubhaliso lwabafundi

Abafundi ababhalisileyo ngoku bayi-18 934 kwi-ABET Levels 1-4, abayi-14 008 ngabafundi beFET nabafundi abayi-3 641 abenza iiprogram ezimfutshane zokuzixhobisa ngezakhono (*short skills programmes*). Abafundi be-ABET bande nge-3 309 xa kuthelekiswa no-2010, ukwanda kakhulu kube kwiNqanaba 4 ngabafundi abayi-2 423.

Uqhelaniso nomsebenzi (*learnerships*) lwabafundi abayi-48 lwenziwe eCentral Karoo, ngokusebenzisana ne-ETDP SETA. Kufundiswe iiprogram zezakhono ezivunyiweyo (*accredited programmes*) kwii-CLC ezisibhozo ekuxhamle kuzo abafundi abayi-282 ngokusebenzisana neekhohleji zeFET ezintathu. Iiprogram ezifundisiweyo zibandakanya uBuchweli (*Carpentry*), iZakhono zase-Ofisini (*Office Skills*), ezeMpilo noKhuseleko, ezingokuNika iNkonzo kwiiNdwendwe (*Hospitality*), ezoMbane nezobuMakhenikhi, izifundo zoShishino nokuKhuliswa kweZityalo (*Entrepreneurship and Plant Production courses*). Amanye amahlakani abandakanya uPetroSA, uNestle noMasipala waseWitzenberg.

Ezi zikolo zilandelayo zitsha zeMfundo noQeqesho lwaBadala zabhaliswa ngo-2011: Bongoletu (South), Aurora (Piketberg), Broodkraal (Piketberg), Dasbosch, Le Jardine, Septemberkraal, Paardekraal, Berghof (zonke zisePorterville), Mount Hope, Highlands, Alpine, Life Changes, Morgenster (zonke zise-BALCO-South), Ma Africa (Delft), De Rust Ventura (Overberg), Mfuleni (North); Pelandaba (George); Bitterfontein (West Coast), ngokunjalo naseKoekenaap naseLutzville.

Amaziko eFET eBakala 12 asekwa ngo-2011 e-Eden and Central Karoo (1), Winelands (1), East (3), North (2), South (2), Central (1), West Coast (1), Overberg (1).

ISebe iWCED liqhubekile ngokufundisa kwalo iiprogram zeMfundo yaBadala kubaqeshwa bamaSebe kaRhulumente amaPhondo nakaZwelonke. Ngoku kukho abafundi abayi-714 ababhalisileyo oko kusenziwa ngamalungiselelo eenkqubo zokusebenzisana ngamandla eziyi-15. Kukho iinkqubo zokusebenzisana ezilishumi zephondo ezilawulwa yi*Memoranda of Understanding (MOUs)* kunye namanye amasebe ephondo kwakunye nala masebe kazwelonke: iSebe lezeMisebenzi kaRhulumente, elezokuSingqongqileyo nelezeNkonzo zoLuleko. Ngezi nkqubo zokusebenzisana, abaqeshwa bamasebe ephondo banikwa ithuba lokufumana isatifikethi i-GETC. Selusetyenziswa uxwebhu i-*“Transversal Policy for the Delivery of ABET to Employees of Provincial Governments”*. Iinkqubo zokusebenzisana zenziwa kwiphondo nakumaziko. Kusayinwe i-MOU noMasipala

waseTheewaterskloof kwahlaziywa ne-MOU ne-South African Navy ukwenzela ukuba ibonise ukwandiswa kwekharithyulam efundiswa abaqeshwa babo eSimonstown Naval Base.

Iphulo le*Khari Ri Gude Mass Literacy* lokufundisa iZakhono zokuFunda nokuBhala kwaBafundi aBaninzi liqaliswe ngo-Apreli 2008 ngenjongo yokunika amathuba abantu baseMzantsi Afrika abayi-4.7 yezigidi ukuba bakwazi ukufunda nokubhala nokubala ngolunye lweelwimi ezilishumi elinanye zaseburhulumenteni ngo-2012. Abafundi bafundiswa ukufunda nokubhala ngolwimi lwabo lweenkobe ngokungqinelana nemigangatho yeyunithi ye-A(B)ET yenqanaba 1. Abafundi kufuneka bagqibe imisebenzi yovavanyo engamashumi amabini (eyi-10 kwizifundo zolwazi lokufunda nokubhala eyi-10 ibe kwizifundo zolwazi lokubhala) kwiiPhothifoliyo zoVavanyo zaBafundi (*Learner Assessment Portfolios*) (LAPS)). Ii-LAPS zimodareyithwa zingqinisiswe yiSAQA. Ngo-2011 kwabhaliswa abafundi abayi-12 948 ababethathe inxaxheba kwiprogram ka-2011 (babeyi-16 520 ngo-2010). Azikafumaneki iziphumo.

Inkxaso enikwayo

Ulwabiwo lweengxowa-mali ngokwee-*Norms and Standards funding* lwawo onke amaZiko eMfundo oLuntu ayi-103 kwiphondo lwavunywa ngo-Oktobha 2011 kwaza kwakhutshelwa iziko ngalinye ileta. Olunye ulwabiwo-mali olongezelelayo ngokwee-*Norms and Standards funding* lwabonelelwa ii-CLC ngoJulayi 2011, ngoAgasti 2011 nangoMatshi 2012.

Iziphumo zovavanyo

	2010	2011
Inani elibhalise kwiNkalo yeSifundo engaphezulu kwenye	2 376	3 343
Itotali yenani lababhalise kwiNkalo yeSifundo	9 551	14 149
Inani lababhala uviwo lweeNkalo zeZifundo	6 753	10 160
Abaviwa boviwo lweNQF iNqanaba 4	1 783	3 343
(Ireyithi) eyokuPasa kwi-ABET ngo-Oktobha kwiNqanaba 4	1 483 abaviwa (80.7%)	2 226 abaviwa (66.6%)

Ukunyuka ngokubanzi nangokukodwa, nokunyuka kwinqanaba labaviwa abaphumeleleyo kuyancomeka. Ukunyuka kwenani labafundi ababhalisileyo (okuphantse kwaphinda-phindana) kube nefuthe kwireyithi yokupasa. Ukungangqinelani kwengcaciso yereyithi yokupasa yinto eqhelekileyo kweli candelo apho amanani abaviwa ababhalayo emancinane xa ethelekiswa. Ireyithi ngo-2010 yayiphezulu ngokukodwa (ingu-62% ngo-2008 yangu-65% ngo-2009).

“ISiqinisekiso seMatriki” sangaphambili sasifanele ukuba sibhaliswe okokugqibela ngo-2011, kodwa kuvunyelwene ngomhla ohlaziyiweyo ka-2014. Kuzwelonke, uMgaqo-nkqubo oyidrafiti usabhalwa (*draft White Paper*), kwakunye nesiqinisekiso esitsha esiya kuthatha indawo yeSiqinisekiso seMatriki. Oku kuya kulungiselela ukuqaliswa kwesiqinisekiso esijolise kwiimfuno zabadala. Esi siqinisekiso siya kufuna ukuba kwenziwe izifundo ezimbalwa kunexesha langaphambili.

UPhuhliso lweZakhono zooTitshala

Bonke aBaphathi bamaZiko naBaqquzeleli bamaZiko babenikwe iiNkalo zeziPhumo eziPhambili (*Key Result Areas*). Ezi ziyinxenye yemvumelwano yabo neSebe iWCED.

Uxwebhu i-*Monitoring Instrument for AET IMG Managers* lathunyelwa kuwo onke amaZiko eMfundo oLuntu (*Community Learning Centres*) ngoJulayi 2011. Lubandakanya ezi nkalo zilandelayo: ukugaywa kwabafundi, isicwangciso ngobuchule, ukuphathwa kwamaziko, ulawulo lwezibonelelo zoncendo, ulawulo novavanyo lwekharithyulam, ukugaya inkxaso yoluntu ngamandla, ukuthunyelwa kwengcaciso.

NgoAgasti 2011 kwagqitywa ukubhalwa kweNcwadana eSetyenziswayo yoLawulo lwezeKharityhulam yaBaphathi bamaZiko (*Curriculum Management Manual for Centre Managers*).

Kubaluleke kakhulu ukugaya abasebenzi abaneziqinisekiso ezifanelekileyo kweli candelo ngeephakheji zemivuzo encumisayo. Ukuqeshwa kwabasebenzi be-AET kuxhomekeke ekubhengezweni kwemithetho elawula abasebenzi yaye kukho ukulibaziseka kule nkqubo. Ukphunyezwa kwe-*Norms and Standards Funding for Adult Learning Centres* egazethiweyo kuya kufuna ukuba amaziko axhotyiswe ngcono ukwenzela ukuba abe nokwenza inkonzo yokufundisa engaphezulu ayenzele abahlali.

IProgram 7: UPuhhliso lweMfundo yaBantwana aBasaqalayo

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

Iprogram ye-ECD inezi program zisekelayo zilandelayo:

IBakala R kwizikolo zikarhulumente

- ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo ngezibonelelo zoncendo ezifunekayo kwiBakala R

IBakala R akumaziko oluntu

- ukunika inkxaso amaziko oluntu athile kwinqanaba leBakala R

linkonzo zokufundisa

- ukunika inkxaso amaziko e-ECD

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso lokuqeqeshelwa umsebenzi kootitshala nabangezotitshala kwizikolo ze-ECD

Injongo ecwangciswe ngobuchule

Injongo eCwangciswe ngoBuchule 7.1	Ukubonelela izikolo zikarhulumente eziqhelekileyo ezithile nezikolo eziqatshelweyo ezizimeleyo ngezibonelelo zoncendo ezifunekayo kwiBakala R nokwenza iimeko ezikhuthaza izikolo ezininzi ukuba ziseke iiklasi zeBakala R kwiiklasi ezikhoyo ezifumanekayo okanye kwiiklasi zeBakala R ezintsha nokuququzelela uqeqesho lwenqanaba 1, 4 no-5 lweepraktishina ze-ECD ukuba zisebenze ngobuchule ukunyamekela ngokweemvakalelo, ngokwasengqondweni, ngokwasempilweni nangokwasemzimbeni abantwana nokwenza indawo ekhuthaza ukuthanda ukufunda kubantwana abaneminyaka yobudala engu-0–4 .
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Iprogram yophuhliso lwemigaqo-nkqubo ngo-2011/12

Ayikho

Iinjongo ezicwangciswe ngobuchule nezalathisi

IMilinganiselo yeProgram yeNtsebenzo (imilinganiselo kazwelonke)
PPM701: Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente
PPM702: Inani lezikolo zikarhulumente ezifundisa iBakala R

ST701	UPhuhliso lweMfundo yaBantwana aBasaqalayo – Imiba ephambili				
		2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 lthagethi	2011/12 Eyona kanye
lintlawulo zeprogram esekelayo (R'000)*					
7.1 IBakala R kwizikolo zikarhulumente		174,502	220,579	212,588	210,186
7.2 IBakala R kumaziko oluntu		45,869	45,288	46,838	46,838
7.3 linkonzo zokufundisa		0	0	0	0
7.4 Uphuhliso lwezakhono zabasebenzi		68,249	80,028	86,360	86,031
7.5 ligranti ezikhutshwa phantsi kwemiqathango		0	0	35,010	35,006
Itotali		288,620	345,895	380,796	378,061
lintlawulo ngokohlelo lwezoqoqosho (R'000)*					
Intlawulo yangoku		94,718	98,749	116,605	114,203
Imbuyiselo yabaqeshwa		58,740	61,048	66,257	63,855
Ootitshala		58,416	61,048	66,257	63,855
Abangezotitshala		324	0	0	0
Iimpahla neenkonzonokunye		35,978	37,701	50,348	50,348
Iimali ezihlawuliweyo (<i>transfers</i>) nee-nkxaso-mali		169,288	196,479	225,723	225,390
Intlawulo zee-asethe i- <i>capital assets</i>		24,614	50,667	38,468	38,468
Itotali		288,620	345,895	380,796	378,061
Ukuqeshwa kwabasebenzi					
Inani lootitshala (abaqeshwe kwinkonzo karhulumente)*		251	237	235	224
Inani labangezotitshala (abaqeshwe kwinkonzo karhulumente)		0	0	0	0

ST701	UPhuhliso lweMfundo yaBantwana aBasaqalayo – Izinto eziphambili	2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 Ithagethi	2011/12 Eyona kanye
Ubhaliso (oluxhaswa ngemali karhulumente kuphela)					
	IBakala R kwizikolo zikarhulumente	46 100	50 726	50 000	50 495**
	IBakala R kwizikolo ezizimeleyo	21 077	13 228	13 000	20 087***
	IBakala eliphambi kwelika-R kwizikolo zikarhulumente	1 820	1 213	2 000	1 215
	Itotali	68 997	65 167	65 000	71 797
► Imilinganiselo yeprogram yentsebenzo****					
	► PPM701: Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente	46 100	50 726	50 000	50 495
	► PPM703: Inani lezikolo zikarhulumente ezifundisa iBakala R	767	807	830	886
Imilinganiselo yeprogram yentsebenzo****					
	PPI 7.1 liklasi ezisandula ukwakhiwa zeBakala R	100	0	50	68
	PPI 7.2 likhithi ezongezelelweyo ze-ECD eziya kwiZikolo zikaRhulumente eziQhelekileyo	150	0	100	350
	PPI 7.3 likhithi ze-ECD ezongezelelweyo kwiZikolo eziZimeleyo	150	0	50	100
<p>Qaphela:</p> <p>1. * Aba ngaBasebenzi basePri-Prayimari bonke baqeshwe kwizithuba ezingaphezulu kwenani elabelwe iziko. Njengoko ootitshala beyeka okanye bethatha umhlala-phantsi izithuba ezo ziyaphela.</p> <p>2. ** Ithagethi ka-2011/12 yayimiselwe phambi kokuba “eyona kanye” ifumaneke ngo-2010/11.</p> <p>3.*** Kwaqeshwa abasebenzi bokufaka ekhompuyutheni nokungqinisisa idatha kungenxa yeso sizathu ukuba ngoku le datha ibe yenyanyisekileyo ngaphezulu.</p> <p>4. Amanani abafundi athathwe kwiSaveyi yoNyaka ka-2011 zezikolo zikarhulumente nakwizikolo ezizimeleyo zeECD.</p> <p>5.**** Kule thebhile ilapha ngasezantsi kunikwe iinkcazelo malunga nokungafani kwengcaciso phakathi kweethagethi nawona manani kanye.</p>					

IMilinganiselo yeProgram yeNtsebenzo, iinjongo ezicwangciswe ngobuchule nezalathisi: Ingxoxo ngokungangqinelani kwingcaciso
► PPM701: Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente
Inani lentsusa (isiphumo esisesona kanye sika-2010/11): 50 726 Ithagethi: 50 000 Elona kanye: 50 495 Inkcazo: Kukho ukunyuka kwinani labafundi beBakala R ababhalise kwizikolo zikarhulumente xa kuthelekiswa nethagethi eyayimiselwe u-2011/2012.
► PPM702: Inani lezikolo zikarhulumente ezifundisa iBakala R
Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 807 Ithagethi: 830 Elona kanye: 886 Inkcazo: Izikolo ezininzi kunokuba bekulindelekile ngoku zifundisa iBakala R.
PPI 7.1. Iiklasi ezisandula kwakhiwa
Inani lentsusa (isiphumo esisiso kanye ka-2010/11): 0 (ngokungadityaniswa) Ithagethi: 50 Elona kanye: 68 Inkcazo: Ziiiklasi ezisi-8 kwezango-2009/10; ziiiklasi eziyi-50 kwezango-2010/11 neeklasi ezili-10 kweziqatshelweyo eziyi-35 ngo-2011/12 ezagqitywayo. Kwiminyaka engaphambili kunikwe iingxelo ngokulibaziseka kwinkqubo yokukhupha iithenda, utshintsho kwii-arhente zokwenziwa komsebenzi nezinye iingxaki ezazichaphazela izikolo ezithile. Yadluliselwa kunyaka olandelayo ibhagethi echaphazelekayo njengoko iimali zazikhutshiwe.
PPI 7.2 Iikhithi ezongezelelweyo ze-ECD eziya kwiZikolo zikaRhulumente eziQhelekileyo
Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 0 Ithagethi: 100 Elona kanye: 350 Inkcazo: Ithenda yokusiwa kweekhithi ze-ECD zange ikhutshwe kunyaka ophelileyo njengoko kwakungekho baboneleli-nkonzo ababengqinelana ngokupheleleyo nayo yonke imigqaliselo yethenda. Isicelo sokukhutshwa kweemali ezidluliselwa komnye unyaka saba yimpumelelo nethenda isenokupapashwa kwakhona ukubandakanya izikolo ezazifanele ukufumana iikhithi kunyaka ophelileyo.
PPI 7.3 Iikhithi ezongezelelweyo ze-ECD kwiZikolo eziZimeleyo
Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 0 Ithagethi: 50 Elona kanye: 100 Inkcazo: Ithenda yokusiwa kweekhithi ze-ECD zange ikhutshwe kunyaka ophelileyo njengoko kwakungekho baboneleli-nkonzo ababengqinelana ngokupheleleyo nayo yonke imigqaliselo yethenda. Isicelo sokukhutshwa kweemali ezidluliselwa komnye unyaka saba yimpumelelo nethenda isenokupapashwa kwakhona ukubandakanya izikolo ezazifanele ukufumana iikhithi kunyaka ophelileyo

Inkcazo

Ubhaliso lwabafundi

Idatha yabafundi beBakala R efakwe ekhompuyutheni kwiiSaveyi zoNyaka zezikolo zikarhulumente nezikolo ezizimeleyo ze-ECD ibonisa ukwanda kakhulu kubhaliso lwabafundi beBakala R. Kwaziswe ukuba ubhaliso lulonke kwiBakala R ngu-71 797 eyona totali iphezulu kakhulu ukuza kuthi ga ngoku, engaphezulu ngo-6 630 kweka-2010/11. Oku kucingwa ukuba kubangelwe ngamaphulo okugaya inkxaso ngamandla (*advocacy campaigns*) ukwazisa abazali ngenzuzo eya kubanceda ixesha elide yokungenela iBakala R kwabantwana babo abancinane, nokuphucula, idatha engqinisisiweyo.

Inkxaso ebonelelweyo

Ulwabiwo lwenkxaso-mali yabafundi beBakala R kwizikolo eziyi-886 nakwizikolo ezizimeleyo eziyi-362 lwanyuka ngo-2011 ukulungqinelanisa neemfundo ze *National Norms and Standards for Grade R funding* zokuxhasa ngemali iBakala R. Inkxaso ngemali inyuke ngolu hlobo lulandelayo:

Inqanaba lentlupheko	Kumfundi ngamnye ngosuku ngo-2010	Kumfundi ngamnye ngosuku ngo-2011	Isixa esitsha ngonyaka kumfundi ngamnye
1	R17	R18	R3 600
2	R16	R17	R3 400
3	R13	R14	R2 800
4	R9	R12	R2 400
5	R5	R10	R2 000

lifom zamabango enkxaso-mali zingeniswa kwaNdlunkulu qho ngekota yaye ezi fom ziyangqiniswa phambi kokuba kwenziwe iintlawulo ngoomatshini kwizikolo ezichaphazelekayo. Ngoku yi-46 945 abafundi beBakala R abasezikolweni zikarhulumente kuze kube ngabafundi beBakala R abayi-13 910 abakwizikolo ezizimeleyo ze-ECD abafumana inkxaso-mali.

Ngokungqinelanayo nemigqaliselo ekwisigqibo soMphathiswa seProgram yeMisebenzi kaRhulumente eYandisiweyo (*Expanded Public Works Programme*) (*EPWP*), eyona ntlawulo (*stipend*) esezantsi ehlawulwa zonke iiprakthishina ze-ECD yanyuswa ukusuka kwi-R1 200 ukuya kwi-R1 272. Zonke iiprakthishina ezikwiinkqubo zoqhelaniso nomsebenzi (*on learning programmes*) ziyaxhamla kwesi sibonelelo sentlawulo enyusiweyo. Olu nyuso lwentlawulo lube nempembelelo entle ekuyeni kwabasafumana uqeqesho kwiiklasi zoqeqesho.

liklasi ezingamashumi amathathu ezingumzekelo zeBakala R zasekwa ngo-2011. Ezi klasi zisetyenziselwa ukwabelana ngezona nkqubo zisebenza ngcono kw-iECD kwizikolo ezikufutshane. Ezi zikolo ziyi-30 ziphucule indawo yazo ekumphandle weklasi ukwenzela ukuba abafundi beBakala R bakwazi ukuphuhlisa izakhono zokusebenzisa amalungu amakhulu omzimba kwiintshukumo (*gross motor skills*). Kwabonelelwa iiklasi zeBakala R ezintsha eziyi-68 zaza izikolo kwakhona zafumana inkxaso yemali yefanitshala ne-*basic start-up ECD resource pack* eyenzelwe ezi klasi zintsha.

Izikolo eziyi-450 zafumana iikhithi ze-ECD zaza iiprakthishina zeBakala R ezikwezi zikolo zafumana ukuqeqeshwa ngumboneleli-nkonzo. Uqeqesho lwalugxile ekusetyenzisweni ngempumelelo kwezinto zokusebenza ukwenzela ukuba kuxhamle abafundi beBakala R, ukuqulunqa nokulondoloza i-inventri nokugcinwa ngokunqatyisiweyo kwezinto zokusebenza. Ezinye zezinto ezikwiikhithi zeECD zibandakanya izinto zokudlala iigeyim zolwazi lokubala nolwazi lokufunda nokubhala neephazili, neebloko zamaplanga (*wooden blocks*), iisethi zokwakha izinto (*construction sets*), iincwadi zamabali neziyinyaniso (*fiction and non-fiction*), izixhobo zomculo neethoyi ezinamavili.

Iziphumo zovavanyo

Uphando olungephi ngo-2011 lokulungela kwezikolo ukuqalisa ukufundisa abafundi abayi-3 428 babo bafundi ababesele bethathiwe kwiBakala 1 kwizikolo eziyi-200 bafumana ukuba i-70% yaba bafundi ibingekalungeli ngokufanelekileyo ukuya esikolweni. Ngo-2012 kukho ukugxininisa ekuqinisekiseni ukuba zonke iinkqubo zeBakala R zikumgangatho ofunekayo nokuba abafundi abaneminyaka engaphantsi kwemiselweyo abafuna inkxaso yeBakala R engaphezulu banikwa unyaka ongaphezulu kwiBakala R, ukwenzela ukwandisa amathuba abo okuphumelela kwiBakala 1.

Uphuhliso lwezakhono zootitshala

Iiprakthishana ze-ECD eziyi-7 680 zizonke ngoku zifumana uqeqesho nokuba kukwiinkqubo zoqhelaniso nomsebenzi zeECD iNqanaba 1, 4 no-5 olunikwa kwikholeji nganye kwikholeji zeFET zaseNtshona Koloni eziyi-6. Abancedisi beeprakthishana zeECD abayi-180 baqalise ngoqeqesho lwabo lokuqhelanisa nomsebenzi wabo weECD iNqanaba 1.

Abantu abangaqeshwanga abayi-648 baxhamle kwiprogram yeePrakthishina eziNcedisayo ze-ECD nabantu abongezelelweyo abayi-8 abaye bafakwa kwimvumelwano njengabasebenzi bezolawulo abancedisayo (*administrative support staff*). Iprogram yoqeqesho lweNqanaba 1 lweenyanga eziyi-10 yabonelelwa kwikholeji zeFET. ISebe iWCED langena kwimvumelwano nomboneleli-nkonzo ukuba avelise izinto zokufunda ezivunyiweyo zeNqanaba 1.

Izibonelelo zoncendo / enye inkxaso enikwayo

Kwenziwe incwadana esetyenziswayo yolawulo lwezemali (*financial management manual*) ukunika inkxaso iiKomiti zoLawulo lweZikolo (*School Management Teams*) ekusetyenzisweni ngempumelelo nangobuchule kolwabiwo lweenkxaso-mali.

Amagosa kwandlunkulu nakwii-ofisi zezithili zemfundo abeka esweni ukusetyenziswa kweenkxaso-mali kwizikolo zikarhulumente eziyi-150 nezikolo ezizimeleyo ze-ECD kwaye le nkqubo yokubeka esweni iya kwandiswa kunyaka-mali ozayo.

ISebe iWCED lifake igalelo ekwenzeni isicwangciso esidibeneyo sephondo soPhuhliso lweMfundo yaBantwana aBasaqalayo ngokusebenzisana namaSebe ezeMpilo neSebe lezoPhuhliso lweNtlalo. Iimpawu eziphambili zibandakanya ukuqeqeshwa kweeprakthishana ze-ECD, ii-SGB, abanyamekeli babantwana (*caregivers*), abazali, iinqununu zezikolo ze-ECD, abapheki nabasebenzi basezigadini ukuqinisekisa ulawulo ngempumelelo lwezi zikolo nokuphucula ukwenziwa kwenkonzo ukwenzela ukuba kuxhamle abantwana ukususela ekuzalweni ukuya kwiminyaka emine yobudala.

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

Injongo: Ukubonelela amaziko emfundo ngokupheleleyo ngenkxaso

IProgram yeeNkonzo eziNcedisayo neziNxulumene nazo inezi program zisekelayo zilandelayo:

Intlawulo ezenziwa kwiiSETA

- Ukubonelela ngophuhliso lwezakhono zabasebenzi ngokungqinelanayo noMthetho woPhuhliso lweZakhono *liprojekthi zegranti ezikhutshwa phantsi kwemiqathango*
- Ukubonelela iiprojekthi ezithile zeSebe leMfundo esiSiseko likazwelonke ezisebenza kwinkqubo engaphezu kwenye nezixhaswa ngeegranti ezikhutshwa phantsi kwemiqathango

Uviwo lwangaphandle

- Ukubonelela ngeenkonzo zoviwo ezilawulwa lisebe

Uqeqesho lootitshala

- ukunceda ngokubonelela ngootitshala abaqeqeshiweyo nabanochule kumsebenzi wokufundisa

Iinjongo ezicwangciswe ngobuchule nezalathisi

Imilinganiselo yeProgram yeNtsebenzo (imilinganiselo kazwelonke)
▶ PPM801: Inani labaviwa boviwo lwematriki lweBakala 12 (uviwo lwematriki)
▶ PPM802: Inani labaviwa boviwo lwe-ABET NQF Level 4

ST801	liNkonzo eziNcedisayo neziNxulumene nazo – Imiba ephambili				
		2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 Ithagethi	2011/12 Eyona kanye
lintlawulo ngenkqubo esekelayo (R'000)*					
8.1	lintlawulo eziya kwiSETA	4 604	4 926	5,256	5,256
8.2	liprojekthi zegranti ekhutshwa phantsi kwemiqathango	14 626	14 440	16,388	14,088
8.3	Uviwo lwangaphandle	107 824	105 394	112,944	112,742
Itotali		127 054	124,760	134,588	132,086
lintlawulo ngohlelo lwezoqoqosho (R'000)*					
Intlawulo yangoku		122 277	118,936	126,156	123,902
Imbuyiselo yabaqeshwa		72,886	77,839	76,184	76,184
Ootitshala		30,611	30,968	53,826	53,826
Abangezotitshala		42,275	46,871	22,358	22,358
Iimpahla neenkonzo nokunye		49 391	41,097	49,972	47,718
Iimali ezihlawuliweyo (<i>transfers</i>) neenkxaso-mali		4 609	5 451	8,315	8,067
Intlawulo zee-asethe i- <i>capital assets</i>		168	373	117	117
Itotali		127 054	124 760	134,588	132,086
Ukuqeshwa kwabasebenzi					
Inani lootitshala (abaqeshwe ngurhulumente)		7	3	10	0
Inani labangezotitshala		91	101	110	98

ST801	liNkonzo eziNcedisayo neziNxulumene nazo – Imiba ephambili (kuyaqhubeka)	2009/10 Eyona kanye	2010/11 Eyona kanye	2011/12 Ithagethi	2011/12 Eyona kanye
► Inkqubo yemilinganiselo yentsebenzo*					
► PPM801: Inani labaviwa boviwo lwematriki lweBakala 12 (uviwo lwematriki)		44 931	45 783	43 000	39 988
► PPM802: Inani labaviwa boviwo lwe-ABET NQF Level 4		1 527	1 783	2 000	3 338
Izalathisi zeprogram yentsebenzo*					
► PPI 8.1. Inani leebhasari ezinikwe abafundi abazifaneleyo, iminyaka emine yokufunda kwiziko lemfundo kwiiHEI		120	137	200	168
*Apha ngasezantsi kunikwe iinkcazo ngokungangqinelani kwengcaciso phakathi kweethagethi namanani kanye.					

Inkqubo yeMilinganiselo yeNtsebenzo, iinjongo ezicwangciswe ngobuchule nezalathisi: Inkcazo ngokungangqinelani kwengcaciso
► PPM801: Inani labaviwa boviwo lwematriki lweBakala 12 (uviwo lwematriki)
Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 45 783 Ithagethi: 43 000 Elona kanye: 39 988 Inkcazo: Ubhaliso lunonke lweBakala 12 lwachatshazelwa luwiso-mthetho olwaluthintela abafundi abangaphantsi kweminyaka yobudala eyi-7 ababebhalisa kwiBakala 1 ngo-1999.
► PPM802: Inani labaviwa boviwo lwe-ABET NQF Level 4
Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 1 783 Ithagethi: 2 000 Elona kanye: 3 338 Inkcazo: Kuye kwagqithiswa kwithagethi.
Izalathisi zeprogram yentsebenzo
PPI 8.1. Inani leebhasari ezinikwe abafundi abazifaneleyo, iminyaka emine yokufunda kwiiHEI
Inani lentsusa (isiphumo esisiso kanye sika-2010/11): 137 Ithagethi: 200 Elona kanye: 168 Inkcazo: Bekungekho benzi-sicelo baneleyo bazifanelayo iikhrayitheriya zokukhethwa.

Inkcazo

limviwo

ISEBE iWCED lilawula lize liqhube iimviwo ezibalulekileyo ezintlanu qho ngonyaka ngokungqinelana nemigaqo-nkqubo nemimiselo echaphazelekayo. Ezi mviwo zezi:

- i. Uviwo lweSatifikethi seMatriki sikaZwelonke (ngo-Oktobha/Novemba);
- ii. Uviwo lokuXabangela lweSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ngonyaka ngamnye).;
- iii. Uviwo lweMatriki (ngoMeyi/Juni ngonyaka ngamnye ukuya kutsho ngo-2014);
- iv. Uviwo lwe-ABET Level 1-4 (ngoMeyi/Juni)
- v. Uviwo lwe-ABET Level 1-4 (ngo-Oktobha/Novemba)

Ngo-2011, uVavanyo loNyaka lukaZwelonke (*Annual National Assessments*) lwabhalwa kumabakala 1-6 no-9. La maphepha emibuzo oviwo asetwa liSebe leMfundo esiSiseko athunyelwa kumaphondo ngenjongo yezolawulo.

Ukhuseleko loviwo lubalulekile kakhulu. Zonke iinkqubo nemigaqo ilawulwa ngokomthetho ochaphazelekayo. Iinqununu zezikolo ziqeqeshelwa ukulawula inkqubo yoviwo ngendlela eya kwenza ukuba kungabikho ziganeke zenzekayo ezinokuphazamisa ukuthembakala okanye ukhuseleko loviwo. Zonke izikolo ezifundisa iMatriki zalandela ngqo umyalelo wokuqesha ilungu leKomiti yoLawulo lweSikolo njengomgadi wabaviwa kuviwo lweSatifikethi seMatriki sikaZwelonke sika-2011. Kwixesha elidlulileyo abagadi babaviwa babengezotitshala esikolweni koko babeqeshwa bevela ngaphandle okanye bengabagadi babaviwa abangabahlali baloo ndawo inesikolo. Umgadi wabaviwa oqeshwe sisikolo wayenoxanduva ngokupheleleyo loviwo lwango-2011 nalapho umgadi wabaviwa wasekuhlaleni wayesebenza njengomcebisi (*mentor*). Amashumi amahlanu eepesenti abagadi babaviwa boviwo lwebakala 12 ayeqeshwe esikolweni eso baze abanye abayi-50% babe ngabahlali baloo ndawo inesikolo okokuqala ngqa eNtshona Koloni. Kwaqhutywa uqeqesho olubanzi nabagadi babaviwa ngo-2011 olwabonelelwa abagadi babaviwa abaziintloko neenqununu ngamagosa akwaNdlunkulu.

Uviwo lweSatifikethi seMatriki sikaZwelonke lufuna ukulawulwa kwamaziko oviwo amalunga ne-420, ukuqeshwa kwabamakishi abayi-3 500 nokumakishwa kweempendulo zamaphepha ezimalunga ne-800 000 kwithuba leentsuku eziyi-8.

Kwaqhutywa uvavanyo lobuchule kwababenze izicelo zokumakisha kwizifundo ezisixhenxe ngo-2011 kwinyathelo lokuqinisekisa ukumakishwa okuphuculweyo. Izifundo ekwakubhalwe kuzo uvavanyo lobuchule yayiyi-*Accounting, Business Studies, Geography, History, Life Sciences, Mathematics, ne-Physical Sciences*. Ubungqina bokuphucuka kobuchule baqapheleka ekuncipheni kweempazamo zabamakishi ngethuba lenkqubo yokumakisha kwakhona.

Akuzange kubekho zitenxo zininzi zenzekayo zichaphazela ukuthembakala koviwo.

Kwitheko lokuwonga ngamabhaso elalingoJanuwari 2012, amabhaso okuwonga nezatifikethi zanikwa abaviwa abayi-45 nezikolo eziyi-52 ngenxa yokuphumelela ngokugqwesa okanye ukuphucula kumacandelo amabhaso okuwonga acacisiweyo

libhasari

Ukwandisa inani lootitshala beMathematika neSayensi abaneziqinisekiso (*qualified*), iSebe iWCED lakhupha iibhasari zokufunda ungekaphangeli (*pre-service bursaries*) eziyi-109 njengento elalixile kuyo ngo-2011 ngolu hlobo lulandelayo: zaziyi-19 ezabeSigaba seSiseko, ziyi-54 ezeSigaba esiPhakathi zize zibe yi-36 ezeSigaba esiPhakamileyo nezabafundi beFET. Kwabakho abayi-31 ababeneebhasari zeSebe iWCED abagqiba izifundo zabo ngoDisemba 2011.

NgoJanuwari 2012, kongezelelwa abafumana iibhasari abayi-90, oko kwanyusa itotali yaya kutsho ku-168.

libhasari zabo bafunda bengekaphangeli ngoku zixhaswa ngemali phantsi kweProgram 2, apho enye ingcaciso ngebhasari idweliswe khona. Kunikwe ingxelo yayo apha ukwenzela ukuba ingqinelane nethagethi emiselweyo kwiSicwangciso seNtsebenzo soNyaka sika-2011/12.

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IBHAJETHI 5 EVUNYIWEYO
INGXELO YEKOMITI YOPHICOTHO-ZINCWADI
kunyaka ophela nge-31 Matshi 2012

1. Ingxelo yeKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi (emva koku eya kubizwa iKomiti) inovuyo ukwandlala ingxelo yayo kunyaka-mali ophela nge-31 Matshi 2012.

2. Amalungu eKomiti yoPhicotho-zincwadi nokubakho kwawo

IKomiti yoPhicotho-zincwadi inala amalungu alandelayo ekukhethwa kuwo usihlalo wayo. Onke la amalungu anezakhono namava afanalekileyo yaye xa ewonke anawo amabanga emfundo namava afanelekileyo ukufezekisa imisebenzi yawo.

IKomiti kufuneka ihlangane ubuncinane amaxesha amane ngonyaka njengommiselo ovunyiweyo (*terms of reference*). Enyakeni zintandathu iintlanganiso ebezibanjiwe

Ilungu	likhomenti	Inani leentlanganiso ekuyiweyo kuzo
Ms Z Abrams	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela kwi-1 Januwari 2011	6
Prof E Calitz	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela nge-1 Januwari 2010.	6
Mr RI Kingwill	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela kwi-1 Januwari 2011.	6
Mr L Mdunyelwa	Ilungu eliphinde lanyulwa ithuba leminyaka emi-3 okwesibini ukususela kwi-1 Oktobha 2011	5
Mr L Nene	Ilungu elinyulwe ithuba leminyaka emi-3 ukususela kwi-1 Januwari 2011.	5

Izingxengxezo zingenisiwe zaza zamkelwa kwiintlanganiso ekungakhange kuyiwe kuzo. Ikhoram yamalungu yayikho kuzo zonke iintlanganiso.

3. Umsebenzi weKomiti yoPhicotho-zincwadi

IKomiti inika ingxelo yokuba iyithobele imigaqo emalunga nemisebenzi yayo ngokwesiqendu 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, yaye ilawule imicimbi yayo ngokungqinelana nale tshatha yaza yenza yonke imisebenzi yayo njengoko iqulethwe apho kuyo.

IBHAJETHI 5 EVUNYIWEYO

INGXELO YEKOMITI YOPHICOTHO-ZINCWADI kunyaka ophele nge-31 Matshi 2012

4. Ukusebenza ngempumelelo kolawulo lwangaphakathi

Ngokungqinelana ne-PFMA nokuthathela ingqalelo i-*King III Report* malunga neemfuno zikaRhulumente weNtsebenziswano (*Corporate Governance*), uPhicotho-zincwadi lwangaphakathi (*Internal Audit*) lunika iKomiti yoPhicotho-zincwadi noLawulo (*Audit Committee and Management*) ingqiniseko yokuba iinkqubo zolawulo zangaphakathi (*internal controls*) zifanelekile yaye ziyimpumelelo. Oku kufezekiswe ngesicwangciso esisekelwe kwinkcitho eyilahleko (*risk-based Internal Audit Plan*) noPhicotho lwaNgaphakathi (*Internal Audit*) oluvavanya ukufaneleka kweenkqubo zolawulo ezinciphisa inkcitho eyilahleko, nokubekwa esweni kwamanyathelo ophunyezo lokulungisa imeko ngabaphathayo.

IKomiti izijongisisile iingxelo zaBaphicothi-zincwadi baNgaphakathi (*Internal Auditors*), ingxelo yoMphicothi-zincwadi Jikelele neeNgxelo-mali zoNyaka (*Annual Financial statements*) nengxelo yolawulo. IKomiti iqaphele ukusilela kwinkqubo zolawulo lwangaphakathi ekubhekiswa kuzo kule ngxelo yaye iyahqhubeka nokubeka esweni ukuphunyezwa kwamanyathelo okulungiswa kwemeko ngabaphathayo.

4.1 *linkalo ezixininisiweyo ukulungiselela ukuphuculwa luPhicotho lwaNgaphakathi (Internal Audit)*

Apha enyakeni, ukungasebenzi kakuhle kolawulo kwaqatshelwa luPhicotho lwaNgaphakathi (*Internal Audit*) kwezi nkalo zilandelayo:

- Isicwangciso i-*Labour Unrest Contingency Planning*
- Ulawulo lweemviwo
- Iimali ezihlawulwa ngoomatshini (*Transfer payments*)
- Iingxelo zoKusetyenziswa kweMali zeThutyana (*Interim Financial Statements*)
- Ulawulo lwamatyala.

Amanyathelo okulungisa imeko sele kuvunyelwene ngawo ngabalawuli nabekwe esweni yile Komiti.

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 ijongisise 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. Iingcebiso ezenziwe kwiSebe ziyalandelelwa ekuhlolweni kweengxelo okuya kulandela. Iingxelo zekota kwiikota ezintathu zokuqala zandlaliwe (*have been tabled*) kwiintlanganiso zekomiti yophicotho apha enyakeni. Iinkalo zokuphucula imeko malunga neenjongo esele zimiselwe (*predetermined objectives*) ezacetyiswa nguMphicothi-zincwadi Jikelele, ziya kubekwa esweni qho ngekota.

4.3 *I-Enterprise Risk Management (ERM)*

Kwenziwe inkqubela ngakumbi apha enyakeni malunga nokuphunyezwa kwe-*Enterprise Wide Risk Management (ERM)* nokungqinelana kwayo neenkitho eziyilahleko ephambili zeSebe. IKomiti iya kubeka esweni inkqubela engaphezulu qho ngekota kwiphulo layo lokusukela inkqubo yoqinisekiso ehlanganisiweyo.

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5. Ukuhlolwa kweeNgxelo zoKusetyenziswa kweMali

IKomiti :

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 ingxelo kwiiNgxelo-mali zoNyaka;
- ihlolisise iinkqubo zeSebe zokungqinelana nemigaqo nemithetho elawulayo (*legal and regulatory provisions*);
- ihlolisise ingcaciso emalunga neenjongo esele zimiselwe njengoko kucacisiwe kwingxelo yonyaka;
- ihlolisise uhlanga-hlengiso olubalulekileyo olubangelwe lolu phicotho yaye
- ihlolisise yaye apho kufanelekileyo yacebisa ngeenguqu kwiingxelo-mali zethutyana njengoko zandlalwe kwiSebe okweenyanga ezintandathu eziphele nge-30 Septemba 2011.

IKomiti iyavumelana yaye iyazamkela izigqibo zoMphicothi-zincwadi Jikelele malunga neNgxelo-mali yoNyaka. IKomiti iyazamkela iziphumo zokungathotyelwa kwemimiselo kaNondyabo kwirejista yee-asethi (*asset register*) ngenxa yemigaqo-nkqubo yeze-akhawuntingi etshintshiweyo ngokumalunga neeklasi ezizimobhayili, kodwa ikwaqaphela ukuba iSebe alikhange lifumane naziphi na iziphumo zophicotho-zincwadi zokungathotyelwa kwemimiselo xa kusetyenziswa umgaqo-nkqubo wangaphambili, nowawufuna ukucaciswa kweendleko okupheleleyo kwee-asethi ezilolu hlobo kunyaka wokuthengwa kwazo. IKomiti iyaziqaphela iikhomenti zoMphicothi-zincwadi Jikelele ngokumalunga nendima yokongamela yale Komiti yaye iqhuba iingxoxo zokufumana ingcaciso ecace gca ngezinto ezilindeleke kuMphicothi-zincwadi Jikelele. Ngaphandle koko, le Komiti iphakamisa ukuba iiNgxelo-mali zoNyaka eziphicothiweyo mazamkelwe yaye zifundwe kunye nengxelo yoMphicothi-zincwadi Jikelele.

Ngokususela ekuhlolisweni nakwiingxoxo ezikhankanywe kwimihlathi engaphambili, iKomiti yoPhicotho-zincwadi yacebisa ukuba iingxelo-mali eziphicothiweyo mazibandakanywe kwiNgxelo yoNyaka yeSebe kunyaka-mali ophele nge-31 Matshi 2012.

ISebe lingenise isicwangciso sokuza kwenziwa ukujongana nokuqhuba kakubikwalo olubenesiphumo sophicotho-zincwadi olunamakhwiniba (*qualified audit*) yaye iKomiti iya kubeka esweni ukuphunyezwa kwaso.

6. Uphicotho-zincwadi lwangaphakathi

IKomiti inika ingxelo yokuba iinkalo ezine kwezisixhenxe ezicwangcisiweyo zesicwangciso esivunyiweyo se-*Internal Audit plan* zandlalwa ukususela nge-31 March 2012. Kwezi ngxelo ziseleyo, ezimbini zandlalwa emva kokuphela konyaka yaye intsalela yadluliselwa kumjikelo wokunika ingxelo olandelayo.

Njengoko kunikwe ingxelo kunyaka ongaphambili, iKomiti inoluvo lokuba kufuneka olunye uphicotho-zincwadi (*further audit coverage*) nokuba kukho imfuno yokongezwa kwabasebenzi ukunika inkxaso eyandisiweyo kwiinkalo zenkcitho eyilahleko ezizezinye okwandileyo (*increased coverage of further high risk areas.*)

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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 ezicacisa iinkcukacha ezininzi (*detailed findings*) ezibangelwe yimithetho elawula uphicotho olukhoyo njengangoku (*current regulatory audit*) aya kubekwa esweni yiKomiti qho ngekota.

8. Umbulelo

IKomiti inqwenela ukuvakalisa umbulelo kumagosa eSebe, kuMphicothi-zincwadi Jikelele waseMzantsi Afrika (*Auditor-General South Africa*) nakwiYunithi yoPhicotho-zincwadi lwaNgaphakathi (*Internal Audit Unit*) ngentsebenziswano nengcaciso abayinikileyo eyenze sabanako ukwenza le ngxelo.



Estian Calitz
USihlalo
weKomiti yoPhicotho-zincwadi
weSebe leMfundo leNtshona Koloni
14 Agasti 2012

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

1. Ukuphononongwa ngokubanzi kwemiba yemali

ISebe iWCED lajongana noxinzelelo lwezemali kwithuba eliphantsi koqwalaselo ubukhulu becala ngenxa yokwanda kwebhili yemivuzo (*salary bill*) okubangelwe luhlenga-hlengiso olunxulumene nokuhla nokunyuka kwamandla emali (*inflation adjustments*). Oku kube nesiphumo sokuba kuhlolisiswe imiba ephambili. Ngokukhupha izintlu ezintlanu zezithuba nokunciphisa ukufumba komsebenzi ongekenziwa kwiimeko zePILIR, kubekho impumelelo eyenzakayo ngokumalunga noku. Isebe likwahlolisise iiprojekthi ebelizilawula laze laqwalasela ifuthe lazo kwiziphumo zokufunda. Oku kwenziwa ukuze kuthathelwe ingqalelo igalelo lazo ekuphuculeni umgangatho wokufunda nokufundisa.

Ekuqaleni konyaka wesikolo ka-2012 bekukho ukwanda kumanani abafundi. Oku kwanda kongeze umthwalo wezemali ongaphezulu kwizibonelelo zesebe.

ISebe liya kuqhubeka ngokwabela izinto eziphambili imali, ekuzezi, iziseko zophuhliso, iincwadi zezifundo nabasebenzi ngokungqinelana neenjongo ezicwangciswe ngobuchule ezimiselwe lisebe kwiminyaka emithathu eyadlulayo.

Xa kujongwe imeko yezoqoqosho, izikolo ezikumanganaba entlupheko 4 no-5 kuzwelonke zaseNtshona Koloni zizaqhubeka nokujongana noxinzelelo lwezemali ngenxa yokuhla nokunyuka kwamandla emali nangenxa yezinye iimeko zezoqoqosho. ISebe lacima amatyala athile ezikolo ezikhethiweyo ukwenzela ukuba zibenako ukuhlangabezana nemisebenzi eziimbopheleleko zazo zethuba eliphakathi. Umgano-nkqubo omalunga nembuyiselo kwiintlawulo zokuxolelwa ukuhlawula iifizi waphunyezwa nawo yaye wabangela ukuba izikolo zamanqanaba 4 no-5 entlupheko zizibuyise iindleko ezithe zenzeka. Ukuthengwa kweencwadi zezifundo ezininzi ngaxeshanye (*bulk buying*) kumabakala athile kuncede izikolo ukuba zinciphise uxinzelelo oluthile ngokumakunga neendleko.

ISebe lichithe i-99,9% yebhajethi ehlanga-hlengisiweyo. Ithajethi 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-R15,9m

Izizathu zokungachithi yonke imali zezi zilandelayo:

- Yi-R804 000 kwigranti ephuma ngokwemiqathango ethile yeProgram yoKutyisa aBantwana yeZikolo (*National School Nutrition Programme*). Isixa esabelwe iziqhamo nemifuno ezifreshi ezabonelelwa ngenyanga ka-Matshi 2012, kodwa ii-invoiyisi azange zangeniswa ngexesha ukuze zihlawulwe.
- Isixa esizizigidi eziyi-R6.914m kwiiprojekthi zokwakha izikolo (*capital projects*) ezingakhange zigqitywe phambi kokuphela konyaka-mali. Ezi mali zabelwe iiprojekthi ezikhoyo zendawo ezii-ofisi ii-Education District Central offices.
- Izigidi eziyi-R2.292m kwi-LTSM (iincwadi zezifundo) ngenxa yee-invoiyisi ezingangeniswanga ezifunyenwe mva nezingafakwanga kwi-BAS phambi kwe-31 Matshi 2012.

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Makuqatshelwe ukuba zonke ezi ziiprojekthi ziiprojekthi ezabelwe imali (*committed projects*) yaye isicelo sokudluliselwa kunyaka olandelayo kweemali ezichithwe ngaphantsi kokulindelekileyo singeniswe kwi-Ofisi kaNondyabo wePhondo.

Intlawulo:

UNondyabo wePhondo uvume ezi ntlawulo zilandelayo phakathi kwamacandelo amakhulu kwiMali eyabiweyo:

Ukutshintshwa kwe-R25 099 000 ukusuka kwiprogram 1 ukuya kwiprogram 2 ngenxa yolondolozo olungxamisekileyo lwezakhiwo neemfuno zeLTSM kwizikolo zikarhulumente.

Ukutshintshwa kwe-R13 718 000 isuswe kwiprogram 4 isiwe kwiprogram 2 ngenxa yokwandisa kweeklasi, ifanitshala yezikolo engxamisekileyo nemfuno yezixhobo kwizikolo zikarhulumente.

Ukutshintshwa kwe-R821 000 isuswe kwiprogram 6 isiwe kwiprogram 2 ngenxa yeemfuno zolondolozo lwezakhiwo olungxamisekileyo kwizikolo zikarhulumente.

Ukutshintshwa kwe-R 7 680 000 isuswe kwiprogram 7 isiwe kwiprogram 2 ngenxa yeemfuno zokwandiswa kweeklasi kwizikolo zikarhulumente.

Ukutshintshwa kwe-R922 000 isuswe kwiprogram 8 isiwe kwiprogram 2 ngenxa yeemfuno zolondolozo lwezakhiwo olungxamisekileyo kwizikolo zikarhulumente.

2. Inkonzo eyenziwa lisebe

2.1 Umgaqo-nkqubo wentlawulo (*Tariff policy*)

ISebe libiza imali ngeenkono ezinxulumene neemviwo, ezinjengokumakishwa kweencwadi zeempendulo, izicelo zekopi zesatifikethi sematriki, njl.njl., ntlawulo ezo ezimisela liSebe leMfundo esiSiseko.

2.2 Iinkonzo zasimahla

Isebe alenzi nayiphi na inkonzo yamahala ebinokuthi yenze ingeniso ebonakalayo.

2.3 Ii-inventri (*Inventories*)

I-inventri eyayikho ekupheleni konyaka-mali yayibandakanya iMisebenzi esaQhubekayo (*Work-in-Progress*) (*WIP*) enxulumene neemvumelwano zokwakha. I-*WIP* engumsebenzi osaqhubekayo ichazwa njengeemvumelwano zokwakha ekwenziwe iinkonzo zazo. Nakuba kunjalo, iimali ezisagciniweyo kusafuneka zihlawulwe, njengoko kwakuvunyelwene nomthengisi ngokumalunga nemigqaliselo yemvumelwano. Isixa-mali se-*WIP* zizigidi eziyi-R555,9m kulo nyaka-mali uphantsi koqwalaselo.

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3. Izithintelo ekuphumezeni umsebenzi (*Capacity constraints*)

Izikolo zijongene neningeni yokufumana izakhono nabasebenzi abaqeqeshwe ngokufanelekileyo kwizifundo ezithile. Izifundo ezifana nemathematika nesayensi zijongene nokunqongophala okuxhomisa amehlo. ISebe likwanesikim sebhassari esihlangabezana nalo mngeni ngokuyinxenye. Nakuba kunjalo iSebe leMfundo esiSiseko likwaphanda ngezisombululo ezinokusetyenziswa kule meko. Kwithuba elifutshane isebe libonelela ngeprogram eyi-*telematics broadcast programme* ukunika uncedo abafundi beBakala 12 kwezo zifundo zibaluleke gqitha. Ukufakwa ezithubeni kwababenikwe ibhasari ii-*Fundza Lushaka bursary holders*, abanezo zakhono kufumana uqwalaselo oluhlaziyiweyo. Isebe lenze idrafiti yesicwangciso se*Mathematics and Science*, esinokunceda koku.

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

ISebe leMfundo alifumananga naziphi na iimali zabaxhasi ezibonakalayo.

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

ISebe leMfundo alinawo nawaphi na amaziko anjengala maziko.

6. Amaziko asele ekhutshelwe iintlawulo

Uluhlu lwamaziko enzelwe iintlawulo kunikwe ingxelo ngawo kwisiHlomelo 1A - D seeNgxelo-mali zoNyaka.

Iintlawulo zenziwa kumaziko emfundo ngokweMithetho yePalamente echaphazelekayo elawula zona. Umzekelo, iintlawulo zihlawulwa kwizikolo zikarhulumente eziqhelekileyo ngokwemimiselo nemigangatho, njengoko kumiselwe kuMithetho weZikolo zaseMzantsi Afrika (*South African Schools Act*), ofakelwe izilungiso. Uyacelwa ukuba ufunde isiHlomelo 1B ukufumana ingcaciso engaphezulu ngohlobo ngalunye lwamaziko emfundo.

ISebe lisebenzisa ngokungqongqo iSiqu 38(i)(j) sePFMA apho amaziko emfundo afumana iintlawulo, kufuneka eze nobungqina bokuba ayisebenzisela loo mali iinjongo ebikhutshelwe zona. Apha amaziko emfundo achaphazelekayo kufuneka avakalise oku aze asayine isatifikethi esilolu hlobo phambi kokuba kwenziwe iintlawulo ezilandelayo. Ngaphezulu, ngokomthetho ochaphazelekayo ophathelele kwelo ziko lemfundo, akwanoxanduva kanjalo lokungenisa iingxelo zemali eziphicothiweyo (*audited financial statements*) zawo ungalulanga umhla obekiweyo wokuphonononga nokuthotyelwa komthetho. Ii-Ofisi zeZithili zeMfundo zinika ingqwalasela eyodwa uphuhliso lwezakhono zokwenza lo msebenzi ezikolweni yaye zikwanika nenkxaso eqhubeka okokoko. Le nkqubo ibekwe esweni okokoko.

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

ISebe alikangeni kuyo nayiphi na imvumelwano elolu hlobo.

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8. Iimvumelwano zolawulo lwamaqumrhu (*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.

Uhlolo lwenkcitho eyilahleko olucwangciswe ngobuchule (*strategic risk assessment*) lwagitywa lwaza lwaqwalaselwa ngabaphethayo. Lwagqitywa uhlolo lweNkcitho eyiLahleko (*Operational Risk Assessment*).

ISebe linayo ikomiti yoPhicotho-zincwadi (*Audit Committee*), enamalungu azimeleyo. Njengangoku ikunyaka wayo wesibhozo (8) isebenza. Le Komiti yoPhicotho-zincwadi ihlangana qho, kwaye ibamba iingxoxo nabalawuli abakhulu neSigqeba soLawulo (*Executive Authority*).

Umsebenzi weYunithi yoPhicotho-zincwadi lwaNgaphakathi (*Internal Audit Unit*), i-Ofisi yoMphicothi-zincwadi Jikelele neYunithi i-*Forensic Investigative Unit*, kukunika ingxelo ngqo kwiKomiti yoPhicotho-zincwadi njengababoneleli-nkonzo bengqinisekiso (*assurance providers*).

ISebe line-*Enterprise Risk Assessment Unit*. ISebe lineKomiti i-*Enterprise Risk Management committee* eyenziwa yiNtloko yeSebe namasekela-balawuli jikelele. Ihlangana kube kanye ngekota ukuthathela ingqalelo ilahleko ezijongene nesebe yaye iqulunqe izicwangciso zokunciphisa oku. Kukwaqwalaselwa ngexeshanye ilahleko zokwenziwa komsebenzi (*operational risks*). ISebe lenza i*Risk Policy Framework* lidibene noNdyabo wePhondo. Umgaqo-nkqubo wokulawula ilahleko uya kutshintshwa ube ngumgaqo-nkqubo wophengululo lwelahleko ebangelwa lurhwaphilizo (*fraud risk assessment policy*). Isebe linesicwangciso sokuthintela urhwaphilizo (*fraud prevention plan*).

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

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni uphambili kwaye iSebe limisele iikomiti zentsebenziswano namanye amasebe ephondo achaphazelekayo ukujongana nalo mba. Ukuthatha inxaxheba kwabahlali kuhlala kungumba ophambili kumlo ochasene nobundlobongela obuchaphazela izikolo zethu ezisengozini. ISebe lineekhamera ii-CCTV cameras kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo zibeke esweni okuqhubekayo.

9. Imisebenzi eyekiweyo / imisebenzi ekungasazi kuqhutyekwa nayo

Ayikho

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10. Imisebenzi emitsha /ecetywayo

Ayikho

11. Ulawulo lwee-asethi

ISebe liziphumeze zonke izigaba ezibalulekileyo (*milestones*), njengoko kucacisiwe kwii-Asset Management Reforms. Inqubo yokungqinisiswa kwee-asethi yenziwa qho kunyaka wesibini ukuqinisekisa ukuphucula okokoko imeko. Zonke ii-asethi ziye zafakwa kwirejista yee-asethi yaze imeko/ubume nge-asethi nganye yarekhodwa.

12. Iziganeko zasemva komhla wokufakwa kwengxelo

Azikho

13. Ingcaciso ngokwenziwa komsebenzi

Ingcaciso ngokwenziwa komsebenzi irekhodwa qho ngekota ize ingeniswe kwi-Ofisi kaNondyebo wePhondo. Ukuphucula ukwazi ukuphendula ngoxanduva lwalo nokwenzela izinto ekuhleni (*accountability and transparency*), iSebe lenze izalathi-nkqubela zalo ukongeza kwezo zifunwa nguNondyebo wePhondo. Ezi zalathi-nkqubela zibekwe esweni rhoqo. Nakuba kunjalo, uninzi lwazo ziithagethi zaqho ngonyaka.

Iisistim ezikhoyo ngoku ikakhulu yi-Central Education Management Information System (CEMIS) ebonelela ngedatha yabafundi, iPERSAL ebonelela ngedatha yeenombolo zabasebenzi (*personnel numbers*) nenkcitho. I-Basic Accounting System (BAS) isetyenziselwa ukubonelela ngedatha yenkcitho neyengeniso.

14. Izigqibo zeSCOPA

Izigqibo zeSCOPA kunyaka-mali omiyo njengoko zandlaliwe.

Okubhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Iziphumo zenkqubela eyenziweyo
Ingxelo yeSCOPA yomhla we-25 Matshi 2010	ISebe kungafuneka liphendule malunga nee-akhawunti ezicinyiweyo (<i>write-offs</i>) ngokumalunga nenkcitho engenanzuzo neyilahleko ebhekiselele kwiiprojekthi zeziseko zophuhliso (<i>infrastructure pro-jects</i>). Isiphumo sokugqibela salo mbandela asinakuqinisekiswa njengangoku kwaye akukho malungiselelo ayo nayiphi na inkcitho engenanzuzo neyilahleko (<i>fruitless and wasteful expendi-ture</i>) engakhona kwiingxelo zemali. Ilahleko ngenxa yokurhoxiswa kweem-vumelwano ithathwa njengencitho engenanzuzo neyilahleko.	ISebe iWCED liyazamkela iingcebiso zekomiti. Isebe libandakanye amanqaku kwingxelo yezemali ngokubhekiselele ekubeni isixamali esiyi-R1,75 yezigidi, sele siqatshelwe njengencitho engenanzuzo neyilahleko enokwenzeka. Oku sele kuza kugqitywa.

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Okubhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Iziphumo zenkqubela eyenziweyo
	<p>Kuye kwakho ubunzima ngethuba lophicotho-zincwadi ngokubhekiselele ekulibazisekeni okanye ekungafumaneki kwengcaciso efuniweyo.</p> <p>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 infor-mation</i>) okanye namaxwebhu eethenda.</p>	<p>ISebe iWCED liyazamkela iingcebiso zekomiti. ISebe liphumeze ulawulo ngokumalunga nokuqokelelwa kwamaxwebhu emithombo (<i>source documentation</i>), nokukwabekwe esweni qho ngenyanga.</p>
	<p>Izigqibo zeSCOPA azikaphunyezwa ubukhulu becala. Ukuba amanyathelo olungiso awathathwanga ngokwezizigqibo zeSCOPA, kunokwenzeka ukuba iimpazamo neenkqubo zangaphambili ziphinde zenzeke.</p>	<p>ISebe iWCED liyazamkela iingcebiso zekomiti. ISebe lenze inkqubela ebonakalayo ngokumalunga noku</p>
<p>Ingxelo yeSCOPA yomhla we-30 Juni 2011</p>	<p>Ukulibaziseka ekusiweni kweziseko zophuhliso makuphandwe yaye kuqwalaselwe ngokukhawuleza kangangoko kunokwenzeka.</p>	<p>ISebe iWCED liyazamkela iingcebiso zekomiti. ISebe liziphucule iinkqubo zalo malunga nokucwangcisa isiseko zophuhliso ukuthintela ulibaziseko.</p>
	<p>Umba wabaqeshwa abaqhuba ushishino norhulumente weNtshona Koloni makuqwalaselwe yaye kugqitywe ngawo ngokukhawulezileyo ukuthintela nakuphi na ukwenzeka koku kwixa elizayo.</p>	<p>ISebe iWCED liyazamkela iingcebiso zekomiti.</p>
	<p>Ukufikelela kwigumbi le-server (<i>server room</i>) kufanele ukuba nemiqathango umzekelo ngokuthi kufakelwe ifasilithi i-swipe card facility. Iiloko ii-magnetic card locks kufanele zifakwe kwiingcango zamaziko edatha (<i>data centre doors</i>) ukuthintela ufikelelo kwakunye neekhamera zokubeka esweni abasebenzi abangena kwi-server room. Yonke idatha kufanele ikhutshelwe igcinwe kwenye imo (<i>be backed up</i>) yonke imihla, qho ngeveki naqho ngenyanga. Iindlela zokugcina idatha mazivavanywe ngamathuba athile ukuqinisekisa ukuba idatha egcinwe kwenye imo (<i>backup data</i>) iyasebenza.</p>	<p>ISebe iWCED liyazamkela iingcebiso zekomiti.</p>

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	lifom zabasebenzi kufanele zicacise amalungelo abasebenzisi ayimfuneko nasetyenzisiweyo.	ISebe iWCED liyazamkela iingcebiso zekomiti. ISebe alikhange lomeleze ezinye iinkqubo zolawulo.
	lifom zabasebenzi kufanele zicacise amalungelo abasebenzisi ayimfuneko nasetyenzisiweyo.	ISebe iWCED liyazamkela iingcebiso zekomiti. ISebe alikhange lomeleze ezinye iinkqubo zolawulo.
	lisethingi ii- <i>standardised logical security settings</i> maziqhunywe kwii- <i>network and other relevant applications</i> .	
	I- <i>backup log</i> kufanelwe igcinwe kuzo zonke ii- <i>backups</i> ezenziweyo kwii- <i>database servers</i> ezigcinwe e- <i>SITA Western Cape</i> . I- <i>log</i> kufanele ibandakanye i- <i>backup restoration and testing</i> eyenziwa ngamathuba athile yaye mayijongiswe kwakhona ngokuzimeleyo ngamathuba athile ukuze ubungqina boko bugcinwe.	
Ingxelo yeSCOPA yomhla we-9 Matshi 2012	Iisistim zolawulo lwangaphakathi ii- <i>internal control systems</i> nolawulo lweeprojekthi lweSebe maluphuculwe;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	Isebe liyaneliseka kukuncipha kwereyithi yezithuba zengqesho ngokwento yonke (<i>overall vacancy rate</i>); nakuba kunjalo lica-cise inkxalabo yalo ngezithuba zengqesho ezingenabantu kwizithuba zabalawuli abakhulu umzekelo ese-DDG: <i>Corporate Services</i> esiphinde saqwalaselwa kwakhona ngo-Novemba 2011. Kukwakho izithuba nokunqongophala kwezakhono kwiSebe lezeMali. ISebe kufuneka likuqwalasele ukuzaliswa kwezithuba zengqesho ngeliso elibukhali nje-ngo ngoko kunefuthe ekwenziweni kweenkonzo ;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	Ngenxa yokungasebenzi ngendlela kwenkqubo yokubeka esweni ulawulo lwekhefu (<i>leave administration</i>), iKomiti yagqiba ekubeni makubekho isistim ethembekileyo esebenzayo ukubeka iliso kwinkqubo yekhefu elithathiweyo kunye/okanye imali yekhefu (<i>leave encashment</i>) ukuze kuthintelwe abaqeshwa ekuthatheni naluphi na udidi lwekhefu, (ikhefu lonyaka, ikhefu lokugula, ikhefu lokujongana neengxaki zosapho, njl.njl.) ngaphandle kwezi nkqubo zomgaqo-nkqubo zilandelayo ;	ISebe iWCED liyazamkela iingcebiso zekomiti.

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Okubhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Iziphumo zenkqubela eyenziweyo
	ISebe lifumana ingcaciso kuMphicothi-zincwadi Jikelele ngophando lwe- <i>Advisory Service</i> kuMphathiswa weMfundo yaye ingcaciso mayinikwe yiKomiti;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	ISebe maliphumeze iinkqubo eziluzilima ngokuphathelelene kuLawulo lwaBathengi naBathengisi ;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	Iimfuno ezingummiselo ze- <i>Preferential Procurement Policy Framework Act (PPPFA)</i> mazisetyenziswe ;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	Ngenxa yokuba i- <i>Financial Management Improvements Plan</i> ingawuqwalaseli umba ongunobangela wokusilela kolawulo lwangaphakathi oluqatshelwe kunyaka-mali ka-2009/2010; iKomiti icela iSebe lihlaziye i- <i>Financial Management Improvement Plan</i> ngokukhawuleza;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	ISebe libambela ngokuthe ngqo kwizicelo zeKomiti yaye linika iKomiti iingxelo ezintlanu zophicotho lwangaphakathi, ingakumbi ingxelo yoThutho lwabafundi (<i>Learner Transport report</i>), ngaphandle kokulibazisa;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	Iimpazamo kwiingxelo-mali (<i>Material misstatements</i>) ezine zalungiswa ngethuba lenkqubo yophicotho-zincwadi.	ISebe iWCED liyazamkela iingcebiso zekomiti.
	<ul style="list-style-type: none"> • ISebe lawa phantsi ekuqapheleni inkcitho engagunyaziswanga (<i>irregular expenditure</i>) yezigidi eziyi-R14.6 m, neyabangelwa yinkqubo engafanelekanga. Le mpazamo yaqatshelwe kuphela ngethuba lenkqubo yophicotho-zincwadi ; 	
	<ul style="list-style-type: none"> • Inkcitho eyi-<i>Capital expenditure</i> ye-R38 338 000 yabangelwa kukuhlelwa kwakhona kwengcaciso okwakubandakanyiwe kwiingxelo-mali; 	
	<ul style="list-style-type: none"> • Iintlawulo ze-<i>Capital commitments</i> eziyi-R1,6 bn ngenxa yeenkqubo ezingasebenzi ngokufanelekileyo ukuqwalasela ingcaciso zibandakanyiwe kwiingxelo-mali yaye oku kwakuqatshelwe ngethuba lenkqubo yophicotho-zincwadi. 	
	<ul style="list-style-type: none"> • ISebe malibe neenkqubo ezisebenzayo ukuthintela oku kungentla kungehli kwixa elizayo. 	

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Okubhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Iziphumo zenkqubela eyenziweyo
	Amabhaso awanikwa aBathengisi ayengasuselwa kumanqaku okukhethwa kuqala awabiwayo aza abalwa ngokungqinelana neemfuno ezingummiselo ze- <i>Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000)</i> nemimiselo ye- <i>National Treasury Instruction Note</i> ye-15 Septemba 2010. IKomiti yagqiba ekubeni makubekho inkqubo esebenzayo ukulawula ukufikelela kwabathengisi abangahlangabezaniyo ne- <i>PPFA</i> .	
	Ulibaziseko ekwakhiweni kweeklasi;	ISebe iWCED liyazamkela iingcebiso zekomiti.
	Iindleko zeenkondo zekhomyutha ezande kakhulu kwithuba lonyaka.	ISebe iWCED liyazamkela iingcebiso zekomiti.

15. Ulungelelwano 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
Ukubeka esweni eminye imisebenzi ehlawulelwayo ngabaqeshwa	2010/11	Zonke iithenda ezingaphezu kwe-R500 000 nangaphezulu ziyatshekishwa ukuqinisekisa ukuba akukho baqeshwa bachaphazelekayo. ISebe likwadrafte umgaqo-nkqubo.
Ulawulo lokuthengwa kweempahla neenkondo neemvumelwano	2010/11	ISebe liphumeze iisistim i- <i>electronic Sourcelink procurement system</i> ukuqinisekisa ukuthotyelwa kwemimiselo.

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

Ngokwesiqendu 79 se-PFMA, uNondyebo kaZwelonke (*National Treasury*) wakuvuma ukuyekwa kweethyibhile ii-*disclosure of amortisation tables for finance lease expenditure* ngokumalunga nezithuthi zikarhulumente ezifunekayo ngokwe-*Departmental Reporting Framework Guide*. Kuphunyezwa amanyathelo okuqinisekisa ukuxelwa ngokupheleleyo kwenkcitho yezithuthi zikarhulumente (*GG vehicle*) njengengqeshiso zezemali, kubandakanywa ii-*amortisation tables*, kunyaka-mali ka-2012/13.

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Ngokwesiqendu 66 se-PFMA, efundwa ne-*National Treasury Practice Note 5 of 2006/07*, uMphathiswa weMicimbi yezeMali, uPhuhliso lezoQoqosho noKhenketho (*Economic Development and Tourism*) eNtshona Koloni uzivumile iimali ezisetyenziselwa iingqeshiso zezemali (*finance lease commitments*) ngokumalunga nenkcitho yezithuthi ze-GG ekusele kungenwe kuyo okanye ekuza kungenwa kuzo nezingaphezu kweenyanga eziyi-60.

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

ISebe lenze iingxelo zemali zethutyana njengoko zifunwa yi-Ofisi kaNondyebo wePhondo. Ezi ngxelo zethutyana zaye zahlolwa yi-Ofisi kaNondyebo wePhondo laza iSebe iWCED lenza utshintsho kwezo ndawo zithathwa njengezifanelekileyo.

18. Ezinye

Azikho

19. Imiba engeziseko zophuhliso: Iltyala likaMagqwaka

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

20. Iimpendulo kwiNgxelo yoPhicotho (*Audit Opinion*)

ISebe leMfundo leNtshona Koloni (WCED) lifumene iziphumo zophicotho ezingancumisiyo (*negative audit*) emva kweminyaka emihlanu yeengxelo zophicotho ezingenamakhwibiba (*unqualified audits*). ISebe iWCED liyazivuma iziphumo zophicotho yaye liya kuthatha amanyathelo afanalekileyo okomeleza iinkqubo zethu.

Le ngxelo isisiphumo sophicotho ibangelwe kukuba iSebe iWCED linerejista yee-asethi engagqitywanga yeeklassi ezizimobhayili. Oku kokuqala ngqa isebe kufuneka liphendule ngerejista yee-asethi elolu hlobo. Kwiimeko ezinqwenelekayo isebe lifanele ukuba nerejista yee-asethi yeeklassi ezizimobhayili (*asset register of mobile classrooms*), apho icacisa khona ngokuthe gca ukuba yintoni na enokubalwa njengeklassi emobhayili neenkqubo ezisetyenziswayo zokuqatshelwa nokulawulwa kweeyunithi ezizimobhayili. Oku kufanele ukuba kuphicothwe ngumphicothi-zincwadi wangaphakathi ukuqinisekisa ukuba zonke iinkqubo zolawulo eziyimfuneko zifanelekile.

Ingxelo yoPhicotho ikwafumene imizekelo emine yokungathotyelwa kwemimiselo ngokumalunga nemigaqo nemimiselo yeSCM.

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Izicwangciso zokulungisa iziphene ezifunyanwe kuphicotho-zincwadi

Iiklasi ezizimobhayili

NgoJulayi 2012, iSebe iWCED labala ngokubanzi iiyunithi ezizimobhayili lisebenzisa inkcazo ekuvunyelwene ngayo. Kwinyanga ezimbini ezizayo kuya kuthathwa la manyathelo alandelayo:

- 1) Kuya kwenziwa iikhrayitheriya eziya kucacisa xa iyunithi ithathwa ngokuba isisisigxina nokuba ngaba iyiklasi eyimobhayili. Kuya kwenziwa isistim yokwahlula iiklasi zeBakala R ezizimobhayili, iiyunithi zamakhitshi neeyunithi zelayibrari.
- 2) ICandelo le-*Supply asset management* liya kwenza isicwangciso seprojekthi esicacisa indima eza kufikelelwa nobude beprojekthi yokubala nokungqinisisa iiyunithi. Oku kunokubandakanya ukufakwa kweebhakhawudi kwiiyunithi. Isicwangciso seprojekthi siya kugqitywa nge-10 Agasti size isicwangciso sigqitywe ekupheleni kukaSeptemba 2012.
- 3) ISebe iWCED liya kwenza isistim yokulandelela xa zisuswa iiyunithi.
- 4) ISebe iWCED liya kuphendula ngezo yunithi zithengwe yi-DTPW yaye liziphathe ngokungqinelana nezikhokelo ze-NT *guidelines*.
- 5) Ezo yunithi zithengwe zii-SGBs kuya kufuneka ziboniswe kwiirejista zee-asethi zezikolo yaye ii-ofisi zezithili zemfundo ziya kucelwa ukuba zancedise ngokumalunga nalo mba.
- 6) Amaxwebhu emithombo aneenkcukacha zomcimbi (*transaction*) ngamnye kwiirejista yee-asethi aya kuba yinxalenye yongqinelwaniso olwenziweyo.
- 7) Imvumelwano emakufikelelwe kuyo ne-DTPW ngokumalunga neeyunithi ezithathwa ngokuba zisisigxina nokuba yeyiphi na indima eya kuyidlalwa liSebe iWCED. Oku kuya kubandakanywa kwi-*Service Delivery Agreement* ne-DTPW.
- 8) Kuya kubonwa ukuba uphicotho lwangaphakathi lusayine amaxwebhu kule nkqubo kwakunye ne-AGSA ngokumalunga nenkqubo ezilandelwa lisebe.
- 9) ISebe iWCED liza kucela kwakhona i-AGSA ukuba yenze uphicotho lwethutyana elifutshane ukuqinisekisa ukuba iingxaki ezinokubakho, zinokusingathwa nazo kwangethuba.
- 10) Le nkqubo ingentla iya kugqitywa ungalulanga owe-30 Oktobha 2012.

Ukungathotyelwa kwemimiselo yiSCM

I-AGSA yaqaphela ukungathotyelwa kwemithetho nemimiselo yeSCM. I-AGSA iqaphele ithuba lokungathotyelwa kwemithetho nemimiselo phambi kokuphunyezwa kwe-*Source-link* ngoDisemba 2011. Akukho miba iqatshelweyo ukususela ekuphunyezweni kwe-*Source-link*.

Ngoko ke ukulungisa le meko makuthathwe la manyathelo acetyiswayo:

- 1) Ukwenziwa komgaqo-nkqubo ngenkcitho engagunyaziswanga (*irregular expenditure*) ngokususela kuluhlu lweendidi zenkcitho ezikhutshwe nguNondyebo kaZelwonke.
- 2) Isetyhula eya kubo bonke abasebenzi iya kukhutshwa noluhlu lwenkcitho engagunyaziswanga.
- 3) Umlawuli ngamnye makaqaphele umsebenzi ophambili omakathwale uxanduva lweSCM nomakaye kumasifundisane ongoqeqesho kwiimfuno ezingummiselo ze-SCM. Iya kuba ngulo mntu kuphela oya kuthwala uxanduva lokuthengwa kweempahla neenkonzo kwicandelo ngalinye.
- 4) Ukuhlolwa kwestraktsha seSCM secandelo leziseko zophuhliso nezithili zemfundo ukuqinisekisa ukuba zixhasa ukurekhodwa kwemicimbi okusemgangathweni.

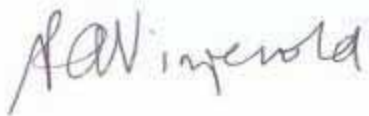
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- 5) Uqeqesho olwenziwa yiSCM lungaba yinxalenye ebalulekileyo yokuthintelwa kweNkcitho eGunyaziswanga nengenaNzuzo neyiLahleko (*Irregular and Fruitless and Wasteful expenditure*).
- 6) I-SCM kufanele ithathele ingqalelo ukukhutshwa kweethemplethi ukunceda abasebenzi, njengoko imimiselo yeSCM iye intsonkotha ngakumbi. I-PT sele ikhuphe iithemplethi zeSCM nomhla wophunyezo ucwangciselwe ukuphela kukaSeptemba 2012.
- 7) Ukusetyenziswa kwezikolo ngenjongo yokuphepha imimiselo yeSCM okunokwenzeka, kuya kupheliswa.
- 8) Makubekho umasifundisane owenziwayo yiSCM okanye ngamagosa ePT ngemiba yesebe yangaphakathi ii-house keeping matters njengovavanyo lweAGSA olujolise kwimithombo engamaxwebhu.
- 9) Uphicotho lwangaphakathi sele lubandakanyiwe kwinkcitho engagunyaziswanga kwisicwangciso sophicotho (*audit plan*) ngo-2012/13, ngako oko iinkqubo zokunika ingxelo kufanele zomelezwe kwezo nkalo zingabandakanywanga koku kungentla. Iingcebiso ezilandela emva kwengxelo elolu hlobo ziya kuphunyezwa ngokukhawuleza.
- 10) Ekupheleni konyaka onke malungu eSMS makasayine izatifikethi ngokumalunga nenkcitho engagunyaziswanga neyilahleko kwibhajethi yabo.
- 11) ISebe iWCED liya kumisela iYunithi yoLawulo eyi-high level Internal Control Unit ekupheleni kuka-Agasti 2012. I-Control Unit iya kuqeqesha ize inike inkxaso amagosa eSCM kwicandelo ngalinye.
- 12) Onke amaxwebhu anxulumene no-Source-link aya kungqinisiwa yi-Internal Control Unit.
- 13) ISebe iWCED liya kuthathela ingqalelo yokucela i-AGSA yenze uvavanyo lwethutyana lwenkcitho engagunyaziswanga ukuthintela imingeni yokuphela konyaka.

Inkcazo ngokuqhubekayo eyenziwa qho iya kunikwa uMphathiswa neKomiti yoPhicotho-zincwadi ngokumalunga nenkqubela yamanyathelo athathiweyo.

21. Ukuvunywa

Iingxelo-mali zoNyaka ezichazwe kumaphepha 124 kuye ku-181 zivunywe liGosa eliMele ukuPhendula ngoSetyenziso lweMali (*Accounting Officer*).



PA Vinjevold
INTsumpa Jikelele
Umhla: 31 Agasti 2012

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INGXELO YOMPHICOTHI-ZINCWADI JIKELELE kunyaka ophela nge-31 Matshi 2012

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

INGXELO ENGEENGXELO ZEMALI

Intshayelelo

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 2011, 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 kucacisiwe kumaphepha 124 kuye ku-181.

Uxanduva lwegosa elimele ukuphendula ngokuphathelele kwiingxelo zemali

2. Igosa lolawulo lwemali linoxanduva lokulungiselela nokucaciswa kakuhle kwezi ngxelo zemali ngokwe *Departmental financial reporting framework* njengoko kumiselwe yi-Ofisi kaNondyebo kaZwelonke, neemfuno ezingummiselo zoMthetho woLawulo lweeMali zikaRhulumente, ka-1999 (UMthetho No. 1 ka-1999 (*Public Finance Management Act, 1999*) (*Act 1 of 1999*) (*PFMA*)) kunye noMthetho woKwahlulwa kweMali waseMzantsi Afrika, ka-2008 (*Division of Revenue Act of South Africa (DoRA)*), (UMthetho No. 6 ka-2011) nokwenzela 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. Umsebenzi oluxanduva lwam kukuvakalisa uluvo lwam ngezi ngxelo zemali zisekelwe kuphicotho-zincwadi olwenziwe ndim. Ndilwenzile uphicotho-zincwadi lwam ngokwe *Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA)*, nangokweSaziso Ngokubanzi (*General Notice*) esakhutshwa ngokweMigangatho yaMazwe ngaMazwe yokuPhicotha iiNcwadi (*International Standards on Auditing*). Loo migangatho ifuna ukuba ndizithobeke iimfuno ezingummiselo ngokwemigaqo (*ethical requirements*), ndenze izicwangciso zophicotho-zincwadi ukuze ndifumane ingqinisekiso efanelekileyo malunga nokuba ngaba iingxelo zemali azinampazamo ziqaphelekayo zokungachaneki kakuhle (*material misstatement*).
4. Ukuphicothwa kweencwadi kubandakanya ukulandelwa kwemigaqo ukuze kufunyanwe ubungqina beezixa-mali neenkcazo ezichaza amatyala (*disclosures*) kwiingxelo zemali. Imigaqo ekhethiweyo ixhomekeke kwisigqibo somphicothi zincwadi, kubandakanywa uphengululo lwezinto ezingabangela iingxaki zeengxelo-mali ezingachanekanga (*material misstatement*) nokuba ngaba oko kwenzeka ngenxa yorhwaphilizo na okanye ngenxa 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 uluvo 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.

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

Izizathu zokuvakalisa uluvo olubonisa amakhwiniba (*Basis for qualified opinion*)

li-asethi ezinokushenxiseka eziphathekayo (*Tangible movable assets*)

6. ISebe alikhange libenazo iisistim ezifanelekileyo ezisebenzayo ekurekhodeni iyunithi ezizimobhayili, njengoko kubonisiwe kwinqaku lenkcazo 29 kwiingxelo-mali, endinokungqiyama ngazo. Iirekhodi zesebe azikhange zikuvumele ukusetyenziswa kweenkqubo ezifanelekileyo ezizezinye ngokumalunga neeyunithi ezizimobhayili. Ngenxa yoku, andibanganako ukufumana ubungqina obaneleyo nobufanelekileyo obanelisa mna ngobukho bazo, ukuxatyiswa nokugqitywa kweeyunithi ezizimobhayili ezifikelela kwizigidi eziyi-R56 m.

Ukuvakalisa uluvo olubonisa amakhwiniba

7. Ngokoluvo lwam, ngaphandle kwefuthe elinokubakho lombha ochazwe kumhlathi wezizathu zokuvakalisa uluvo olubonisa amakhwiniba **yu**(*Basis for qualified opinion paragraph*), ezi ngxelo zemali zichaza ngokwanelisayo ubume bezemali beSebe leMfundo leNtshona Koloni njengoko bekunjalo nge-31 Matshi 2012, kunye 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 le miba ilandelayo apha ngezantsi. Alukatshintshi uluvo lwam ngokumalunga nawo:

Ukungaqiniseki okubalulekileyo (*Significant uncertainties*)

9. Ngokubhekiselele kwinqaku lenkcazo 18 kwiingxelo-mali, isebe linyanzelekile ukuba lizihlawule zonke iimali zee-akhawunti ezingekahlawulwa zizikolo. ISebe alinako ukuqinisekisa isixa esichanekileyo setyala emalihlawulwe ngokupheleleyo ngethuba lonyaka okanye eliza kuhlawulwa ngokupheleleyo njengoko ezinye zee-akhawunti zihlawulwa zizikolo ngqo. Imeko nganye iqwalaselwa yodwa yaye akukho malungiselelo alo naliphi na ityala elinokuba sisiphumo sokuba kwenziwe iingxelo-mali.

Ukucaciswa (*Restatement*) kwamanani angqinelanayo

10. Njengoko kuchaziwe kwinqaku lenkcazo 29 kwiingxelo-mali, amanani angqinelanayo e-31 Matshi 2011 aphinde acaciswa kwakhona ngenxa yempazamo efunyenwe ngethuba lonyaka-mali omiyo ngokunxulumene neeyunithi ezizimobhayili ekungakazange kwanikwa ngxelo ngazo kwiingxelo-mali zesebe nekungazange kwanikwa ngxelo ngazo kwirejista yee-asethi zesebe.

li-Material Impairments

11. Isebe linee-*receivables* ezimalunga nabasebenzi kwakunye namanye amatyala azizigidi eziyi-R71 nge-31 Matshi 2012 njengoko kuchaziwe kwinqaku lenkcazo 28 kwiingxelo-mali, ebezingekahlawulwa kwithuba elingaphezu kweminyaka emithathu. Ukubuyiswa kwezi zixa-mali kuyathandabuzeka.

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Inkcitho engagunyaziswanga

12. Inqaku lenkcazo 25 kwiingxelo-mali, incitho engagunyaziswanga yezigidi eziyi-R52 eziqatshelweyo nengathathwa njengebalulekileyo njengoko kusaqwalaselelwa le nkcitho ukuba iqinisekise.

Imiba eyongezelelweyo

13. Ndicela ukuba kukhe kuqwalaselwe le miba ilandelayo apha ngezantsi. Alukatshintshi uluvo lwam ngokumalunga nale miba:

lishedyuli ezongezelelweyo ezingaphicothwangwa (*Unaudited supplementary schedules*)

14. Ingcaciso eyongezelelweyo ecaciswa kumaphepha 174 kuye ku-181 ayiyonxalenye yezi zicwangciso zengxelo zemali kwaye yandlalwa njengengcaciso eyongezelelweyo. Andiziphicothanga ezi shedyuli kwaye ke ngoko akukho zizathu ndingazibekayo ngokuluvu lwam.

Inkqubo-sikhokelo yokunika ingxelo yezemali

15. Inkqubo-sikhokelo yokunika ingxelo yezemali emiselwe yi-*National Treasury* nesetyenziswa lisebe yinkqubo-sikhokelo yokuthobela imimiselo. Ukucacisa uluvo lwam malunga nenkqubo-sikhokelo yokuthobela imimiselo kufanele kubonise xa iingxelo zemali ebesele zilungisiwe ngokwale nkqubo-sikhokelo kungekuko ukuba zicaciswe ngokwamkelekileyo. ISiqendu 20(2)(a) se-PAA, nakuba kunjalo, sifuna ukuba ndiveze uluvo lwam ngokucaciswa okwamkelekileyo kweengxelo-mali. Ukucacisa uluvo lwam ke ngoko kubonisa le mfuno ngumimiselo.

INGXELO EMALUNGA NEZINYE IIMFUNO ZOMTHETHO KUNYE NEMIQATHANGO YOMTHETHO

16. Ngokwe-PAA nangokwe-*General Notice* ekhutshwe ngokumalunga nayo, ndenza ingxelo yokuba ezi ziphumo zilandelayo zichaphazela intsebenzo xa ithelekiswa neenjongo esele zimiselwe, ukuthobela imithetho nemimiselo nolawulo lwangaphakathi, kodwa injongo yoku asikokuveza izimvo zam.

linjongo ezimiselwe kwangaphambili

17. Ndenze iinkqubo zokufumana ubungqina malunga noncedo nokuthembeka kwengcaciso kwingxelo yentsebenzo yonyaka njengoko kucacisiwe kumaphepha 7 kuye ku-99 ale ngxelo yonyaka.
18. Intsebenzo ekunikwe ingxelo ngayo xa ithelekiswa neenjongo esele zimiselwe yahlolwa ithelekiswa neekhrayitheriya zonke eziluncedo nezithembekileyo. Ukuba luncedo kwengxelo yentsebenzo yonyaka kunxulumene nokuba ngaba icaciswa hazwa ngokungqinelana nemigqaliselo yokunika ingxelo koNondyebo kaZwelonke kwanokuba ngaba intsebenzo ekunikwe ingxelo ngayo iyangqinelana na neenjongo ezicwangcisiweyo. Ukubaluncedo kwengcaciso kunxulumene ngakumbi nokuba ngaba izalathi-nkqubela neethagethi ziyalinganiseka kusini na (o.k.t. umahluko ochazwe kakuhle onokungqinisiswa othe ngqo nonako ukulinganiseka oqingqelwe ixesha) nokufanelekileyo njengoko kuyimfuneko oko kwi-*National Treasury Framework* yokulawula ingcaciso yentsebenzo yeeprogram.

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19. Ukuthembeka kwengcaciso ngokumalunga neeprogram ezikhethiweyo kuvavanyelwa ukuqinisekisa ukuba ngaba ingcaciso iyibonisa ngokwaneleyo le miba (o.k.t. ukuba isemthethweni, ichanekile yaye iphelele).
20. Bekungekho ziphumo zelahleko kwingcaciso yezemali (*material findings*) kwingxelo yentsebenzo yonyaka ngokumalunga nokubalancedo nokuthembeka kwale ngcaciso.

Imiba eyongezelelweyo

21. Nakuba kungekho ziphumo zizii-*material findings* malunga nokubalancedo nokuthembeka kwentsebenzo yengcaciso beziqatshelwe kwingxelo yentsebenzo yonyaka, ndifuna kuqwalaselwe lo mba ulandelayo.

Impumelelo yeethagethi ezicwangcisiweyo

22. Kwinani eliyitotali leethagethi ezicwangcisiweyo, ziyi-42 kuphela ezaphunyelelwayo kulo nyaka uphantsi koqwalaselo. Oku kumele ii-34% yetotali yeeethagethi ebezicwangcisiwe ezingazange ziphunyelelwe kulo nyaka uphantsi koqwalaselo.
23. Oku bekubangelwa kukuba izalathi-nkqubela neethagethi bezingenziwanga ngokufanelekileyo ngethuba lenkqubo yokucwangcisa (*strategic planning process*) nangenxa yokuba isebe lingakhange lithathele ingqalelo iisistim ezichaphazelekayo neemfuno ezibubungqina ngethuba lenkqubo yokucwangcisa.

Ukungqinelana nomthetho nemigaqo

24. Ndiphicothe iinkqubo ukufumana ubungqina bokuba iziko liyithobele na imithetho nemimiselo emalunga nemiba yezemali, ulawulo lwezemali neminye imiba emalunga noku. Iziphumo zophicotho ngemiba yokungathotyelwa kwemiba ethe ngqo kwimithetho nemimiselo ephambili enokusetyenziswa njengoko imiselwe kwi-*General Notice* ekhutshwe ngokwe-PAA zezi zilandelayo:

lingxelo-mali zonyaka, iingxelo zentsebenzo neengxelo zonyaka

25. Iingxelo-mali ezingeniselwe iinjongo zophicotho bezingalungiswanga ngokumalunga nayo yonke imiba yophicotho ngokungqinelana neemfuno ezingummiselo zesiqendu 40(1) se-*PFMA*. Iingxelo-mali ezineempazamo zokungaqondeki kakuhle eziqatshelwe ngabaphicothi azilungiswanga ngokwaneleyo, nto ke leyo ebenesiphumo sokuba isebe lifumane inkcazo yengxelo enamakhwiniba (*qualified audit opinion*)

li-asethi nokungamatyala (*liabilities*)

26. Isistim zolawulo ezifanelekileyo ukunqanda nokugcina ii-asethi bezingaphunyezwa, njengoko kuyimfuneko kwisiqendu 38(1)(d) se-*Public Finance Management Act and Treasury Regulation 10.1.1(a)*.

Ulawulo lokuthengwa kweempahla neenkonziso neemvumelwano

27. Iimpahla neenkonziso ezinemicimbi ekwixabiso elingaphantsi kwe-R500 000 zathengwa ngaphandle kokufumana iikowuteshini zexabiso ezifunekayo ngokwe-*Treasury Regulation 16A6.1*.

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28. Iimvumelwano neekowuteshini zanikwa abathengisi abanemibandela yezerhafu engachazangwa ziiNkonzo zeRhafu zoMzantsi Afrika njengemi kakuhle yiMimiselo kaNondyebo (*Treasury Regulations*) 16A9.1(d) neMimiselo ii-*Preferential Procurement Regulations*.
29. Inkqubo yamanqaku okukhethwa kuqala (*preference point system*) yayingasetyenziswanga kuzo zonke iimpahla neenkonzo ezithengiweyo ezingaphezu kwe-R30 000 njengoko kuyimfuneko ngokwesiqendu 2(a) kwi-*Preferential Procurement Policy Framework Act and Treasury Regulations 16A6.3(b)*.
30. Iimvumelwano neekowuteshini zanikwa abakhuphisana ngamaxabiso (*bidders*) abangakhange bangenise ingxelo ngokuba ingaba baqeshiwe na ngurhulumente okanye banonxulumano naye nawuphi na umntu oqeshwe ngurhulumente, nefunelwa ukuba kuthotyelwe ummiselo kaNondyebo 16A8.3.
31. Abaqeshwa besebe benza umsebenzi ohlawulelwayo ngaphandle kokuqeshwa kwabo kwisebe bengenayo imvume ebhaliweyo kwabasemagunyeni abachaphazelekayo njengoko kuyimfuneko ngokwesiqendu 30 soMthetho weNkonzo kaRhulumente (*Public Service Act*) nesiqendu 33(1) soMthetho wezeNgqesho yooTitshala (*Employment of Educators Act*).
32. Abantu abasenkonzweni yesebe abachaphazelekayo kumashishini amaqumrhu nawezoshishino kwiimvumelwano ezikhutshwe lisebe abaphumelelanga ukuchaza ukuchaphazeleka kwabo okulolu hlobo, njengoko kuyimfuneko kwi-*Treasury Regulation 16A8.4* kunye/okanye kwi-*Public Service Regulation 3C*.
33. Abantu abasenkonzweni yesebe abaneentsapho zabo ezichaphazelekayo kumashishini nakumaqumrhu abucala kwiikhontrakthi ezikhutshwe lisebe abaphumelelanga ukuchaza ukuchaphazeleka kwabo okulolu hlobo, njengoko kuyimfuneko ngokwe-*Treasury Regulation 16A8.4*.
34. Ukuhlolwa okufanelekileyo kweeprojekthi zokwakha eziphambili (*major capital projects*) akuzange kwenziwe ngaphambi kwesigqibo sokugqibela kwiprojekthi ngokweemfuno zesiqendu 38(1)(a) se-PFMA.

Ulawulo lwenkcitho

35. Igosa elimele ukuphendula ngemicimbi yezemali alikhange lithathe amanyathelo asebenzayo ukuthintela inkcitho engagunyaziswanga, njengoko kuyimfuneko ngokwesiqendu 38(1)(c)(ii) se- *Public Finance Management Act and Treasury Regulation 9.1.1*.
36. Akufunyanwanga bungqina bophicotho-zincwadi bufanelekileyo baneleyo nokuba amanyathelo oluleko asebenzayo nafanelekileyo athathwa ngakuloo magosa awenza okanye avumela inkcitho engagunyaziswanga enxulumene ngokukodwa nenkcitho engagunyaziswanga eqatshelwe kunyaka-mali wangaphambili ngokwesiqendu 38(h)(iii) se-*Public Finance Management Act ne-Treasury Regulations 9.1.3*.

Ulawulo lweNgeniso

37. Igosa elimele ukuphendula ngokusetyenziswa kwemali alikhange lithathe amanyathelo angawo nasebenzayo okuqokelela zonke iimali ezifanele ukuqokelelwa, ngokwesiqendu 38(1)(c)(ii) se-*Public Finance Management Act and Treasury Regulation 9.1.1*.

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Ukwenziwa kweenkonzo

Igranti iTechnical Secondary Schools Re-capitalisation grant

38. Ngaphandle kwezo zikolo zobugcisa ezibonise ukuba zinabo abasebenzi, iisistim neenkqubo zolawulo lwenkqubo yokuthengwa kweempahla neenkonzo, le nkqubo ayikhange ilawulwe lphondo, ngokwe-Division of Revenue Grant Framework, Gazette No. 34280.

Ulawulo lwangaphakathi

39. Ndithathele ingqalelo ulawulo lwangaphakathi olufanelekileyo kumsebenzi wam wokuphicotha iingxelo zemali, ingxelo kwiinjongo esele zimiselwe nokuthobela imithetho nemimiselo. Imiba ekunikwe ingxelo ngayo phantsi kwemiba engundoqo kulawulo lwangaphakathi apha ngezantsi iphelela kuphela kwizinto eziqatshelweyo ezisileleyo ezibe ngunobangela woluvo lwengxelo enamakhwiniba yophicotho ngokumalunga nokungqinelana nemithetho nemimiselo ebandakanywe kule ngxelo.

Ubunkokeli

40. Igosa elimele ukuphendula ngokusetyenziswa kwemali alikhange liwenze umsebenzi walo wokongamela kunyaka-mali uwonke ukuqinisekisa iingxelo-mali ezichanekileyo nezipheleleyo. Oku kuboniswa bubungakanani bobungqina obaneleyo nobufanelekileyo obumalunga neeyunithi ezizimobhayili nobungakhange bunikwe ngexesha elifanelekileyo ukulungiselela iinjongo zophicotho, iingxelo zemali ezineempazamo eziqaphelekayo zokungaqondeki kakuhle kwakunye nokungathotyelwa kwemimiselo yokuthengwa kweempahla neenkonzo, nemimiselo yolawulo lweemvumelwano, ulawulo lwenkcitho, ulawulo lwengeniso, neegranti ezikhutshwa phantsi kwemiqathango.

Ulawulo lwezemali nentsebenzo

41. Isicwangciso sophuculo lolawulo lwezemali esilungiswe lisebe ngeziphumo zophicotho-zincwadi lukanyaka-mali 2010-11 kwakufanele ukuba sasenziwe ngohlobo lokuba siqinisekise uphuculo lolawulo lwezemali. Nakuba kunjalo isicwangciso sophuculo, safunyaniswa njengesinganelanga ekubeni silungise ukusilela kulawulo lwangaphakathi oluqatshelweyo olusisiphumo sokubeka esweni okusileleyo nako nokujongisisa kwakhona ingcaciso yezemali nokuthobela imithetho nemimiselo ukuze ngokwenjalo kwenziwe izilungiso kwingxelo enikiweyo ngophicotho (*audit opinion*) nokungathotyelwa okubonakalayo kwemithetho nemimiselo.
42. Bekukho ukusilela kumba wokujongisisa nokubeka esweni ngabaphathi kwii-ofisi zezithili zemfundo ukuqiniseka ukuba kuphunyezwa ulawulo kungqinelwano lwemicimbi yenyanga. Inkcitho eyilahleko ebe sisiphumo seeyunithi ezizimobhayili ayisingathwanga ngokwaneleyo ngexesha ukuqinisekisa ukwenziwa kwerejista yee-asethi echanekileyo nepheleleyo.
43. Bekukho ukusilela kulawulo lokubeka esweni nokulandelela abo banamatyala angakahlawulwa okubenesiphumo sokuthathwa kwezo zixa njengezingabalulekanga kangako (*understatement of the provision*) nokubangele uhlelwa-hleliso lwemiba kwiingxelo-mali.

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EZINYE IINGXELO

Imisebenzi yophando

44. Amatyala ayi-22 amalunga nokuphathwa gwenxa kwemicimbi yezemali (*financial irregularities*), ubuqhophololo, nezitenxo kwimicimbi yabasebenzi avaliwe kulo nyaka-mali uphantsi koqwalaselo.
45. Ngamatyeli ayi-19 kulo nyaka-mali uphantsi koqwalaselo achazwe njenganxulumene nokungathotyelwa kwemimiselo yoqhagamshelwano lwabathengi nabathengisi; le miba iyaqwaselwa ngethuba lale ngxelo. Amanye amatyala ayi-26 amalunga nezityholo zokuphathwa gwenxa kwemicimbi yezemali (*alleged financial irregularities*), ubuqhophololo, nobugwenxa kwimicimbi yabasebenzi nawo kunikwe ingxelo ngawo ngeli thuba lalo nyaka-mali ophantsi koqwalaselo yaye kusaqhutyekwa nawo ngethuba lale ngxelo.

Uphicotho-zincwadi lwentsebenzo

Ukulungela kukarhulumente ukunika ingxelo ngentsebenzo

46. Ngethuba lonyaka ophantsi koqwalaselo uphicotho lwentsebenzo lwaqhutywa malunga noKulungela kukaRhulumente (*Readiness of Government*) ukunika ingxelo ngentsebenzo yakhe. Uphicotho lugxininisa ukuba akhokelwa aze ancediswe njani na amaziko karhulumente ukunika ingxelo ngentsebenzo yawo kwakunye neesistim neenkqubo asele eziqalisile ukuzenza. Olu phicotho njengangoku lukwisigaba sokunika ingxelo yaye iziphumo ziya kuchazwa kwingxelo eyahlukileyo.

Uphicotho lwentsebenzo kuPhuhliso lweMfundo yaBantwana aBasaqalayo –IBakala R

47. Ngethuba lonyaka ophantsi koqwalaselo, kwaqhutywa uphicotho lwentsebenzo yeprogram yoPhuhliso lweMfundo yaBantwana aBasaqalayo (*Early Childhood Development (ECD)*). Uphicotho lwagxininisa kusetyenziso olunoqoqosho, olusebenza ngempumelelo lwezibonelelo kwiiprogram ze-ECD. Olu phicotho njengangoku lukwisigaba sokunika ingxelo yaye iziphumo ziya kuchazwa kwingxelo eyahlukileyo.

Auditor General

EKapa
31 Julayi 2012



IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Programmes	Appropriation per programme								
	2011/12							2010/11	
	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	R'000
1. Administration									
Current payment	431,447	(7,965)	(25,099)	398,383	398,383	-	100.0	382,242	368,096
Transfers and subsidies	68,542	28,499	-	97,041	97,041	-	100.0	118,761	118,653
Payment for capital assets	53,236	(18,664)	-	34,572	34,572	-	100.0	9,830	9,830
Payment for financial assets	3,912	(1,870)	-	2,042	2,042	-	100.0	995	995
	557,137	-	(25,099)	532,038	532,038	-	-	511,828	497,574
2. Public Ordinary School Education									
Current payment	9,750,389	(68,121)	3,318	9,685,586	9,682,428	3,158	100.0	8,848,337	8,844,794
Transfers and subsidies	571,756	56,250	29,226	657,232	657,188	44	100.0	531,258	531,258
Payment for capital assets	536,047	11,871	15,696	563,614	556,700	6,914	98.8	344,997	344,997
	10,858,192	-	48,240	10,906,432	10,896,316	10,116	-	9,724,592	9,721,049
3. Independent School Subsidies									
Transfers and subsidies	64,188	-	-	64,188	63,554	634	99.0	59,709	59,696
	64,188	-	-	64,188	63,554	634	-	59,709	59,696
4. Public Special School Education									
Current payment	645,699	(17,611)	(5,593)	622,495	622,495	-	100.0	559,238	557,233
Transfers and subsidies	114,676	14,787	-	129,463	129,463	-	100.0	130,511	128,680
Payment for capital assets	44,684	2,824	(8,125)	39,383	39,383	-	100.0	41,733	41,733
	805,059	-	(13,718)	791,341	791,341	-	-	731,482	727,646
5. Further Education and Training									
Current payment	267,365	(7,800)	-	259,565	259,553	12	100.0	251,757	251,685
Transfers and subsidies	267,306	7,800	-	275,106	275,106	-	100.0	195,286	195,286
	534,671	-	-	534,671	534,659	12	-	447,043	446,971
6. Adult Basic Education and Training									
Current payment	9,003	(2,332)	(821)	5,850	5,850	-	100.0	7,165	7,165
Transfers and subsidies	24,916	2,332	-	27,248	27,248	-	100.0	24,987	24,987
	33,919	-	(821)	33,098	33,098	-	-	32,152	32,152
7. Early Childhood Development									
Current payment	121,785	-	(5,180)	116,605	114,203	2,402	97.9	106,553	98,749
Transfers and subsidies	227,864	-	(2,141)	225,723	225,390	333	99.9	196,479	196,479
Payment for capital assets	38,827	-	(359)	38,468	38,468	-	100.0	62,554	50,667
	388,476	-	(7,680)	380,796	378,061	2,735	-	365,586	345,895
8. Auxiliary and Associated Services									
Current payment	127,064	(42)	(866)	126,156	123,902	2,254	98.2	119,987	118,936
Transfers and subsidies	8,315	-	-	8,315	8,067	248	97.0	5,460	5,451
Payment for capital assets	131	42	(56)	117	117	-	100.0	373	373
	135,510	-	(922)	134,588	132,086	2,502	-	125,820	124,760
Subtotal	13,377,152	-	-	13,377,152	13,361,153	15,999	99.9	11,998,212	11,955,743
Total	13,377,152	-	-	13,377,152	13,361,153	15,999	99.9	11,998,212	11,955,743
Add: Departmental receipts				9,893				-	
Actual amounts per Statement of Financial Performance (Total Revenue)				13,387,045				11,998,212	
Actual amounts per Statement of Financial Performance Expenditure					13,361,153				11,955,743

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Appropriation per Economic classification									
Economic classification	2011/12							2010/11	
	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	10,131,650	(122,704)	(9,461)	9,999,485	9,997,071	2,414	100.0	9,198,930	9,193,265
Goods and services	1,221,102	18,833	(24,780)	1,215,155	1,209,743	5,412	99.6	1,075,241	1,052,296
Transfers & subsidies									
Departmental agencies & accounts	5,256	-	-	5,256	5,256	-	100.0	4,926	4,926
Non-profit institutions	1,279,017	83,912	28,202	1,391,131	1,389,926	1,205	99.9	1,169,972	1,168,002
Households	63,290	25,746	(1,117)	87,919	87,865	54	99.9	87,564	87,562
Gifts and donations	-	10	-	10	10	-	100.0	-	-
Payment for capital assets									
Buildings & other fixed structures	615,439	(1,551)	5,493	619,381	612,467	6,914	98.9	437,693	425,806
Machinery & equipment	55,486	(2,226)	1,663	54,923	54,923	-	100.0	18,708	18,708
Software & other intangible assets	2,000	(150)	-	1,850	1,850	-	100.0	4,183	4,183
Payment for financial assets									
	3,912	(1,870)	-	2,042	2,042	-	100.0	995	995
Total	13,377,152	-	-	13,377,152	13,361,153	15,999	99.9	11,998,212	11,955,743

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Ingcombolo ngeprogram 1 -EZolawulo
kunyaka ophele nge-31 Matshi 2012

Details per Sub-Programme	2011/12							2010/11	
	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	5,104	88	-	5,192	5,192	-	100.0	4,658	4,658
Transfers and subsidies	-	102	-	102	102	-	100.0	18	18
Payment for capital assets	-	256	-	256	256	-	100.0	210	210
1.2 Corporate Services									
Current payment	196,841	(1,406)	-	195,435	195,435	-	100.0	191,352	183,533
Transfers and subsidies	8,462	1,173	-	9,635	9,635	-	100.0	13,995	13,994
Payment for capital assets	733	2,390	-	3,123	3,123	-	100.0	3,554	3,554
Payment for financial assets	3,912	(1,870)	-	2,042	2,042	-	100.0	995	995
1.3 Education Management									
Current payment	214,229	(4,845)	(23,874)	185,510	185,510	-	100.0	168,896	162,569
Transfers and subsidies	50,091	29,619	-	79,710	79,710	-	100.0	89,494	89,387
Payment for capital assets	41,903	(21,655)	-	20,248	20,248	-	100.0	4,267	4,267
1.4 Human Resource Development									
Current payment	6,666	(95)	(1,225)	5,346	5,346	-	100.0	9,856	9,856
Payment for capital assets	-	95	-	95	95	-	100.0	20	20
1.5 Education Management Information System (EMIS)									
Current payment	8,607	(1,707)	-	6,900	6,900	-	100.0	7,480	7,480
Transfers and subsidies	9,989	(2,395)	-	7,594	7,594	-	100.0	15,254	15,254
Payment for capital assets	10,600	250	-	10,850	10,850	-	100.0	1,779	1,779
Total	557,137	-	(25,099)	532,038	532,038	-	100.0	511,828	497,574

Programme 1 Per Economic classification	2011/12							2010/11	
	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	262,735	(5,111)	(5,278)	252,346	252,346	-	100.0	253,371	250,450
Goods and services	168,712	(2,854)	(19,821)	146,037	146,037	-	100.0	127,763	116,549
Transfers & subsidies									
Non-profit institutions	66,930	23,700	-	90,630	90,630	-	100.0	110,375	110,257
Households	1,612	4,789	-	6,401	6,401	-	100.0	8,397	8,396
Gifts and donations	-	10	-	10	10	-	100.0	-	-
Payment for capital assets									
Machinery & equipment	51,236	(18,514)	-	32,722	32,722	-	100.0	6,744	6,744
Software & other intangible assets	2,000	(150)	-	1,850	1,850	-	100.0	4,183	4,183
Payment for financial assets									
	3,912	(1,870)	-	2,042	2,042	-	100.0	995	995
Total	557,137	-	(25,099)	532,038	532,038	-	100.0	511,828	497,574

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Ingcombolo ngeProgram 2 – IMfundo kwiZikolo zikaRhulumente eziQhelekileyo
kunyaka ophele nge-31 Matshi 2012

Details per sub-programme	2011/12							2010/11	
	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	5,498,605	(35,081)	994	5,464,518	5,463,524	994	100.0	5,042,752	5,042,752
Transfers and subsidies	312,852	35,081	3,133	351,066	351,066	-	100.0	291,491	291,491
Payment for capital assets	121,136	11,240	10,039	142,415	142,415	-	100.0	146,316	146,316
2.2 Public Secondary schools									
Current payment	3,494,527	(399)	2,324	3,496,452	3,495,154	1,298	100.0	3,139,915	3,139,915
Transfers and subsidies	198,969	22,022	26,093	247,084	247,084	-	100.0	176,622	176,642
Payment for capital assets	85,877	(10,799)	587	75,665	75,665	-	100.0	25,261	25,261
2.3 Professional Services									
Current payment	458,973	(32,944)	-	426,029	426,029	-	100.0	420,648	420,648
Transfers and subsidies	22,221	4,144	-	26,365	26,365	-	100.0	26,077	26,077
Payment for capital assets	15,635	10,292	-	25,927	19,013	6,914	73.3	7,491	7,491
2.4 Human Resource Development									
Current payment	74,176	4,185	-	78,361	78,361	-	100.0	81,027	81,027
Transfers and subsidies	15,377	(8,291)	-	7,086	7,086	-	100.0	5,597	5,597
Payment for capital assets	184	550	-	734	734	-	100.0	995	995
2.5 Conditional Grants - POSE									
Current payment	224,108	(3,882)	-	220,226	219,360	866	99.6	163,995	160,452
Transfers and subsidies	22,337	3,294	-	25,631	25,587	44	99.8	31,471	31,451
Payment for capital assets	313,215	588	5,070	318,873	318,873	-	100.0	164,934	164,934
Total	10,858,192	-	48,240	10,906,432	10,896,316	10,116	99.9	9,724,592	9,721,049

Programme 2 Per Economic classification	2011/12							2010/11	
	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	8,830,888	(98,738)	-	8,732,150	8,732,150	-	100.0	7,995,553	7,994,876
Goods and services	919,501	30,617	3,318	953,436	950,278	3,158	99.7	852,784	849,918
Transfers & subsidies									
Non-profit institutions	545,161	33,880	29,226	608,267	608,223	44	100.0	484,656	484,656
Households	26,595	22,370	-	48,965	48,965	-	100.0	46,602	46,602
Payment for capital assets									
Buildings & other fixed structures	531,928	200	13,977	546,105	539,191	6,914	98.7	335,951	335,951
Machinery & equipment	4,119	11,671	1,719	17,509	17,509	-	100.0	9,046	9,046
Total	10,858,192	-	48,240	10,906,432	10,896,316	10,116	99.9	9,724,592	9,721,049

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Ingcombolo ngeProgram 3 – INkxaso-mali kwiZikolo eziZimeleyo
kunyaka ophele nge-31 Matshi 2012

Details per sub-programme	2011/12							2010/11	
	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	27,400	1,163	-	28,563	28,563	-	100.0	24,028	24,015
3.2 Secondary Phase									
Transfers and subsidies	36,788	(1,163)	-	35,625	34,991	634	98.2	35,681	35,681
Total	64,188	-	-	64,188	63,554	634	99.0	59,709	59,696

Programme 3 Per Economic classification	2011/12							2010/11	
	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	64,188	-	-	64,188	63,554	634	99.0	59,709	59,696
Total	64,188	-	-	64,188	63,554	634	99.0	59,709	59,696

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2012

Ingcombolo ngeProgram 4 – IMfundo kwiZikolo ezineeMfuno eziZodwa zikaRhulumente eziQhelekileyo
kunyaka ophela nge-31 Matshi 2012

Details per sub-programme	2011/12							2010/11	
	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	645,699	(17,611)	(5,593)	622,495	622,495	-	100.0	559,238	557,236
Transfers and subsidies	114,674	13,038	-	127,712	127,712	-	100.0	118,129	116,298
Payment for capital assets	-	6,544	-	6,544	6,544	-	100.0	21,479	21,479
4.2 Professional Services									
Current payment	-	-	-	-	-	-	-	-	(3)
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
4.3 Human Resource Development									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
4.4 Conditional Grants - PSSE									
Transfers and subsidies	-	1,751	-	1,751	1,751	-	100.0	12,382	12,382
Payment for capital assets	44,684	(3,720)	(8,125)	32,839	32,839	-	100.0	20,254	20,254
Total	805,059	-	(13,718)	791,341	791,341	-	100.0	731,482	727,646

Programme 4 Per Economic classification	2011/12							2010/11	
	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	617,671	(10,358)	-	607,313	607,313	-	100.0	553,264	551,269
Goods and services	28,028	(7,253)	(5,593)	15,182	15,182	-	100.0	5,974	5,964
Transfers & subsidies									
Non-profit institutions	113,419	14,927	-	128,346	128,346	-	100.0	128,755	126,924
Households	1,257	(140)	-	1,117	1,117	-	100.0	1,756	1,756
Payment for capital assets									
Buildings & other fixed structures	44,684	(1,751)	(8,125)	34,808	34,808	-	100.0	39,188	39,188
Machinery & equipment	-	4,575	-	4,575	4,575	-	100.0	2,545	2,545
Total	805,059	-	(13,718)	791,341	791,341	-	100.0	731,482	727,646

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Ingcombolo ngeProgram 5 – IMfundo noQeqesho oluQhubekayo
kunyaka ophele nge-31 Matshi 2012

Details per sub-programme	2011/12							2010/11	
	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	267,365	(7,800)	-	259,565	259,553	12	100.0	251,757	251,685
Transfers and subsidies	267,304	7,802	-	275,106	275,106	-	100.0	195,286	195,286
5.2 Professional Services									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
5.3 Human Resource Development									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
Total	534,671	-	-	534,671	534,659	12	100.0	447,043	446,971
Programme 5 Per Economic classification	2011/12							2010/11	
	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	267,365	(7,800)	-	259,565	259,553	12	100.0	251,757	251,685
Non-profit institutions	234,855	9,073	-	243,928	243,928	-	100.0	165,042	165,042
Households	32,451	(1,273)	-	31,178	31,178	-	100.0	30,244	30,244
Total	534,671	-	-	534,671	534,659	12	100.0	447,043	446,971

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Ingcombolo ngeProgram 6 – IMfundo noQeqesho lwaBadala
kunyaka ophele nge-31 Matshi 2012

Details per sub-programme	2011/12							2010/11	
	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	9,003	(2,332)	(821)	5,850	5,850	-	100.0	7,165	7,165
Transfers and subsidies	24,914	2,334	-	27,248	27,248	-	100.0	24,987	24,987
6.2 Professional Services									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
6.3 Human Resource Development									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
Total	33,919	-	(821)	33,098	33,098	-	100.0	32,152	32,152

Programme 6 Per Economic classification	2011/12							2010/11	
	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	7,700	(2,030)	-	5,670	5,670	-	100.0	6,098	6,098
Goods and services	1,303	(302)	(821)	180	180	-	100.0	1,067	1,067
Transfers & subsidies									
Non-profit institutions	24,916	2,332	-	27,248	27,248	-	100.0	24,987	24,987
Total	33,919	-	(821)	33,098	33,098	-	100.0	32,152	32,152

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Ingcombolo ngeProgram 7 – UPuhliso lweMfundo yaBantwana aBasaqalayo
kunyaka ophele nge-31 Matshi 2012

Details per sub-programme	2011/12							2010/11	
	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	81,293	(1,133)	(5,180)	74,980	72,578	2,402	96.8	71,859	64,055
Transfers and subsidies	129,457	(1,870)	(1,507)	126,080	126,080	-	100.0	105,857	105,857
Payment for capital assets	11,887	-	(359)	11,528	11,528	-	100.0	27,902	16,015
7.2 Grade R in Community Centres									
Current payment	-	-	-	-	-	-	-	1	1
Transfers and subsidies	44,967	1,871	-	46,838	46,838	-	100.0	45,287	45,287
7.3 Professional Services									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
7.4 Human Resource Development									
Current payment	40,492	1,133	-	41,625	41,625	-	100.0	34,693	34,693
Transfers and subsidies	45,369	-	(634)	44,735	44,406	329	99.3	45,335	45,335
7.5 Conditional Grants - ECD									
Transfers and subsidies	8,070	-	-	8,070	8,066	4	100.0	-	-
Payment for capital assets	26,940	-	-	26,940	26,940	-	100.0	34,652	34,652
Total	388,476	-	(7,680)	380,796	378,061	2,735	99.3	365,586	345,895

Programme 7 Per Economic classification	2011/12							2010/11	
	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	70,440	-	(4,183)	66,257	63,855	2,402	96.4	61,048	61,048
Goods and services	51,345	-	(997)	50,348	50,348	-	100.0	45,505	37,701
Transfers & subsidies									
Non-profit institutions	226,548	-	(1,024)	225,524	225,191	333	99.9	196,040	196,040
Households	1,316	-	(1,117)	199	199	-	100.0	439	439
Payment for capital assets									
Buildings & other fixed structures	38,827	-	(359)	38,468	38,468	-	100.0	62,554	50,667
Total	388,476	-	(7,680)	380,796	378,061	2,735	99.3	365,586	345,895

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2012

Ingcombolo ngeProgram 8 – liNkonzo eziNcedisayo neziNxulumene nazo
kunyaka ophele nge-31 Matshi 2012

Details per sub-programme	2011/12							2010/11	
	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	5,256	-	-	5,256	5,256	-	100.0	4,926	4,926
8.2 Conditional Grant Projects									
Current payment	13,388	(37)	-	13,351	11,245	2,106	84.2	14,774	13,822
Transfers and subsidies	3,000	-	-	3,000	2,806	194	93.5	408	408
Payment for capital assets	-	37	-	37	37	-	100.0	210	210
8.3 External Examinations									
Current payment	113,676	(5)	(866)	112,805	112,657	148	99.9	105,213	105,114
Transfers and subsidies	59	-	-	59	5	54	8.5	126	117
Payment for capital assets	131	5	(56)	80	80	-	100.0	163	163
Total	135,510	-	(922)	134,588	132,086	2,502	98.1	125,820	124,760

Programme 8 Per Economic classification	2011/12							2010/11	
	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	74,851	1,333	-	76,184	76,184	-	100.0	77,839	77,839
Goods and services	52,213	(1,375)	(866)	49,972	47,718	2,254	95.5	42,148	41,097
Transfers & subsidies									
Departmental agencies & accounts	5,256	-	-	5,256	5,256	-	100.0	4,926	4,926
Non-profit institutions	3,000	-	-	3,000	2,806	194	93.5	408	400
Households	59	-	-	59	5	54	8.5	126	125
Payment for capital assets									
Machinery & equipment	131	42	(56)	117	117	-	100.0	373	373
Total	135,510	-	(922)	134,588	132,086	2,502	98.1	125,820	124,760

IBHAJETHI 5 EVUNYIWEYO

**INGCACISO KWINGXELO YOLWABIWO-MALI
kunyaka ophele nge-31 Matshi 2012**

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

Ingcombolo ngale micimbi ingajongwa kumanqaku ngeNtlawulo yooMatshini nenkxaso-mali, amanqaku engcaciso nesiHlomelo 1 (A-C) kwiiNgxelo-mali zonyaka.

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

Ingcombolo ngale micimbi ingajongwa kwinqaku lengcaciso 1 (Ulwabiwo loNyaka) kwiiNgxelo zeMali zoNyaka.

3. Ingcombolo ngeentlawulo kwii-asethi zezemali

Ingcombolo ngale micimbi ngeprogram nganye inokujongwa kwinqaku nge-*Financial transactions* in kwii-asethi namatyala kwiiNgxelo-mali zoNyaka.

4. Iingcaciso 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	532 038	532 038	-	0%
	Public ordinary school education	10 906 432	10 896 316	10 116	0%
	Independent school subsidies	64 188	63 554	634	1%
	Public special school education	791 341	791 341	-	0%
	Further education and training	534 671	534 659	12	0%
	Adult basic education and training	33 098	33 098	-	0%
	Early childhood development	380 796	378 061	2 735	1%
	Auxiliary and associated services	134 588	132 086	2 502	2%

Note: Explanation of variance: The under-expenditure on Auxiliary and associated services (Conditional grant HIV/AIDS) is mainly due to the HIV/AIDS KRAs that were infused into the work of district staff e.g. Social Workers and Curriculum Advisors. This resulted in less funding being required from the HIV/AIDS Conditional Grant, which also resulted in lower spending of the grant in certain areas.

IBHAJETHI 5 EVUNYIWEYO
INGCACISO KWINGXELO YOLWABIWO-MALI
kunyaka ophela nge-31 Matshi 2012

4.2 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Approp.
	R'000	R'000	R'000	%
Current expenditure				
Compensation of employees	9,999,485	9,997,071	2,414	0%
Goods and services	1,215,155	1,209,743	5,412	0%
Departmental agencies and accounts	5,256	5,256	-	0%
Non-profit institutions	1,391,131	1,389,926	1,205	0%
Households	87,919	87,865	54	0%
Gifts and donations	10	10	-	0%
Payments for capital assets				
Buildings and other fixed structures	619,381	612,467	6,914	1%
Machinery and equipment	54,923	54,923	-	0%
Software and other intangible assets	1,850	1,850	-	-
Payments for financial assets	2,042	2,042	-	0%

Note: Explanation of variance: The under-expenditure on buildings and other fixed structures is due to the reconstruction of office accommodation for the Central Education District Office that could not be completed before the end of the financial year.

IBHAJETHI 5 EVUNYIWEYO
INGXELO YOBUME BEMALI (FINANCIAL PERFORMANCE)
Kunyaka-mali ophele nge-31 Matshi 2012

	Qaphela	2011/12 R'000	2010/11 R'000
Imali eyingeniso			
Ulwabiwo loNyaka	1	13 377 152	11 998 212
Ingeniso yeSebe	2	9 893	-
		13 387 045	11 998 212
INgeniso ePheleleyo			
Inkcitho			
Inkcitho yalo nyaka-mali			
Imbuyiselo yabasebenzi	3	9 997 071	9 193 265
Iimpahla neeNkonzo	4	1 209 743	1 052 296
Inkcitho epheleleyo yalo nyaka-mali		11 206 814	10 245 561
Inkxaso-mali neentlawulo ezenziwa ngoomatshini			
Inkxaso-mali neentlawulo ezenziwa ngoomatshini	6	1 483 057	1 260 490
Inkxaso-mali neentlawulo ezenziwa ngoomatshini ezipheleleyo		1 483 057	1 260 490
Inkcitho kwii-capital assets			
Ii-asethi ii-Tangible capital assets	7	667 390	444 514
I-Software nezinye ii-asethi ii-intangible assets	7	1 850	4 183
Inkcitho epheleleyo kwii-capital assets		669 240	448 697
Iintlawulo kwii-asethi zezemali	5	2 042	995
		13 361 153	11 955 743
Inkcitho ePheleleyo			
Intsalela yonyaka			
Ukungqiniswa kwesixa-mali esiyintsalela yonyaka			
Iimali ezabiweyo		15 999	42 469
Ulwabiwo lonyaka		13 377 152	11 998 212
Imali eyingeniso yeSebe leMfundo	13	9 893	-
Intsalela yonyaka		25 892	42 469

IBHAJETHI 5 EVUNYIWEYO
INGXELO YEMEKO YOBUME BEMALI (FINANCIAL POSITION)
Kunyaka opehle nge-31 Matshi 2012

li-asethi	Qaphela	2011/12 R'000	2010/11 R'000
li-asethi zangoku		126 014	147 646
limali nee- <i>cash equivalents</i>	8	3 735	29 782
lintlawulo zangaphambili nee- <i>advances</i>	9	19	10
limali ezifunyenweyo	10	122 260	117 854
li-Non-current assets		14 872	14 191
lintlawulo zotyalo-mali	11	14 872	14 191
li-asethi ezipheleleyo		140 886	161 837
lintlawulo ezingamatyala afanele ukuhlawulwa (Liabilities)			
Amatyala alo nyaka-mali		55 430	90 396
Ibhajethi eVunyiweyo emayingeniswe yi-Ngxowa yeNgeniso lweMlai	12	15 999	42 469
Imali eyingeniso yeSebe eya kuhlululwa kwiNgxowa yoNgeniso lweMali	13	2 139	(391)
I-ovadrafti yeBhanki	14	30 140	46 912
limali ezihlawulwayo (<i>Payables</i>)	15	7 152	1 406
Amatyala apheleleyo		55 430	90 396
li-asethi ii-Net Assets		85 456	71 441
Echazwa njengezi-:			
li- <i>Capitalisation Reserve</i>		14 872	14 191
limali ezinokubuyiswa (<i>Recoverable revenue</i>)		70 584	57 250
Itotali		85 456	71 441

IBHAJETHI 5 EVUNYIWEYO

**INGXELO YETSHINTSHO KWII-ASETHI
kunyaka ophele nge-31 Matshi 2012**

	2011/12	2010/11
Qaphela	R'000	R'000
li-Capitalisation Reserve		
Ibhalansi yokuvula	14 191	13 471
Iimali ezihlawulwa ngoomatshini		
<i>Movement in Operational Funds</i>	681	720
<i>Closing Balance</i>	<u>14 872</u>	<u>14 191</u>
Iimali ezinokubuyiswa (Recoverable revenue)		
Ibhalansi yokuvula	57 250	37 483
Iimali ezihlawulwa ngoomatshini	13 334	19 767
Amatyala awenziweyo	13 334	19 767
Ibhalansi yokuvala	<u>70 584</u>	<u>57 250</u>
Itotali	<u>85 456</u>	<u>71 441</u>

IBHAJETHI 5 EVUNYIWEYO

INGXELO YOTSHINTSHO KWII-NET ASSETS
Kunyaka ophela nge-31 Matshi 2012

	Qaphela	2011/12 R'000	2010/11 R'000
Imisebenzi yokungena nokuphuma kwemali			
Irisithi		13 411 070	12 020 446
Iimali ezabiweyo nezifunyenweyo	1.1	13 377 152	11 998 212
Ingeniso yeSebe efunyenweyo	2	33 918	22 234
Ukwanda kwiiMali eziyiNtsalela kwiiMali eziyi-capital		1 331	(29 742)
Egqithiselwe kwiiMali eyiNgeniso		(73 857)	(74 616)
Iintlawulo zalo nyaka-mali		(11 206 814)	(10 258 097)
Iintlawulo kwii-asethi zezemali		(2 042)	(995)
Iintlawulo neenkxaso-mali ezihlawulweyo		(1 483 057)	(1 260 490)
Iimali engenayo nephumayo i-Net cash flow efumanekayo xa kusenziwa imisebenzi	16	646 631	396 506
Imisebenzi yokungena nokuphuma kwemali			
Iintlawulo zee-capital assets	7	(669 240)	(436 161)
Ukwanda kutyalo-mali		(681)	(720)
Iimali ekhoyo kwimisebenzi yotyalo-mali		(669 921)	(436 881)
Imisebenzi yokungena nokuphuma kwemali			
Ukwanda kwii-asethi ezikhoyo		14 015	20 487
Iimali ekhoyo kwimisebenzi yotyalo-mali		14 015	20 487
Ukuncipha kwiiMali ekhoyo kwimali ekhoyo nezinye ii-cash equivalents		(9 275)	(19 888)
IiMali nee-cash equivalents ekuqaleni kwelo thuba		(17 130)	2 758
IiMali nee-cash equivalents ekuqaleni kwelo thuba	17	(26 405)	(17 130)

IBHAJETHI 5 EVUNYIWEYO

IMIGAQO-NKQUBO EMALUNGA NOKUSETYENZISWA KWEMALI yonyaka ophele nge-31 Matshi 2012

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*) neMimiselo kaNondyabo ekhutshwe ngokoMthetho woKwahlulwa kweMali waseMzantsi Afrika, ka-2010 (*Division of Revenue Act of South Africa (DoRA)*),

1. Ukwandlalwa kweeNgxelo-mali

1.1 Indlela yamalungiselelo

liNgxelo zeMali zilungisiwe ngokwemigaqo yobalo-mali elungiswe apha naphaya (*modified cash basis of accounting*), ngaphandle kwalapho kucaciswe ngandlela yimbi. Imigaqo yobalo-mali elungiswe apha naphaya yindlela yobalo-mali oluxhaswa yingcaciso eyongezelelweyo (*additional disclosure items*). Phantsi kwemicimbi yezemali ngokwemigaqo yokubalwa kwemali (*cash basis of accounting*) imicimbi yezemali (*transactions*) nezinye izinto ziya kuvunywa xa kufunyanwa okanye kuhlawulwa ngemali (*cash*).

1.2 Uhlobo lwemali olusetyenziswayo ukucacisa le ngxelo

Zonke izixa-mali (*amounts*) zibhalwe ngohlobo lwemali eyiRandi (R) yaseMzantsi Afrika neluhlobo lwemali olusetyenziswayo lwesebe lemfundo.

1.3 Ukubala ngokusondezwa kwelona nani lisondeleyo (*rounding*)

Ngaphandle kokuba kucaciswe ngandlela yimbi amanani emali abalwe asondezwa kwelona nani lisondeleyo (*rounded*) eliliwaka elinye (R'000).

1.4 Amanani athelekisekayo

Ingcaciso ethelekiswa neyethuba langaphambili yandlaliwe kwiingxelo zemali zalo nyaka-mali. Kwimeko apho amanani afakiweyo kwiingxelo zemali zangaphambili acazululwe ngokutsha ukuqinisekisa ukuba ifomathi ingcaciso enikwe ngayo iyangqinelana nefomathi yeengxelo zemali zalo nyaka-mali.

1.5 Amanani athelekisekayo – iNgxelo yokuSetyenziswa kweMali

Uthelekiso phakathi kwezixa-mali ezizizo kanye nolwabiwo-mali lokugqibela ngokohlelo oluphambili ngalunye lokucalulwa kwenkcitho lufakiwe kwiNgxelo yokuSetyenziswa kweMali.

IBHAJETHI 5 EVUNYIWEYO

IMIGAQO-NKQUBO EMALUNGA NOKUSETYENZISWA KWEMALI yonyaka ophele nge-31 Matshi 2012

2. Imali eyingeniso

2.1 Iimali ezabiweyo

lingxowa-mali ezabiweyo zenziwa yimali yonke eyabiweyo yesebe neentlawulo ezitsalwa kanye ngqo kwingxowa-mali eyingeniso (o.k.t. iimali ezabiwe ngokusemthethweni).

lingxowa-mali ezabiweyo ziboniswa kwiirekhodi zemali ngomhla lowo zabiwa ngawo. Uhlenga-hlengiso olwenziwe ngokweenkqubo zohlenga-hlengiso lwebhajethi luboniswa kwiirekhodi zemali ngomhla lowo uhlenga-hlengiso lwenziwa ngawo.

lingxowa-mali ezingakhange zisetyenziswe zinikezelwa kwiNgxowa-mali yeNgeniso yePhondo (*Provincial Revenue Fund*). Naziphi na izixa-mali ezityalwa iNgxowa-mali yeNgeniso yePhondo ekupheleni konyaka-mali ziboniswa njengezimele ukuhlawulwa kwingxelo yobume bemali yesebe.

Nasiphi isixa-mali esimele ukuhlawulwa esivela kwiNgxowa-mali yeNgeniso yePhondo ekupheleni konyaka-mali siboniswa njengesamkelweyo kwingxelo yobume bemali yesebe.

2.2 Ingeniso yesebe

Yonke imali eyingeniso yesebe lemfundo (*departmental revenue*) iboniswa kwingxelo yokusetyenziswa kwemali xa yamkelwe yaza emva koko yahlawulwa kwiNgxowa-mali yeNgeniso yePhondo, ngaphandle kokuba kucaciswe ngandlela yimbi. Nasiphi na isixa-mali esityalwa iNgxowa-mali yeNgeniso yePhondo ekupheleni konyaka-mali siboniswa njengesimele ukuhlawulwa kwingxelo yobume bemali yesebe.

Akukho mali yongezelelekayo (*accrual*) yenziwa zizixa-mali ezifumaneka ukususela ngomhla wokugqibela wokwamkelwa kwazo kuye ekupheleni kwethuba lokunika ingxelo. Ezi zixa-mali nakuba kunjalo ziyachazwa kumanqaku enkcazo ahamba neengxelo zemali zonyaka.

3. Inkcitho

3.1 Imbuyiselo yabasebenzi

3.1.1 Imivuzo nemirholo

Imivuzo nemirholo ziimali ezichithwayo kuzo zonke iingxelo zokusetyenziswa kwemali (*financial performance*) xa kusenziwa isigunyaziso sokugqibela seentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Ezinye izibonelelo zabasebenzi zethutyana ezikhokelela kwesi sinyanzeliso sasemthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) zichazwa kumanqaku enkcazo ahamba zonyaka neengxelo zemali zentsebenzo yaye akukho nto ethethwe ngazo kwiingxelo zemali zentsebenzo okanye zobume bezemali.

Iindleko zabasebenzi zibalelwa kwiindleko zeprojekthi yemali (*capital project*) xa umsebenzi echitha ngaphezu kwe-50% yexesha lakhe kwiprojekthi leyo. Ezi ntlawulo ziba yinxalenye yenkcitho ye-*capital assets* kwiingxelo-mali zentsebenzo.

IBHAJETHI 5 EVUNYIWEYO

IMIGAQO-NKQUBO EMALUNGA NOKUSETYENZISWA KWEMALI yonyaka ophele nge-31 Matshi 2012

3.1.2 lintlawulo zezentlalo

lintlawulo zomqeshi kwizicwangciso zezibonelelo zasemva kwengqesho (*post employment benefit plans*) ngokumalunga nabasebenzi abasebenzayo ziboniswa njengenkitho kuzo zonke iingxelo zokusetyenziswa kwemali xa kusenziwa isigunyaziso sokugqibela seentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Akukho malungiselelo enziweyo ezibonelelo zomhlala-phantsi kwiingxelo-mali zesebe. Nakuphi okusengaba lityala kuchazwa kumanqaku enkcazo eengxelo zemali zeNgxowa-mali yeNgeniso kaZwelonke kungekuko kwiingxelo zemali zesebe elingumqeshi.

lintlawulo zomqeshi ezenziwa lisebe ukwenzela abathile ababesakuba ngabaqehwa balo (ezinjengezibonelelo zonyango) zihlelwa njengeentlawulo eziya kumakhaya kwiingxelo zokusetyenziswa kwemali.

3.2 Iimpahla neenkonzo

lintlawulo ezenziwe apha enyakeni zeempahla kunye/okanye zeenkonzo ziboniswa njengenkitho kwiingxelo yokusetyenziswa kwemali xa kusenziwa isigunyaziso sokugqibela seentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Le nkitho ifakwa kuluhlu njenge-*capital* ukuba iimpahla kunye/okanye iinkonzo ezo zasetyenziselwa i-*capital project* okanye ukuba ixabiso lilonke lezinto ezithengiweyo ligqithile kwi-*capitalisation threshold* (ngoku eyi-R5,000). Zonke ezinye iindleko zifakwe kuluhlu njengezalo nyaka-mali.

lintlawulo yerenti ehlawulelwa ukusetyenziswa kwezakhiwo okanye ezinye izakhiwo ezingenakushenxiswa ifakwa kuluhlu *njengeempahla neenkonzo* yaye ayifakwa njengerenti *kwiingqeshiso yomhlaba*.

3.3 lintlawulo zenzala nokurentwa komhlaba

lintlawulo zenzala nerente ziboniswa njengenkitho kwiingxelo yokusetyenziswa kwemali xa kusenziwa isigunyaziso sokugqibela seentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye). Oku akubandakanyi ukuqeshiswa kwezakhiwo okanye ezinye iziseko ezingashenxisekiyo. Ukuba akukho ndlela yakwahlula phakathi kwentlawulo yokusetyenziswa komhlaba neziseko ezingashenxisekiyo eziphezu kwawo, isixa eso sisonke simele ukurekhodwa phantsi kweempahla neenkonzo.

3.4 lintlawulo yee-asethi zemali

Amatyala ayacinywa xa eqatshelwe njengangahlawulekiyo. Amatyala acinyiweyo aphelele kwizixa-mali ezongiweyo (*savings*) kunye/okanye kwiingxowa-mali ezabiweyo ezisetyenziswe kancinane. Ukucinywa kwamatyala kwenzeka ekupheleni konyaka xa iimali zifumaneka. Akukho sibonelelo senziweyo malunga nezixa ezingahlawulekiyo kodwa kubandakanywa uqikelelo lwamatyala kumanqaku enkcazo kwiingxelo yobume bemali.

Zonke ezinye iilahleko ziboniswa xa kuvunywe isigunyaziso ukulungiselela ukuvunywa kwazo.

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3.5 Iintlawulo ezenziwa ngoomatshini neenkxaso-mali

Iintlawulo ezenziwa ngoomatshini neenkxaso-mali ziboniswa njengenkitho xa kusenziwa isigunyaziso sokugqibela seentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

3.6 Inkcitho engagunyaziswanga

Xa incitho engagunyaziswanga iboniswa njenge-asethi kwingxelo yokubume bemali de kube lelo xesha apho incitho leyo inokuvunywa ngabasemagunyeni abachaphazelekayo, ahlawuliswe lowo unoxanduva loko okanye licinywe ityala elo njengetyala elingahlawulekileyo kwingxelo yokusetyenziswa kwemali.

Inkcitho engagunyaziswanga evunywa nenkxaso-mali iyacinywa kwingxelo yokusetyenziswa kwemali xa incitho engagunyaziswanga ibhaliwe nemali enxulumene nayo yamkelwe.

Xa isixa eso sivunyiwe ingekho imali sibhalwa njengenkitho kwingxelo yokusetyenziswa kwemali kumhla lowo wokunikwa kwemvume.

3.7 Inkcitho engenanzuzo neyilahleko

Inkcitho engenanzuzo neyilahleko iboniswa njengenkitho kwingxelo yokusetyenziswa kwemali ngokungqinelana nohlobo lwentlawulo ingabi yingongoma eyahlukileyo kwingxelo yemali. kude kube lelo xesha apho incitho leyo isenokuba iyavunywa ngabasemagunyeni abachaphazelekayo, ihlawuliswe loo mntu uchaphazelekayo okanye icinywe njengahlawulekiyo kwingxelo yokusetyenziswa kwemali. Ukuba incitho iyahlawuleka ithathwa njenge-asethi ide ihlawulwe ngumntu lowo uchaphazelekayo okanye iboniswe njengetyala elingahlawulekileyo kwingxelo yokusetyenziswa kwemali.

3.8 Inkcitho engagunyaziswanga

Inkcitho engagunyaziswanga ithathwa njengenkitho kwingxelo yokusetyenziswa kwemali. Ukuba incitho ayivunywa ngabanegunya abachaphazelekayo ithathwa njenge-asethi de ihlawulwe kwakhona okanye icinywe njengekuphinda ihlawuleke.

4 Ii-asethi

4.1 Imali nee-asethi ezinokutshintshelwa emalini (*cash and cash equivalents*)

Imali nee-asethi ezinokutshintshelwa emalini ziboniswa kwingxelo yokusetyenziswa kwemali kwiindleko.

Ii-ovadrafti zebhanki ziboniswa ngokwahlukeneyo kwingxelo njengoko injalo yokusetyenziswa kwemali.

Ukulungiselela iinjongo zengxelo yokungena nokuphuma kwemali (*cash flow statement*), i-*cash and cash equivalents* zenziwa yimali ekhoyo (*cash on hand*), ziidiphozithi ezigciniweyo (*deposits held*), nezinye iintlobo zotyalo-mali zethutyana elifutshane (*short-term highly liquid investments*) nee-ovadrafti zebhanki.

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

Ezinye ii-asethi zemali (*financial assets*) ziboniswa kwingxelo yokusetyenziswa kwemali kwiindleko.

4.3 Iintlawulo ezizii-*prepayments* nee-*advances*

Izixa-mali ezizii-*prepayments* nee-*advances* ziboniswa kwingxelo yokusetyenziswa kwemali xa kusenziwa iintlawulo zize zicinywe xa zamkelwe iimpahla/iinkonzo okanye iimali zisetyenzisiwe.

Ii-*prepayments* nee-*advances* ezingekahlawulwa ekupheleni konyaka ziboniswa kwingxelo yokusetyenziswa kwemali kwiindleko.

4.4 Iimali ezamkelwayo (*Receivables*)

Iimali ezizii-*receivables* ezibandakanywe kwingxelo yokusetyenziswa kwemali zivela kwiintlawulo eziyimali (*cash payments*) ezenziweyo ezihlawulweyo ezivela kwenye inkampani/iziko (kubandakanywa nabasebenzi besebe) eziye zingaziboniswa zakuba zihlawulwe okanye zicinyiwe.

Iimali ezizii-*receivables* ezingekahlawulwa ekupheleni konyaka ziboniswa kwingxelo yokusetyenziswa kwemali kwiindleko kunhaye nayo nayiphi na inzala efunyenweyo. Izixa ezisenokungahlawuleki zibandakanywa kumanqaku enkcazo ahamba nengxelo yemali (*disclosure notes*).

4.5 Iintlawulo zotyalo-mali

Iintlawulo zotyalo-mali ii-*capitalised investments* ziboniswa kwingxelo kwindleko yokusetyenziswa kwemali.

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

4.6 Iimali-mboleko

Iimali-mboleko ziboniswa kwingxelo yokusetyenziswa kwemali xa kuhlawulwa imali lowo ufumana uncedo (*beneficiary*). Iimali-mboleko ezingekahlawulwa ekupheleni konyaka ziboniswa kwingxelo yokusetyenziswa kwemali kwindleko kwakunye nenzala efunyenweyo.

Izixa ezisenokungahlawuleki zibandakanywa kumanqaku enkcazo ahamba nengxelo yemali.

4.7 I-inventri

Ii-inventri ezifanele ukubhalwa mazibonise okokuqala kwindleko. Apho ii-inventri zifumanekayo ngaphandle kwindleko, okanye ze-*nominal consideration* ixabiso elisezantsi, liya kuba lixabiso elamkelekileyo (*fair value*) ngomhla wokwenziwa kwe-akhwizishini.

Zonke ii-ayithem ze-inventri ekupheleni konyaka ziyaboniswa kusetyenziswa umlinganiselo wendleko yesiqhelo (*weighted average cost*) okanye ifomyula yokubala indleko i-FIFO.

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4.8 Ii-asethi eziyimali

4.8.1 Ii-asethi ezinokushenxiseka (*movable assets*)

Ukurekhodwa okokuqala (*Initial recognition*)

I-asethi eyimali i-*capital asset* irekhodwa kwirejista yee-asethi yakufika i-ayithem. Ixabiso le-asethi liboniswa njengexabiso liphelele le-akhwizishini (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, i-asethi eyimali enokushenxishwa (*movable capital asset*) icaciswa ngokwexabiso elamkelekileyo. Apho ixabiso elamkelekileyo lingenakuqinisekiswa khona, i-asethi eyimali ibandakanywa kwirejista yee-asethi njenge-R1.

Zonke ii-asethi ezamkelwe phambi kwe-1 Apreli 2002 zibandakanywa kwirejista yee-asethi njenge-R1.

Ukubhalwa kwenkcitho eye ilandele

Inkcitho eye ilandele (*subsequent expenditure*) yohlobo lwemali irekhodwa kwngxelo yokusetyenziswa kwemali njenge-“nkcitho yee-asethi eziyimali” ize ifakwe kwirejista yee-asethi yesebe kwakuba kugqitywe iprojekthi.

Ukulungiswa nokulondolozwa kwezakhiwo kufakwa kwinkcitho “njengempahla neenkonzo” kwngxelo yokusetyenziswa kwemali.

4.8.2 Ii-asethi ezingenakushenxiseka (*immovable assets*)

Ukurekhodwa okokuqala kwee-asethi

I-asethi eyimali irekhodwa yakufika i-ayithem leyo kwindleko. Indleko ye-asethi ichazwa njengendleko iyonke ye-akhwizishini. Apho indleko ingenakuqinisekiswa ngokuchanekileyo, ii-asethi ezingenakushenxiseka (*immovable capital asset*) ziboniswa njenge-R1 ngaphandle kokuba ixabiso elamkelekileyo le-asethi liqikelelwe ngokuthembekileyo.

Inkcitho eye ilandele

Umsebenzi osaqhutywayo wohlobo lwee-asethi eziyimali (*capital nature*) urekhodwa kwngxelo yokusetyenziswa kwemali njengencitho eyi-“*expenditure for capital asset*”. Yakugqitywa, iindleko zizonke zeprojekthi zifakwa kwirejista yee-asethi yesebe elinoxanduva lokuphendula nge-asethi leyo.

Ukulungiswa nokulondolozwa kwezakhiwo kufakwa kwinkcitho “njengempahla neenkonzo” kwngxelo yokusetyenziswa kwemali.

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4.8.3 Ii-asethi ezingaphathekiyo ezingeyomali (*Intangible assets*)

Ukubhalwa okokuqala

I-asethi engaphathekiyo engeyomali irekhodwa kwirejista yee-asethi yakukufika i-ayithem kwindleko. Indleko ye-asethi engaphathekiyo engeyomali ichazwa njengendleko iyonke yokwenza i-akhwizishini. Apho indleko ingenakuqinisekiswa ngokuchanekileyo, i-asethi engaphathekiyo engeyomali ifakwa kwirejista yee-asethi njenge-R1.

Zonke ii-asethi ezingaphathekiyo ezingeyomali ezifumaneke phambi kwe-1 Apreli 2002 zinokufakwa kwirejista yee-asethi njenge-R1.

Inkcitho eye ilandele

Inkcitho eye ilandele eluhlobo lwemali irekhodwa kwingxelo yokusetyenziswa kwemali “njengencitho yee-asethi eziyimali” yaye iboniswa iyimali kwirejista yee-asethi zesebe.

Ukulondolozwa kwezakhiwo kufakwa kwincitho “njengeempahla neenkonzelo” kwingxelo yokusetyenziswa kwemali.

5. Iintlawulo ezingamatyala (*Liabilities*)

5.1 Iimali ezihlawulwayo (*Payables*)

Iintlawulo ezibonisiweyo ikakhulu zenziwa zizixa-mali ezingekahlawulwa kwamanye amaziko karhulumente. Ezi ntlawulo ziboniswa kwindleko kwingxelo yokusetyenziswa kwemali.

5.2 Amatyala ethutyana (*contingent liabilities*)

Amatyala ethutyana (*contingent liabilities*) afakiwe kumanqaku enkcazo ahamba nengxelo (*disclosure notes*) kwiingxelo zemali xa kunokwenzeka ukuba kubekho iinzuzo zezoqoqosho ezinokuvela, okanye xa ukukhutshwa kweenzuzo zezoqoqosho (*outflow of economic benefits*) okanye ukwenziwa kweenkonzo (*service potential*) kunokwenzeka kodwa kungenakulinganiselwa ngokuthembekileyo.

5.3 Ii-asethi zethutyana (*contingent assets*)

Ii-asethi ethutyana (*contingent assets*) zifakiwe kumanqaku enkcazo ahamba neengxelo zemali xa kunokwenzeka ukuba izibonelelo zoqoqosho ziphume ziye kwiziko.

5.4 Iimali ezabelwe okuthile (*commitments*)

Iimali ezabelwe okuthile aziboniswa kwingxelo yokusetyenziswa kwemali njengetyala okanye njengencitho kwingxelo yokusetyenziswa kwemali kodwa zifakiwe kumanqaku enkcazo ahamba nengxelo (*disclosure notes*).

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5.5 Amatyala nenkcitho ezii-accruals

Amatyala nenkcitho ezii-accruals aziboniswanga kwingxelo yokusetyenziswa kwemali njengetyala okanye njengencitho (*liability or as expenditure*) kwingxelo yokusetyenziswa kwemali kodwa zifakiwe kumanqaku enkcazo ahamba nengxelo (*disclosure notes*).

5.6 Izibonelelo zabasebenzi

Izibonelelo zabasebenzi zethutyana ezikhokelela kwisinyanzeliso sisemthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) kumanqaku enkcazo ahamba nengxelo zemali. Ezi zixa-mali aziboniswanga kumanqaku enkcazo ahamba nengxelo yokusetyenziswa kwemali okanye kwingxelo yobume bemali.

5.7 Iimali ezabelwe ukuqeshisa (*Lease commitments*)

lintlawulo zengqeshiso

lintlawulo zengqesho ezisebenzayo (*operating lease payments*) ziboniswa njengencitho kwingxelo yokusetyenziswa kwemali. Ezi zixa-mali aziboniswanga kumanqaku enkcazo ahamba neengxelo zemali.

5.8 Ilahleko (*Impairment*)

Isebe lenza uvavanyo lwelahleko (*impairment*) apho kukho inkcazo yokuba kwiimali eyamkelweyo, imali-mboleko, utyalo-mali, lungafumana ilahleko. Uvavanyo lokuba ngaba kukho iimpawu ezalatha ilahleko enokwenzeka lwaenziwa ngomhla ngamnye wokunika ingxelo. Inqikelelo yenzelwa iimali-mboleko ezithandabuzekayo neemali ezamkelweyo ngokusekelwe ekuhlolweni kwazo zonke izixa ezingekahlawulwa ekupheleni konyaka. Ilahleko ezenzekileyo kutyalo-mali zibalwa njengezingumahluko phakathi kwesixa esilixabiso lee-asethi (*carrying amount*) nexabiso langoku lokusetyenziswa kwemali okulindelekileyo kwixesha elizayo/ iinkonzo ezenziwa ngeso sixhobo (*potential flowing from the instrument*.)

5.9 Izibonelelo

Izibonelelo zichazwa xa kukho isinyanzeliso esisemthethweni okanye imbopheleleko yemvumelwano (*legal or constructive obligation*) sokuphulukana nezibonelelo zezoqoqosho ngenxa yezehlo zexesha elidlulileyo yaye kusenokwenzeka ukuba ukuphuma kwezibonelelo njengezibonelelo zezoqoqosho kuya kuba yimfuneko ukuhlawula eso sinyanzeliso kwaye uqikelelo oluthembekileyo lunokwenziwa ngeso sinyanzeliso.

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6. Ii-asethi ezishiyekileyo emva kwentlawulo yamatyala (*Net Assets*)

6.1 Imali ebekelwe bucala ukwenzela iimfuno zexa elizayo (*capital reserve*)

Imali ebekelwe bucala ukwenzela iimfuno zexa elizayo (*capitalisation reserve*) yenziwa zii-asethi eziyimali (*financial assets*) kunye/okanye amatyala avela kwithuba elingaphambi kokwenziwa kwengxelo yobume bemali kodwa aboniswa kwithuba langoku lokwenza ingxelo (*current reporting period*). Izixa-mali ziboniswa kwi-*capitalisation reserves* xa zichazwa kweli thuba langoku lokwenza ingxelo zize zihlawulwe kwiNgxowa-mali yeNgeniso yePhondo (*Provincial Revenue Fund*) xa i-asethi ekunokutshintshiswa ngayo (*underlining asset*) itshitshiswa kwamkelwe iimali ezinxulumene nayo.

6.2 Iimali ezinokuhlawulwaa (*Recoverable revenue*)

Izixa-mali ziboniswa njengengeniso ehlawulweyo xa intlawulo eyenziwe kunyaka-mali odlulileyo ifunyanwa kulowo unetyala kulo nyaka-mali umiyo. Izixa-mali zisenokuhlawulwa kwiNgxowa-mali yeNgeniso yePhondo xa zibuyiswa okanye zisiwe kwingxelo yobume bemali xa licinyiwe ityala elo.

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

Ingcaciso echanekileyo ngokumalunga nemicimbi yemali namaqela achaphazekelayo (*related party transactions*) ifakwe kumanqaku enkcazo ahamba nengxelo.

8. Abasebenzi abakulawulo abaphambili (*key management personnel*)

Imbuyiselo ehlawulwa abasebenzi abakulawulo abaphambili (*key management personnel*) kubandakanywa nabantu bosapho apho kufanelekileyo, ifakwe kumanqaku enkcazo ahamba nengxelo.

9. Inkcitho ebangelwe ziimoto ze-GG neentlawulo

I-Ofisi kaNondyebo kaZwelonke yakuvuma ukuyekwa kwengcaciso ehamba nengxelo yokwaba inkcitho yoqeshiso yezemali (*finance lease expenditure*) neentlawulo zemali zexesha elizayo ezivela kwimali eyinkunzi (*capital*) nenzala njengoko kumiselwe ngumgaqo wokusetyenziswa kwemali kumhlathi 5.7 apha ngasentla, ngenxa yokugqitywa kade kwengcaciso engangqinelaniyo (*disagreement*) kwinkqubo yokusetyenziswa kwemali kwizithuthi ze-GG. Iintlawulo zoqeshiso zemali zexesha elizayo kwenziwe ingcaciso malunga nazo kusetyenziswa ireyithi ye-CPIX njengesiseko sokunyuka kwemali qho ngonyaka.

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1. Annual Appropriation

1.1 Annual Appropriation

Programmes	Final Appropriation 2011/12 R'000	Actual Funds Received 2011/12 R'000	Funds not requested/ not received 2011/12 R'000	Appropriation Received 2010/11 R'000
ADMINISTRATION	532,038.00	532,038	-	476,402
PUBLIC ORDINARY SCHOOL EDUCATION	10,906,432	10,906,432	-	9,647,251
INDEPENDENT SCHOOL SUBSIDIES	64,188	64,188	-	59,709
PUBLIC SPECIAL SCHOOL EDUCATION	791,341	791,341	-	718,360
FURTHER EDUCATION AND TRAINING	534,671	534,671	-	447,043
ADULT BASIC EDUCATION AND TRAINING	33,098	33,098	-	32,710
EARLY CHILDHOOD DEVELOPMENT	380,796	380,796	-	365,586
AUXILIARY AND ASSOCIATED SERVICES	134,588	134,588	-	251,151
Total	13,377,152	13,377,152	-	11,998,212

1.2 Conditional grants**	Note	2011/12 R'000	2010/11 R'000
Total grants received	32	1,190,413	894,103

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

2. Departmental Revenue

Sales of goods and services other than capital assets	2.1	12,611	11,193
Fines, penalties and forfeits	2.2	560	511
Interest, dividends and rent on land	2.3	1,081	324
Transactions in financial assets and liabilities	2.4	19,666	10,206
Total revenue collected		33,918	22,234
Less: Own revenue included in appropriation	13	24,025	22,234
Departmental revenue collected		9,893	-

2.1 Sales of goods and services other than capital assets

Sales of goods and services produced by the department	2	12 489	11 077
Sales by market establishment		12 489	11 077
Sales of scrap, waste and other used current goods		122	116
Total		12 611	11 193

2.2 Fines, penalties and forfeits

Fines	2	560	511
Total		560	511

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	Note	2011/12 R'000	2010/11 R'000
2.3 Interest, dividends and rent on land	2		
Interest		1 081	324
Total		1 081	324
2.4 Transactions in financial assets and liabilities	2		
Receivables		12 345	5 435
Other Receipts including Recoverable Revenue		7 321	4 771
Total		19 666	10 206
3. Compensation of employees			
3.1 Salaries and wages			
Basic salary		7 455 753	6 886 984
Performance award		25 675	21 239
Service Based		12 684	10 974
Compensative/circumstantial		83 172	79 512
Periodic payments		5 717	8 935
Other non-pensionable allowances		1 081 293	982 887
Total		8 664 294	7 990 531
3.2 Social contributions			
Employer contributions			
Pension		875 468	794 336
Medical		454 689	405 779
UIF		10	4
Bargaining council		666	668
Official unions and associations		1 944	1 947
Total		1 332 777	1 202 734
Total compensation of employees		9 997 071	9 193 265
Average number of employees		40 310	40 737

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	Note	2011/12 R'000	2010/11 R'000
4. Goods and services			
Administrative fees		767	815
Advertising		6,483	4,307
Assets less than R5,000	4.1	34,738	23,692
Bursaries (employees)		13,032	26,106
Catering		10,826	7,276
Communication		11,673	11,589
Computer services	4.2	13,881	15,856
Consultants, contractors and agency/outsourced services	4.3	315,405	238,639
Entertainment		253	232
Audit cost – external	4.4	11,177	12,887
Fleet services		-	3
Inventory	4.5	263,658	247,295
Operating leases		9,035	6,779
Property payments	4.6	248,186	219,105
Transport provided as part of the departmental activities		175,696	141,861
Travel and subsistence	4.7	44,031	46,497
Venues and facilities		15,367	16,759
Training and staff development		23,545	25,133
Other operating expenditure	4.8	11,990	7,465
Total		1,209,743	1,052,296
4.1 Assets less than R5,000	4		
Tangible assets		32 506	22 136
Machinery and equipment		32 506	22 136
Intangible assets		2 232	1 556
Total		34 738	23 692
4.2 Computer services	4		
SITA computer services		8 053	8 868
External computer service providers		5 828	6 988
Total		13 881	15 856

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	Note	2011/12 R'000	2010/11 R'000
4.3 Consultants, contractors and agency/outsourced services	4		
Business and advisory services		37 638	28 941
Legal costs		4 169	4 602
Contractors		8 303	8 683
Agency and support/outsourced services		265 295	196 413
Total		315 405	238 639
4.4 Audit cost – external	4		
Regularity audits		9 071	9 456
Performance audits		1 247	2 952
Computer audits		859	479
Total		11 177	12 887
4.5 Inventory	4		
Learning and teaching support material		229 481	212 441
Food and food supplies		880	54
Other consumables		404	729
Materials and supplies		121	37
Stationery and printing		32 734	33 364
Medical supplies		38	670
Total		263 658	247 295
4.6 Property payments	4		
Municipal services		80 669	94 306
Property maintenance and repairs		146 022	107 064
Other		21 495	17 735
Total		248 186	219 105
4.7 Travel and subsistence	4		
Local		44 026	46 400
Foreign		5	97
Total		44 031	46 497
4.8 Other operating expenditure	4		
Professional bodies, membership and subscription fees		444	663
Resettlement costs		1 845	1 473
Other		9 701	5 329
Total		11 990	7 465

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	Note	2011/12 R'000	2010/11 R'000
5. Payments for financial assets			
Material losses through criminal conduct		314	184
Other material losses	5.1	314	184
Other material losses written off	5.2	178	20
Debts written off	5.3	1 550	791
Total		2 042	995
5.1 Other material losses	5		
Nature of other material losses			
	Incident	Disciplinary Steps taken/ Criminal proceedings	
	GG Accidents	314	184
	Total	314	184
5.2 Other material losses written off	5		
Nature of losses			
	Claims against the state	-	20
	Irregular expenditure	178	-
	Total	178	20
5.3 Debts written off	5		
Nature of debts written off			
	Employee tax	11	90
	Salary overpayments	135	418
	Bursaries	21	86
	Interest on debts	240	185
	Other	1 143	12
	Total	1 550	791
6. Transfers and Subsidies			
Departmental agencies and accounts	ANNEXURE 1A	5 256	4 926
Non-profit institutions	ANNEXURE 1B	1 389 926	1 168 002
Households	ANNEXURE 1C	87 865	87 562
Gifts, donations and sponsorships made	ANNEXURE 1D	10	-
Total		1 483 057	1 260 490

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	Note	2011/12 R'000	2010/11 R'000
7. Expenditure for capital assets			
Tangible assets		667 390	444 514
Buildings and other fixed structures	31	612 467	425 806
Machinery and equipment	29	54 923	18 708
Software and other intangible assets		1 850	4 183
Computer software	30	1 850	4 183
Total		669 240	448 697

7.1 Analysis of funds utilised to acquire capital assets - 2011/12

	Voted Funds R'000	Aid assistance R'000	TOTAL R'000
Tangible assets	667 390	-	667 390
Buildings and other fixed structures	612 467	-	612 467
Machinery and equipment	54 923	-	54 923
Software and other intangible assets	1 850	-	1 850
Computer software	1 850	-	1 850
Total	669 240	-	669 240

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

	Voted Funds R'000	Aid assistance R'000	TOTAL R'000
Tangible assets	444 514	-	444 514
Buildings and other fixed structures	425 806	-	425 806
Machinery and equipment	18 708	-	18 708
Software and other intangible assets	4 183	-	4 183
Computer software	4 183	-	4 183
Total	448 697	-	448 697

GG vehicle daily tariff expenditure was reclassified from operating lease expenditure to finance lease expenditure in the 2011/12 AFS and hence restated for the 2010/11 comparatives.

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	Note	2011/12 R'000	2010/11 R'000
8. Cash and Cash Equivalents			
Investments (Domestic)		3 735	29 782
Total		3 735	29 782
9. Prepayments and Advances			
Travel and subsistence		19	10
Total		19	10
		2011/12	2010/11
		Less than one year	One to three years
		Older than three years	Total
	Note	R'000	R'000
	R'000	R'000	R'000
	R'000	R'000	R'000
10. Receivables			
Claims recoverable	10.1	14 961	837
	Annex 3	-	-
Staff debt	10.2	33 087	4 655
Other debtors	10.3	8 714	19 831
Total		56 762	25 323
		40 175	122 260
		117 854	
10.1 Claims recoverable			10
National departments		6 380	818
Provincial departments		1 684	322
Private enterprises		7 455	140
Households and non-profit institutions		279	22 746
Total		15 798	24 026
10.2 Staff debt			10
Salary overpayments		3 901	2 491
Debt account		37 259	32 123
Total		41 160	34 614
10.3 Other debtors			10
Breach of contract		13 268	13 284
Ex-employees		46 568	39 968
State guarantees		911	910
Criminal acts		1 249	1 524
Miscellaneous		2 581	2 177
Clearing accounts		725	1 351
Total		65 302	59 214

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	Note	2011/12 R'000	2010/11 R'000
11. Investments			
Non-Current			
Shares and other equity			
JL Bisset Fund		434	417
Graham Civil Service Bursary Fund		41	43
Royal Reception Fund		30	32
School Building Fund		14 367	13 699
Total		14 872	14 191
Analysis of non current investments			
Opening balance		14 191	13 471
Additions in cash		681	720
Closing balance		14 872	14 191
12. Voted Funds to be Surrendered to the Revenue Fund			
Opening balance		42 469	50 498
Transfer from statement of financial performance		15 999	42 469
Paid during the year		(42 469)	(50 498)
Closing balance		15 999	42 469
13. Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund			
Opening balance		(391)	1 493
Transfer from Statement of Financial Performance		9 893	-
Own revenue included in appropriation		24 025	22 234
Paid during the year		(31 388)	(24 118)
Closing balance		2 139	(391)
14. Bank Overdraft			
Consolidated Paymaster General Account		30 140	46 912
Total		30 140	46 912
15. Payables - current			
Amounts owing to other entities	Annex 4	-	87
Clearing accounts	15.1	6 689	1 220
Other payables	15.2	463	99
Total		7 152	1 406

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	Note	2011/12 R'000	2010/11 R'000
15.1 Clearing accounts	15		
Sal: pension debt		-	31
Sal: ACB recalls		175	372
Sal: income tax		5 647	675
Sal: pension fund		214	24
Salary reversal control		182	-
Salary: medical aid		351	56
Other deduction accounts		86	62
Sal: tax debt		34	-
Total		6 689	1 220
15.2 Other payables	15		
Miscellaneous		463	99
Total		463	99
16. Net cash flow available from operating activities			
Net surplus as per Statement of Financial Performance		25 892	42 469
Add back non cash/cash movements not deemed operating activities		601 667	354 037
(Increase) in receivables – current		(4 406)	(28 226)
(Increase) in prepayments and advances		(9)	3 264
Increase in payables – current		5 746	(4 780)
Expenditure on capital assets		650 168	436 161
Surrenders to Revenue Fund		(73 857)	(74 616)
Own revenue included in appropriation		24 025	22 234
Net cash flow generated by operating activities		627 559	396 506
17. Reconciliation of cash and cash equivalents for cash flow purposes			
Consolidated Paymaster General account		(30 140)	(46 912)
Cash with commercial banks (Local)		3 735	29 782
Total		(26 405)	(17 130)

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	Note	2011/12 R'000	2010/11 R'000	
18. Contingent liabilities and contingent assets				
Contingent liabilities				
Liable to	Nature			
Housing loan guarantees	Employees	829	974	
Claims against the department		290 826	64 746	
Other departments (interdepartmental unconfirmed balances)		2 198	45	
Other		43 665	33 415	
Total		337 518	99 180	
19. Commitments				
Current expenditure				
Approved and contracted		928 066	779 622	
Approved but not yet contracted		334 389	355 839	
		1 262 455	1 135 461	
Capital Expenditure (including transfers)				
Approved and contracted		315 098	454 681	
Approved but not yet contracted		1 680 852	1 433 239	
		1 995 950	1 887 920	
Total Commitments		3 258 405	3 023 381	
20. Accruals				
Listed by economic classification	30 Days	30+ Days	Total	Total
Goods and services	18 196	2 918	21 114	18 425
Transfers and subsidies	1 301	3 355	4 656	4 201
Capital assets	10 144	-	10 144	9 968
Other	724	105	829	-
Total	30 365	6 378	36 743	32 594

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	Note	2011/12 R'000	2010/11 R'000
Listed by programme level			
Administration		10 141	7 472
Public Ordinary School Education		25 336	18 372
Independent School Subsidies		-	3 160
Public Special School Education		14	1 151
Further Education and Training		1	-
Adult Basic Education and Training		-	2
Early Childhood Development		216	2 078
Auxiliary and Associated Services		1 035	359
Total		36 743	32 594
Confirmed balances with departments	Annex 4	66	5 362
Total		66	5 362
21. Employee benefits			
Leave entitlement		103 797	95 314
Service bonus (Thirteenth cheque)		300 998	275 387
Capped leave commitments		1 009 187	1 001 703
Other		-	40
Total		1 413 982	1 372 444

Note:

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

- current cycle (R 475 thousand)

- capped leave (R 2,267 million)

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22. Lease Commitments

22.1 Operating leases expenditure

2011/12	Specialised military assets R'000	Land R'000	Buildings & other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-	-	-	1 618	1 618
Later than 1 year and not later than 5 years	-	-	-	246	246
Total lease commitments	-	-	-	1 864	1 864
2010/11	Specialised military assets R'000	Land R'000	Buildings & other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-	-	-	877	877
Later than 1 year and not later than 5 years	-	-	-	318	318
Total lease commitments	-	-	-	1 195	1 195

22.2 Finance leases expenditure

2010/11	Specialised military assets R'000	Land R'000	Buildings & other fixed structures R'000	Machinery and equipment R'000
Not later than 1 year	-	-	299	299
Later than 1 year and not later than 5 years	-	-	102	102
Total lease commitments	-	-	401	401
LESS: finance costs	-	-	18	18
Total present value of lease liabilities	-	-	383	383

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	Note	2011/12 R'000	2010/11 R'000
23. Receivables for departmental revenue			
Transactions in financial assets and liabilities		6 968	28 434
Total		6 968	28 434

Note: Debts, comprising of employees in service, to the value of R1,509 million during 2010/11 and R6,968 million during 2011/2012 financial years were identified due to employees having taken incapacity leave in terms of the Policy on Incapacity Leave and Ill-Health Retirement (PILAR). These cases were captured on the PERSAL system and were not taken on on the BAS system. The outstanding debt amount is currently being recovered. The comparatives have also been re-stated in line with the above-mentioned.

23.1 Analysis of receivables for departmental revenue

Opening balance	28 434	-
Less: Amounts received	26 925	-
Add: Amounts recognised	5 459	28 434
Closing balance	6 968	28 434

	2011/12	2010/11
24. Irregular expenditure		
24.1 Reconciliation of irregular expenditure		
Opening balance	16 961	2 740
Add: Irregular expenditure - relating to prior year	5 837	10 397
Add: Irregular expenditure - relating to current year	30 500	8 346
Less: Amounts condoned	(712)	(4 522)
Less: Amounts recoverable (not condoned)	(178)	-
Irregular expenditure awaiting condonation	52 408	16 961
Analysis of awaiting condonation per age classification		
Current year	30 103	6 098
Prior years	22 305	10 863
Total	52 408	16 961

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2011/12
R'000

24.2 Details of irregular expenditure - current year

Incident	(Disciplinary steps taken/criminal proceedings)	
Amaqobokazana Catering - possible fraud/corruption		1
Jenna's Catering Services - possible fraud/corruption		4
Coalition Trading 247 cc - possible fraud/corruption		7
Greystone Trading - possible fraud/corruption		152
Creative Business Tech - possible fraud/corruption		33
IS Office Connection - possible fraud/corruption		15
Brainwave Projects t/a Peaches Promotion - possible fraud/corruption		11
Masiqhame Trading 851 cc/NM Kama - possible fraud/corruption		13
Konnexus Trading - possible fraud/corruption		16
World Focus 2363 cc - possible fraud/corruption		94
Masiqhame Trading 100 cc - possible fraud/corruption		46
World Focus 2001 - possible fraud/corruption		30
Victory Ticket 797 cc/Laurence Ding - possible fraud/corruption		11
Pace Care Training - competitive bidding not applied		629
Stellenbosch Satellite Technology Teaching - deviation from competitive bidding		1,703
ERD Transport - Declaration of interest incomplete		127
Ross Transport - Declaration of interest incomplete		216
Random Logic - Declaration of interest incomplete		2,649
Acceptance of quote without declaration of interest		80
Direct procurement of textbooks by non-section 21 schools		1,578
Direct procurement of textbooks by non-section 21 schools		397
Tender irregularities - supply of learning & teaching support material		7,254
Build a Way Construction (Pty) Ltd- no documentary proof of bid evaluation		4,891
Capital Security - written price quotations		18
Supedi - written price quotations		23
Frama Smart Mailing (Pty) Ltd - written price quotations		288
K-Way Institute - written price quotations		40
John Gibbon D Ed - written price quotation		100
Lynne's Catering - written price quotations		26
Overland Tours - written price quotations		30
Ruth Lundie- written price quotations		12
Imizamo Yethu Primary School-written price quotation		19
Levana Primary School - written price quotation		13
Benjamins Bus Service - written price quotation		30
SR Smith - written price quotation		26
Coalition Trading t/a Little Big Bookstore - written price quotation		30
Golden Rewards 1334 t/a UNCTHU - written price quotations		10
Masombukwe Painters and Renovators - no proof that quotations were requested		441
Mphemi and Designs Steel work - no proof that quotations were requested		173
Automated Office Equipment - no proof that quotations were requested		31

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**2011/12
R'000**

Incident	(Disciplinary steps taken/criminal proceedings)	
Robdyl Builders & Renovators - no proof that quotations were requested		105
F& M Maintenance - no proof that quotations were requested		120
Designer Steel - no proof that quotations were requested		138
Keystar Trading 2 - no proof that quotations were requested		163
LG Davids cc t/a LG Development - no proof that quotations were requested		98
World Focus 735CC - no proof that quotations were requested		46
ACE Stationery - no proof that quotations were requested		42
Distinctive Choice t/a ASAP Building - no proof that quotations were requested		190
Natis Plumbing and General Trading - no proof that quotations were requested		44
WM Spilhaus Wolseley - no proof that quotations were requested		60
Onaku Trading - no proof that quotations were requested		46
Kleinsmith and Sons Electrical - no proof that quotations were requested		112
A Isaacs Maintenance - no proof that quotations were requested		57
Autumn Skies Trading 401 - no proof that quotations were requested		30
Tygerberg Plumbing - no proof that quotations were requested		44
Glenn's Service - no proof that quotations were requested		42
Gilbert Plumbers (Pty) Ltd - no proof that quotations were requested		128
Little Hands Building Constructions - no proof that quotations were requested		107
Brombacher and Associates - final decision on quotation accepted		15
Shine the Way 792 - deliberate split of quotations		3,784
Kuyasa Tours and Shuttles - conflict of interest not declared		1
Sitha Construction - conflict of interest not declared		135
Woolf's Trophy World - conflict of interest not declared		10
Dependable Education Suppliers - conflict of interest not declared		325
Allies Hiring and Catering Services - conflict of interest not declared		8
Masiqhame Trading 1596 - conflict of interest not declared		181
Amaqobokazana Catering CC - conflict of interest not declared		10
Dynamic Choices 29 CC - conflict of interest not declared		1,268

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2011/12
R'000

Incident	(Disciplinary steps taken/criminal proceedings)	
Imvusa Trading 400 CC - conflict of interest not declared		15
Red Ray Electrical - conflict of interest not declared		5
Gavin January Boukontrakteur - conflict of interest not declared		165
Pinnacle Micro - no proof that quotations were requested		107
Acting allowance paid for longer than 12 months		42
Supply Chain Management non-compliance - various		7,427
		36,337

24.3 Details of irregular expenditure condoned

Incident	Condoned by (condoning authority)	
AR Kleinhans VLS 05629		2
Overtime remuneration VLS 05632		7
Incorrect calculation of overtime		14
Acceptance of quote without declaration of interest		292
Direct procurement of textbooks by non-section 21 schools		397
		712

24.4 Details of irregular expenditure recoverable (not condoned)

Incident	Not Condoned by (condoning authority)	
I can communications		178
		178

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2011/12
R'000

24.5 Details of irregular expenditure under investigation

Incident

Direct procurement of textbooks by non-section 21 schools	1,578
Tender irregularities - supply of learning & teaching support material	7,254
Build a Way Construction (Pty) Ltd - no documentary proof of bid evaluation	4,891
Capital Security - written price quotations	18
Supedi - written price quotations	23
Frama Smart Mailing (Pty) Ltd - written price quotations	288
K-Way Institute - written price quotations	40
John Gibbon D Ed - written price quotations	100
Lynne's Catering - written price quotations	26
Overland Tours - written price quotations	30
Ruth Lundie- written price quotations	12
Imizamo Yethu Primary School - written price quotations	19
Levana Primary School - written price quotations	13
Benjamins Bus Service - written price quotations	30
SR Smith - written price quotations	26
Coalition Trading t/a Little Big Bookstore - written price quotations	30
Golden Rewards 1334 t/a UNCTHU - written price quotations	10
Masombukwe Painters and Renovators - no proof that quotations were requested	441
Mpheni and Designs Steel work - no proof that quotations were requested	173
Automated Office Equipment - no proof that quotations were requested	31
Robdyl Builders & Renovators - no proof that quotations were requested	105
F&M Maintenance - no proof that quotations were requested	120
Designer Steel - no proof that quotations were requested	138
Keystar Trading 2 - no proof that quotations were requested	163
LG Davids cc t/a LG Development - no proof that quotations were requested	98
World Focus 735CC - no proof that quotations were requested	46
ACE Stationery - no proof that quotations were requested	42
Distinctive Choice t/a ASAP Building - no proof that quotations were requested	190
Natis Plumbing and General Trading - no proof that quotations were requested	44
WM Spilhaus Wolseley - no proof that quotations were requested	60
Onaku Trading - no proof that quotations were requested	46
Kleinsmith and Sons Electrical - no proof that quotations were requested	112
A Isaacs Maintenance - no proof that quotations were requested	57
Autumn Skies Trading 401 - no proof that quotations were requested	30
Tygerberg Plumbing - no proof that quotations were requested	44
Glenn's Service - no proof that quotations were requested	42
Gilbert Plumbers (Pty) Ltd - no proof that quotations were requested	128
Little Hands Building Constructions - no proof that quotations were requested	107
Brombacher and Associates - final decision on quotation accepted	15
Shine the Way 792 - deliberate split of quotations	3,784

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	2011/12 R'000
Incident	
Kuyasa Tours and Shuttles - conflict of interest not declared	1
Sitha Construction - conflict of interest not declared	135
Woolf's Trophy World - conflict of interest not declared	10
Dependable Educational Suppliers - conflict of interest not declared	325
Allies Hiring and Catering Services - conflict of interest not declared	8
Dynamic Choices 29CC - conflict of interest not declared	181
Amaqobokazana Catering CC - conflict of interest not declared	10
Dynamic Choices 29cc - conflict of interest not declared	1,268
Imvusa Trading 400CC- conflict of interest not declared	15
Red Ray Electrical - conflict of interest not declared	5
Gavin January Boukontrakteur - conflict of interest not declared	165
Pinnacle Micro - no proof that quotations were requested	107
Acting allowance paid longer than 12 Months	42
Supply Chain Management non-compliance - various	7,427
	30,103
	30,103

The department is investigating the full population of vouchers to determine the exact amount of irregular expenditure.

	2011/12 R'000	2010/11 R'000
25. Fruitless and wasteful expenditure		
25.1 Reconciliation of fruitless and wasteful expenditure		
Opening balance	108	645
Less: Amounts condoned	-	(537)
Less: Amounts transferred to receivables for recovery	(5)	-
Fruitless and wasteful expenditure awaiting condonement	103	108
	103	108
25.2 Analysis of awaiting condonement per economic classification		
Current	103	108
Total	103	108
	103	108

Qaphela:

Ukugqithisa kumaxabiso ekuvunyelwene ngawo

KwiNgxelo yeGosa eliPhendula ngezokuSetyenziswa kweMali kunyaka ophele ngo-2009/10, ngokumalunga nokwakhiwa kwezikolo ezithile, o.k.t. iDelft Secondary School, Mfuleni Primary School, Kalkfontein Primary School, Du Noon - Inkwenkwezi Primary School kwachazwa ukuba kwiimeko apho lowo ungene kwimvumelwano agqithisileyo kwixabiso lezemvumelwano ukugqiba iimvumelwano, ixabiso ekugqithisiweyo ngalo linokuthathwa njengenkcitho engenanzuzo neyilahleko. Ixabiso elinganeno lenkcitho ebubuvuvu nengeyomfuneko liqikelelwa kwi-R1,75 yezigidi. Nakuba kunjalo, oku kuxhomekeke kwibango elisenokwamkelwa livela kulowo unika isingqinisiso (*guarantor*). Ibango elenziwa ngulowo kungenwe kwimvumelwano naye lixhomekeke kwisiphumo sebango lokungqinisisa.

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26. Iintlawulo ezichaphazela amaqela athile

Abanye

1. Ngokwenkcazo ngokumalunga namaqela achaphazelekayo, izikolo zikarhulumente eziqhelekileyo zithathwa njengamaqela achaphazelekayo yaye iinkqubo zokusetyenziswa kwemali ngokubhekiselele kuzo zichaziwe phantsi KWESIHLOMELO 1B.
2. Apha enyakeni isebe lamkele iinkonzo ezisuka kula maqela alandelayo achaphazelekayo anxulumene nesebe njengoko kubonisiweyo:
 - 2.1 ISebe lezoThutho neMisebenzi kaRhulumente laseNtshona Koloni (ISebe i-DTPW) Isebe lisebenzisa isakhiwo esisetyenziswa liSebe i-DTPW yaseNtshona Koloni simahla. Isebe lisebenzisa izithuthi ezizimoto zikarhulumente ezilawulwa yiGovernment Motor Transport (GMT) Section yeSebe i-DTPW. Obu budlelane busekelwe kwintsebenziswano efikelekayo ngokumalunga namaxabiso aqingqiweyo avunywe yiOfisi kaNondyabo wePhondo.
 - 2.2 ISebe leMfundo leNtshona Koloni lamkele iinkonzo zesebe kwiZiko leeNkonzo zoMqeshi leSebe leNkulumbuso kwiPhondo leNtshona Koloni ngokumalunga nezi nkalo zeenkono zilandelayo:
 - Information and Communication Technology
 - Organisational Development
 - Provincial Training (transversal)
 - Enterprise Risk Management
 - Internal Audit
 - Forensic Investigations
 - Legal Services
 - 2.3 ISebe leMfundo leNtshona Koloni lamkele iinkonzo zengcebiso ngezokhuseleko kwanemisebenzi yezokhuseleko ezisuka kwiSebe lezoKhuseleko loLuntu kwiPhondo leNtshona Koloni.

	No. of Individuals	2011/12 R'000	2010/11 R'000
27. Key management personnel			
Political office bearers (provide detail below)	1	1 566	1 492
Officials:			
Level 15 to 16	4	4 937	4 585
Level 14 (incl CFO if at a lower level)	9	8 074	7 473
Family members of key management personnel	11	3 988	3 396
Total		18 565	16 946
	Note	2011/12 R'000	2010/11 R'000
28. Impairment			
Debtors		71 334	32 121
Total		71 334	32 121

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29. Movable Tangible Capital Assets

**MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2012**

	Opening balance	Current Year Adjustments to prior year balances	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	55 324	100 427	80 195	61 510	174 436
Transport assets	52	100 427	44 329	28 681	116 127
Computer equipment	37 082	-	28 281	27 192	38 171
Furniture and office equipment	14 214	-	7 576	5 637	16 153
Other machinery and equipment	3 976	-	9	-	3 985
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	55 324	100 427	80 195	61 510	174 436

29.1 Additions

**ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2012**

	Cash	Non-cash	(Capital work- in-progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	54 923	25 272	-	-	80 195
Transport assets	19 071	25 258	-	-	44 329
Computer equipment	28 267	14	-	-	28 281
Furniture and office equipment	7 576	-	-	-	7 576
Other machinery and equipment	9	-	-	-	9
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	54 923	25 272	-	-	80 195

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29.2 Disposals

**DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2012**

	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	32 829	28 681	61 510	-
Transport assets	-	28 681	28 681	-
Computer equipment	27 192	-	27 192	-
Furniture and office equipment	5 637	-	5 637	-
TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS	32 829	28 681	61 510	-

29.3 Movement for 2010/11

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

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
MACHINERY AND EQUIPMENT	58 274	18 786	21 736	55 324
Transport assets	52	12 536	12 536	52
Computer equipment	40 617	4 390	7 925	37 082
Furniture and office equipment	13 629	1 860	1 275	14 214
Other machinery and equipment	3 976	-	-	3 976
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	58 274	18 786	21 736	55 324

29.4 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2012

	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
Opening balance	-	1 345	-	21 344	-	22 689
Additions	-	2 232	-	32 514	-	34 746
Disposals	-	2 225	-	32 506	-	34 731
TOTAL MINOR ASSETS	-	1 352	-	21 352	-	22 704

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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
Opening balance	-	1 305	-	22 783	-	24 088
Curr Year Adjustments to Prior Yr Balances	-	-	-	14	-	14
Additions	-	1 556	-	22 148	-	23 704
Disposals	-	1 516	-	23 601	-	25 117
TOTAL MINOR ASSETS	-	1 345	-	21 344	-	22 689

29.5 MOVABLE ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2012

	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
Assets written off	-	-	-	7 321	-	7 321
TOTAL MOVABLE ASSETS WRITTEN OFF	-	-	-	7 321	-	7 321

MOVABLE ASSETS WRITTEN OFF 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
Assets written off	-	-	-	8 151	-	8 151
TOTAL MOVABLE ASSETS WRITTEN OFF	-	-	-	8 151	-	8 151

Qaphela: li-asethi zezothutho zibandakanya iiklasi ezihamba-hambayo nezikolo ezihamba-hambayo. Lo ngunyaka wokuqala ukuba ezi ayithem sezichaziwe kwiingxelo zemali zesebe. Lo ngunyaka wokuqala ukuba ezi ayithem ukuba zibe zichaziwe kwiingxelo zemali zesebe. Xa iiyunithi (iyunithi) zingenakushenxiswa/zisisigxina, iyunithi ehanja-haniiswayo iya kutshintshelwa kwiSebe lezoThutho neMisebenzi kaRhulumente. Iiklasi ezihanja-hanjiswayo zeBakala R, ilayibrari neeyunithi zasekhitshini kuya kunikwa ingcaciso ngayo kunyaka-mali ka-2012/13.

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30. Intangible Capital Assets

**MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2012**

	Opening balance R'000	Current year adjustments to prior year balances R'000	Additions R'000	Disposals R'000	Closing balance R'000
COMPUTER SOFTWARE	18 801	-	33	-	18 834
	-	-	-	-	-
TOTAL INTANGIBLE CAPITAL ASSETS	18 801	-	33	-	18 834

30.1 Additions

ADDITIONS TO INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2012

	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
COMPUTER SOFTWARE	1 850	-	(1 817)	-	33
TOTAL ADDITIONS TO INTANGIBLE CAPITAL ASSETS	1 850	-	(1 817)	-	33

30.2 Movement for 2010/11

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

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
COMPUTER SOFTWARE	16 018	2 783	-	18 801
TOTAL INTANGIBLE CAPITAL ASSETS	16 018	2 783	-	18 801

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31. Immovable Tangible Capital Assets

**MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2012**

	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	-	-	-	-	-
Non-residential buildings	-	-	-	-	-
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	-	-	-	-	-

31.1 Additions

**ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2012**

	Cash	Non-cash	(Capital work- in-progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
BUILDINGS AND OTHER FIXED STRUCTURES	612 467	-	(612 467)	-	-
Non-residential buildings	612 467	-	(612 467)	-	-
TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS	612 467	-	(612 467)	-	-

**IBHAJETHI 5 EVUNYIWEYO
IINGCACISO EZIHAMBA NENGXELO
YOKUSETYENZISWA KWEEMALI ZONYAKA
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32. Ingxelo yeeGranti eziKhutshwa ngeMiqathango eZamkelweyo

NAME OF DEPARTMENT	GRANT ALLOCATION						SPENT			2010/11
	Division of Revenue Act/ Provincial Grants	Roll Overs	DORA Adjust-ments	Other Adjust-ments	Total Available	Amount received by depart-ment	Amount spent by depart-ment	% 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
DINALEDI SCHOOLS GRANT	6,720	-	-	-	6,720	6,720	6,684	99	-	-
EDUCATION	385,039	-	-	-	385,039	385,039	385,039	100	255,062	255,062
INFRASTRUCTURE GRANT										
EXP PUB WORK P INC GRNT PROV-SOC	8,070	-	-	-	8,070	8,070	8,066	100	-	-
FURTHER EDU & TRAIN COL GRANT	534,671	-	-	-	534,671	534,671	534,659	100	447,043	446,971
HIV/AIDS (LIFE SKILLS EDU) GRANT	16,388	-	-	-	16,388	16,388	14,088	86	15,392	14,440
NAT SCHOOL NUTRITION PROG GRNT	230,906	-	-	-	230,906	230,906	230,041	100	173,318	169,775
TECH SECON SCHOOL RECAP GRANT	8,619	-	-	-	8,619	8,619	8,610	100	3,288	3,253
Total	1,190,413	-	-	-	1,190,413	1,190,413	1,187,187		894,103	889,501

33. Finance lease commitments - GG vehicles

As determined, the arrangement between the Western Cape Department of Education and GMT constitutes finance leases. The obligation in respect of the finance leases are presented below:

2011/12	Within 1 year	2 - 5 years	More than 5 years
	17 165	54 957	17 263
2010/11	Within 1 year	2 - 5 years	More than 5 years
	13 355	39 625	11 070

The Department of Education leased 521 vehicles from GMT during 2012. Daily tariffs are payable on a monthly basis, covering the operational costs and capital costs towards the replacement of vehicles.

GG vehicle daily tariff commitments were reclassified from operating lease commitments to finance lease commitments in the 2011/12 AFS and hence restated for the 2010/11 comparatives.

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IZIHLOMELO KWIINGXELO ZOKUSETYENZISWA KWEEMALI
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ISIHLOMELO 1A
INGXELO YOKUHLAWULA NGOOMATSHINI KWII-ARHENTE ZESEBE NEE-AKHAWUNTI

DEPARTMENT/ AGENCY/ACCOUNT	TRANSFER ALLOCATION				Transfer		2010/11
	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	5 256	-	-	5 256	5 256	100	4 926
Total	5 256	-	-	5 256	5 256		4 926

IBHAJETHI 5 EVUNYIWEYO
IZIHLOMELO KWIINGXELO ZOKUSETYENZISWA KWEEMALI
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ISIHLOMELO 1B
INGXELO YOKUHLAWULA NGOOMATSHINI KUMAZIKO ANGAJONGE NZUZO

NON-PROFIT INSTITUTIONS	TRANSFER ALLOCATION				EXPENDITURE		2010/11
	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							
PUBLIC ORDINARY SCHOOLS	615 092	-	86 815	701 907	701 659	100	602 685
INDEPENDENT SCHOOLS	64 188	-	-	64 188	63 554	99	59 696
SCHOOLS FOR LEARNERS WITH SPECIAL EDUCATION NEEDS	113 419	-	14 927	128 346	128 346	100	119 552
FURTHER EDUCATION AND TRAINING COLLEGES	234 855	-	9 073	243 928	243 928	100	165 042
ABET:PRIVATE CENTRES	24 916	-	2 332	27 248	27 248	100	24 987
ECD: GR-R-PUBLIC SCHOOLS	128 142	-	(2 261)	125 881	125 881	100	150 753
ECD: GR-R-COMMUNITY	44 967	-	1 871	46 838	46 838	100	45 287
ECD: LEARNERSHIPS	53 439	-	(634)	52 805	52 472	99	-
Total	1 279 018	-	112 123	1 391 141	1 389 926		1 168 002

IBHAJETHI 5 EVUNYIWEYO
IZIHLOMELO KWIINGXELO ZOKUSETYENZISWA KWEEMALI
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ISIHLOMELO 1C
INGXELO YOKUTSHINTSHELWA KWEENTLAWULO KWEZAMAKHAYA

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE		2010/11
	Adjusted Appropriation Act	Roll Overs	Adjustments	Total	Actual	% of	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
H/H EMPL S/BEN:INJURY ON DUTY	1 126	-	(890)	236	236	100	27
H/H EMPL S/BEN:LEAVE GRATUITY	7 307	-	28 922	36 229	36 228	100	32 730
H/H EMPL S/BEN:PST RETIRMT BENEF	2 213	-	(2 125)	88	88	100	253
H/H EMPL S/BEN:SEVERANCE PACKAGE	-	-	2 467	2 467	2 413	98	3 070
H/H:BURSARIES(NON-EMPLOYEE)	52 644	-	(5 457)	47 187	47 187	100	45 720
H/H:CLAIMS AGAINST STATE(CASH)	-	-	1 651	1 651	1 651	100	5 744
H/H:PMT/REFUND&REM-ACT/GRCE	-	-	62	62	62	100	18
Total	63 290	-	24 630	87 920	87 865		87 562

IBHAJETHI 5 EVUNYIWEYO
IZIHLOMELO KWIINGXELO ZOKUSETYENZISWA KWEEMALI
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ISIHLOMELO 1D
INGXELO YEZIPHO, IMINIKELO NEENKXASO EZENZIWEYO NEENTLAWULO, IINTLAWULO
ZEMBUYISELO KWANEENTLAWULO EZENZIWE NJENGESENZO SOBUBELE

NATURE OF GIFT, DONATION OR SPONSORSHIP	2011/12	2010/11
	R'000	R'000
Paid in cash		
WCED Soccer Club: Sponsorship for expenses	10	-
Subtotal	10	-
Remissions, refunds and payments made as an act of grace		
Compensation for advisory service to MEC for Education	54	18
Parow East Primary School: Funeral costs of W Tromp	8	-
Subtotal	62	18
Total	72	18

IBHAJETHI 5 EVUNYIWEYO
IZIHLOMELO KWIINGXELO ZOKUSETYENZISWA KWEEMALI
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ISIHLOMELO 2A
INGXELO YEZINGQINISISO ZEZEMALI EZIKHUTSHWE NGE-31 MATSHI 2012 – EZANGAPHAKATHI

GUARANTOR INSTITUTION	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1/4/2011	Guaran-tees draw downs during the year	Guaran-teeed repay-ments/ cancelled/ reduced/ released during the year	Revalua-tions	Closing balance 31/3/2012	Guaran-teeed interest for year ended 31/3/ 2012	Realised losses not recover-able 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		-	38	116	-	-	154	-	-
0003 - NEDBANK LIMITED		-	20	-	20	-	-	-	-
0004 - FIRSTRAND BANK LIMITED: FIRST NATIONAL		-	227	-	59	-	168	-	-
0010 - NEDBANK LTD INCORPORATING B O E		-	11	-	11	-	-	-	-
0017 - ABSA		-	471	-	29	-	442	-	-
0052 - PEOPLES BANK LIMITED (FORMER FBC		-	13	-	13	-	-	-	-
0055 - OLD MUTUAL BANK DIV. OF NEDBANK		-	21	-	21	-	-	-	-
0444 - BOE BANK LIMITED		-	16	-	16	-	-	-	-
0516 - GREEN START HOME LOANS (PTY)LTD		-	90	-	25	-	65	-	-
0530 - NATIONAL HOUSING FINANCE CORPORATION		-	67	-	67	-	-	-	-
		-	974	116	261	-	829	-	-

IBHAJETHI 5 EVUNYIWEYO
IZIHLOMELO KWIINGXELO ZOKUSETYENZISWA KWEEMALI
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ISIHLOMELO 2B
INGXELO YAMATYALA EKUXHOMEKEKILEYO UKUWAHLAWULA (CONTINGENT LIABILITIES) NGE-31
MATSHI 2012

Nature of liability	Opening balance 1/4/2011 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 31/3/2012 R'000
Claims against the department					
Various claims	64,746	262,775	36,695	-	290,826
Subtotal	64,746	262,775	36,695	-	290,826
Other					
Municipal accounts *(See footnote)	33,415	10,250	-	-	43,665
Subtotal	33,415	10,250	-	-	43,665
Total	98,161	273,025	36,695	-	334,491

*It is not possible to determine the liabilities settled during the year as the municipal accounts are also settled by the schools.

IBHAJETHI 5 EVUNYIWEYO
IZIHLOMELO KWIINGXELO ZOKUSETYENZISWA KWEEMALI
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ISIHLOMELO 3
AMABANGO AHLAWULEKAYO

Government entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2012	31/03/2011	31/03/2012	31/03/2011	31/03/2012	31/03/2011
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
DEPT OF BASIC EDUCATION (AURECON)	-	-	840	-	840	-
DEPT OF BASIC EDUCATION (WCED)	-	-	2 170	-	2 170	-
DEPT OF BASIC EDUCATION(WC EDUCATION DEPT)	-	-	3 347	-	3 347	-
NATIONAL DEPARTMENT OF LABOUR (DLB)	-	-	23	-	23	-
DEPT OF DEFENSE (DDF)	-	-	-	21	-	21
DEPT OF EDUCATION - NORTHERN CAPE (CED)	-	-	97	92	97	92
CENTRE FOR E-INNOVATION	-	-	143	-	143	-
DEPT OF EDUCATION - EASTERN CAPE (EED)	-	-	584	562	584	562
DEPT OF EDUCATION - GAUTENG (JED)	-	-	72	-	72	-
DEPT OF EDUCATION - NORTH WEST (NWE)	-	-	16	16	16	16
DEPT OF CULTURAL AFFAIRS & SPORT (WAC)	-	-	14	-	14	-
DEPT OF PREMIER (WAM)	-	-	212	11	212	11
DEPT OF ECONOMIC DEVELOPMENT & TOURISM (WEE)	-	-	63	-	63	-
WC PROVINCIAL TREASURY (WFE)	-	-	19	-	19	-
DEPT OF LOCAL GOVERNMENT & HOUSING (WGA)	-	-	25	-	25	-
DEPT OF HEALTH (WHW)	-	-	37	10	37	10
DEPT OF WATER AFFAIRS (WWA)	-	-	-	18	-	18
DEPT OF TRANSPORT & PUBLIC WORKS (WWK)	-	-	7 347	260	7 347	260
DEPT OF EDUCATION - KWAZULU NATAL (ZED)	-	-	226	-	226	-
DEPT OF COMMUNITY SAFETY (WSL)	-	-	-	22	-	22
DEPT OF SOCIAL DEVELOPMENT (WSS)	-	-	-	1	-	1
DEPT OF EDUCATION - FREE STATE (FED)	-	-	-	35	-	35
DEPT OF HEALTH - FREE STATE (SHW)	-	-	-	92	-	92
	-	-	15 235	1 140	15 235	1 140
Other Government Entities						
CAPE TEACHERS PROFESSIONAL ASSOCIATION (CTPA)	-	-	99	99	99	99
DIE BURGER	-	-	185	41	185	41
VARIOUS SCHOOLS	-	-	-	22 636	-	22 636
GOVERNMENT EMPLOYEES PENSION FUND (GEPF)	-	-	279	110	279	110
	-	-	563	22 886	563	22 886
	-	-	15 798	24 026	15 798	24 026

IBHAJETHI 5 EVUNYIWEYO
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ISIHLOMELo 4
IINTLAWULO ZEEMALI EZENZEKA PHAKATHI KWAMASEBE KARHULUMENTE

Government entity	Confirmed balance		Unconfirmed balance		Total	
	31/03/2012	31/03/2011	31/03/2012	31/03/2011	31/03/2012	31/03/2011
	R'000	R'000	R'000	R'000	R'000	R'000

DEPARTMENTS

Current

Public Works Department Free State	-	23	-	-	-	23
Eastern Cape Education Department	-	-	-	45	-	45
WC Department of the Premier	15	88	-	-	15	88
WC Dept. of Justice & Constitutional Development	-	1 712	-	-	-	1 712
WC Dept. of Transport & Public Works	-	3 509	-	-	-	3 509
WC Dept. of Community Safety	-	30	-	-	-	30
Northern Cape Education Department	-	-	562	-	562	-
Department of Justice & Constitutional Development	-	-	1 636	-	1 636	-
WC Provincial Treasury	51	-	-	-	51	-
Total	66	5 362	2 198	45	2 264	5 407

ICandelo 4 – ULawulo lwezaBasebenzi

4. ULawulo lwezaBasebenzi

4.1 INkqubo yoKwenziwa kweeNkonzo

Kufuneka onke amasebe abhale isiCwangciso sokuPhuculwa koKwenziwa kweeNkonzo (*Service Delivery Improvement Plan*) (SDI). Ezi thebhili zilandelayo zibonisa iikomponenti zesicwangciso se-SDI nenkqubela eyenziweyo ekwenzeni ezi zicwangciso.

Ithebhili 4.1.1: Iinkonzo eziphambili nemigangatho yeenkonzo ezenziwayo ngokwesiCwangciso soKwenziwa kweeNkonzo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iinkonzo eziphambili	Abasebenzisi beenkonzo kanye	Umgangatho wenkonzo	Iziphumo ekufikelelwe kuzo kanye xa kuthelekiswa nemigangatho
Ukunika indlela yokufikelela kwingcaciso nokucebisa ngezibonelelo zeenkono nezemivuzo ngeefoni kusetyenziswa iZiko leeFoni (<i>Call Centre</i>)	a) Bayi-40 310 abasebenzi beSebe iWCED (Bayi-31 831 ootitshala babe yi-8 479 abasebenzi benkonzo karhulumente)	<ul style="list-style-type: none"> • IZiko leeFoni liphendule iifoni eziyi-144 000 ngonyaka • Kuncitshiswe inani leefoni ezikhala zodwa “ziqhawuke zingaphumelanga” laya kutsho ku-10% • I-96% yayo yonke imibuzo iphendulwe yagqitywa ngoko nangoko • I-4% yeefoni zidluliselwe ezi-ofisini ukuba zilandelelwe nge-imeyili • Kuqaliswe elipheleleyo isistim yokulandelela imibuzo efuna ukulandelwa • AmaCandelo aBalawuli aBaziintloko beMicimbi yezaBasebenzi (<i>Human Resources</i>) (HR) nabezoLawulo lwezeMali (<i>Financial Management</i>) (FM)) aza kuqalisa elipheleleyo ukusebenzisa isistim yokusonjululwa kwemibuzo egxalathelanayo. 	<ul style="list-style-type: none"> • IZiko leeFoni liphendule iifoni eziyi-119 396 zabenzelwa iinkono. • IZiko leeFoni linganelwe ziifoni zabenzelwa iinkono eziqhawuke zingaphumelanga eziyi-8.67%. • IZiko leeFoni liphendule imibuzo yabenzelwa iinkono eyi-99.5% ngoko nangoko. • Imibuzo engu-0.5% (yi-600 ingqikelelo) yabenzelwa iinkono idluliselwe ezi-ofisini. • Iinkqubo zokulandelela iifoni zibandakanye i-IMS, i-imeyili, iilisti zokutshekisha nokunxibelelana ngqo nee-ofisi ezingaphakathi. • Abaphathi becandelo labenzelwa iinkono neekomiti ze-IHCM ezijongene nemisebenzi ngemisebenzi (<i>multi-functional IHCM team managers</i>) ziyanxibelelana ukujongana neekheyisi, ngoncedo lwabasebenzi njengoko kufunekayo. Ikomiti ye-FM ityumbe igosa loqhagamshelwano nee-ofisi ezingaphakathi ukuphendula imibuzo egxalathelanayo.

linkonzo eziphambili	Abasebenzisi beenkonzo kanye	Umgangatho wenkonzo	Iziphumo ekufikelelwe kuzo kanye xa kuthelekiswa nemigangatho
Ukunika indlela yokufikelela kwingcaciso kwabenzelwa iinkonzo beSebe iWCED.	<ul style="list-style-type: none"> Bamalunga ne-40 310 abasebenzi beSebe iWCED Bamalunga ne-1 131 000 abafundi kwanabazali babo Amalunga ne-1 453 amabhunga olawulo lwezikolo. Zimalunga ne-196 izikolo ezizimeleyo Ayi-13 amaSebe kaRhulumente ePhondo aqhagamshelana ngqo nayi-4 amaSebe kaZwelonke 	<ul style="list-style-type: none"> Imalunga ne-500 imbalelwano eyamkelwayo kabini ngemini efakwa kwiibhokisi zeposi ezi-3 ezahlukeneyo, zimalunga ne-60 iifeksi ezamkelwayo qho ngemini ezingena ngomatshini wefeksi kwabakho nokwehla okungaphezulu kwezikhalazo ezimalunga namaxwebhu adukileyo. Iisetyhula neengcaciso ezimfutshane zamacandelo eziyi-6 ezamkelweyo ukwenzela ukuba zithunyelwe ezikolweni yonke imihla ngenkqubo yokuthunyelwa kweesetyhula ngekhompyutha Kuqaliswe ngempumelelo iisistim ze-IMS neze-Jtrack ngamagosa ayi-1100 kwaNdlunkulu nawee-ofisi zezithili zemfundo Kuqaliswe elipheleleyo i-ECM e-Filing solution (isistim yokuskena amaxwebhu) ukwenzela uNdlunkulu weSebe iWCED 	<ul style="list-style-type: none"> Imalunga ne-650 imbalelwano eyamkelwayo kabini ngemini efakwa kwiibhokisi zeposi ezi-3, zibe malunga ne-60 iifeksi ezamkelwayo qho ngemini ngomatshini wefeksi. Ziyi-3 iisetyhula neengcaciso ezimfutshane zamacandelo ezithunyelwa ezikolweni ngenkqubo yokuthunyelwa kweesetyhula ngekhompyutha. Kusetyenziswe ngempumelelo iisistim ze-IMS neze-Jtrack ngamagosa ayi-1400 akwaNdlunkulu nawee-ofisi zezithili zemfundo I-e-Filing ayikaqaliswa – kusalindelwe uxwebhu i-e-Filing Blueprint.

Ithebhili 4.1.2: Amalungiselelo othetha-thethwano nabasebenzisi beenkonzo (service beneficiaries), nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Uhlobo lokulungiselela	Iziphumo ekufikelelwe kuzo kanye	likhomenti (ukunxaxha okunokwenzeka)
Ukwenza indlela yokufikelela kwingcaciso nengcebiso ngokukodwa kwizibonelelo zenkonzo nakwimiba yemivuzo ngefoni kwiZiko leeFoni		
a) ICandelo lezaBasebenzi liqhuba imiboniso yoluntu (roadshows) kwiZithili ukujongana nemiba yeHRM – iinkonzo ezenziwa liZiko leeFoni zibandakanyiwe kwakhona kule miboniso yoluntu.	IZiko leeFoni lazisiwe kupapasho ngalunye lweSebe iWCED yaye injongo yoko ikukuphendula kwizicelo zokuncedwa.	
b) Kuqhutywa uqeqesho ngezobuhlakani (partnership) phakathi kwe-ofisi esemehlweni abantu nee-ofisi ezingaphakathi.	Uqeqesho lwarhoqo, oludibeneyo lwenzekile njengoko bekufuneka.	
c) Kunatyiselwa iintlanganiso zabaphathi phakathi kwamaCandelo: ezoNxibelelwano, ezoLawulo lweMicimbi yaBasebenzi i-HR Administration, ezoLawulo lwezaBasebenzi i-HR Management nezoLawulo lweMicimbi yeMali.	Kuqhubeka iintlanganiso qho njengoko bekufuneka.	

Uhlobo lokulungiselela	Iziphumo ekufikelelwe kuzo kanye	Iikhomentsi (ukunxaxha okunokwenzeka)
Ukwenza indlela yokufikelela kwingcaciso nengecebiso ngokukodwa kwizibonelelo zenkonzo nakwimiba yemivuzo ngefoni kwiZiko leeFoni		
Kukho ikhweshine yonyaka esetyenziswayo yabenzelwa iinkonzo ngokwemigangatho yangoku nokuphucuka okusenokwenzeka.	Isaveyi engokwaneliseka kwabasebenzisi benkonzo eyenziwe kwizikolo eziyi-200 yaneziphumo ezingaphezulu ko-85% ezincomekayo. Iziko laBenzelwa iinkonzo i-Walk-in Centre kwakhona liququzelele isaveyi esetyenziswayo. Impendulo ibe yencomekayo ngo-80%.	
Ukunika indlela yokufikelela kwingcaciso kwabenzelwa iinkonzo beSebe iWCED		
a) Isaveyi engokwaneliseka kwabasebenzisi beenkonzo yazisa isebe ngembono emalunga nokwenziwa kweenkonzo (Amacandelo amisela indlela yokwenza umsebenzi ukuphucula iinkonzo ezenziwayo).	Isaveyi yesithathu yonyaka engokwaneliseka kwabasebenzisi beenkonzo ize neependulo eziyi-780 zaza iziphumo zaphembelela iinkqubo zokuphuculwa kokwenziwa komsebenzi.	
b) Iisetyhula, iingcaciso ezimfutshane zamacandelo abaphathi kwanezaziso.	Kwenziwe njengoko bekufuneka.	Iisetyhula zeSebe iWCED, iingcaciso ezimfutshane zamacandelo abaphathi kwanezaziso, ngeelwimi zontathu, zithunyelwa ngeelisti zamaqela, kwakhona zifakwe kwiziko lewebhu leSebe iWCED.

Ithebhili 4.1.3: Isicwangciso sokufikelela kwiinkonzo, nge 1 Apreli 2011 kuye kwi-31 Matshi 2012

Isicwangciso sokufikelela kwiinkonzo	Iziphumo ekufikelelwe kuzo kanye
Ukunika indlela yokufikelela kwingcaciso nengecebiso ngokukodwa malunga nezibonelelo zeenkonzonakwimiba yemivuzo engena ngeefoni kwiZiko leeFoni	
a) Likumgangatho 2, Grand Central Building (ngefoni/ngeziko leefoni elijongene nezomsebenzi)	Iziko leefoni liyasebenza. Iifoni ezirekhodishwa emva kweeyure zomsebenzi ziphendulwa ngentsasa elandelayo.
b) Kurekhodwa imibuzo engene emva kweeyure zomsebenzi	
Ukunika indlela yokufikelela kwingcaciso kwiSebe iWCED	
a) Likumgangatho 6, Grand Central Building (ngabakwaGeneral Registry)	AbakwaGeneral Registry benza inkonzo yokunika inkxaso kwiziko liphela nefumaneka ngeeyure zomsebenzi.
b) Private Bag 9114. Kukho iibhokisi zeposi esangweni lakwaNdlunkulu	

Ithebhili 4.1.4: Isixhobo sokunika ingcaciso ngeenkonz, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iindidi zezixhobo zokunika ingcaciso	Iziphumo ekufikelelwe kuzo kanye
Ukunika indlela yokufikelela kwingcaciso nengecebiso ngokukodwa ngezibonelelo zeenkonz nakwimiba yemivuzo oko kungena ngefoni kusetyenziswa iZiko leeFoni	
<p>a) IZiko leWebhu</p> <p>b) Iziko i-Walk-in Centre</p> <p>Kuqwalaselwa qho ngonyaka umgaqo wezonxibelelwano osekelwe ekusebenzeni ngempumelelo (xa kuthelekiswa neenkukacha-manani kwanezigqibo kwiintlanganiso eziqingqiweyo ezibandakanya bonke abantu)</p>	<p>Iziko lewebhu lihlaziywa qho. Babe ngaphezulu kwe-1 yesigidi abangenileyo kwiziko ngo-2011/12. Amaziko e-Walk-in nawokwamkela abahambeleyo aye amkela phakathi kwe-3 500 ne- 5 700 yababehambe ngenyanga.</p> <p>ICandelo laBenzelwa iNkonzo laqaphelisisa ithekhinoloji ukuphucula ngaphezulu ukwenziwa komsebenzi.</p>
Ukunika indlela yokufikelela kwingcaciso kwabenzelwa iinkonz beSebe iWCED	
<p>a) Ulawulo lweekhodi: ukuthunyelwa kwamaxwebhu ngaphakathi kwisebe kuchazwa ngeesetyhula, ngeengcaciso ezimfutshane zabaphathi kwanangezaziso</p> <p>b) Isikhokelo esikhuthaza ukufikelela kwingcaciso sisixhobo esicacisa ngendlela ekunokufumaneka ingcaciso ngayo esifumaneka kwiSebe iWCED</p> <p>c) IZiko leWebhu leSebe iWCED lifakelwe ingcaciso entsha emalunga nestraktsha seziko neenkonz ezifanelekileyo kunye namagosa ekuqahagamshelwana nawo/amagosa ajongene nezozinkonz</p> <p>d) Ngenkqubo yokuhanjiswa kweposi</p>	<p>Ukongeza kwi-e-dissemination kusetyenziswa iilisti zamaqela, iisetyhula zeSebe iWCED, iingcaciso ezimfutshane zabaphathi nangezaziso ezifakwa kwiziko lewebhu leSebe iWCED.</p> <p>Isikhokelo sePAIA seSebe iWCED sifumaneka nge-kwi-intanethi.</p> <p>Isitraktsha seziko leSebe iWCED esifakelwe ingcaciso entsha nesikhokelo sePAIA zifumaneka kwi-intanethi.</p> <p>Inkqubo yokusebenza kweposi yeSebe iWCED ilondolozwe kakuhle, isebenza elipheleleyo yaye iyafikeleleka kwabenzelwa iinkonz.</p>

Ithebhili 4.1.5: Inkqubo yokulungisa iimposiso, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Inkqubo yokulungisa iimposiso	Iziphumo ekufikelelwe kuzo kanye
Ukunika ukufikelela kwingcaciso nengecebiso ngokukodwa kwizibonelelo zeenkonz nakwimiba yemivuzo ngefoni kusetyenziswa iZiko leeFoni	
<p>Umphathi weziko leefoni uya kubeka esweni izikhalazo</p> <p>Kukho ifasilithi yokunika ingxelo efumaneka kwiziko lewebhu</p> <p>Kukho icandelo lokuvakalisa izikhalazo</p> <p>Kukho iifom ezingokwaneliseka kwabenzelwa iinkonz e-walk-in centre</p> <p>Kukho umlinganiselo omalunga nokuqonda ngezokwaneliseka kwabenzelwa iinkonz kwiziko leefoni</p> <p>Izikhalazo zidluliselwa kubaphathi abasezi-ofisini ezingaphakathi ngokwe-ofisi yesithili ngasinye</p> <p>Kukho ukuhlaziywa qho ngonyaka kweenkcukacha zoqahagamshelwano okanye oko kwenziwe xa kuyimfuneko</p>	<p>Oku kwenzeka ngokuqhubelekayo, njengoko kufunekayo.</p> <p>Iyi-1 622 imibuzo esekhompuytheni.</p> <p>Iifom ziyafumaneka.</p> <p>Jonga isaveyi engokwaneliseka kwabenzelwa iinkonz.</p> <p>ICandelo laBenzelwa iNkonzo nabanye abaphathi bayaqahagamshelana malunga nezikhalazo, njengoko kuyimfuneko.</p>
Ukunika indlela yokufikelela kwingcaciso kwabenzelwa iinkonz beSebe iWCED	
<p>Kukho iingxowa zeposi ezisetyenziswayo neebhokisi zeposi kumasango ezakhiwo ze-ofisi</p> <p>Kukho i-imeyili (Kusetyenziswa i-Intanethi noGroupWise)</p> <p>Kukho ifasilithi yokunika ingxelo kwiziko lewebhu</p> <p>Kukho inkqubo yokuhanjiswa kweposi</p> <p>Iswitchboard yeSebe iWCED</p>	<p>Kukho iingxowa zeposi ezisetyenziswayo neebhokisi zeposi ezikumamasango esakhiwo se-ofisi.</p> <p>Iyasebenza.</p> <p>Iyasebenza.</p> <p>Inkqubo yokuhamba kweposi yeSebe iWCED ilondolozwe kakuhle, isebenza elipheleleyo ikwafikeleleka kwabenzelwa iinkonz.</p> <p>Iyasebenza.</p>

4.2. Inkcitho

Amasebe ezemfundo abhajetha ngokwee-program ezicaciswe gca. Ezi thebhili zilandelayo zishwankathela inkcitho e-odithiweyo yokugqibela kusetyenziswa i-program (kwi-thebhili 4.2.1) nangokwamacandelo omvuzo (kwi-thebhili 4.2.2). Ngokukodwa, ezi thebhili zinika isixa esichithiweyo kwiindleko zabasebenzi ngokwee-program nganye okanye ngokwamacandelo omvuzo ngaphakathi kwisebe lezefundo.

IProgram	Indlela ecwangciswe ngayo i-program
IProgram 1	Ezolawulo
IProgram 2	IMfundo yeZikolo zikaRhulumente eziQhelekileyo
IProgram 3	IMfundo yeZikolo eziZimeleyo
IProgram 4	IZikolo zeMfundo eneeMfundo eziZodwa zikaRhulumente
IProgram 5	IiKholeji zeMfundo noQeqesho oluQhubekayo
IProgram 6	IMfundo noQeqesho lwaBadala
IProgram 7	IMfundo yoPhuhliso lwaBasaqalayo
IProgram 8	IiNkonzo eziNcedisayo neZinxulumene noko

Ithebhili 4.2.1: Iindleko ezimalunga nabo bonke abasebenzi ngokwee-program nganye, 2011/12

Iprogram	Inani lilonke lenkcitho (R'000)	Inkcitho emalunga nabasebenzi (R'000)	Inkcitho yezoqeqesho (R'000)	Iimpahla neenkonzo (R'000)	Inkcitho emalunga nabasebenzi njenge-% yenkcitho yonke	Iindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye	Inani labasebenzi
IProgram 1	532,038	252,346	9,640	-	1.89	287.74	877
IProgram 2	10,896,316	8,732,150	43,661	-	65.35	247.29	35 312
IProgram 3	63,554	-	-	-	-	-	-
IProgram 4	791,341	607,313	-	-	4.55	216.74	2 802
IProgram 5	534,659	259,553	-	-	1.94	262.71	988
IProgram 6	33,098	*1,466	-	-	-	*162.9	9
		**4,204	-	-	0.04	-	-
IProgram 7	378,061	63,855	-	-	0.48	285.07	224
IProgram 8	132,086	***22,358	-	-	0.57	***228.14	98
		****53,826	-	-	-	-	-
Inani lilonke	13,361,153	9,997,071	53,301	-	74.82	248.00	40 310

*Inkcitho ngezabasebenzi ngokwee-Program 6 (yeMfundo noQeqesho lwaBadala) efikelela kwi-R1,466 yezigidi yeyabasebenzi abaqeshwe isigxina abayi-9. I-avareji yeendleko zezabasebenzi ezibonisiweyo ke ngoko yeyabasebenzi abasisigxina kuphela.

**Isixa esiyi-R4,204 yezigidi sibonisa isixa esiyinkcitho ngootitshala abayi-44 abaqeshwe behlawulwa ngeyure ukufundisa kumaziko e-ABET.

***Inkcitho ngezabasebenzi ngokwee-Program 8 (yeeNkonzo eziNcedisayo neziNxulumene noko) efikelela kwi-R22,358 yezigidi, yeyabasebenzi abaqeshwe isigxina abayi-98. I-avareji yeendleko zezabasebenzi ebonisiweyo ke ngoko yeyabasebenzi abasisigxina kuphela.

****Isixa esiyi-R53,826 yezigidi sibonisa isixa senkcitho yaBavi/yeModareyitha/yaBamakishi kwanabasebenzi abangesosigxina bokunika inkxaso kubasebenzi bezolawulo abancedisayo (kwiimviwo zeMatriki zika-2011).

Ithebhili 4.2.2: lindleko ezimalunga nabasebenzi ngokwamacandelo omvuzo ngo-2011/12

Amanqanaba omvuzo	Inkcitho emalunga nabasebenzi (R'000)	I-% yenkcitho epheleleyo emalunga nabasebenzi	I-avareji yendleko ngomsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezisezantsi (amanqanaba 1-2)	271,955	2.72	87.30	3 115
Abanezakhono (amanqanaba 3-5)	625,888	6.25	128.86	4 857
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	5,799,832	57.93	245.41	23 633
Abanezakhono eziphezulu zokusuphavyiza (9-12)	3,268,329	32.65	377.75	8 652
Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	45,079	0.45	850.55	##53
Inani lilonke	# 10,011,083	100.00	248.35	40 310

Qaphela:

Inani lilonke lenkcitho ngezabasebenzi ekwithebhili 4.2.1 no-4.2.2 liyahluka ngenxa yokuba ezinye iintlawulo ezinxulumene nezabasebenzi zenziwa ngqo kwiBAS.

##Inani lilonke lenkcitho ngezabasebenzi eliboniswe kwithebhili 4.2.1 no-4.2.2 apha ngasentla zibandakanya abasebenzi benkonzo karhulumente kunye nootitshala. Inani labasebenzi kwicandelo 13 – 16 libandakanya ii-CEO eziyi-6 kwiiKholeji zeMfundo noQeqesho eziQhubelekayo.

Ezi thebhili zilandelayo zinika isishwankathelo ngeprogram nganye (kwithebhili 4.2.3) nakumacandelo omvuzo (kwithebhili 4.2.4), yenkcitho ekungenwe kuyo ngenxa yezemivuzo, i-ovathayim, isibonelelo sendlu kwanoncedo lwezonyango. Kwimeko nganye, le thebhili inika umbhalo wepesenteji yebhajethi emalunga nabasebenzi eyayisetyenziselwe ezi zinto.

Ithebhili 4.2.3: Imivuzo, i-ovathayim, isibonelelo sezindlu noncedo lwezonyango ngokweProgram nganye, ngo-2011/12

Iprogram	Imivuzo		I-ovathayim		Isibonelelo sezindlu		Uncedo lwezonyango	
	Isixa (R'000)	Imivuzo njenge-% yenkcitho emalunga nabasebenzi	Umvuzo (R'000)	I-ovathayim njenge-% yenkcitho emalunga nabasebenzi	Isixa (R'000)	Isibonelelo sendlu njenge-% yenkcitho emalunga nabasebenzi	Isixa (R'000)	Uncedo lwezonyango njenge-% yenkcitho emalunga nabasebenzi
IProgram 1	190,750	1.91	1,109	0.01	5,776	0.06	11,562	0.12
IProgram 2	6,537,763	65.31	136	0.00	185,452	1.85	400,095	4.00
IProgram 4	448,994	4.48	94	0.00	14,786	0.15	27,931	0.28
IProgram 5	195,281	1.95	-	0.00	5,117	0.05	11,077	0.11
IProgram 6	7,065	0.07	-	0.00	218	0.00	427	0.00
IProgram 7	48,981	0.49	-	0.00	1,082	0.01	2,902	0.03
IProgram 8	21,877	0.22	788	0.01	830	0.01	1,679	0.02
Inani lilonke	7,450,711	74.42	2,127	0.02	213,261	2.13	455,673	4.55

Ithebhili 4.2.4: imivuzo, i-ovathayim, isibonelelo sezindlu noncedo lwezonyango ngokwamacandelo omvuzo, ngo-2011/12

Amacandelo omvuzo	Imivuzo		I-ovathayim		Isibonelelo sendlu		Uncedo lwezonyango	
	Isixa (R'000)	Imivuzo njenge-% yenkcitho emalunga nabasebenzi	Isixa (R'000)	I-ovathayim njenge-% yenkcitho emalunga nabasebenzi	Isixa (R'000)	Isibonelelo sendlu njenge-% yenkcitho emalunga nabasebenzi	Isixa (R'000)	Uncedo lwezonyango njenge-% yenkcitho emalunga nabasebenzi
Abanezakhono ezisezantsi (amanqanaba 1-2)	192,646	1.92	133	0.00	13,489	0.13	14,969	0.15
Abanezakhono (amanqanaba 3-5)	446,687	4.46	824	0.01	23,812	0.24	37,508	0.37
Isiveliso sabanesakhono esiphezulu (amanqanaba 6-8)	4,314,334	43.10	965	0.01	121,363	1.21	277,094	2.77
Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	2,470,412	24.68	205	0.00	54,590	0.55	125,385	1.25
Abaphathi abakhulu (amanqanaba 13-16)	26,632	0.27	-	0.00	7	0.00	717	0.01
Inani lilonke	7,450,711	74.42	2,127	0.02	213,261	2.13	455,673	4.55

4.3. Inqesho nezithuba zomsebenzi

Ezi thebhili zilandelayo zishwankathela inani lezithuba ezikwiziko, inani labasebenzi, ipesenteji yezithuba ezingenabantu, kwanokuba ngaba bakhona na abasebenzi abongezelelweyo kwinani labaqeshwe kwiziko. Le ngcaciso iyanikwa kusetyenziswa iingcaciso ezimbini ezingangqinelaniyo – iprogram (kwithebhili 4.3.1) necandelo lomvuzo (kwithebhili 4.3.2).

Ithebhili 4.3.1: Inqesho nezithuba zengqesho ngokweprogram nganye, nge-31 Matshi 2012

Iqela labasebenzi	Iprogram	Inani lezithuba ezixhaswa ngemali	Inani lezithuba ezingaxhaswa ngemali	Inani lezithuba ezizalisweyo	I-% yereyithi yokuzaliswa kwezithuba	Inani labantu abongezelelweyo kwinani labaqeshiweyo kwiziko (kungafakwanga basebenzi basepri-prayimari)	Inani lilonke labasebenzi
Bonke abasebenzi	IProgram 1	853	94	877	0.00	-	877
	IProgram 2	35 453	554	35 057	1.12	255	35 312
	IProgram 4	2 973	10	2 757	7.27	45	2 802
	IProgram 5	1 219	134	988	18.95	-	988
	IProgram 6	15	-	9	40.00	-	9
	IProgram 7	15	-	224	0.00	-	224
	IProgram 8	102	36	98	3.92	-	98
	Inani lilonke	40 630	828	40 010	1.53	300	40 310
Oofitshala	IProgram 1	105	17	126	0.00	-	126
	IProgram 2	28 467	85	28 681	0.00	161	28 842
	IProgram 4	1 792	-	1 805	0.00	24	1 829
	IProgram 5	887	-	808	8.91	-	808
	IProgram 6	4	-	2	50.00	-	2
	IProgram 7	15	-	**224	0.00	-	**224
	IProgram 8	-	-	-	0.00	-	-
	Inani lilonke	31 270	102	31 646	0.00	*185	31 831

Iqela labasebenzi	Iprogram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ezizalisiweyo	I-% yereyithi yokuqeshwa kwizithuba	Inani lezithuba ezongezelelweyo kwinani lezithuba ezikwiziko (kungafakwanga basebenzi bepri-prayimari)	Inani lilonke labasebenzi
Abasebenzi benkonzo karhulumente	IProgram 1	748	77	751	0.00		751
	IProgram 2	6 986	469	6 376	8.73	94	6 470
	IProgram 4	1 181	10	952	19.39	21	973
	IProgram 5	332	134	180	45.78	-	180
	IProgram 6	11	-	7	36.36	-	7
	IProgram 7	-	-	-	0.00	-	-
	IProgram 8	102	36	98	3.92	-	98
	Inani lilonke	9 360	726	8 364	10.64	115	8 479

Qaphela:

* Kwimeko yootitshala abongezelelwe kwinani labaqeshiweyo kwiziko, amanani abo titshala kuphela ababeqwalaselwe njengabongezelelweyo ngokweemvumelwano yomqeshi nomqeshwa zibonisiwe.

** Iprogram 7: Izithuba zootitshala ezikwipri-prayimari ziyapheliswa njengoko zingenabantu. ISebe iWCED lamkele umgaqo-nkqubo ekusetyenziswa wona ukususa kuze kufakwe endaweni yazo intlawulo yenkxaso-mali kwilinge lokudala izikolo ezingaphezulu ukwenzela abafundi bepri-prayimari (kuPhuhliso lweMfundo yaBantwana aBasaqalayo). Bayi-224 ootitshala abakwiProgram 7 ngabasebenzi bepri-prayimari. Aba basebenzi baqeshwe kwizithuba ezigqithisileyo kwinani eliqingqiweyo (*additional posts*).

Qaphela: Ngokumalunga namaziko emfundo, inani lezithuba ngokunxulumene nootitshala akuthethi ukuba iziko linootitshala abambalwa kunenani lootitshala abafanele ukuba nalo. Oku kuthetha ukuba izithuba zootitshala azizaliswa isigxina. Kwimeko nganye apho isithuba singazaliswanga ngokusisigxina, kwenziwa ingqesho yemvumelwano ukuqinisekisa ukuba onke amaziko emfundo anenani lootitshala elibafaneleyo.

Ithebhili 4.3.2: Ingqesho nezithuba ngokwamacandelo omvuzo, ukususela kwi-31 Matshi 2012

Iqela basebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ezizalisiweyo	I-% yereyithi yokuqeshwa kwizithuba	Inani lezithuba ezingaphezulu eziqingqelwe amaziko kungafakwanga basebenzi bepri-prayimari	Inani lilonke labasebenzi
Bonke abasebenzi	Abanezakhono ezisezantsi (amaNqanaba 1-2)	3 639	409	3 163	13.08	45	3 208
	Abanezakhono (amaNqanaba 3-5)	4 299	147	3 825	11.03	30	3 855
	Isiveliso sabanesakhono esiphezulu (amanqanaba 6-8)	28 479	129	29 029	0.00	193	29 222
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	4 163	143	3 940	5.36	32	3 972
	Abaphathi abakhulu (amanqanaba 13-16)	50	-	53	0.00	-	53
	Inani lilonke	40 630	828	40 010	1.53	300	40 310
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	-	0.00	-	-
	Abanezakhono (amanqanaba 3-5)	-	-	-	0.00	-	-
	Isiveliso sabanesakhono esiphezulu (amanqanaba 6-8)	27314	2	27 904	0.00	153	28 057
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba) (amanqanaba 9-12)	3956	100	3 742	5.41	32	3 774
	Abaphathi abakhulu (amanqanaba 13-16)	-	-	-	0.00	-	-
	Inani lilonke	31 270	102	31 646	0.00	185	31 831

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ezizalisiweyo	I-% yereyithi yokuqeshwa kwizithuba	Inani elingaphezulu kwabaqeshwe kwiziko – kungafakwanga basebenzi beprayingimari	Inani lilonke labasebenzi
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 639	409	3 163	13.08	45	3 208
	Abanezakhono (amanqanaba 3-5)	4 299	147	3 825	11.03	30	3 855
	Isiveliso sabanesakhono esiphezulu (amanqanaba 6-8)	1 165	127	1 125	3.43	40	1 165
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	207	43	198	4.35	-	198
	Abaphathi abakhulu (amanqanaba 13-16)	50	-	53	0.00	-	53
	Inani lilonke	9 360	726	8 364	10.64	115	8 479

Qaphela:

Kwimeko yootitshala abongezelelweyo kwiziko, kubonise kuphela amanani abo titshala bachazwe ngokufanelekileyo njengabongezelelweyo ngokweemvumelwano ekungenwe kuzo phakathi komqeshi nomqeshwa. Ukumatanisa nokufakwa kwabasebenzi abongezelelweyo kwizithuba zengqesho ezihlawulelweyo ezingenamntu (*vacant substantive posts*) yinkqubo eqhubekayo ekhokelwa ziimvumelwano phakathi komqeshi nomqeshwa ezinokusetyenziswa. Ukuzama kwakhona ukukhuthaza ukusasazwa ngokutsha kwabasebenzi abongezelekileyo (*redployment of additional employees*), kupapashwa qho izithuba zengqesho kwiilisti zezithuba zengqesho zesebe lemfundo. ISebe iWCED libhale iqela lamanyathelo omgaqo-nkqubo ukuqinisekisa ukusetyenziswa eliphelileyo kweenkonzo zootitshala abangaphezulu kwenani elabelwe iziko.

4.4. Ukuxatyiswa komsebenzi

IMimiselo yeNkonzo kaRhulumente, ka-1999, yaqalisa inkqubo yokuxatyiswa kwemisebenzi njengendlela yokuqinisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwinkqubo-sikhokelo emiselwe kuzwelonke (*nationally determined framework*), abasemagunyeni olawulo bavumelekile ukuba baxabise okanye baxabise kwakhona (*evaluate and re-evaluate*) nawuphi na umsebenzi kwiziko labo. Le Mimiselo (*Regulations*) ifuna ukuba zonke izithuba zengqesho kumanqanaba 9 omvuzo nangaphezulu mazixatyiswe phambi kokuba zizaliswe. Oku kufezekiswe sisigqibo soMphathiswa weNkonzo zikaRhulumente nezolawulo sokuba makuqhutywe inkqubo yokuxabisa yonke imisebenzi yabaphathi bee-SMS phambi kukaDisemba 2002.

Le thebhili ilandelayo (kwithebhili 4.4.1) ishwankathela inani lemisebenzi eyaxatyiswayo kunyaka ophantsi kokuqatsheliswa. Ithebhili kwakhona inika iinkcukacha-manani ezimalunga namanani ezithuba zengqesho ezaziyuselwe okanye ezazithotyelwe.

Ithebhili 4.4.1: UkuXatyiswa kwemisebenzi, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amanqaba omvuzo	Inani lezithuba zengqesho	Inani lemisebenzi exatyisiweyo	I-% yezithuba zengqesho ezixatyiswe ngokwamacandelo omvuzo	Izithuba zengqesho ezinyuselweyo		Izithuba ezithotyelweyo	
				Inani	I-% yezithuba zengqesho ezixatyisiweyo	Inani	I-% yenani lezithuba zengqesho
Abanezakhono ezisezantsi (amanqanaba 1-2)	3 639	-	0.00	-	0.00	-	0.00
Abanezakhono (amanqanaba 3-5)	4 299	12	0.13	-	0.00	-	0.00
Isiveliso sabanesakhono esiphezulu (amanqanaba 6-8)	1 165	15	0.16	-	0.00	-	0.00
Abanezakhono eziphezulu zokubeka esweni (amanqanaba 9-12)	207	16	0.17	-	0.00	-	0.00
Abenkonzo yabaphathi abakhulu icandelo A (iNqanaba 13)	36	-	0.00	-	0.00	-	0.00

Amanqaba omvuzo	Inani lezithuba zengqesho	Inani lemisebenzi exatyisiweyo	I-% yezithuba zengqesho ezixatyiswe ngokwamacandelo omvuzo	Izithuba zengqesho ezinyuselweyo		Izithuba ezithotyelweyo	
				Inani	I-% yezithuba zengqesho ezixatyisiweyo	Inani	I-% yenani lezithuba zengqesho
Abenkonzo yabaphathi abakhulu becandelo B (iNqanaba 14)	9	-	0.00	-	0.00	-	0.00
Abenkonzo yabaphathi icandelo C (iNqanaba 15)	4	-	0.00	-	0.00	-	0.00
Abenkonzo yabaphathi abakhulu icandelo D (iNqanaba 16)	1	-	0.00	-	0.00	-	0.00
Inani lilonke	9 360	43	0.46	-	0.00	-	0.00

Qaphela:

Izithuba zengqesho eziyi-43 ezazeniwe inkqubo yokuxatyiswa zazivela kwinqanaba lomvuzo omnye ke ngoko akuzange kwenziwe kunyuselwa kwezithuba zengqesho.

Le thebhili ilandelayo inika isishwankathelo senani labasebenzi abazikhundla zabo zomvuzo zazinyuselwe ngenxa yokuba kwaye kwanyuselwa izithuba zengqesho zabo. Inani labasebenzi liyahluka kwinqanaba lezithuba zengqesho ezinyuselweyo kuba ingengabo bonke abasebenzi abafakwa ngoko nangoko kwizithuba zengqesho ezitsha yaye ezinye zezi zithuba ezaye zanyuselwa zinako kwakhona ukungabi nabantu.

Ithebhili 4.4.2: Iprofayili yabasebenzi abazikhundla zomvuzo wabo zaye zanyuselwa ngenxa yokunyuselwa kwezithuba zengqesho, nge -1 Apreli 2011 kuye kwi-31 Matshi 2012

Abasebenzisi beenkonzo	ABantsundu	AbeBala	AmaNdiya	ABamhlophe	Inani lilonke
Amabhinqa	9	22	-	4	35
Amadoda	1	5	-	2	8
Inani lilonke	10	27	-	6	43
Abasebenzi abanokhubazeko					4

Le thebhili ilandelayo ishwankathela iqela leemeko apho amanqanaba omvuzo agqithisayo kwigreyidi emiselwe kukuxatyiswa komsebenzi (kubandakanywa neenotshi eziphezulu ezaye zanikwa). Izizathu zoku kunxaxha zichaziwe kwimeko nganye.

Ithebhili 4.4.3: Abasebenzi abakwinqanaba lomvuzo eligqithisileyo kwigreyidi emiselweyo yinkqubo yokuxatyiswa kwemisebenzi, nge-31 Matshi 2012 (ngokwe-PSR 1.V.C.3)

Umsebenzi awenzayo	Inani labasebenzi	Inqanaba lokuxatyiswa komvuzo	Ukuhlawulwa komvuzo okwinqanaba eliphezulu lomvuzo	Ukuhlawulwa komvuzo okwintotshi ephezulu womvuzo wenqanaba ofanayo	Isizathu sokunxaxha
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
Inani lilonke labasebenzi abamivuzo yabo yagqithisayo kwinqanaba elimiselwe yinkqubo yokuxatyiswa kwemisebenzi (kubandakanywa ukunikwa kweenotshi eziphezulu) ngo-2011/2012					-
Ipesenteji yenani lilonke labaqeshiweyo					-

Ithebhili 4.4.4: Iprofayili yabasebenzi abanamanqanaba emivuzo yabo igqithisayo kwiigreyidi emiselwe yinkqubo yokuxatyiswa kwemisebenzi, nge-31 Matshi 2012 (ngokwe-PSR 1.V.C.3)

Inani lilonke labasebenzi abanemivuzo yabo yagqithisayo kwiigreyidi ezimiselwe yinkqubo yokuxatyiswa kwemisebenzi ngo-2011/2012	Alikho
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4.5. Utshintsho kwezengqesho

Ireyithi zokuhla kwamanani abasebenzi zinika ingcaciso ngemiba ekwiprofayili yengqesho yesebe lemfundo. Ezi thebhili zilandelayo zinika isishwankathelo seereyithi zokuhla kwamanani abasebenzi ngokwecandelo lomvuzo (kwithebhili 4.5.1) nangokwemisebenzi ebalulekileyo (kwithebhili 4.5.2). (Ezi “zithuba zibalulekileyo” zimele ukufana nezo zidweliswe kwithebhili 4.3.3).

Ithebhili 4.5.1: Ireyithi yokuhla kwamanani abasebenzi ngokwecandelo lomvuzo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iqela	Iqela lomvuzo	Inani labasebenzi kwicandelo ngalinye kwi-31/3/2011*	Abaqeshwe kwisebe	Abatshintshelwe kwisebe	Abaqeshiweyo nabatshintshelwe kwisebe	Abaye-kileyo emsebenzini	Abatshintshela kwenye indawo baphuma kwisebe	Abayekileyo emsebenzini nabatshintsheba ya kwenye indawo baphuma kwisebe	I-% yereyithi yokuhla kwamanani abasebenzi nge-%
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 250	3 550	-	3 550	3 551	2	3 553	0.00
	Abanezakhono (amanqanaba 3-5)	4 957	5 710	1	5 711	5 005	8	5 013	14.08
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	23 810	10 113	25	10 138	10 022	40	10 062	0.32
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	8 354	660	4	664	1 012	15	1 027	0.00
	Inkonzo yabaphathi abakhulu icandelo A	39	3	-	3	5	2	7	0.00
	Inkonzo yabaphathi abakhulu icandelo B	9	-	-	-	1	-	1	0.00
	Inkonzo yabaphathi abakhulu icandelo C	3	-	-	-	-	-	-	0.00
	Inkonzo yabaphathi abakhulu icandelo D	1	-	-	-	-	-	-	0.00
	Inani lilonke	40 423	20 036	30	20 066	19 596	67	19 663	1.00
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	-	-	-	-	-	0.00
	Abanezakhono (amanqanaba (3-5)	1 106	3 507	-	3 507	2 693	-	2 693	73.60
	Abanezakhono zesiveliso esiphezulu (amanqanaba (6-8)	22 445	9 812	19	9 831	9 659	33	9 692	0.62
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	8 121	582	3	585	893	8	901	0.00
	Inkonzo yabaphathi abakhulu icandelo A	-	-	-	-	-	-	-	-
	Inkonzo yabaphathi abakhulu icandelo B	-	-	-	-	-	-	-	-
	Inkonzo yabaphathi abakhulu icandelo C	-	-	-	-	-	-	-	-
	Inkonzo yabaphathi abakhulu icandelo D	-	-	-	-	-	-	-	-
	Inani lilonke	31 672	13 901	22	13 923	13 245	41	13 286	2.01

Iqela	Iqela lomvuzo	Inani labasebenzi kwicandelo ngalinye kwi-31/3/2011*	Abaqeshwe kwisebe	Abatshintshelwe kwisebe	Abaqeshiweyo nabatshintshelwe kwisebe	Abaye-kileyo emsebenzini	Abatshintshela kwenye indawo baphuma kwisebe	Abayekileyo emsebenzini nabatshintsheba ya kwenye indawo baphuma kwisebe	I-% yereyithi yokuhla kwamanani abasebenzi nge-%
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 250	3 550	-	3 550	3 551	2	3 553	0.00
	Abanezakhono (amanqanaba (3-5)	3 851	2 203	1	2 204	2 312	8	2 320	0.00
	Abanezakhono zesiveliso esiphezulu (amanqanaba (6-8)	1 365	301	6	307	363	7	370	0.00
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	233	78	1	79	119	7	126	0.00
	Inkonzo yabaphathi abakhulu icandelo A	39	3	-	3	5	2	7	0.00
	Inkonzo yabaphathi abakhulu icandelo B	9	-	-	-	1	-	1	0.00
	Inkonzo yabaphathi abakhulu icandelo C	3	-	-	-	-	-	-	-
	Inkonzo yabaphathi abakhulu icandelo D	1	-	-	-	-	-	-	-
Inani lilonke	8 751	6 135	8	6 143	6 351	26	6 377	0.00	

Qaphela:

Ikhohlam 3 (inani labasebenzi) ibandakanya lonke uHlobo lweNgqesho (*Nature of Appointment*) (ngokusisigxina, ngokusisigxina usalingwa, ngokwethutyana – NOA) kwanaBasebenzi aBagqithisileyo kwiNani elimiselweyo (*Supernumerary (SN) Personnel*) kwaye azibandakanyi uMphathiswa. Abasebenzi benkonzo karhulumente nootitshala abangenazikhundla zisisigxina baqeshwa ngokwemvumelwano ngamathuba aqingqekileyo. Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezihlawulelwayo ezenzeka ngenxa yokuhla kwamanani ngokwesiqhelo (*natural attrition*), ukusweleka, iinkqubo zonyuselo-sikhundleni, njl. njl. Lo mgaqo-nkqubo uthetha ukuba umsebenzi omnye unokuqeshwa amatyeli amane ngonyaka othile wokunika ingxelo kuba imvumelwano nganye ithathwa njengengqesho entsha. Umhla wokuphelelwa kwemvumelwano uthathwa njengokuyeka emsebenzini ngeenjongo zokunika ingxelo yaye oku sisizathu sokuba kubekho inani eliphezulu labayekayo emsebenzini.

Ithebhili 4.5.2: Abasebenzi abashiya isebe lemfundo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iqela	Uhlobo eshiywe ngalo inkonzo	Inani labo bonke abasebenzi	I-% yenani labayeke emsebenzini	Inani labayeke emsebenzini njenge-% yenani lilonke labasebenzi kwi-31 Matshi 2011
Bonke abasebenzi	Ukufa/ ukusweleka	112	0.60	0.30
	Ukuyeka emsebenzini (<i>Resignation</i>)	557	2.80	1.40
	Ukuphela kwemvumelwano yengqesho	18 134	92.20	44.90
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	-	0.00	0.00
	Ukugxothwa - ngenxa yokugula	77	0.40	0.20
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	-	0.00	0.00
	Ukugxothwa - ngenxa yokukhubazeka	73	0.40	0.20
	Ukuthatha umhlala-phantsi	643	3.30	1.60
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela (<i>employee initiated severance package</i>)	-	0.00	0.00
	Ukutshintshelwa kwamanye amaSebe enkonzo kaRhulumente	67	0.30	0.20
	Inani lilonke	19 663	100.00	48.60
Ootitshala		73	0.50	0.20
	Ukufa/ ukusweleka	465	3.50	1.50
	Ukuyeka emsebenzini (<i>Resignation</i>)	12 167	91.60	38.40
	Ukuphela kwexesha lemvumelwano yengqesho	-	0.00	0.00
	Ukutshintshelwa kwenye indawo	47	0.40	0.10
	Ukugxothwa emsebenzini - ngenxa yokungawenzi kakuhle umsebenzi	-	0.00	0.00
	Ukugxothwa - ngenxa yokugula	50	0.40	0.20
	Ukuthatha umhlala-phantsi	443	3.30	1.40
	Ukuphela kwexesha lemvumelwano yengqesho	-	0.00	0.00
	Ukutshintshelwa kwamanye amaSebe eNkonzo kaRhulumente	41	0.30	0.10
	Itotali yonke	13 286	100.00	41.90
Abasebenzi benkonzo kaRhulumente	Ukufa/ Ukusweleka	39	0.60	0.40
	Ukuyeka emsebenzini (<i>Resignation</i>)	92	1.40	1.10
	Ukuphela kwexesha lemvumelwano yengqesho	5 967	93.60	68.20
	Ukugxothwa emsebenzini - ngenxa yokungawenzi kakuhle umsebenzi	-	0.00	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	30	0.50	0.30
	Ukugxothwa - ngenxa yokukhubazeka	-	0.00	0.00
	Ukugxothwa - ngenxa yokugula	23	0.40	0.30
	Ukuthatha umhlala-phantsi	200	3.10	2.30
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithathela (<i>employee initiated severance package</i>)	-	0.00	0.00
	Ukutshintshela kwamanye amaSebe eNkonzo kaRhulumente	26	0.40	0.30
	Itotali yonke	6 377	100.00	72.90

Qaphela:

Inani "lokuPhelelwa kweMvumelwano yeNgqesho" lingakhangeleka liphezulu xa kuthelekiswa namanye amasebe kaRhulumente kwakunye kwanabaqeshi. Eli nani liphezulu kuba iSebe iWCED linomgaqo-nkqubo othi abasebenzi mabaqeshwe ngemvumelwano yethutyana elifutshane. Ezi zithuba zengqesho zipapashwa qho ngokomgaqo-sikhokelo weemvumelwano phakathi komqeshi nomqeshwa ezifanelekileyo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngoko nangoko. Ngaphezulu, makuqatshelwe ukuba ootitshala ababambeleyo baqeshwa ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo. Elona thutyana lifutshane ngokumalunga notitshala ziiveki ezimbini.

Ithebhili 4.5.3: Izizathu zokuyeka emsebenzini kwabasebenzi, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iqela	Uhlobo lokuyeka emsebenzini	Inani labo bonke abasebenzi	I-% yenani lilonke labaphumileyo
Abasebenzi xa bebonke	Impilo ebuthathaka	5	0.03
	Ukufumana umvuzo oncumisayo	26	0.13
	Kuphele imvumelwano yengqesho	3	0.02
	lingxaki zasekhaya	1	0.01
	Ukufudukela kwenye indawo	4	0.02
	Ukuqhubela phambili ngemfundo	7	0.04
	Umtshato	2	0.01
	Uhlobo lomsebenzi	16	0.08
	Akukho sizathu	19 103	97.48
	Elinye isebe lemfundo	2	0.01
	Omnye umsebenzi	25	0.13
	Uhlenga-hlengiso lwezithuba	3	0.02
	Ukuyeka esikhundleni	396	2.02
	Ukukhulelwa	2	0.01
	Ukutshintshelwa kwenye isistim	1	0.01
	Inani lilonke elipheleleyo	19 596	100.00
	Ootitshala	Impilo ebuthathaka	5
Umvuzo oncumisayo		22	0.17
Ukuphela kwemvumelwano yomsebenzi		2	0.02
lingxaki zekhaya		1	0.01
Ukufudukela kwenye indawo		4	0.03
Ukuqhubela phambili ngezifundo		7	0.05
Umtshato		2	0.02
Uhlobo lomsebenzi		11	0.08
Akukho sizathu		12 841	96.95
Elinye isebe lemfundo		2	0.02
Omnye umsebenzi		14	0.11
Uhlenga-hlengiso lwezithuba		1	0.01
Ukuyeka esikhundleni		330	2.49
Ukukhulelwa		2	0.02
Ukutshintshela kwenye isistim		1	0.01
Inani lilonke elipheleleyo		13 245	100.00
Abasebenzi benkonzo karhulumente		Impilo ebuthathaka	-
	Umvuzo oncumisayo	4	0.06
	Ukuphela kwemvumelwano yengqesho	1	0.02
	lingxaki zekhaya	-	0.00
	Ukufudukela kwenye indawo	-	0.00
	Ukuqhubela phambili ngezifundo	-	0.00
	Umtshato	-	0.00
	Uhlobo lomsebenzi	5	0.08
	Akukho sizathu	6 262	98.60
	Elinye isebe lemfundo	-	0.00
	Omnye umsebenzi	11	0.17
	Uhlenga-hlengiso lwezithuba	2	0.03
	Ukuyeka kwisikhundla	66	1.04
	Ukukhulelwa	-	0.00
Ukutshintshela kwenye isistim	-	0.00	
Inani lilonke elipheleleyo	6 351	100.00	

Ithebhili 4.5.4: Iminyaka yobudala yabasebenzi abayekileyo emsebenzini, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iminyaka yobudala	Ukuyeka emsebenzini kwabo bonke abasebenzi	Bebonke abasebenzi-nge-%	Ukuyeka emsebenzini kwabasebenzi benkonzo karhulumente	Abasebenzi benkonzo karhulumente – nge-%	Ukuyeka emsebenzi kootitshala	Ootitshala – nge-%
Iminyaka yobudala eyi-19<	-	0.00	-	0.00	-	0.00
Iminyaka yobudala eyi-20 - 24	25	4.49	1	1.09	24	5.16
Iminyaka yobudala ukuya kwi-25 - 29	72	12.93	14	15.22	58	12.47
Iminyaka yobudala eyi-30 - 34	55	9.87	14	15.22	41	8.82
Iminyaka yobudala eyi-35 - 39	77	13.82	7	7.61	70	15.05
Iminyaka yobudala eyi-40 - 44	146	26.21	23	25.00	123	26.45
Iminyaka eyi-45 - 49	83	14.90	10	10.87	73	15.70
Iminyaka eyi-50 - 54	59	10.59	12	13.04	47	10.11
Iminyaka eyi-55 - 59	28	5.03	9	9.78	19	4.09
Iminyaka eyi-60 - 64	10	1.80	2	2.17	8	1.72
Iminyaka yobudala eyi-65>	2	0.36	-	0.00	2	0.43
Inani lilonke elipheleleyo	557	100.00	92	100.00	465	100.00

Ithebhili 4.5.5: Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela ngokwamacandelo omvuzo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiselweyo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	-
	Abanezakhono (amanqanaba 3-5)	-
	Abanezakhono zesiveliso esiphezulu (amanqanaba 6-8)	3
	Abanezakhono zokusuphavayiza eziphezulu (amanqanaba 9-12)	2
	Inkonzo yabaphathi abakhulu icandelo A	1
	Inkonzo yabaphathi abakhulu icandelo B	-
	Inkonzo yabaphathi abakhulu icandelo C	-
	Inkonzo yabaphathi abakhulu icandelo D	-
	Inani lilonke	6
Ootitshala	Abanezakhono ezisezantsi (Amanqanaba 1-2)	-
	Abanezakhono (Amanqanaba 3-5)	-
	Abanezakhono zesiveliso esiphezulu (amanqanaba 6-8)	-
	Abanezakhono zokusuphavayiza eziphezulu (amanqanaba 9-12)	1
	Inkonzo yabaphathi abakhulu iCandelo A	1
	Inkonzo yabaphathi abakhulu iCandelo B	-
	Inkonzo yabaphathi abakhulu iCandelo C	-
	Inkonzo yabaphathi abakhulu iCandelo D	-
	Inani lilonke	2

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiseliweyo
Abasebenzi benkonzo karhulumente	Abanezakhono zokusuphavayiza eziphezulu (amanqanaba 9-12)	-
	Inkonzo yabaphathi abakhulu iCandelo A	-
	Inkonzo yabaphathi abakhulu iCandelo B	2
	Inkonzo yabaphathi abakhulu iCandelo C	1
	Inkonzo yabaphathi abakhulu iCandelo D	1
	Inkonzo yabaphathi abakhulu iCandelo B	-
	Inkonzo yabaphathi abakhulu iCandelo C	-
	Inkonzo yabaphathi abakhulu iCandelo D	-
	Inani lilonke	4

Ithebhili 4.5.6: Unyuselo-sikhundleni ngokwamacandelo omvuzo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iqela labasebenzi	Icandelo lomvuzo	Abase-benzi nge-31/3/ 2012	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo kumanqanaba omvuzo njenge-% yabasebenzi ngokwecandelo lomvuzo	Unyuselo ukuya kwenye inotshi kwinqanaba lomvuzo othile	Unyuselo ngokwenotshi njenge-% yabasebenzi ngokwecandelo lomvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 250	-	0.00	1 241	38.18
	Abanezakhono (amanqanaba 3-5)	4 957	8	0.16	2 741	55.30
	Isivéliso sabanesakhono esiphezulu (amanqanaba 6-8)	23 810	514	2.16	19 013	79.85
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	8 354	949	11.36	7 408	88.68
	Abenkonzo yabaphathi abakhulu (amanqanaba 13-16)	52	4	7.69	40	76.92
	Inani lilonke	40 423	1 475	3.65	30 443	75.31
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	0.00	-	0.00
	Abanezakhono (amanqanaba 3-5)	1 106	-	0.00	323	29.20
	Isivéliso sabanesakhono esiphezulu (amanqanaba 6-8)	22 445	482	2.15	18 314	81.60
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	8 121	929	11.44	7 253	89.31
	Abenkonzo yabaphathi abakhulu (amanqanaba 13-16)	-	-	0.00	-	0.00
	Inani lilonke	31 672	1 411	4.46	25 890	81.74
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 250	-	0.00	1 241	38.18
	Abanezakhono (amanqanaba 3-5)	3 851	8	0.21	2 418	62.79
	Isivéliso sabanesakhono esiphezulu (amanqanaba 6-8)	1 365	32	2.34	699	51.21
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	233	20	8.58	155	66.52
	Abenkonzo yabaphathi abakhulu (amanqanaba 13-16)	52	4	7.69	40	76.92
	Inani lilonke	8 751	64	0.73	4 553	52.03

Ithebhili 4.6.1: Inani lilonke labasebenzi (kubandakanywa nabasebenzi abanezakhono) kulo ngalinye kula manqanaba omsebenzi alandelayo, nge-31 Matshi 2012

4.6. UBulungisa kwezeNgqesho (*Employment Equity*)

Le thebhili ilandelayo inika isishwankathelo seprofayili yesishwankathelo sabasebenzi bebonke ngokwenqanaba lomsebenzi ngamnye. Abasebenzi abaqeshwe ngokungekho sisigxina benziwa linani lilonke labasebenzi abaqeshwe iinyanga ezintathu zilandelelana okanye nganeno. Ezi thebhili zikweli candelo zisekelwe kwiifomathi ezimiselwe nguMthetho woBulungisa kwezeNgqesho, we-55 ka-1998.

Ithebhili 4.6.2: Inani lilonke labasebenzi (kubandakanywa abasebenzi abanokhubazeko) kwicandelo ngalinye lala manqanaba omsebenzi alandelayo, nge-31 Matshi 2012

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
ABaphathi aBaphezulu (amanqanaba 14-16)	2	3	1	2	1	2	1	1	-	-	13
Abaphathi abakhulu (inqanaba 13)	3	13	1	10	5	6	-	2	-	-	40
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphathathi (amanqanaba 11-12)	128	637	10	297	72	148	6	79	1	1	1 379
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	580	3 888	39	1 077	1297	4 915	48	2 368	4	8	14 224
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	1 204	2 728	13	609	3 976	7 971	47	2 891	83	31	19 553
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	615	1 897	4	103	391	1 888	1	147	40	15	5 101
Inani lilonke	2 532	9 166	68	2 098	5 742	14 930	103	5 488	128	55	40 310

Ithebhili 4.6.2: Inani lilonke labasebenzi (abanokhubazeko kuphela) kwicandelo ngalinye lala manqanaba omsebenzi, nge-31 Matshi 2012

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
ABaphathi aBaphezulu (amanqanaba 14-16)	-	-	-	-	-	-	-	-	-	-	-
Abaphathi abakhulu (inqanaba 13)	-	-	-	-	-	-	-	-	-	-	-
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphathathi (amanqanaba 11-12)	-	-	-	1	-	-	-	-	-	-	1
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	2	3	-	2	-	1	-	5	-	-	13
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	1	2	-	3	1	2	-	1	-	-	10
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	2	3	-	1	1	4	-	-	-	-	11
Inani lilonke	5	8	-	7	2	7	-	6	-	-	35

Ithebhili 4.6.3: Ukugaywa kwabasebenzi, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	M	F	
ABaphathi aBaphezulu (amanqanaba 14-16)	-	-	-	-	-	-	-	-	-	-	-
Abaphathi abakhulu (inqanaba 13)	-	-	-	3	-	-	-	-	-	-	3
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	17	28	-	26	-	11	-	5	1	-	88
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	64	891	11	151	240	1 026	3	251	3	-	2 640
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	656	1 596	10	275	2 280	4 664	35	1 546	209	92	11 364
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	656	1 901	12	165	544	2 034	4	351	205	69	5 941
Inani lilonke	1 394	4 416	33	620	3 064	7 735	42	2 153	418	161	20 036

Ithebhili 4.6.4: Unyuselo-sikhundleni, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
ABaphathi aBaphezulu (amanqanaba 14-16)	-	-	-	-	-	-	-	-	-	-	-
Abaphathi abakhulu (inqanaba 13)	-	1	-	1	-	1	-	1	-	-	4
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	10	51	1	26	6	18	-	6	-	-	118
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba eli-sezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	68	350	7	69	157	444	3	189	-	-	1 287
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	1	4	-	-	10	42	-	7	1	-	65
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	-	1	-	-	-	-	-	-	-	-	1
Inani lilonke	79	407	8	96	173	505	3	203	1	-	1 475

Ithebhili 4.6.5: Ukuphela komsebenzi, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Amadoda	Amabhinqa	
ABaphathi aBaphezulu (amanqanaba 14-16)	-	-	-	1	-	-	-	-	-	-	1
Abaphathi abakhulu (inqanaba 13)	-	3	-	2	-	-	-	-	-	-	5
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	21	48	-	52	5	21	-	13	1	-	161
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharin-tendenti (amanqanaba 8-10)	97	990	8	191	271	1 195	2	349	3	-	3 107
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	663	1 582	9	241	2 202	4 684	33	1 437	209	98	11 158
Abangenazakhono nabuchu-le bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	650	1 813	10	139	436	1 663	-	211	180	62	5 164
Inani lilonke	1 431	4 436	27	626	2 914	7 563	35	2 010	393	161	19 596

Ithebhili 4.6.7: Uphuhliso lwezakhono, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amanqanaba omsebenzi	Amadoda				Amabhinqa				Inani lilonke
	A	C	I	W	A	C	I	W	
ABaphathi aBaphezulu (amanqanaba 14-16)	-	-	-	-	-	-	-	-	-
Abaphathi abakhulu (inqanaba 13)	2	17	-	5	4	13	-	2	43
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	686	1 840	19	922	1 501	3 250	30	1 188	9 436
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharin-tendenti (amanqanaba 8-10)	2	9	-	9	19	52	-	32	123
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	80	99	3	16	162	368	1	107	836
Abangenazakhono nabuchu-le bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	115	295	-	41	90	467	1	71	1 080
Inani lilonke elipheleleyo	885	2 260	22	993	1 776	4 150	32	1 400	11 518

4.7. Ukusayinwa kweemvumelwano zentsebenzo ngamalungu e-SMS

Ithebhili 4.7.1: Ukusayinwa kweemvumelwano zeNtsebenzo ngamalungu e-SMS, nge-30 Septemba 2012

Inqanaba le-SMS	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lamalungu e-SMS kwinqanaba ngalinye	Inani leemvumelwano zeNtsebenzo kwinqanaba ngalinye	Iimvumelwano zeNtsebenzo eziSayiniweyo njenge-% zamalungu ze-SMS kwinqanaba ngalinye
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	1	1	100.00
Abakwinqanaba lomvuzo 16, kodwa bengezizo iiNtloko zeSebe leMfundo i-HOD	-	-	-	0.00
Abakwinqanaba lomvuzo 15	4	3	3	100.00
Abakwinqanaba lomvuzo 14	9	8	8	100.00
Abakwinqanaba lomvuzo 13	36	41	41	100.00
Inani lilonke	50	53	53	100.00

Ithebhili 4.7.2: Izizathu zokungazalisekiswa kweemvumelwano zizo zonke ii-SMS nge-31 Meyi 2011

Isizathu sokungazalisekiswa kweemvumelwano zentsebenzo zizo zonke ii-SMS
Ayingeni ndawo

Ithebhili 4.7.3: Amanyathelo athathiweyo ngakumaLungu e-SMS ngokungazalisekisi iimvumelwano zeNtsebenzo nge-31 Meyi 2011

Amanyathelo ezoluleko athathwe ngakumalungu e-SMS ngokungazalisekiswa kweemvumelwano zeNtsebenzo
Ayingeni ndawo

4.8. Ukuzaliswa kwezithuba zengqesho ze-SMS

Ithebhili 4.8.1: Ingcaciso ngezithuba zengqesho ze-SMS, nge-30 Septemba 2011

Inqanaba le-SMS	Inani lezithuba zengqesho ezixhaswa ngemali ze-SMS kwinqanaba ngalinye		Inani lezithuba zengqesho ze-SMS ezizalisiweyo kwinqanaba ngalinye	I-% yezithuba zengqesho ze-SMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zengqesho ze-SMS ezingenabantu	I-% yezithuba zengqesho ze-SMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	-	1	100.00	-	-
Abakwinqanaba lomvuzo 16, kodwa bengezizo iiNtloko zeSebe leMfundo i-HOD	-	-	-	0.00	-	-
Abakwinqanaba lomvuzo 15	4	-	3	75.00	1	25
Abakwinqanaba lomvuzo 14	8	1	8	100.00	1	12.5
Abakwinqanaba lomvuzo 13	36	-	41	113.89	-	-
Inani lilonke	49	1	53	108.16	2	4.08

Ithebhili 4.8.2: Ingcaciso ngezithuba zengqesho ze-SMS, nge-30 Septemba 2012

INqanaba le-SMS	Inani lezithuba zengqesho ze-SMS kwinqanaba ngalinye		Inani lezithuba zengqesho ze-SMS ezizalisiweyo	i-% yezithuba zengqesho ze-SMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zengqesho ze-SMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zengqesho ze-SMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswe ngemali	Ezingaxhaswanga ngemali				
UMlawuli-Jikelele/iNtloko yeSebe leMfundo	1	-	1	100.00	-	0
Inqanaba lomvuzo 16, kodwa bengezizo iiNtloko zeSebe leMfundo i-HOD	-	-	-	0.00	-	0
Abakwinqanaba lomvuzo 15	4	-	3	75.00	1	25
Abakwinqanaba lomvuzo 14	9	-	8	88.89	1	11.11
Abakwinqanaba lomvuzo 13	36	-	41	113.89	1	2.78
Inani lilonke	50	-	53	106.00	3	6.00

Ithebhili 4.8.3: Ukupapashwa nokuzaliswa kwezithuba zengqesho ze-SMS, nge-31 Matshi 2012

INqanaba le-SMS	Upapasho lwezithuba zengqesho	Ukuzaliswa kwezithuba zengqesho	
	Inani lezithuba zengqesho kwiNqanaba ngalinye ezipapashiweyo zingadlulanga iinyanga ezi-6	Inani lezithuba zengqesho kwiNqanaba ezizalisiweyo zingadlulanga iinyanga ezi-6	Inani lezithuba zengqesho kwiNqanaba ezingazaliswanga zingadlulanga iinyanga ezi-6 kodwa zazaliswa zingadlulanga iinyanga eziyi-12
UMlawuli-Jikelele/iNtloko yeSebe leMfundo	-	-	-
Abakwinqanaba lomvuzo, kodwa bengezizo iiNtloko zeSebe leMfundo i-HOD	-	-	-
Abakwinqanaba lomvuzo 15	-	-	-
Abakwinqanaba lomvuzo 14	-	-	-
Abakwinqanaba lomvuzo 13	5	5	-
Inani lilonke	5	5	-

Ithebhili 4.8.4: Izizathu zokungangqinelani nokuzaliswa kwezithuba zengqesho ezingenamntu ezihlawulelwayo ze-SMS – ezipapashwe zingadlulanga iinyanga ezi-6 zazaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azabi namntu

INqanaba le-SMS	Izizathu zokungangqinelani nokuzaliswa kwezithuba zengqesho
UMlawuli-Jikelele/ iNtloko yeSebe leMfundo	AZIKHO
Abakwinqanaba lomvuzo 16, kodwa bengezizo iiNtloko zeSebe leMfundo i-HOD	AZIKHO
Abakwinqanaba lomvuzo 15	AZIKHO
Abakwinqanaba lomvuzo 14	AZIKHO
Abakwinqanaba lomvuzo 13	AZIKHO

Ithebhili 4.8.5: Amanathelo ezoluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo yexesha emiselweyo yokuzaliswa kwezithuba zengqesho ze-SMS zingadlulanga iinyanga eziyi-12
AZIKHO

4.9. Ukuwongwa kwabasebenzi ngamabhaso okuwonga intsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo likhuphe la mabhaso okuwonga intsebenzo alandelayo abelwe abasebenzi ngentsebenzo yabo ngo-2010/11, kodwa ahlawulwa kunyaka-mali ka-2011/12. Le ngcaciso inikwa ngokohlanga, isini nokhubazeko (kwithebhili 4.9.1), amacandelo omvuzo (kwithebhili 4.9.2 kwanemisebenzi ebalulekileyo (kwithebhili 4.9.3).

Ithebhili 4.9.1: Amabhaso okuwonga intsebenzo ngokohlanga, isini, kwanokhubazeko, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Uhlanga nesini	Iprofayili yabasebenzisi beenkonzo			lindleko	
	Inani labasebenzisi beenkonzo	Inani lilonke labasebenzi kwiqela	I-% yenani lilonke kwiqela	Indleko (R'000)	I-avareji yendleko kumsebenzi ngamnye
ABantsundu	150	1 694	8.85	712	4.75
Amadoda	66	831	7.94	300	4.55
Amabhinqa	84	863	9.73	412	4.90
Abantu beBala	873	6 109	14.29	4,542	5.20
Amadoda	279	2 632	10.60	1,493	5.35
Amabhinqa	594	3 477	17.08	3,049	5.13
AmaNdiya	6	25	24.00	31	5.17
Amadoda	-	9	0.00	-	-
Amabhinqa	6	16	37.50	31	5.17
ABamhlophe	256	903	28.35	1,794	7.01
Amadoda	26	186	13.98	269	10.35
Amabhinqa	230	717	32.08	1,525	6.63
Abasebenzi abanokhubazeko	4	21	19.05	23	5.75
Inani lilonke	1 289	8 752	14.73	7,102	5.51

Qaphela: Ootitshala abafumani mabhaso okuwonga intsebenzo

Ithebhili 4.9.2: AmaBhaso okuWonga iNtsebenzo ngokwamacandelo omvuzo angaphantsi kwenqanaba leNkonzo yaBaphathi aBakhulu, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amacandelo omvuzo	Iprofayili yabasebenzisi beenkonzo			lindleko		
	Inani labasebenzisi beenkonzo	Inani lilonke labasebenzi kwiqela	I-% yenani lilonke kumacandelo omvuzo	Indleko (R'000)	I-avareji yeendleko (R'000) kumsebenzisi weenkonzo ngamnye	Indleko njenge-% yenani lilonke lenkcitho
ABasebenzi beNkonzo kaRhulumente						
Abanezakhono ezisezantsi (amanqanaba 1-2)	216	3 250	7.00	584	2.70	0.21
Abanezakhono (amanqanaba 3-5)	578	3 851	15.00	2,407	4.16	0.38
Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	433	1 365	32.00	2,966	6.85	0.05
Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	50	233	21.00	725	14.51	0.02
Inani lilonke	1 277	8 699	15.00	6,682	5.23	0.07

Qaphela: Ootitshala abafumani mabhaso okuwonga intsebenzo

Ithebhili 4.9.3: Izibonelelo ezinxulumene nentsebenzo (ibhonasi eyimali), ngokwecandelo lomvuzo, zeNkonzo yaBaphathi aBakhulu, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amacandelo omvuzo	Iprofayili yabasebenzisi beenkonzo			lindleko		
	Inani labasebenzisi beenkonzo	Inani lilonke labasebenzi kwiqela	I-% yenani lilonke kumacandelo omvuzo	lindleko (R'000)	I-avareji yeendleko (R'000) kumsebenzisi weenkonzo ngamnye	lindleko njenge- % yenani lilonke lenkcitho ngezabasebenzi
INkonzo yaBaphathi aBakhulu iCandelo A (iNqanaba 13)	8	39	21.00	285	35.68	0.63
INkonzo yaBaphathi aBakhulu iCandelo B (iNqanaba 14)	3	9	33.00	130	43.22	0.29
INkonzo yaBaphathi aBakhulu iCandelo C (iNqanaba 15)	-	3	-	-	-	-
INkonzo yaBaphathi aBakhulu iCandelo D (iNqanaba 16)	-	1	-	-	-	-
Inani lilonke	11	52	21.00	415	37.74	0.92

4.10 Abasebenzi bamazwe angaphandle

Ezi thebhili zilapha ngasezantsi zishwankathela ukuqeshwa kwabasebenzi bamazwe angaphandle kwisebe lemfundo ngokwamacandelo omvuzo nangokomsebenzi lowo wenziwayo. Ezi thebhili kwakhona zishwankathela utshintsho olukwinani lilonke labasebenzi bamazwe angaphandle kwicandelo lomvuzo ngalinye nangokomsebenzi lowo wenziwayo ngamnye.

Ithebhili 4.10.1: Abasebenzi bamazwe angaphandle ngokwamacandelo omvuzo: nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iqela labasebenzi	Icandelo lomvuzo	1 Apreli 2011		31 Matshi 2012		Utshintsho	
		Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% kwiCandelo loMvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3	1.67	3	1.64	-	0.00
	Abanezakhono (amanqanaba 3-5)	75	41.67	69	37.70	-6	-8.00
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	94	52.22	106	57.92	12	12.77
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	8	4.44	5	2.73	-3	-37.50
	ULawulo lwaBakhulu (amanqanaba 13-16)	-	0.00	-	0.00	-	0.00
	Inani lilonke	180	100.00	183	100.00	3	1.67
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	0.00	-	0.00	-	0.00
	Abanezakhono (amanqanaba 3-5)	70	41.67	66	37.71	-4	-5.71
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	93	55.36	105	60.00	12	12.90
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	5	2.98	4	2.29	-1	-20.00
	ABaphathi aBakhulu (amanqanaba 13-16)	-	0.00	-	0.00	-	0.00
	Inani lilonke	168	100.00	175	100.00	7	4.17
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3	25.00	3	37.50	-	0.00
	Abanezakhono (amanqanaba 3-5)	5	41.67	3	37.50	-2	-40.00
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	1	8.33	1	12.50	-	0.00
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	3	25.00	1	12.50	-2	-66.67
	ABaphathi aBakhulu (amanqanaba 13-16)	-	0.00	-	0.00	-	0.00
	Inani lilonke	12	100.00	8	100.00	-4	-33.33

4.11 Ukusetyenziswa kwekhefu kwithuba eliqala nge-1 Januwari 2011 ukuya kwi-31 Disemba 2011

Ezi thebhili zilandelayo zichaza ngokusetyenziswa kwekhefu lokugula (kwithebhili 4.11.1) kwanekhefu lokhubazeko (kwithebhili 4.11.2). Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zichaziwe.

Ithebhili 4.11.1(a): Ikhefu lokugula, nge-1 Januwari 2011 kuye kwi-31 Disemba 2011

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku	Iintsuku ezikhatshwa yincwadi kagqirha	I-% yeentsuku ezikhatshwa liphepha likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula	I-avareji yeentsuku ngomsebenzi (ogulayo) ngamnye	I-avareji yeentsuku kubo (bonke) abasebenzi	Indleko eqikelelwayo (R'000) kwiintsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	15 387	12 982	84.37	1 979	7.30	8	5	3,662
	Abanezakhono (amanqanaba 3-5)	25 956	21 465	82.70	3 087	11.39	8	5	9,210
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	131 728	101 369	76.95	16 516	60.96	8	6	92,508
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	43 734	34 927	79.86	5 477	20.22	8	5	46,443
	ABaphathi aBakhulu (amanqanaba 13-16)	152	108	71.05	34	0.13	4	3	454
	Inani lilonke	216 957	170 851	78.75	27 093	100.00	8	5	152,277
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	0.00	-	0.00	-	-	-
	Abanezakhono (amanqanaba 3-5)	3 419	2 582	75.52	546	2.56	6	3	1,439
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	122 908	94 309	76.73	15 488	72.57	8	6	87,354
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	42 691	34 156	80.01	5 307	24.87	8	5	45,290
	ABaphathi aBakhulu (amanqanaba 13-16)	-	-	0.00	-	0.00	-	-	-
	Inani lilonke	169 018	131 047	77.53	21 341	100.00	8	5	134,083
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	15 387	12 982	84.37	1 979	34.41	8	5	3,662
	Abanezakhono (amanqanaba 3-5)	22 537	18 883	83.79	2 541	44.18	9	6	7,771
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	8 820	7 060	80.05	1 028	17.87	9	7	5,154
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	1 043	771	73.92	170	2.96	6	5	1,152
	ABaphathi aBakhulu (amanqanaba 13-16)	152	108	71.05	34	0.59	4	3	454
	Inani lilonke	47 939	39 804	83.03	5 752	100.00	8	6	18,194

Ithebhili 4.11.1(b): Ikhefu lokugula kuphela, nge-1 Januwari 2011 kuye kwi-31 Disemba 2011

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku	Iintsuku ezikhatshwa yincwadi kagqirha	I-% yeentsuku ezikhatshwa yincwadi likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula	I-avareji yeentsuku ngomsebenzi (ogulayo) ngamnye	I-avareji yeentsuku kubo (bonke) abasebenzi	Indleko eqikelelwayo (R'000) kwiintsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	12 980	10 631	81.90	1 957	7.31	7	4	3,080
	Abanezakhono (amanqanaba 3-5)	21 205	16 726	78.88	3 059	11.43	7	4	7,564
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	108 603	78 570	72.35	16 300	60.93	7	5	75,952
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	34 580	25 780	74.55	5 404	20.20	6	4	36,833
	ABaphathi aBakhulu (amanqanaba 13-16)	152	108	71.05	34	0.13	4	3	454
	Inani lilonke	177 520	131 815	74.25	26 754	100.00	7	4	123,883
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	0.00	-	0.00	-	-	-
	Abanezakhono (amanqanaba 3-5)	3 001	2 164	72.11	542	2.57	6	3	1,244
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	101 258	72 981	72.07	15 291	72.58	7	5	71,648
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	33 569	25 041	74.60	5 234	24.84	6	4	35,720
	ABaphathi aBakhulu (amanqanaba 13-16)	-	-	0.00	-	0.00	-	-	-
	Inani lilonke	137 828	100 186	72.69	21 067	100.00	7	4	108,612
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	12 980	10 631	81.90	1 957	34.41	7	4	3,080
	Abanezakhono (amanqanaba 3-5)	18 204	14 562	79.99	2 517	44.26	7	5	6,320
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	7 345	5 589	76.09	1 009	17.74	7	6	4,305
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	1 011	739	73.10	170	2.99	6	4	1,113
	ABaphathi aBakhulu (amanqanaba 13-16)	152	108	71.05	34	0.60	4	3	454
	Inani lilonke	39 692	31 629	79.69	5 687	100.00	7	5	15,272

Ithebhili 4.11.2: Ikhefu lokungaziva mnandi (*incapacity leave*), nge-1 Januwari 2011 kuye kwi- 31 Disemba 2011

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku = A	Iintsuku ezikhatshwa yincwadi kagqirha = B1	I-% yeentsuku ezikhatshwa yincwadi likagqirha = B	Inani labasebenzi abasebenzisa ikhefu lokugula = C	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula = D	I-averaji yeentsuku (zokugula) zomsebenzi ngamnye = E	I-avareji yeentsuku (zizonke) zomsebenzi ngamnye = E	Iindleko eziqulelwayo (R'000) ngeentsuku eziyi-261 = F
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	2 407	2 351	97.67	59	5.97	41	1	582
	Abanezakhono (amanqanaba 3-5)	4 751	4 739	99.75	104	10.52	46	1	1,645
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	23 125	22 799	98.59	600	60.67	39	1	16,554
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	9 154	9 147	99.92	226	22.85	41	1	9,609
	ABaphathi aBakhulu (amanqanaba 13-16)	-	-	0.00	-	-	-	-	-
	Inani lilonke	39 437	39 036	98.98	989	100.00	40	1	28,390
Ootishala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	-	-	-	-	-	-
	Abanezakhono (amanqanaba 3-5)	418	418	100.00	9	1.16	46	0	195
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	21 650	21 328	98.51	545	70.14	40	1	15,705
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	9 122	9 115	99.92	223	28.70	41	1	9,570
	ABaphathi aBakhulu (amanqanaba 13-16)	-	-	-	-	-	-	-	-
	Inani lilonke	31 190	30 861	98.95	777	100.00	40	1	25,469
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	2 407	2 351	97.67	59	27.83	41	1	582
	Abanezakhono (amanqanaba 3-5)	4 333	4 321	99.72	95	44.81	46	1	1,451
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	1 475	1 471	99.73	55	25.94	27	1	849
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	32	32	100.00	3	1.42	11	-	39
	ABaphathi aBakhulu (amanqanaba 13-16)	-	-	-	-	-	-	-	-
	Inani lilonke	8 247	8 175	99.13	212	100.00	39	1	2,922

Ithebhili 4.11.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Imvumelwano ngemivuzo eyagqitywa nemibutho yabasebenzi kwi-PSCBC ngo-2000 ifuna ukuba kulawulwe ikhefu lonyaka ukuthintela amanqanaba aphezulu ekhefu eliqokelelweyo (*accrued*) ukuba lihlawulwe xa umsebenzi eyeka emsebenzini.

Ithebhili 4.11.3: Ikhefu lonyaka, nge-1 Januwari 2011 kuye kwi-31 Disemba 2011

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku ezithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abathatha ikhefu lonyaka
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	22 358	11	2 074
	Abanezakhono (amanqanaba 3-5)	32 730	12	2 711
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	27 506	6	4 345
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	27 118	8	3 292
	ABaphathi aBakhulu (amanqanaba 13-16)	1 082	20	55
	Inani lilonke	110 794	9	12 477
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	-
	Abanezakhono (amanqanaba 3-5)	109	5	20
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	9 286	3	3 205
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	22 841	7	3 051
	ABaphathi aBakhulu (amanqanaba 13-16)	-	-	-
	Inani lilonke	*32 236	5	6 276
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	22 358	11	2 074
	Abanezakhono (amanqanaba 3-5)	32 621	12	2 691
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	18 220	16	1 140
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	4 277	18	241
	ABaphathi aBakhulu (amanqanaba 13-16)	1 082	20	55
	Inani lilonke	78 558	13	6 201

Amalungelo ekhefu lonyaka nemimiselo ngokumalunga nootitshala abasezi-ofisini avumela ootitshala abasezi-ofisini ukuba balungele ukufumana ikhefu eliphakathi kweentsuku eziyi-22, 26 neziyi-28 ngonyaka, kusekelwe kwinani leminyaka yenkonzo leyo. Bonke ootitshala abaqeshwe kumaziko bathathwa njengabakwikhefu lonyaka ngethuba lokuvala kwamaziko.

Ithebhili 4.11.4: Ikhefu elihlawulelwayo (Capped leave), nge-1 Januwari 2011 kuye kwi-31 Disemba 2011

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu elihlawulelwayo nge-31/12/2011	Inani lilonke leentsuku zekhefu ezihlawulelwayo ezithathiweyo	Inani labasebenzi abasebenzisa ikhefu elihlawulelwayo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu elihlawulelwayo nge-31/12/2011	Inani lilonke lekhefu elihlawulelwayo nge-31/12/2011
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	44 075	1 907	73	26	895	38 191
	Abanezakhono (amanqanaba 3-5)	120 541	8 652	217	40	1 727	112 415
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	609 921	26 425	3 659	7	9 351	508 104
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	504 576	30 682	2 734	11	7 271	539 508
	ABaphathi aBakhulu (amanqanaba 13-16)	3 683	23	5	5	30	3 646
	Inani lilonke	1 282 796	67 689	6 688	10	19 274	1 201 865
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	-	-	-	-	-	-
	Abanezakhono (amanqanaba 3-5)	5 658	469	24	20	56	4 037
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	545 770	23 124	3 515	7	8 321	447 133
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	497 483	30 201	2 721	11	7 174	531 782
	ABaphathi aBakhulu (amanqanaba 13-16)	-	-	-	-	-	-
	Inani lilonke	1 048 911	53 794	6 260	9	15 551	982 953
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	44 075	1 907	73	26	895	38 191
	Abanezakhono (amanqanaba 3-5)	114 883	8 183	193	42	1 671	108 378
	Abanezakhono eziphezulu zesiveliso (amanqanaba 6-8)	64 151	3 301	144	23	1 030	60 971
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	7 093	481	13	37	97	7 725
	ABaphathi aBakhulu (amanqanaba 13-16)	3 683	23	5	5	30	3 646
	Inani lilonke	233 885	13 895	428	32	3 723	218 912

Le thebhili ilandelayo ishwankathela iintlawulo ezenziwa kubasebenzi ngenxa yekhefu elalingathathwanga.

Ithebhili 4.11.5: lintlawulo zekhefu, kwi-1 Apreli 2011 ukuya kwi-31 Matshi 2012

Isizathu	Isixa sisonke (R'000)	Inani labasebenzi	I-avareji yentlawulo kumsebenzi ngamnye
lintlawulo zekhefu ngo-2011/2012 ngenxa yekhefu elingasetyenziswanga kumjikelo odlulileyo	-	-	-
lintlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2011/2012	25,242	423	59,673
lintlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2011/2012	-	-	-
Inani lilonke	25,242	423	59,673

4.12. IiProgram zeHIV/AIDS nezokuPhuculwa kwezeMpilo

Ithebhili 4.12.1: Amanyathelo athathiweyo ukunciphisa ukusuleleka emsebenzini, nge-Apreli 2011 kuye kwi-31 Matshi 2012

Iiyunithi/iikhathegori zabasebenzi abaqatshelwe njengabasengozini yokusuleleka yiHIV nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo athathiweyo ukunciphisa ingozi
Ootitshala nabasebenzi abancedisayo (oonesi bezikolo, abasebenzi abacocayo, ootitshala abaselaboratri, iinjaneli kunye noomabhalana bezikolo)	Ibrosha eneenkqubo emazilandelwe malunga nobungozi bokusuleleka kwabasebenzi zizifo emsebenzini. Iziko lemfundo ngalinye linekomiti yezempilo nezokhuseleko.

Ithebhili 4.12.2: linkcukacha zokuPhuculwa kwezeMpilo neeProgram zeHIV neAIDS, (tikisha iibhokisi ezifanelekileyo uze unike ingcaciso efunekayo), nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Umbuzo	Ewe	Hayi	linkcukacha, ukuba ngu-ewe
1. Ngaba isebe lemfundo linegosa le-SMS elityunjelwe ukuphumeza imimiselo ebhalwe kwiCandelo VI E leSahluko 1 seMimiselo yaBasebenzi Benkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, chaza igama nesikhundla salo.	x		UMnu Matthys Cronje UMlawuli woLawulo lwezaBasebenzi
2. Ngaba isebe lemfundo lineyunithi okanye lityumbe abasebenzi abathile ukuba bakhuthaze ezempilo nempilo qete yabasebenzi bakho? Ukuba kunjalo, chaza inani labasebenzi ababandakanyekayo kulo msebenzi kwanebhajethi yonyaka ekhoyo yale njongo.	x		ISebe iWCED lineeprogram ezimbini ezithile ezinjongo yazo iyimpilo qete, o.k.t. 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 ngokumalunga noqeqesho nenkxaso (<i>advocacy</i>). IProgram yeMpilo Qete yaBasebenzi yeSebe iWCED inamagosa amabini ajongene nale program kwinqanaba loMlawuli oNcedisayo nelikaMabhalana weCandelo leMicimbi yezaBasebenzi (<i>Human Resource Clerk level</i>). Ibhajethi = R1 783 026
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye yokuKhuthaza iMpilo kuBasebenzi bakho? Ukuba kunjalo, bhala phantsi iingongoma/ iinkonzo eziqaphelekayo zale program.	x		Le program inika inkxaso yaqho emalunga neemfuno ngokwasengqondweni, ngokwezemvakalelo nangokwezeendlela zokuphila kwabasebenzi bethu. YiProgram yeMpilo Qete egxila, phakathi kwezinye izinto, kwiHIV neAIDS, kuxinzelelo (<i>stress</i>), kulawulo lwezemali, kwezobudlelane, kwezomthetho, kwimicimbi yosapho, ekusetyenzisweni gwenxa kweziyobisi notywala kwanokucebisa abasengozini (<i>trauma debriefing</i>). Ezi nkonzo zenziwa ngababoneleli benkonzo babucala ukuqinisekisa ukugcinwa kwemfihlelo.

Umbuzo	Ewe	Hayi	linkcukacha, ukuba ngu-ewe
			Le program ikwaqwalasela impilo qete yabasebenzi ngokuqatshelwa kweeNtsuku zeMpilo neMpilo Qete yaBasebenzi (<i>Employee Health and Wellness Awareness Days</i>). Injongo yezi ntsuku kukukhuthaza indlela yokuphila esempilweni nokwazisa ngeenkonzelo elizininikayo iSebe iWCED kubaqeshwa balo. Ngaphezulu, iiNtsuku zokuKhuthaza ezeMpilo (<i>Health Promotion Awareness</i>) ziqhubeka ngokweentsuku ezibhaliweyo kwiKhalenda emalunga neMpilo yeSebe lezeMpilo.
4. Ngaba isebe lemfundo liseke (a) ikomiti (iikomiti) njengoko kubhaliweyo kwiSiquendu VI E.5 (e) seSahluko 1 seMimiselo yeNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, kucelwa ukuba uchaze amagama amalungu ekomiti nawonebango (nowabanebango) abamele wona (bona).	x		UMlawuli weCandelo loLawulo lwezaBasebenzi, uSekela Mlawuli (<i>Deputy Director</i>) ojongene noko kwanoMlawuli oNcedisayo (<i>Assistant Director</i>) balawula le program baze banike neengxelo zekota kwimibutho yabasebenzi ekwanika inkxaso kule program.
5. Ngaba isebe lemfundo liyihlaziye 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 onikwa nguRhulumente wePhondo, oxhaswa ngumgaqo-nkqubo i-HIV&AIDS <i>Transversal policy</i> ne <i>Employee Health & Wellness Transversal framework</i> .
6. Ngaba isebe lemfundo liqalise imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuba bangacalulwa? Ukuba kunjalo, dwelisa iingongoma ezibalulekileyo zale mimiselo.	X		ISebe iWCED lenza inkqubo eqhubeka qho yokunika ulwazi malunga neemeko ekufuneka iHIV neAIDS ithathwe ngayo. Imiba efana yodwa ngokumalunga neAIDS, umz. ukugcina ingcaciso eyimfihlelo, ukuchaza elubala, i-VCT, njl. njl., zikumGaqo-nkqubo weHIV neAIDS weSebe iWCED yaye ukuhambelana mbo noku yinxenye yomsebenzi womphathi wecandelo.
7. Ngaba isebe lemfundo likhuthaza abasebenzi balo bafumane iNgcebiso noVavanyo lweGazi ngokuZithandela? Ukuba kunjalo, yenza uluhlu lweziphumo ozifumeneyo.	X		Inkqubo yeNgcebiso noVavanyo lweHIV (<i>HIV Counselling and Testing</i>) iyinxenye yovavanyo lwempilo ngokubanzi oluqhutywa ngeNtsuku zoKwazisa ngeMpilo Qete (<i>Health and Wellness Awareness Days</i>). Uthatho-nxaxheba kwi-HCT kukwi-avareji engu-40% yabo bayayo kwiiNtsuku zoKwazisa (<i>Awareness Days</i>).
8. Ngaba isebe lemfundo libhale imimiselo/ izalathisi ukubeka esweni nokuvavanya amandla eprogram yalo yokukhuthaza ezempilo? Ukuba kunjalo, dwelisa imimiselo/izalathisi ezo.	X		Kwamkelwa iingxelo zenyanga nezekota ezivela kumboneleli ngenkonzo ngezeMpilo Qete ezibonisa ukusetyenziswa kweenkonzo ezenziwayo.

Qaphela: ISebe lezeMpilo liququzelela iProgram ngezimalunga neAIDS yaBasebenzi bePhondo (*Provincial Employee Aids Programme*) Mfundo eliyinxalenye yalo iSebe iWCED. Inika inika ingcaciso ngezi ngongoma/ngezi nkonzo zibalulekileyo:

1. Imfundo nokunika ulwazi emsebenzini
2. Ukwenziwa kwe-odithi ngezeHIV/AIDS emsebenzini ukuqaphela iimfuno zeziseko zophuhliso (*infrastructural needs*), umz. likhithi zoNcedo lokuQala
3. Iiprogram zezothintelo, umz. ukusasazwa kweekhondom
4. Ukukhuthaza amanyathelo othintelo ezwe liphela, umz. amanyathelo ezokhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
5. INgcebiso nokuVavanywa kweGazi ngokuZithandela
6. Ukukhuthaza ukunika inkxaso kubasebenzi abasuleleke yiHIV/AIDS

ISebe i-DPSA: UmGaqa-sikhokelo oCwangcisiweyo wezeMpilo neMpilo qete yaBasebenzi (*Employee Health and Wellness Strategic Framework*) ugxininisa ukulandelwa mbo koLawulo lweHIV/AIDS neTB, njengemisebenzi engundoqo ye-EH&W kwindawo yomsebenzi eyile:

1. Ukwethisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukunonophela, ukunyanga nokunika inkxaso;
2. Ukuqalisa iprogram yeMpilo Qete yaBasebenzi noSuku lweMpilo Qete kwabasuleleke yiHIV kwanomsebenzi woluntu ochaphazelekileyo;
3. Ukuqaliswa kweprogram yokuFundisana kooNtanga (*Peer Educator*) yabasebenzi, kujoliswe kwiindlela zokuziphatha eziyingozi.

Uncedo lwezonyango lokunyangwa nokunonotshelwa kwabasebenzi abaphila neHIV/AIDS lunikwa nguGEMS, zezinye izibonelelo zonyango nangamaziko abonelela ngezempilo asisiseko.

4.13. Ezobudlelane emsebenzini

Kungenwe kwezi mvumelwano phakathi komqeshi nemibutho yabasebenzi ngaphakathi kwisebe lemfundo.

Ithebhili 4.13.1: Iimvumelwano phakathi komqeshi nomqeshwa, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iimvumelwano xa zizonke phakathi komqeshi nomqeshwa	Azikhho
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Le thebhili ilandelayo ishwankathela isiphumo seengxoxo zoluleko ezaqhutywa apha ngaphakathi kwisebe lemfundo kulo nyaka ophantsi koqwalaselo.

Ithebhili 4.13.2: Ukuziphatha gwenxa neengxoxo zoluleko ezaqhutywayo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Uhlobo lokuziphatha gwenxa	Inani	I-% yenani lilonke
Ubusela, ukunyoba, ubuqhethseba okanye isenzo sobuqhophololo ngokumalunga noviwo	8	2.81
Ukuxhaphaza umfundi ngezesondo	25	8.77
Ukuxhaphaza omnye umqeshwa ngezesondo	-	0.00
Ubudlelane ngezesondo nomfundi kwisikolo esinye	1	0.35
Ukubetha omnye umntwana wesikolo okanye umfundi ngeenjongo zokwenzakalisa	-	0.00
Ukubetha omnye umsebenzi ngeenjongo zokwenzakalisa	-	0.00
Ukuphatha into ngokungekho semthethweni, enxilisayo okanye edodobalisa ingqondo	-	0.00
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi omnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	-	0.00
Ukulawula gwenxa ngeenjongo okanye ngokungenankathalo iimali zikaRhulumente	14	4.91
Ukusebenzisa gwenxa ipropathi karhulumente	5	1.75
Ukudlela indlala okungafanelekanga kwezolawulo, kwindlela yokuziphatha okanye ekusebenzeni ngobuchule kweSebe leMfundo	5	1.75
Usebenzisa gwenxa isikhundla sakhe kwisebe lemfundo ukunyusa okanye ukudlela indlala iimfuno zakhe nawuphi umntu	-	0.00
Ukwamkela ingqesho yesibini kunye/okanye umvuzo ngaphandle kwemvume ebhaliweyo evela kuMqeshi	-	0.00
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	7	2.46
Ukungabikho emsebenzini	19	6.67

Uhlobo lokuziphatha gwenxa	Inani	I-% yenani lilonke
Ukucalula	-	0.00
Umsebenzi ombi, izizathu ezingezozabuqhitala bokwenza umsebenzi	7	2.46
Ngexa esemsebenzini, uphantsi kweempembelelo okanye usebenzisa iziyobisi emsebenzini	12	4.21
Lo gama esemsebenzini, uziphatha ngokungafanelekanga, ngokulihlazo okanye ngokungamkelekanga	17	5.96
Ukubetha, okanye ilinge lokwenjenjalo okanye izoyikiso zokubetha	104	36.49
Ukwenziwa ixhoba kunye/ okanye ukoyikisa	-	0.00
Ukunika iingxelo ezingeyonyaniso okanye ubungqina obungeyonyaniso ekwenzeni imisebenzi, kunye / okanye ukuguqula okukwiirekhodi kube kokuyimposiso	-	0.00
Iintshukumo zoqhankqalazo ezingekho semthethweni	13	4.56
Ukophula umthetho wemveli okanye woburhulumente (ngobusela, ngobuqhophololo nangenkohlakalo)	13	4.56
Ukunganyaniseki	5	1.75
Ukunyamalala emsebenzini	30	10.53
Inani lilonke	285	100

Ithebhili 4.13.3: Iintlobo zokuziphatha gwenxa ekuthethwe ngazo kwiingxoxo zoluleko, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iziphumo zeengxoxo zezoluleko	Inani	I-% yenani lilonke
Ezoluleko ngokuthethiswa kulungiswa iimposiso	1	0.22
Ukulunyukiswa ngomlomo	3	0.66
Ukulunyukiswa ngokubhaliweyo	9	1.98
Ukulunyukiswa ngokubhaliweyo okokugqibela	184	40.53
Ukunqunyanyiswa emsebenzini ngaphandle komvuzo	25	5.51
Isohlwayo esiyintlawulo	131	28.85
Ukuhliselwa	1	0.22
Ukugxothwa/ukuqhwekha emsebenzini	83	18.28
Ukufunyaniswa ungenatyala	4	0.88
Ityala lirhoxisiwe	13	2.86
Inani lilonke	454	100.00

Ithebhili 4.13.4: Izikhalazo ezingenisweyo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Izikhalazo ezingenisweyo	Inani	I-% yenani lilonke
Inani lezikhalazo ezisonjululiweyo	334	73.09
Inani lezikhalazo ezingasonjululwanga	123	26.91
Inani lilonke lezikhalazo ezingenisweyo	457	100.00

Ithebhili 4.13.5: Iimbambano ezingeniswe kumabhunga, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iimbambano ezingenisweyo kumabhunga	Inani	I-% yenani lilonke
Inani leembambano ezimanyelweyo	77	37.38
Inani leembambano ezichithiweyo	129	62.62
Inani lilonke leembambano ezingenisweyo	206	100.00

Ithebhili 4.13.6: Iintshukumo zogwayimbo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iintshukumo zogwayimbo	Inani
Inani lilonke leentsuku zokusebenza abantu abaphulukene nazo	859
Inani lilonke leendleko (R'000) leentsuku zokusebenza ekuphulukwene nazo	638
Isixa (R'000) esifunyeziweyo ngenxa yomqathango othi wangasebenzi wangahlawulwa	0*

Qaphela:

Intshukumo yezikhalazo iqhubeka nge-7 Matshi 2012 ngenxa yoko akukhange kubekho thuba laneleyo lokuqalisa ukutsalwa kwemali emvuzweni phambi kokuphela konyaka-mali ka-2011/12. Ukutsalwa kwemali emvuzweni kuya kuqhubeka ngonyaka-mali ka-2012/13.

Ithebhili 4.13.7: Unqunyanyiso njengenathelo lokuthintela, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Unqunyanyiso njengenathelo lokuthintela	Inani
Inani labantu abanqunyanyisiweyo: abasebenzi bakarhulumente.	12
Inani labantu abanqunyanyisiweyo: ootitshala.	35
Inani labantu abanqunyanyisiweyo iintsuku ezigqithileyo ku-30.	12
Inani lootitshala abanqunyanyisiweyo iintsuku ezigqithileyo ku-90.	19
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo.	88.97
Iindleko zonqunyanyiso eziyimali (R'000)	2,578

4.14. Uphuhliso lwezakhono

Eli candelo likhankanya iinzame zesebe lemfundo ngokumalunga nophuhliso lwezakhono. Iithebhili zibonisa iimfuno zoqeqesho ukususela ekuqaleni kwethuba eliphantsi koqwalaselo, nethuba lokufumana uqeqesho olubonelelweyo.

Ithebhili 4.14.1: Iimfuno zoqeqesho eziqatshelweyo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amacandelo omsebenzi	Isini	Inani labasebenzi kwi-1 Apreli 2011	Iimfuno zoqeqesho eziqatshelwe ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	IiProgram zeZakhono nezinye iikhosi ezimfutshane	Ezinye iindidi zoqeqesho	Inani lilonke
Abaqulunqi-mthetho, amagosa aphezulu nabaphathi	Amabhinqa	1 482	-	968	-	968
	Amadoda	2 437	-	1 234	-	1 234
Abaqeqeshelwe umsebenzi	Amabhinqa	19 062	-	4 102	-	4 102
	Amadoda	7 979	-	2 527	-	2 527
Amagcisa nabaqeqeshelwe umsebenzi abancedisayo	Amabhinqa	148	-	-	-	-
	Amadoda	131	-	-	-	-
Oomabhalana	Amabhinqa	1 889	-	750	-	750
	Amadoda	308	-	269	-	269
Abasebenzi abenza iinkonzo nabezentengiso	Amabhinqa	6	-	-	-	-
	Amadoda	25	-	-	-	-
Abasebenzi abanobuchule bezolimo nabasebenzi bezokuloba iintlanzi	Amabhinqa	-	-	-	-	-
	Amadoda	-	-	-	-	-

Amacandelo omsebenzi	Isini	Inani labasebenzi kwi-1 Apreli 2011	Iimfuno zoqeqesho eziqatshelwe ekuqaleni kwethuba lokunika ingxelo			
			linkqubo zoqhelaniso-msebenzi	IiProgram zeZakhono nezinye iikhosi ezimfutshane	Ezinye iindidi zoqeqesho	Inani lilonke
Abasebenzi bezobugcisa nabasebenzi bezezakhono zezandla ezinxulumene noko	Amabhinqa	1	-	-	-	-
	Amadoda	12	-	-	-	-
Abasebenzisi boomatshini nabadibanisi bokuthile kwimizi-mveliso	Amabhinqa	2 018	-	121	-	121
	Amadoda	2 301	-	110	-	110
Abenza imisebenzi elula	Amabhinqa	-	-	-	-	-
	Amadoda	-	-	-	-	-
Inani lilonke elincinane	Amabhinqa	24 621	-	5 941	-	5 941
	Amadoda	13 215	-	4 140	-	4 140
Inani lilonke		37 836	-	10 081	-	10 081
Abasebenzi abanokhubazeko	Amabhinqa	15	-	6	-	6
	Amadoda	21	-	6	-	6

Qaphela: Akukho nxibelelwano phakathi kwe-Organising Framework for Occupations (OFO) echazwe kwii-SETA namacandelo emisebenzi adweliswe phantsi kwe-Code of Remuneration (CORE). ISebe leMfundo liqhagamshelanise amacandelo emisebenzi eCORE namacandelo emisebenzi ngeenjongo zokunika ingxelo ngokumalunga nenani labasebenzi.

Ithebhili 4.14.2: Uqeqesho olubonelelweyo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Amacandelo emisebenzi	Isini	Inani labasebenzi kwi-31 Matshi 2012	Uqeqesho olunikiweyo ngethuba lokunika ingxelo			
			linkqubo zoqhelaniso-msebenzi	IiProgram zeZakhono nezinye iikhosi ezimfutshane	Ezinye iindidi zoqeqesho	Inani lilonke
Abaqulunqi-mithetho, amagosa aphezulu nabaphathi	Amabhinqa	1 551	-	1505	-	1505
	Amadoda	2 463	-	1079	-	1079
Abaqeqeshelwe umsebenzi	Amabhinqa	20 132	-	4174	-	4174
	Amadoda	8 345	-	2416	-	2416
Amagcisa nemisebenzi yokuqeqeshelwa umsebenzi enxulumene noko	Amabhinqa	297	-	14	-	14
	Amadoda	203	-	-	-	-
Oomabhalana	Amabhinqa	1 972	-	615	-	615
	Amadoda	269	-	224	-	224
Ababonelela ngeenkono kunye nabasebenzi bezentengiso	Amabhinqa	5	-	39	-	39
	Amadoda	24	-	24	-	24
Abasebenzi bezolimo abanobuchule nabasebenzi abangabalobi	Amabhinqa	-	-	-	-	-
	Amadoda	-	-	-	-	-
Abasebenzi bezobugcisa nezakhono zezandla ezinxulumene noko	Amabhinqa	-	-	-	-	-
	Amadoda	-	-	-	-	-
Abasebenzisi boomatshini nabadibanisi bezinto kwimizi-mveliso	Amabhinqa	-	-	-	-	-
	Amadoda	24	-	-	-	-
Imisebenzi elula	Amabhinqa	2 361	-	162	-	162
	Amadoda	2 664	-	278	-	278
Inani lilonke elincinane	Amabhinqa	26 318	-	6509	-	6509
	Amadoda	13 992	-	4021	-	4021
Inani lilonke		40 310	-	10530	-	10530
Abasebenzi abanokhubazeko	Amabhinqa	15	-	3	-	3
	Amadoda	20	-	2	-	2

Qaphela: Akukho nxibelelwano phakathi kwe-Organising Framework for Occupations (OFO) exelwe kwii-SETA namacandelo emisebenzi adweliswe phantsi kwe-Code of Remuneration (CORE). ISebe leMfundo liqhagamshelanise amacandelo emisebenzi eCORE namacandelo emisebenzi eOFO ngeenjongo zokunika ingxelo ngokumalunga nenani labasebenzi.

4.15. Ukwenzakala emsebenzini

Ezi thebhili zilandelayo zinika ingcaciso esisiseko malunga nokwenzakala emsebenzini.

Ithebhili 4.15.1: Ukwenzakala emsebenzini, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Iqela labasebenzi	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
Bonke abasenzi	Ababefune unyango olusisiseko kuphela	96	83.48
	Abakhubazeke ngokupheleleyo ngokungesosigxina	18	15.65
	Ukhubazeko ngokusisigxina	1	0.87
	Abaswelekileyo	0	0.00
	Inani lilonke	115	100.00
Ipesenteji yenani lilonke labaqeshiweyo			0.29
Ooitshala	Ababefune unyango olusisiseko kuphela	46	82.14
	Abakhubazeke ngokupheleleyo okungesosigxina	9	16.07
	Ukhubazeko ngokusisigxina	1	1.79
	Abaswelekileyo	0	0.00
	Inani lilonke	56	100.00
Ipesenteji yenani lilonke labaqeshiweyo			0.18
Abasebenzi benkonzo karhulumente	Ababefune unyango olusisiseko kuphela	50	84.75
	Abakhubazeke ngokupheleleyo ngokungesosigxina	9	15.25
	Ukhubazeko ngokusisigxina	0	0.00
	Abaswelekileyo	0	0.00
	Inani lilonke	59	100.00
Ipesenteji yenani lilonke labaqeshiweyo			0.70

4.16. Ukusetyenziswa kwabacebisi (*consultants*)

Ithebhili 4.16.1: Ingxelo emalunga nokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali ezabiweyo, nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Itayitile yeprojekthi	Inani lilonke labacebisi ababesebenze kwiprojekthi	Ubude bexesha: iintsuku zomsebenzi	Ixabiso lemhumelwano yomsebenzi ngokweeRandi
-	-	-	-
Inani lilonke leeprojekthi	Inani lilonke labacebisi ngabanye	Inani lilonke lobude bexesha: iintsuku zomsebenzi	Inani lilonke lemhumelwano ngomsebenzi ngokweeRandi
-	-	-	-

Ithebhili 4.16.2: Ucazululo lokuqeshwa kwabacebisi kusetyenziswa iimali ezabiweyo, ngokwemeko yabantu ababevinjwe amathuba ngaphambili (*historically disadvantaged individuals*) (HDIs), nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

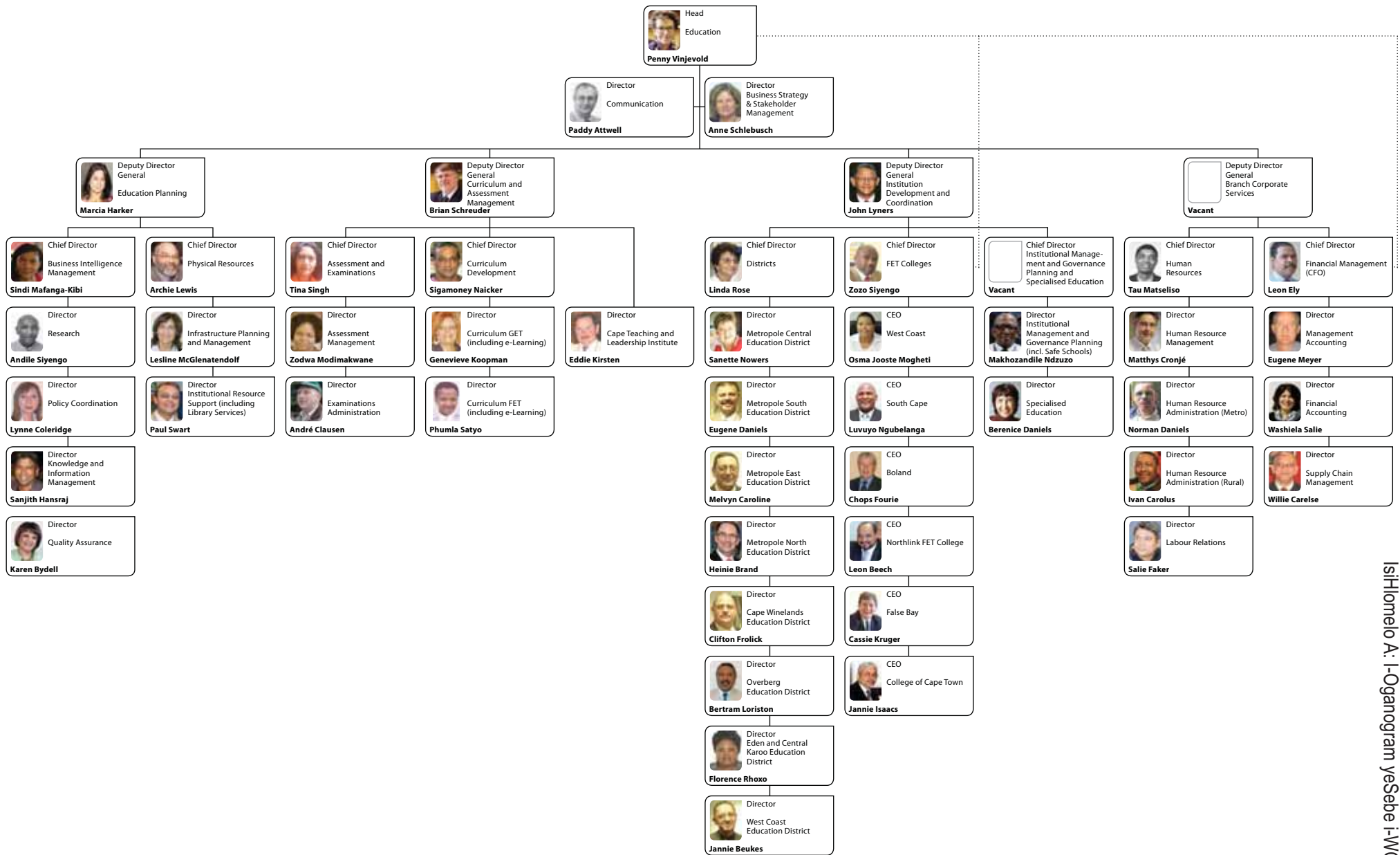
Itayitile yeprojekthi	Ubunikazi ngokwepesenti bamaqela e-HDI	Ulawulo ngokwepesenti lwamaqela e-HDI	Inani labacebisi abavela kumaqela e-HDI asebenza kwiprojekthi
-	-	-	-

Ithebhili 4.16.3: Ingxelo malunga nokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali zabaxhasi (*donors*), nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Itayitile yeprojekthi	Inani lilonke labacebisi ababesebenze kule projekthi	Ubude bexesha: iintsuku zomsebenzi	Ixabiso lomxhasi kunye nengqesho ngemvumelwano ngokweeRandi
-	-	-	-
Inani lilonke leeprojekthi	Inani lilonke labacebisi ngabanye	Inani lilonke lobude bexesha: iintsuku zomsebenzi	Inani lilonke lemumelwano ngomsebenzi ngokweeRandi
-	-	-	-

Ithebhili 4.16.4: Ucazululo olumalunga nokuqeshwa kwabacebisi kusetyenziswa iimali zaBaxhasi (*Donors*), ngokwemeko yabantu ababevinjwe amathuba ngaphambili (*historically disadvantaged individuals*) (HDIs), nge-1 Apreli 2011 kuye kwi-31 Matshi 2012

Itayitile yeprojekthi	Ubunikazi ngokwepesenti bamaqela e-HDI	Ulawulo ngokwepesenti lwamaqela e-HDI	Inani labacebisi abavela kumaqela e-HDI asebenza kwiprojekthi
-	-	-	-



I-oganogram yeSebe leMfundo leNtshona Koloni

Penny Vinjevold	Superintendent-General INTsumpa-Jikelele
Paddy Attwell	Director: Communication Umlawuli weCandelo lezoNxibelelwano
Anne Schlebusch	Director: Business Strategy and Stakeholder Management Umlawuli weCandelo loLawulo lokuCwangcisola uKwenziwa koMsebenzi naBathathi-nxaxheba
Marcia Harker	Deputy Director-General: Education Planning USEkela Mlawuli-Jikelele woCwangciso lweMfundo
Sindy Mafanga-Kibi	Chief Director: Business Intelligence Management Umlawuli oyiNtloko weCandelo loLawulo lweNgcaciso
Andile Siyengo	Director: Research Umlawuli weCandelo lezoPhando
Lynne Coleridge	Director: Policy Co-ordination Umlawuli weCandelo loQuquzelelo lweMigaqo-nkqubo
Santjith Hansraj	Director: Knowledge and Information Management Umlawuli weCandelo loLawulo loLwazi neNgcaciso
Karen Bydell	Director: Quality Assurance Umlawuli weCandelo loQinisekiso lweMigangatho
Archie Lewis	Chief Director: Physical Resources Umlawuli oyiNtloko weCandelo leZakhiwo zeZikolo
Lesline McGlenatendolf	Director: Infrastructure Planning and Management Umlawuli weCandelo loCwangciso noLawulo lweZiseko zoPhuhliso
Paul Swart	Director: Institutional Resource Support (including Library Services) Umlawuli weCandelo lokuXhasa amaZiko ngeZibonelelo (kubandakanywa neeNkonzo zeeLayibrari)
Brian Schreuder	Deputy Director-General: Curriculum and Assessment Management USEkela Mlawuli-Jikelele woLawulo lweKharithulam noVavanyo
Eddie Kirsten	Director: Cape Teaching and Leadership Institute Umlawuli we-Cape Teaching and Leadership Institute
Sigamoney Naicker	Chief Director: Curriculum Development Umlawuli oyiNtloko weCandelo loPhuhliso lweKharithulam
Genevieve Koopman	Director: Curriculum GET (including e-Learning) Umlawuli weCandelo leKharithulam yeGET (kubandakanywa i-e-Learning)
Phumla Satyo	Director: Curriculum FET (including e-Learning) Umlawuli weCandelo leKharithulam yeFET(kubandakanywa i-e-Learning)
Tina Singh	Chief Director: Assessment and Examinations Umlawuli oyiNtloko weCandelo loVavanyo neeMviwo
Zodwa Modimakwane	Director: Assessment Management Umlawuli weCandelo loLawulo loVavanyo
Andre Clausen	Director: Examinations Administration Umlawuli weCandelo loLawulo lweeMviwo
John Lyners	Deputy Director-General: Institution Development and Co-ordination USEkela Mlawuli-Jikelele weCandelo loPhuhliso noQuquzelelo lwamaZiko
Linda Rose	Chief Director: Districts Umlawuli oyiNtloko weCandelo leZithili zeMfundo
Sanette Nowers	Director: Metro Central Education District Umlawuli weSithili seMfundo iMetro Central
Eugene Daniels	Director: Metro South Education District Umlawuli weSithili seMfundo iMetro South
Melvyn Caroline	Director: Metro East Education District Umlawuli weSithili seMfundo iMetro East
Heinie Brand	Director: Metro North Education District Umlawuli weSithili seMfundo iMetro North

Clifton Frolick	Director: Cape Winelands Education District Umlawuli weSithili seMfundo iCape Winelands
Bertram Loriston	Director: Overberg Education District Umlawuli weSithili seMfundo i-Overberg
Florence Rhoxo	Director: Eden & Central Karoo Education District Umlawuli weSithili seMfundo i-Eden & Central Karoo
Jannie Beukes	Director: West Coast Education District Umlawuli weSithili seMfundo iWest Coast
Vakant Vacant Asinamntu	Chief Director: Institutional Management, Governance Planning and Specialised Education Umlawuli oyiNtloko weCandelo loLawulo noCwangciso lokuPhathwa kwamaZiko neMfundo eneeMfuno eziZodwa
Makhosandile Ndzuzo	Director: Institutional Management and Governance Planning Umlawuli weCandelo loLawulo noCwangciso lokuPhathwa kwamaZiko
Berenice Daniels	Director: Specialised Education Umlawuli weCandelo leMfundo eneeMfuno eziZodwa
Zozo Siyengo	Chief Director: Further Education and Training Umlawuli oyiNtloko weCandelo leMfundo noQeqesho oluQhubekayo
Osma Jooste Mogheti	CEO: West Coast FET College I-CEO ye <i>West Coast FET College</i>
Luvuyo Ngubelanga	CEO: South Cape FET College I-CEO ye <i>South Cape FET College</i>
Chops Fourie	CEO: Boland FET College I-CEO ye <i>Boland FET College</i>
Leon Beech	CEO: Northlink FET College I-CEO ye <i>Northlink FET College</i>
Cassie Kruger	CEO: False Bay FET College I-CEO ye <i>False Bay FET College</i>
Jannie Isaacs	CEO: College of Cape Town I-CEO ye <i>College of Cape Town</i>
Vacant Asinamntu	Deputy Director-General: Corporate Services USekela Mlawuli-Jikelele weeNkonzo zeSebe
Tau Matseliso	Chief Director: Human Resources Umlawuli oyiNtloko weCandelo lezaBasebenzi
Matthys Cronje	Director: Human Resource Management Umlawuli weCandelo loLawulo lwezaBasebenzi
Norman Daniels	Director: Human Resource Administration (Metro) Umlawuli weCandelo loLawulo lweMicimbi yaBasebenzi (Ezidolophini)
Ivan Carolus	Director: Human Resource Administration (Rural) Umlawuli weCandelo loLawulo lweMicimbi yaBasebenzi (Emaphandleni)
Salie Faker	Director: Labour Relations Umlawuli weCandelo lezoBudlelane emSebenzini
Leon Ely	Chief Director: Financial Management Umlawuli oyiNtloko weCandelo loLawulo lwezeMali
Eugene Meyer	Director: Management Accounting Umlawuli weCandelo loLawulo loLwabiwo noSetyenziso-mali
Washiela Salie	Director: Financial Accounting Umlawuli weCandelo loLawulo lweMicimbi yezeMali
Willie Carelse	Director: Procurement Management Umlawuli weCandelo loLawulo lokuThengwa kweeMpahla neeNkonzo zikaRhulumente

ISihlomelo B: IsiCwangciso soMsebenzi ukuya ku-2014 neZalathi-nkqubela zoKwenziwa kweMvumelwano (kuZwelonke)

ISebe leMfundo esiSiseko likazwelonke liya kubonelela amaphondo ngengcaciso malunga neli candelo. Ukubonelelwa kwengcaciso yamanani entsusa (*baseline information*) kwizalathisi 16.1 - ku-27.2 kuxhomekeke ekufumanekeni kweziphumo ezivela kwisaveyi yezikolo yokubeka esweni inkqubo eyayiqhutywa liSebe leMfundo esiSiseko ngo-2011. ISebe leMfundo liya kufaka ingcaciso entsha kwezi zalathisi njengoko iya ifumaneka ingcaciso. lithagethi ziya kubalwa zize zibonelelwe kwinqanaba likazwelonke kwakuba nje kufumaneka yonke idatha.

Inani lesalathi-nkqubela	Itayitile yesalathi-nkqubela	Uvimba wedatha	Intsebenzo yephondo ngo-2011/12 (okanye eyona iyeyakutshanje)
1.1	Ipesenti yabafundi beBakala 3 abafundayo kwinqanaba <i>lolwazi lokufunda nokubhala (literacy)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	43
1.2	Ipesenti yabafundi beBakala 3 abafundayo kwinqanaba <i>lolwazi lokubala (numeracy)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	36
2.1	Ipesenti yabafundi beBakala 6 abafundayo kwinqanaba <i>lolwimi (language level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	40
2.2	Ipesenti yabafundi beBakala 6 abafundayo kwinqanaba <i>lemathematika (mathematics level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	41
3.1	Ipesenteji yabafundi beBakala 9 abafundayo kwinqanaba <i>lolwimi (language level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Kuseza kungqinisiswa	Kulingwe ngo-2010
3.2	Ipesenteji yabafundi beBakala 9 abafundayo kwinqanaba <i>lemathematika (mathematics level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Kuseza kungqinisiswa	Kulingwe ngo-2010
4	Inani labafundi beBakala 12 abakufaneleyo ukufundela iprogram yeSidanga sokuQala kuviwo loluntu lukazwelonke.	Iziko ledatha leNSC	15 214
5	Inani labafundi beBakala 12 abapasa <i>imathematika</i> .	Iziko ledatha leNSC	9 820
6	Inani labafundi beBakala 12 abapasa <i>ifizikhali sayensi</i> .	Iziko ledatha leNSC	7 137
7	I-avareji yamanqaku afunyenweyo kwiBakala 6 <i>kulwimi</i> kuvavanyo lweSACMEQ.	Iziko ledatha leSACMEQ	583 (2007)
8	I-avareji yamanqaku afunyenweyo kwiBakala 6 <i>kwimathematika</i> kuvavanyo lweSACMEQ.	Iziko ledatha leSACMEQ	566 (2007)
9	I-avareji yamanqaku emathematika yeBakala 8 afunyenweyo kwiTIMSS. UMzantsi Afrika uzuze amanqaku ayi-264.	Iziko ledatha leTIMSS	389
10	Ipesenti yababudala beminyaka buyi-7 - 15 abafunda kumaziko emfundo.	GHS	98.3%
11.1	Ipesenti yabafundi beBakala 1 abapase iBakala R eliqingqiweyo.	ASS	45%

Inani lesalathi-nkqubela	Itayitile yesalathi-nkqubela	Uvimba wedatha	Intsebenzo yephondo ngo-2011/12 (okanye eyona iyeyakutshanje)
11.2	Umyinge wokubhalisa kwabantwana abaneminyaka yobudala eyi-3 - 5. (Esi sisalathisi esidala inkxalabo kwiSebe leMfundo i-DBE neSebe loPhuhliso lwezeNtlalo i-DSD.)	GHS	Ayifumaneki ingcaciso kwaStatsSA
12.1	Ipesenti yabantwana abaneminyaka yobudala eyi-9 ekuqaleni konyaka weBakala 4 okanye ngaphezulu.	ASS/GHS	87.26%
12.2	Ipesenti yabantwana abaneminyaka eyi-12 ekuqaleni konyaka abakwiBakala 7 okanye ngaphezulu.	ASS/GHS	84.99%
13.1	Ipesenti yolutsha olupasa iSatifikethi seMatriki sikaZwelonke.	GHS	Akufumaneki ngcaciso kwaStatsSA
13.2	Ipesenti yolutsha olupase nasiphi isiqinisekiso seFET. (Esi sisalathisi esidala inkxalabo kwiSebe leMfundo i-DBE neSebe leMfundo eliPhakamileyo i-DHET.)	GHS	Akufumaneki ngcaciso kwaStatsSA
14	Inani lootitshala abaneziqinisekiso zemfundo abaneminyaka eyi-30 nanganeno abangena kwinkonzo karhulumente njengootitshala okokuqala ngqa kunyaka odlulileyo.	PERSAL	1463
15.1	Ipesenti yeeklassi ezinabafundi abangekho ngaphezulu kwe-45.	ASS	96.6%

Idatha yamanani entsusa (*baseline data*) yezalathiso elapha ngasezantsi iya kubhalwa kusetyenziswa isampula yesaveyi eyayiqhutywe liSebe leMfundo esiSiseko ngo-2011. Iziphumo zayo azikafumaneki.

15.2	Ipesenti yezikolo apho izithuba zobutitshala ezabelweyo zizalisiweyo khona.
16.1	I-avareji yeeyure ngonyaka ezichithwa ngootitshala kwimisebenzi yophuhliso lwezakhono zokufundisa (<i>professional development activities</i>).
16.2	Ipesenti yootitshala abakwaziyo ukufumana imigangatho emincinane kuvavanyo ekungachazwa gama lamntu kulo lweesampula (<i>anonymous and sample-based assessments</i>) ezimalunga nolwazi lwezifundo zabo.
17	Ipesenti yootitshala abangayiyo esikolweni ngosuku oluqhelekileyo.
18	Ipesenti yabafundi abafunda yonke into efumaneka kwikharithulam yabo yalo nyaka wabo umiyo ngokusekelwe kuvavanyo olusekelwe kwiisampula (<i>sample-based evaluations</i>) zeerekhodi ezigciniweyo ngootitshala nobungqina bovavanyo olwenziwayo (<i>practical exercises</i>) ngabafundi.
19	Ipesenti yabafundi abakwaziyo ukufikelela kwiincwadi zezifundo (<i>textbooks</i>) ezifunekayo neencwadi zokubhala umsebenzi (<i>workbooks</i>) kunyaka wesikolo wonke.
20	Ipesenti yabafundi abasezikolweni ezinelayibrari okanye iziko lezinto zokuncedisa ukufunda (<i>media centre</i>) ezizalisekisa imigangatho emincinane eziifundo.
21	Ipesenti yezikolo ezibhala ubuncinane besethi yamaxwebhu ezolawulo kumgangatho ofunekayo, umzekelo, amaxwebhu amalunga nebhajethi yesikolo, isicwangciso sophuhliso lwesikolo, ingxelo yonyaka, iirosta zokuhanjwa kwesikolo neeshedyuli zamanqaku abafundi.
22	Ipesenti yezikolo apho iBhunga loLawulo lweSikolo lizifizekisa iikhrayitheriya eziifundo ezincinane ngokumalunga nokusebenza kwazo ngempumelelo.

Idatha yamanani entsusa (<i>baseline data</i>) yezalathiso elapha ngasezantsi iya kubhalwa kusetyenziswa isampula yesaveyi eyayiqhutywe liSebe leMfundo esiSiseko ngo-2011. Iziphumo zayo azikafumaneki.	
23.1	Ipesenti yabafundi ezikolweni abaxhaswa ngemali kancinane.
23.2	Ipesenti yezikolo ezifumene isethi ephelileyo yemisebenzi yezolawulo lwemali ngokusekelwe ekuphicothweni kobume bezemali babo.
24.1	Ipesenti yezikolo ezihambelana mbo nemigangatho <i>emincinane</i> yophuhliso lweziseko zezakhiwo ezilawulwa kuzwelonke.
24.2	Ipesenti yezikolo ezihambelana mbo nemigangatho yeziseko zophuhliso zezakhiwo ezilawulwa kuzwelonke.
25	Ipesenti yabantwana abafumana ilantshi yesikolo yonke imihla yesikolo.
26	Ipesenti yezikolo ezinotitshala omnye ubuncinane ofumene uqeqesho olulodwa ekuqwalaseleni nasekunikeni inkxaso yemfundo eneemfuno ezizodwa
27.1	Ipesenti yezikolo ezihanjelweyo ubuncinane kabini ngonyaka ngamagosa ee-ofisi zezithili zemfundo ngeenjongo zokubeka esweni nokunika inkxaso.
27.2	Ipesenti yeenqununu zezikolo ezireyitha iinkonzo zokunika inkxaso njengezanelisayo.

ISihlomelo C: linkcukacha zoqhagamshelwano

ISEBE leMfundo leNtshona Koloni (iSebe iWCED)

ISebe leMfundo leNtshona Koloni (iSebe iWCED) lijongene noxanduva lokufunda kwabafundi ezikolweni zikarhulumente kweli phondo, ukususela kumaBakala 1 – 12, kwakunye nemfundo noqeqesho oluqhubekayo (*further education and training*) (FET)) kwiikholeji zeFET. ISebe iWCED lisebenza kwii-ofisi zezithili zemfundo ezisibhozo apho uNdlunkulu walo aseKapa.

Indawo	Idilesi yeposi	Ifofoni	Ifofeksi
KwaNdlunkulu	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
I-Ofisi yeSithili seMfundo i-Central	Private Bag X4, Athlone, 7760	021 514 6700	021 659 4413
I-Ofisi yeSithili seMfundo i-Metro East	Private Bag X23, Kuilsriver, 7579	021 900 7000	021 903 9484
I-Ofisi yeSithili seMfundo i-Metro North	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
I-Ofisi yeSithili seMfundo i-Metro South	Private Bag X2, Mitchell's Plain, 7785	021 370 2000	021 372 1856
I-Ofisi yeSithili seMfundo i-Cape Winelands	Private Bag X3102, Worcester, 6849	023 347 6000	023 342 4138
I-Ofisi yeSithili seMfundo i-Eden and Central Karoo	Private Bag X6510, George, 6530	044 803 8300	044 873 2253
I-Ofisi yeSithili seMfundo i-Overberg	PO Box 588, Swellendam, 6740	028 214 7300	028 214 7400
I-Ofisi yeSithili seMfundo i-West Coast District	Private Bag X3026, Paarl, 7620	021 860 1200	021 860 1231

AmaZiko eeFoni eSebe iWCED:

Imibuzo ngezaBasebenzi nezeMali 0861 923 322

IZikolo eziKhuselekileyo: 0800 45 46 47

IZiko leWebhu

WCED Online <http://wced.school.za>

Ilisti yee-imeyili

Iindaba zeSebe iWCED <http://list.pgwc.gov.za/mailman/listinfo/wcednews>. Amalungu athumela ngeposi apha wcednews@list.pgwc.gov.za. Le yilisti emodareyithwayo ukukhusela amalungu kwi-spam.

IThwitha (ukumayikhrobloga)

Iindaba zeSebe iWCED <http://twitter.com/wcednews> (iindaba zeethwithi ezinxulumene nemfundo)

Ezingokufunda zeSebe iWCED <http://twitter.com/wcedlearn> (iindaba zeethwithi ezinxulumene nezemfundo)

I-Tumblr (iblog)

ISebe iWCED/iiNdaba/iZiko le-Intanethi <http://wcednewshome.tumblr.com/>

Iindaba zeSebe iWCED <http://wcednews.tumblr.com/>

I-Posterous (iblog)

Iindaba zeSebe iWCED <http://posterous.com/wcednews>

ISihlomelo D: IMilinganiselo yeProgram yeNtsebenzo

Esi sihlomelo sidwelisa iMilinganiselo yeProgram yeNtsebenzo kazwelonke enikwa liSebe leMfundo esiSiseko.

INKALO yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
1.	PPM101	Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukunika idatha isistim yokulandelela ingcaciso ngabafundi kazwelonke (<i>national learner tracking system</i>)	<p>Isikolo sikarhulumente Kubhekiswa kwizikolo zikarhulumente eziqhelekileyo nezemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS (kumhla wakutshanje ofumanekayo) ukunika idatha kwiLURITS</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kufumana uqeqesho ekusetyenzisweni kwe-SA SAMS kwikota echaphazelekayo</p>	I-EMIS yePhondo: Idatha esetyenziswayo	Qho ngekota
2.	PPM102	Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)	<p>Isikolo sikarhulumente: Kubhekiswa kwizikolo eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo nge-imeyili ngokumalunga needatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kunikwa uqhagamshelwano lwe-imeyili kunyaka-mali ocwangcisiweyo.</p>	I-EMIS yePhondo – i-SNAP Survey	Qho ngonyaka

INKalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
3.	PPM103	Ipesenti yenkcitho yangoku kwezemfundo kwizinto ezinxulumene nabasebenzi (<i>non-personnel items</i>)	<p>INkcitho kulo Nyaka-mali yezeMfundo: Kubhekiswa kuyo yonke inkcitho karhulumente kwizinto ezingabandakanyi mali kwezemfundo (<i>non-capital education expenditure</i>) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo eneemfundo ezizodwa kunye nezikolo ezizimeleyo)</p> <p>Kwimiba engaxulumananga nezabasebenzi (Non-Personnel Items): Kubhekiswa kuyo yonke inkcitho karhulumente engabandakanyi mali kwezemfundo (<i>non-capital education expenditure</i>) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo kunye neemfundo ezizodwa nezikolo ezizimeleyo)</p> <p>Ukubalwa kwayo: Makwahlulwe inkcitho yangoku echithwe kwizinto ezingezizo ezabasebenzi (<i>non-personnel items</i>) kunyaka-mali ochaphazelekayo ngenani lilonke lenkcitho yangoku karhulumente kwimfundo ukwenzela kwalo nyaka-mali nokuyiphinda ngo-100.</p> <p>Imeko eqhubekayo: Makurekhodwe ingcaciso yakutshanje efumanekayo.</p> <p>Ithagethi: Makurekhodwe inkcitho eqikelelweyo ukwenzela unyaka-mali ocwangcisiweyo</p>	I-CFO yePhondo	Qho ngonyaka
4.	PPM201	Inani labafundi ababhalisele kwizikolo zikarhulumente eziqhelekileyo	<p>Qaphela: Lo mlinganiselo awubandakanyi manani obhaliso kwizikolo zemfundo eenemfundo ezizodwa kunye nobhaliso kwiBakala R kwizikolo zikarhulumente eziqhelekileyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalisileyo kwizikolo zikarhulumente eziqhelekileyo ngokweedatha zeSNAP zakutshanje (kungafakwanga manani obhaliso eBakala R)</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka-mali ekucwa-ngciselwa wona (kungafakwanga manani obhaliso eBakala R).</p>	I-EMIS yePhondo: i-SNAP Survey WC-CEMIS	Qho ngonyaka

ISihlomelo B: IsiCwangciso soMsebenzi ukuya ku-2014 neZalathi-nkqubela zoKwenziwa kweMvumelwano (kuZwelonke)

ISebe leMfundo esiSiseko likazwelonke liya kubonelela amaphondo ngengcaciso malunga neli candelo. Ukubonelelwa kwengcaciso yamanani entsusa (*baseline information*) kwizalathisi 16.1 - ku-27.2 kuxhomekeke ekufumanekeni kweziphumo ezivela kwisaveyi yezikolo yokubeka esweni inkqubo eyayiqhutywa liSebe leMfundo esiSiseko ngo-2011. ISebe leMfundo liya kufaka ingcaciso entsha kwezi zalathisi njengoko iya ifumaneka ingcaciso. lithagethi ziya kubalwa zize zibonelelwe kwinqanaba likazwelonke kwakuba nje kufumaneka yonke idatha.

Inani lesalathi-nkqubela	Itayitile yesalathi-nkqubela	Uvimba wedatha	Intsebenzo yephondo ngo-2011/12 (okanye eyona iyeyakutshanje)
1.1	Ipesenti yabafundi beBakala 3 abafundayo kwinqanaba <i>lolwazi lokufunda nokubhala (literacy)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	43
1.2	Ipesenti yabafundi beBakala 3 abafundayo kwinqanaba <i>lolwazi lokubala (numeracy)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	36
2.1	Ipesenti yabafundi beBakala 6 abafundayo kwinqanaba <i>lolwimi (language level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	40
2.2	Ipesenti yabafundi beBakala 6 abafundayo kwinqanaba <i>lemathematika (mathematics level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Ungqinisiso lwe-ANA	41
3.1	Ipesenteji yabafundi beBakala 9 abafundayo kwinqanaba <i>lolwimi (language level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Kuseza kungqinisiswa	Kulingwe ngo-2010
3.2	Ipesenteji yabafundi beBakala 9 abafundayo kwinqanaba <i>lemathematika (mathematics level)</i> elifunekayo elizweni yeeMvavanyo zoNyaka zikaZwelonke (<i>Annual National Assessments</i>).	Kuseza kungqinisiswa	Kulingwe ngo-2010
4	Inani labafundi beBakala 12 abakufaneleyo ukufundela iprogram yeSidanga sokuQala kuviwo loluntu lukazwelonke.	Iziko ledatha leNSC	15 214
5	Inani labafundi beBakala 12 abapasa <i>imathematika</i> .	Iziko ledatha leNSC	9 820
6	Inani labafundi beBakala 12 abapasa <i>ifizikhali sayensi</i> .	Iziko ledatha leNSC	7 137
7	I-avareji yamanqaku afunyenweyo kwiBakala 6 <i>kulwimi</i> kuvavanyo lweSACMEQ.	Iziko ledatha leSACMEQ	583 (2007)
8	I-avareji yamanqaku afunyenweyo kwiBakala 6 <i>kwimathematika</i> kuvavanyo lweSACMEQ.	Iziko ledatha leSACMEQ	566 (2007)
9	I-avareji yamanqaku emathematika yeBakala 8 afunyenweyo kwiTIMSS. UMzantsi Afrika uzuze amanqaku ayi-264.	Iziko ledatha leTIMSS	389
10	Ipesenti yababudala beminyaka buyi-7 - 15 abafunda kumaziko emfundo.	GHS	98.3%
11.1	Ipesenti yabafundi beBakala 1 abapase iBakala R eliqingqiweyo.	ASS	45%

Inani lesalathi-nkqubela	Itayitile yesalathi-nkqubela	Uvimba wedatha	Intsebenzo yephondo ngo-2011/12 (okanye eyona iyeyakutshanje)
11.2	Umyinge wokubhalisa kwabantwana abaneminyaka yobudala eyi-3 - 5. (Esi sisalathisi esidala inkxalabo kwiSebe leMfundo i-DBE neSebe loPhuhliso lwezeNtlalo i-DSD.)	GHS	Ayifumaneki ingcaciso kwaStatsSA
12.1	Ipesenti yabantwana abaneminyaka yobudala eyi-9 ekuqaleni konyaka weBakala 4 okanye ngaphezulu.	ASS/GHS	87.26%
12.2	Ipesenti yabantwana abaneminyaka eyi-12 ekuqaleni konyaka abakwiBakala 7 okanye ngaphezulu.	ASS/GHS	84.99%
13.1	Ipesenti yolutsha olupasa iSatifikethi seMatriki sikaZwelonke.	GHS	Akufumaneki ngcaciso kwaStatsSA
13.2	Ipesenti yolutsha olupase nasiphi isiqinisekiso seFET. (Esi sisalathisi esidala inkxalabo kwiSebe leMfundo i-DBE neSebe leMfundo eliPhakamileyo i-DHET.)	GHS	Akufumaneki ngcaciso kwaStatsSA
14	Inani lootitshala abaneziqinisekiso zemfundo abaneminyaka eyi-30 nanganeno abangena kwinkonzo karhulumente njengootitshala okokuqala ngqa kunyaka odlulileyo.	PERSAL	1463
15.1	Ipesenti yeeklassi ezinabafundi abangekho ngaphezulu kwe-45.	ASS	96.6%

Idatha yamanani entsusa (*baseline data*) yezalathiso elapha ngasezantsi iya kubhalwa kusetyenziswa isampula yesaveyi eyayiqhutywe liSebe leMfundo esiSiseko ngo-2011. Iziphumo zayo azikafumaneki.

15.2	Ipesenti yezikolo apho izithuba zobutitshala ezabelweyo zizalisiweyo khona.
16.1	I-avareji yeeyure ngonyaka ezichithwa ngootitshala kwimisebenzi yophuhliso lwezakhono zokufundisa (<i>professional development activities</i>).
16.2	Ipesenti yootitshala abakwaziyo ukufumana imigangatho emincinane kuvavanyo ekungachazwa gama lamntu kulo lweesampula (<i>anonymous and sample-based assessments</i>) ezimalunga nolwazi lwezifundo zabo.
17	Ipesenti yootitshala abangayiyo esikolweni ngosuku oluqhelekileyo.
18	Ipesenti yabafundi abafunda yonke into efumaneka kwikharithulam yabo yalo nyaka wabo umiyo ngokusekelwe kuvavanyo olusekelwe kwiisampula (<i>sample-based evaluations</i>) zeerekhodi ezigciniweyo ngootitshala nobungqina bovavanyo olwenziwayo (<i>practical exercises</i>) ngabafundi.
19	Ipesenti yabafundi abakwaziyo ukufikelela kwiincwadi zezifundo (<i>textbooks</i>) ezifunekayo neencwadi zokubhala umsebenzi (<i>workbooks</i>) kunyaka wesikolo wonke.
20	Ipesenti yabafundi abasezikolweni ezinelayibrari okanye iziko lezinto zokuncedisa ukufunda (<i>media centre</i>) ezizalisekisa imigangatho emincinane eziifundo.
21	Ipesenti yezikolo ezibhala ubuncinane besethi yamaxwebhu ezolawulo kumgangatho ofunekayo, umzekelo, amaxwebhu amalunga nebhajethi yesikolo, isicwangciso sophuhliso lwesikolo, ingxelo yonyaka, iirosta zokuhanjwa kwesikolo neeshedyuli zamanqaku abafundi.
22	Ipesenti yezikolo apho iBhunga loLawulo lweSikolo lizifizekisa iikhrayitheriya eziifundo ezincinane ngokumalunga nokusebenza kwazo ngempumelelo.

Idatha yamanani entsusa (<i>baseline data</i>) yezalathiso elapha ngasezantsi iya kubhalwa kusetyenziswa isampula yesaveyi eyayiqhutywe liSebe leMfundo esiSiseko ngo-2011. Iziphumo zayo azikafumaneki.	
23.1	Ipesenti yabafundi ezikolweni abaxhaswa ngemali kancinane.
23.2	Ipesenti yezikolo ezifumene isethi ephelileyo yemisebenzi yezolawulo lwemali ngokusekelwe ekuphicothweni kobume bezemali babo.
24.1	Ipesenti yezikolo ezihambelana mbo nemigangatho <i>emincinane</i> yophuhliso lweziseko zezakhiwo ezilawulwa kuzwelonke.
24.2	Ipesenti yezikolo ezihambelana mbo nemigangatho yeziseko zophuhliso zezakhiwo ezilawulwa kuzwelonke.
25	Ipesenti yabantwana abafumana ilantshi yesikolo yonke imihla yesikolo.
26	Ipesenti yezikolo ezinotitshala omnye ubuncinane ofumene uqeqesho olulodwa ekuqwalaseleni nasekunikeni inkxaso yemfundo eneemfuno ezizodwa
27.1	Ipesenti yezikolo ezihanjelweyo ubuncinane kabini ngonyaka ngamagosa ee-ofisi zezithili zemfundo ngeenjongo zokubeka esweni nokunika inkxaso.
27.2	Ipesenti yeenqununu zezikolo ezireyitha iinkonzo zokunika inkxaso njengezanelisayo.

ISihlomelo D: IMilinganiselo yeProgram yeNtsebenzo

Esi sihlomelo sidwelisa iMilinganiselo yeProgram yeNtsebenzo kazwelonke enikwa liSebe leMfundo esiSiseko.

INKALO yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
1.	PPM101	Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukunika idatha isistim yokulandelela ingcaciso ngabafundi kazwelonke (<i>national learner tracking system</i>)	<p>Isikolo sikarhulumente Kubhekiswa kwizikolo zikarhulumente eziqhelekileyo nezemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS (kumhla wakutshanje ofumanekayo) ukunika idatha kwiLURITS</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kufumana uqeqesho ekusetyenzisweni kwe-SA SAMS kwikota echaphazelekayo</p>	I-EMIS yePhondo: Idatha esetyenziswayo	Qho ngekota
2.	PPM102	Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)	<p>Isikolo sikarhulumente: Kubhekiswa kwizikolo eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo nge-imeyili ngokumalunga needatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kunikwa uqhagamshelwano lwe-imeyili kunyaka-mali ocwangcisiweyo.</p>	I-EMIS yePhondo – i-SNAP Survey	Qho ngonyaka

INKalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
3.	PPM103	Ipesenti yenkcitho yangoku kwezemfundo kwizinto ezinxulumene nabasebenzi (<i>non-personnel items</i>)	<p>INkcitho kulo Nyaka-mali yezeMfundo: Kubhekiswa kuyo yonke inkcitho karhulumente kwizinto ezingabandakanyi mali kwezemfundo (<i>non-capital education expenditure</i>) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo eneemfundo ezizodwa kunye nezikolo ezizimeleyo)</p> <p>Kwimiba engaxulumananga nezabasebenzi (Non-Personnel Items): Kubhekiswa kuyo yonke inkcitho karhulumente engabandakanyi mali kwezemfundo (<i>non-capital education expenditure</i>) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo kunye neemfundo ezizodwa nezikolo ezizimeleyo)</p> <p>Ukubalwa kwayo: Makwahlulwe inkcitho yangoku echithwe kwizinto ezingezizo ezabasebenzi (<i>non-personnel items</i>) kunyaka-mali ochaphazelekayo ngenani lilonke lenkcitho yangoku karhulumente kwimfundo ukwenzela kwalo nyaka-mali nokuyiphinda ngo-100.</p> <p>Imeko eqhubekayo: Makurekhodwe ingcaciso yakutshanje efumanekayo.</p> <p>Ithagethi: Makurekhodwe inkcitho eqikelelweyo ukwenzela unyaka-mali ocwangcisiweyo</p>	I-CFO yePhondo	Qho ngonyaka
4.	PPM201	Inani labafundi ababhalisele kwizikolo zikarhulumente eziqhelekileyo	<p>Qaphela: Lo mlinganiselo awubandakanyi manani obhaliso kwizikolo zemfundo eenemfundo ezizodwa kunye nobhaliso kwiBakala R kwizikolo zikarhulumente eziqhelekileyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalisileyo kwizikolo zikarhulumente eziqhelekileyo ngokweedatha zeSNAP zakutshanje (kungafakwanga manani obhaliso eBakala R)</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka-mali ekucwa-ngciselwa wona (kungafakwanga manani obhaliso eBakala R).</p>	I-EMIS yePhondo: i-SNAP Survey WC-CEMIS	Qho ngonyaka

INkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	linombolo zePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
5.	PPM202	Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	<p>Utitshala: ngutitshala osesikolweni onoxanduva olungundoqo lokufundisa eklasini esikolweni.</p> <p>Umfundisi-ntsapho: Kubhekiswa kuye nabani na ofundisa, aqeqeshe omnye umntu owenza iinkonzo zoqeqesho kwezemfundo. Akubandakanywa abasebenzi abangezotitshala kwaye kubandakanywa bonke ootitshala (abaqeshwe ngokungesosigxina, ababambeleyo, njl. njl.)</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokwedatha ezifumanekayo zakutshanje.</p> <p>Ithagethi: Inani lootitshala ekulindeleke ukuba baqeshwe kunyaka-mali ocwangcisiweyo.</p>	IPESALI yePhondo	Qho ngonyaka
6.	PPM203	Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	<p>Umfundisi-ntsapho: Kubhekiswa kuye nabani na ofundisayo, ohlohlayo okanye oqeqesha omnye umntu enika iinkonzo zoqeqesho zezemfundo. Akubandakanywa abasebenzi abangezotitshala kwaye kubandakanywa bonke ootitshala (abangaqeshwanga isigxina, ababambeleyo, njl. njl.)</p> <p>Abasebenzi abangezotitshala: ngabo bonke abasebenzi abasezikolweni abangezotitshala. Aba babandakanya abasebenzi abancedisayo, abasebenzi bezolawulo, abasebenzi basehostele, nabasebenzi abaqeqeshiweyo abangezotitshala.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lonke labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokwedatha efunekayo yakutshanje.</p> <p>Ithagethi: Makurekhodwe inani labasebenzi abangezotitshala ekulindeleke ukuba baqeshwe kunyaka-mali ocwangcisiweyo.</p>	IPESALI yePhondo	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
7.	PPM204	Inani labafundi abasezikolweni zikarhulumente eziqhelekileyo abancedakalayo kumgaqo-nkqubo omalunga “neZikolo ezingaHlawulisi Fizi”	<p>Imeko eqhubekayo: Makurekhodwe inani labafundi abancedakalayo “kumGaqa-nkqubo weZikolo ezingaHlawulisi Fizi” kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba bancedakale “kuMgaqa-nkqubo weZikolo eziNgabizi Fizi” kunyaka-mali ochwangcisiweyo.</p>	UMphathi weProgram yePhondo	Qho ngonyaka
8.	PPM205	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo samanzi	<p>Imeko eqhubekayo: Makurekhodwe inani lezikolo ezinesibonelelo samanzi ngokwengcaciso yakutshanje efumanekayo</p> <p>Ithagethi: Makurekhodwe inani lezikolo eziya kunikwa amanzi kulo nyaka-mali uchwangcisiweyo.</p>	UMphathi weProgram ye-NEIMS yePhondo	Qho ngonyaka
9.	PPM206	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo sombane	<p>Inkcazo: Isikolo esinombane sibhekisa kwizikolo ezinaye nawuphi uvimba wombane kubandakanywa iipaneli zesolar neejenerayitha.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo ezinombane ngokwengcaciso yakutshanje efumanekayo</p> <p>Ithagethi: Makurekhodwe inani lezikolo eziya kufakelwa umbane kunyaka-mali ochwangcisiweyo.</p>	UMphathi weProgram ye-NEIMS yePhondo	Qho ngonyaka
10.	PPM207	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa izibonelelo zococeko	<p>Izibonelelo zococeko (sanitation): Kubhekiswa kuzo zonke iintlobo zeethoyilethi</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo zikarhulumente eziqhelekileyo ezinezibonelelo zococeko (iithoyilethi) ngokwengcaciso yakutshanje efumanekayo</p> <p>Ithagethi: Makurekhodwe inani lezikolo eziya kunikwa izibonelelo zococeko kunyaka-mali ochwangcisiweyo.</p>	UMphathi weProgram ye-NEIMS yePhondo	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
11.	PPM208	Inani leeklasi eziza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo	<p>Iiklasi: Ngamagumbi apho ukufunda nokufundisa kuqhubeka khona, kodwa angakhelwanga kwenza imisebenzi yokufundisa imfundo eneemfuno ezizodwa. Akuwabandakanyi amagumbi asetyenziswa ngabezemfundo eneemfuno ezizodwa.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke leeklasi ezikhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso yakutshanje efumanekayo.</p> <p>Ithagethi: Makurekhodwe inani leeklasi eziya kwakhiwa kunyaka-mali ochwangcisiweyo. Lo mlinganiselo awuwabandakanyi amagumbi emfundo eneemfuno ezizodwa.</p>	UMphathi weProgram ye-NEIMS yePhondo	Qho ngonyaka
12.	PPM209	Linani lamagumbi enzelwe abaneemfuno zemfundo ezizodwa aya kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (onke amagumbi ngaphandle kweeklasi – kubandakanywa: iilaboratri, amagumbi okugcina isitokhwe, iindawo zabagulayo (<i>sick bays</i>), ikhitshi, njl. njl.)	<p>Amagumbi asetyenziselwa okuthile (<i>specialist rooms</i>): Ngamagumbi akhelwe ukwenza imisebenzi yemfundo eneemfuno ezizodwa nemisebenzi engeyoxalenye yemisebenzi yemfundo eneemfuno ezizodwa. Akubandakanyi ofisi zolawulo neeklasi (njengoko kuchaziweyo kwiPPM 208) yaye kubandakanya amagumbi anjengeelaboratri, amagumbi okugcina isitokhwe, iindawo zabagulayo (<i>sick bays</i>), amakhitshi, iilayibrari, amaziko eencwadi (<i>resource centres</i>), njl. njl.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke lamagumbi emfundo eneemfuno ezizodwa akhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso yakutshanje efumanekayo</p> <p>Ithagethi: Makurekhodwe inani lamagumbi asetyenziselwa okuthile aseza kwakhiwa kunyaka-mali ochwangcisiweyo.</p>	UMphathi weProgram ye-NEIMS yePhondo	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
13.	PPM210	Inani labafundi abaneemfuno zemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo	<p>Imfundo yabaneemfuno ezizodwa: Yimfundo eneemfuno ezizodwa ngokohlobo lwayo nejongene nezithintelo kwimfundo nophuhliso ezifunyanwa ngabafundi abaneemfuno zemfundo ezizodwa (kubandakanywa nabo banokhubazeko) kwizikolo zikarhulumente eziqhelekileyo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lonke labafundi abaneemfuno eneemfuno ezizodwa abakwizikolo zikarhulumente eziqhelekileyo kunyaka-mali odlulileyo</p> <p>Ithagethi: Makurekhodwe inani labafundi abaneemfuno zemfundo ezizodwa ekulindeleke ukuba abhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka-mali ocwangcisiweyo.</p> <p>Qaphela: <i>Lo mlinganiselo awubandakanyi nani labafundi abaneemfuno zemfundo ezizodwa ababhalise kwizikolo zemfundo yabaneemfuno ezizodwa.</i></p>	I-EMIS yePhondo: iSaveyi yaqho ngoNyaka	Qho ngonyaka
14.	PPM211	Inani lezikolo ezinika inkonzo epheleleyo	<p>Izikolo ezinika inkonzo epheleleyo: Zizikolo ezinezinto zokuncedisa ukufunda ezixhotyiswe ngokukodwa ukujongana neendidi ngeendidi zezithintelo zokufunda kwimeko yezemfundo ebandakanya bonke abafundi.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lezikolo ezinika iinkonzo ezipheleleyo (izikolo zikarhulumente eziqhelekileyo) ezazikho kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo ezinika inkonzo epheleleyo ekulindeleke ukuba zisekwe kunyaka-mali ocwangcisiweyo.</p>	UMphathi weProgram wePhondo	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
15.	PPM212	Inani lezikolo ezihanjelwayo ubuncinane kanye ngekota ngumphathi wesekeke	<p>UMphathi weSekethe: AmaSebe eMfundo amaPhondo ii-PED anamagama ahlukeneyo ale phothifoliyo. Umzekelo, eGauteng, zii-IDSO.</p> <p>Imeko eqhubekayo: Inani lilonke lezikolo (izikolo zemfundo eneemfundo ezizodwa, izikolo ezizimeleyo nezikolo zikarhulumente ezizimeleyo) ezazihanjelwe ngabaphathi beesekeke kwikota nganye ukunika inkxaso, ukubeka esweni nokuqhagamshelana kunyaka-mali odlulileyo.</p> <p>Ithagethi: Inani lilonke lezikolo ekucwangciswa ukuba zityelelwe ngabaphathi beesekeke kwikota kunyaka-mali ocwangciswayo.</p>	UMphathi weProgram wePhondo: kwiZithili	Qho ngekota
16.	PPM301	Inani labafundi abaxhaswa ngemali kwizikolo ezizimeleyo	<p>IZikolo eziZimeleyo: zizikolo ezibhalisiweyo okanye ezithathwa ngokuba zizimele ngokoMthetho weZikolo zaseMzantsi Afrika (<i>South African Schools Act</i>) (SASA)</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi abakwizikolo ezizimeleyo ezixhaswa ngemali kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi abakwizikolo ezizimeleyo ekulindeleke ukuba zixhaswe ngemali kunyaka-mali ocwangciswayo.</p>	UMphathi/i-CFO yeProgram yePhondo	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
17.	PPM401	Inani labafundi ababhalise kwizikolo zemfundo eneemfuno ezizodwa	<p>ISikolo seMfundo eneeMfuno eziZodwa: Izikolo ezixhotyiselwe ukufundisa imfundo kubafundi abafuna imfundo enobunzulu nenika inkxaso engaphezulu nokuba isisigxina okanye ayisosigxina. <i>Abafundi abahamba ezi zikolo babandakanya abo banokhubazeko ngokwasemzimbeni, ngokwasengqondweni okanye ngokweziva-mvo okanye abenze izezo ezixhomisa amehlo kunye/ okanye abaneengxaki zeemvakalelo, nabo bangqubana nomthetho okanye abaneemfuno zabo zempilo zixakileyo baze bafune unonelelo</i></p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kwiZikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi ekulindeleke ukuba babhalise kwizikolo zemfundo eneemfuno ezizodwa kunyaka-mali oawangcisiweyo.</p> <p>Qaphela: Lo mlinganiselo awubandakanyi abafundi abaneemfuno ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo.</p>	I-EMIS yePhondo: i-SNE SNAP Survey	Qho ngonyaka
18.	PPM402	Inani lootitshala abaqeshwe kwizikolo zemfundo eneemfuno ezizodwa	<p>Umfundisi-ntsapho: Kubhekiswa kuye nawuphi umntu, ofundisayo, ohlohlayo okanye oqeqesha abanye abantu okanye onika iinkonzo zoqeqesho zemfundo.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke lootitshala abaqeshwe kwiZikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lootitshala ekulindeleke ukuba baqeshwe kwiZikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali oawangcisiweyo.</p>	IPESALI yePhondo	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
19.	PPM403	Inani labasebenzi abangezotitshala abaqeqeshelwe umsebenzi abaqeshwe kwizikolo zemfundo eneemfuno ezizodwa	<p>Utitshala: ngutitshala osesikolweni onomsebenzi wakhe ongundoqo ongulowo wokufundisa eklasini esikolweni.</p> <p>Abasebenzi abangezotitshala abaqeqeshelwe umsebenzi: Aba ngabasebenzi abachazwa njengeepharamedikhi, oonontlalo-ntle, abanyamekeli (<i>caregivers</i>), iitheraphisti neesayikholojisti, njl. njl.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke leengcali ezingezotitshala eziqeshwe kwiZikolo zeMfundo eneemfuno eziZodwa zikarhulumente kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani leengcali ezingezotitshala ekulindeleke ukuba liqeshwe kwiZikolo zeMfundo eneemfuno eziZodwa ulindeleke ukuba ziqeshwe kwiZikolo zeMfundo eneemfuno eziZodwa kunyaka-mali oawangcisiweyo.</p>	IPESALI	Qho ngonyaka
20.	PPM501	Inani labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeMfundo noQeqesho oluQhubekayo kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba babhalise kwizifundo zeNC(V) kwiiKholeji zeFET kunyaka-mali oawangcisiweyo</p>	UMphathi weProgram wePhondo (kwiiKholeji zeFET)	Qho ngonyaka
21.	PPM502	Inani labafundi beeKholeji zeFET beNC(V) abagqibe zonke izifundo zabo ngempumelelo	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi beeKholeji zeFET abagqibe zonke izifundo zabo ngempumelelo kunyaka-mali wabo odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi beeKholeji zeFET ekulindeleke ukuba bagqibe izifundo zonke kunyaka-mali oawangcisiweyo.</p>	UMphathi weProgram wePhondo (kwiiKholeji zeFET)	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
22.	PPM601	Inani labafundi ababhalise kumaZiko e-ABET karhulumente	<p>I-ABET: Zonke iiprogram zemfundo noqeqesho zabadala ukusuka kwiNqanaba 1- 4, apho i-ABET Level 4 ilingana neBakala 9 kwizikolo zikarhulumente okanye uMgaqo-sikhokelo omalunga neZiqinisekiso zikaZwelonke <i>level 1 (National Qualifications Framework)</i>, njengoko kuchatshazelwe kwi-South African Qualifications Authority Act, Number 58 of 1995.</p> <p>IZiko le-ABET: Amaziko afundisa iiprogram ze-ABET ngokwenkcazo ye-ABET.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kumaZiko e-ABET karhulumente kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi ekulindeleke ukuba babhalise kumaZiko e-ABET karhulumente kunyaka-mali ocwangcisiweyo.</p>	I-EMIS yePhondo: i-ABET SNAP Survey	Qho ngonyaka
23.	PPM602	Inani lootitshala abaqeshwe kumaZiko e-ABET karhulumente	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke lootitshala abaqeshwe kumaZiko e-ABET kunyaka-mali ocwangcisiweyo.</p> <p>Ithagethi: Makurekhodwe inani lootitshala ekulindeleke ukuba baqeshwe kumaZiko e-ABET kunyaka-mali odlulileyo.</p> <p>Qaphela: Lo mlinganiselo ubandakanya ootitshala be-ABET abafundisa emva kweeyure zomsebenzi nabasisigxina (Xa kubalwa umntu ngamnye).</p>	I-EMIS yePhondo: I-ABET SNAP Survey	Qho ngonyaka

Inkalo yeNtsebenzo ePhambili: iProgram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neenkukacha	Imithombo yedatha	Amathuba okunika ingxelo
24.	PPM701	Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kwiBakala R kwizikolo zikarhulumente (kwizikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi beBakala R ekulindeleke ukuba babhalise kwizikolo zikarhulumente (kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa) kunyaka-mali ochwangcisiweyo.</p> <p>Qaphela: Lo mlinganiselo ufuna inani lilonke labafundi ababhalise kumaziko eBakala R ezikwizikolo zikarhulumente ingekuko kwizikolo ezizimeleyo.</p>	I-EMIS yePhondo: I-SNAP Surveys	Qho ngonyaka
25.	PPM702	Inani lezikolo zikarhulumente ezifundisa iBakala R	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke lezikolo zikarhulumente (izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) ezifundisa iBakala R kunyaka-mali odlulileyo</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente (kwizikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) ekulindeleke ukuba zifundise iBakala R kunyaka-mali ochwangcisiweyo.</p>	I-EMIS yePhondo: I-SNAP Surveys	Qho ngonyaka
26.	PPM801	Inani labaviwa boviwo lweSatifikethi seMatriki sikaZwelonke seBakala 12 (uviwo lwematriki)	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke labaviwa ababebhale uviwo lweSatifikethi seMatriki sikaZwelonke kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labaviwa ekulindeleke ukuba babhalisele uviwo lweSatifikethi seMatriki sikaZwelonke kunyaka-mali ochwangcisiweyo.</p>	UMphathi weProgram wePhondo: weZiko leDatha loViwo	Qho ngonyaka
27.	PPM802	Inani labaviwa boviwo lwe-ABET NQF Level 4	<p>Imeko eqhubekayo: Inani lilonke labafundi beABET level 4 ababebhale uviwo lweABET level 4 kunyaka-mali odlulileyo.</p> <p>Ithagethi: Inani lilonke labafundi beABET level 4 ekulindeleke ukuba babhale uviwo lweABET level 4 kulo nyaka-mali omtsha.</p>	UMphathi weProgram wePhondo: UMphathi weZiko leDatha yoViwo lweABET	Qho ngonyaka

ISihlomelo E: IGlosari

AET:	Adult Education and Training	NC(V):	National Curriculum (Vocational)
ACE:	Advanced Certificate in Education	NPDE :	National Professional Diploma in Education
CEM:	Council of Education Ministers	NGO:	Non-Governmental Organisation
CEMIS:	Central Education Management Information System	NQF:	National Qualifications Framework
CLC:	Community Learning Centre	NSC:	National Senior Certificate
CTLI:	Cape Teaching and Learning Institute	NSNP:	National School Nutrition Programme
DHET:	Department of Higher Education and Training	OHSA:	Occupational Health and Safety Act
DOCS:	Department of Community Safety	PFMA:	Public Finance Management Act
DBE:	Department of Basic Education	PILIR:	Policy on Incapacity Leave and Ill-Health Retirement
DEMIS:	District Education Management Information System	PPI:	Programme Performance Indicator
ECD:	Early Childhood Development	PPP:	Public-Private Partnership
ECM :	Enterprise Content Management	PPM:	Programme Performance Measure
EE:	Employment Equity	RCL:	Representative Council of Learners
EIG:	Education Infrastructure Grant	SACE:	South African Council for Educators
EMIS:	Education Management Information System	SAQA:	South African Qualifications Authority
EPWP:	Expanded Public Works Programme	SASA:	South African Schools' Act
EWP:	Employee Wellness Programme	SASAMS:	School Administration and Management System
FET:	Further Education and Training	SAPS:	South African Police Services
GET:	General Education and Training	SETA:	Sector Education and Training Authority
HEI:	Higher Education Institution	SGB:	School Governing Body
ICT:	Information and Communication Technology	SITA:	State Information Technology Agency
IMG:	Institutional Management and Governance	SMT:	School Management Team
I-SAMS:	Integrated School Administration and Management System	SPMDS:	Staff Performance Management and Development System
IQMS:	Integrated Quality Management System	WSE:	Whole-School Evaluation
KM:	Knowledge Management		
LSEN:	Learners with Special Education Needs		
LTSM:	Learning and Teaching Support Materials		
MTEF:	Medium-Term Expenditure Framework		
NCS:	National Curriculum Statement		