



**URhulumente
weNtshona Koloni**

EzeMfundo

INgxelo yoNyaka 2013/2014

ISebe EzeMfundo

IZIQULATHO

ICandelo A: Ingcaciso ngokubanzi

1.	INGCACISO YESEBE NGOKUBANZI	1
2.	ULUDWE LWEZIFINYEZO/LWEZISHUNQULELO	2
3.	IMBULAMBETHE EYENZIWA NGUMPHATHISWA	3
4.	INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI	5
5.	INKCAZO YEMISEBENZI NENGQINISEKISO YOKUCHANEKA KWENXELO YONYAKA.....	13
6.	INKCAZO YESICWANGCISO SOBUCHULE (STRATEGIC OVERVIEW)	14
6.1.	Umbono	14
6.2.	Injongo ephambili	14
6.3.	Iimfundiso eziziseko	14
7.	IMITHETHO NEZINYE IZIGUNYAZISO	14
8.	UKUMA KWESTRAKSHA SEZIKO ELI	15
9.	AMAQUMRHU ANIKA INGXELO KUMPHATHISWA	15

ICANDELO B: Ingcaciso ngentsebenzo (Performance Information)

1.	INGXELO YOMPHICOTHI-ZINCWADI JIKELELE: IINJONGO EZICACISWE KWANGAPHAMBILI (PRE-DETERMINED OBJECTIVES)	17
2.	INKCAZO NGENTSEBENZO YESEBE	17
2.1.	Imeko engqonge ukwenziwa kweenkonzo	17
2.2.	Isicwangciso soPhuculo loKwenziwa kweNkonzo	19
2.3.	Okuqhubeka kwiziko	34
2.4.	UPhuhliso lweMigaqo-nkqubo ePhambili neeNguqu kwiMithetho	37
3.	IINJONGO EZICWANGCISWE NGOBUCHULE NEZIJOLISE KWIZIPHUMO ZOKUFUNDA (STRATEGIC OUTCOME ORIENTED GOALS)	42
4.	INGCACISO YENTSEBENZO NGEPROGRAM NGANYE (PERFORMANCE INFORMATION BY PROGRAMME)	45
4.1.	Iprogram 1: Ezolawulo	46
4.2.	Iprogram 2: Imfundo kwiZikolo zikaRhulumente eziQhelekileyo	56
4.3.	Iprogram 3: Iinkxaso-mali kwiZikolo eZizimeleyo	75
4.4.	Iprogram 4: Imfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	80
4.5.	Iprogram 5: Imfundo noQeqesho oluQhubekayo	90
4.6.	Iprogram 6: Imfundo noQeqesho lwaBadala	96
4.7.	Iprogram 7: Imfundo nophuhliso lwaBantwana aBasaqalayo	100
4.8.	Iprogram 8: UPhuculo lweziseko zophuhliso	105
4.9.	Iprogram 8: Iinkonzo eziNcedisayo neziNxulumene noko	110
5.	Iintlawulo ezenziwe ngoomatshini	116
5.1.	Iimali ezenziwe ngoomatshini kuyo yonke imibutho engengomaqumrhu karhulumente	116
5.2.	Iintlawulo ngebhanki eziya kuwo onke amaqumrhu angengawo amaziko karhulumente	116

ICANDELO B: Ingcaciso ngentsebenzo (Performance Information)

6.	IIGRANTI EZIKHUTSHWA PHANTSI KWEMIQATHANGO.....	118
6.1	Iigranti ezikhutshwa phantsi kwemiqathango neemali ii- <i>earmarked funds</i> ezihlawulwe liSebe	118
6.2	Iigranti ezikhutshwa phantsi kwemiqathango neemali ii- <i>earmarked funds</i> ezifunyenwe liSebe	118
7.	INKXASO-MALI YEZIPHO-MALI (<i>DONOR- FUNDING</i>)	124
7.1	Inkxaso-mali efunyenweyo	124
8.	UTYALO-MALI KWIIPROJEKTHI ZOLWAKHIWO (<i>CAPITAL INVESTMENT</i>)	125
8.1	Utyalo-mali kwii projekthi zolwakhiwo (<i>capital investment</i>), isicwangciso solondolozo nee-asethi	125

ICANDELO C: EZOLAWULO

1.	INTSHAYELELO	131
2.	ULAWULO LWEMIBA EYINGXAKI (<i>RISK MANAGEMENT</i>)	133
3.	INKOHLISO NOBUQHOPHOLOLO (<i>FRAUD AND CORRUPTION</i>)	135
4.	UKUNCIPHISA UKUNGQUBANA KWEEMFUNO	135
5.	UMGAQO WOKUZIPHATHA	136
6.	IMIBA YEZEMPILO, UKHUSELEKO NEMIBA YOKUSINGQONGILEYO	136
7.	IIKOMITI ZEEPOTIFOLIYO	136
8.	IZIGQIBO ZE-SCOPA	136
9.	UTSHINTSHO LWANGAPHAMBILI KWIINGXELO ZOPHICOTHO-ZINCWADI	144
10.	IYUNITHI YOLAWULO LWANGAPHAKATHI	145
11.	IKOMITI YOPHICOTHO LWANGAPHAKATHI NEKOMITI YOPHICOTHO -ZINCWADI	145
12.	INGXELO YEKOMITI YOPHICOTHO-ZINCWADI	147

ICANDELO D: ULAWULO KWICANDELO LEZABASEBENZI (HUMAN RESOURCE MANAGEMENT)

1.	INTSHAYELELO	150
2.	INKCAZO NGECANDELO LEZABASEBENZI	150
3.	IINKCUKACHA-MANANI EZIPHOSAKELEYO ZEMICIMBI YOLAWULO LWABASEBENZI	153

ICANDELO E : INGCACISO NGEZEMALI

1.	INGXELO YOMPHOCOTHI-ZINCWADI	184
2.	IINGXELO-MALI ZONYAKA	190

IZIHLOMELO

1.	ISIHLOMELO A: ISICWANGCISO ACTION PLAN 2014 NEZALATHI-NKQUBELA ZEEMVUMELWANO ZOKWENZIWA KWEENKONZO (KUZWELONKE)	237
2.	ISIHLOMELO B: ISISHWANKATHELO SEEMILINGANISELO YENTSEBENZO YEEPROGRAM EZIMISELWE KUZWELONKE	239
3.	ISIHLOMELO C: IZALATHI-NKQUBELA ZENTSEBENZO YEEPROGRAM (II-TECHINICAL INDICATORS)	243



ICandelo A
Ingcaciso ngokubanzi

1. INgcaciso ngokubanzi yeSebe leMfundo leNtshona Koloni (WCED)

ISebe leMfundo leNtshona Koloni (WCED) lithwele uxanduva lwezemfundo kwizikolo zikarhulumente kwiphondo ukususela kwiBakala 1 ukuya kwiBakala 12. ISebe iWCED lisebenza kwiZithili zeMfundo ezisibhozo ezinoNdlunkulu oseKapa.

Indawo	Idilesi yeposi	IFoni	Inombolo yefeksi
WCED Head Office	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
Metro Central	Private Bag X4, Athlone, 7760	021 514 6700	021 659 4413
Metro East	Private Bag X23, Kuilsriver, 7579	021 900 7000	021 903 9484
Metro North	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
Metro South	Private Bag X2, Mitchell's Plain, 7785	021 370 2000	021 372 1856
Cape Winelands	Private Bag X3102, Worcester, 6849	023 347 6000	023 342 4138
Eden & Central Karoo	Private Bag X6510, George, 6530	044 803 8300	044 873 2253
Overberg	Private Bag X08, Caledon, 7230	028 214 7408	028 214 7400
West Coast	Private Bag X3026, Paarl, 7620	021 860 1200	021 860 1231

IZiko leeFoni leSebe iWCED:

Imibuzo engeMicimbi yaBasebenzi neyezeMali : 0861 923 322; IZikolo eZikhuselekileyo: 0800 45 46 47

Iziko lewebhu: WCED Online <http://wced.school.za>

Uluhlu lwee-imeyili : WCEDnews <http://list.pgwc.gov.za/mailman/listinfo/wcednews>.

Twitter (micro-blogging)

WCEDnews <http://twitter.com/wcednews> (for news-in-education-related tweets); WCEDlearn <http://twitter.com/wcedlearn> (for education-related tweets)

Tumblr (blog)

WCED/News/Home <http://wcednewshome.tumblr.com/> ; WCEDnews <http://wcednews.tumblr.com/>

Posterous (blog)

WCEDnews <http://posterous.com/wcednews>

2. Uludwe lwezifinyezo/lwezishunqulelo

A(B)ET: Adult (Basic) Education and Training	IMG: Institutional Management and Governance
ACE: Advanced Certificate in Education	LSEN: Learners with Special Education Needs
ANA : Annual National Assessment	LTSM: Learning and Teaching Support Materials
ASIDI: Accelerated School Infrastructure Development Initiative	MTEF: Medium-Term Expenditure Framework
ASS : Annual School Survey	NCS: National Curriculum Statement
CAPS: Curriculum and Assessment Policy Statement	NC (V): National Curriculum (Vocational)
CEMIS: Central Education Management Information System	NEPA: National Education Policy Act
CTLI: Cape Teaching and Leadership Institute	NQF: National Qualifications Framework
DHET: Department of Higher Education and Training	NSC : National Senior Certificate
DBE: Department of Basic Education	NSNP: National School Nutrition Programme
DEMIS: District Education Management Information System	PFMA: Public Finance Management Act
DIP: District Improvement Plan	PILIR: Policy and Procedure on Incapacity Leave and Ill-Health Retirement
ECD: Early Childhood Development	PPI: Programme Performance Indicator
EIG: Education Infrastructure Grant	PPM: Programme Performance Measure
EMIS: Education Management Information System	RCL: Representative Council of Learners
EPWP: Expanded Public Works Programme	SAQA: South African Qualifications Authority;
FAL: First Additional Language	SASA: South African Schools' Act
FET: Further Education and Training	SETA: Sector Education and Training Authority
GET: General Education and Training	SGB: School Governing Body
GHS : General Household Survey	SIM: School Improvement Monitoring
GIS: Geographic Information System	SIP: School Improvement Plan
Gr : Grade	SMT: School Management Team
HEI: Higher Education Institution	U-AMP: User Asset Management Plan
HL : Home Language	WCED : Western Cape Education Department
ICT: Information and Communication Technology	WSE: Whole-School Evaluation

3. IMBULAMBETHE EYENZIWA NGUMPHATHISWA



Donald Grant

Kule minyaka mihlanu idlulileyo ibe lilungelo elilodwa kum ukusebenza kwiSebe leMfundo leNtshona Koloni (WCED) nokuphucula iziphumo zemfundo kweli Phondo. Ndinelunda ngempumelelo esiyizuzileyo sibambisene.

Ngeli thuba, senze inkqubela ebonakalayo ngokumalunga neenjongo zethu ezicwangciswe ngobuchule ekuzezi :

- ukuphucula uLwimi neMathematika kwiZikolo eziziiPrayimari
- ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
- ukunciphisa inani lezikolo eziqhuba kakubi

Ukusebenzela ukufikelela kwezi njongo zintathu kukhokelele ekwandeni okusivuyisayo kwereyithi yokugcinwa kwabafundi ezikolweni.

Xa sijonga inkqubela kwezi nkalo, ndinako ukutsho ngaphandle kwamathandabuzo ukuba inkqubo yezemfundo ikwimeko ebhetele kunento ebiyiyo kwiminyaka emihlanu edlulileyo. Oku kusisiphumo samalinge entsebenziswano ngamagosa eSebe iWCED, zii-SGBs, abazali nootitshala kwakunye namanye amaSebe ePhondo nee-arhente zezemfundo ezingamahlakani ethu.

Lo gama iNtshona Koloni isenendlela ende ekufuneka iyihambile ukufikelela kuzo zonke iinjongo zayo ezimiselwe kwisicwangciso esenziwe ngobuchule, sinako ukuyalatha inkqubela ebonakalayo ukuza kuthi ga ngoku.

Ngo-2010/2011, sabeka isiseko esifunekayo ekugqibeni esi sicwangciso, yaye ngo-2011/2012 nango-2012/2013, siye sakhela phezu kwesi siseko, sijolise ngokukodwa kuncedo esilunika izikolo zethu ezihlupheke kakhulu nakwiSigaba seSiseko.

Ngo-2013/2014, sasibethelela kwakhona esi siseko ngokuqinisekisa uzinzo olungaphezulu kwinkqubo yezemfundo.

Eminye imiba eqaqambileyo kunyaka ka-2013/2014 ibandakanya ukuqaliswa kwe-*e-Recruitment System* nevumela ootitshala ukuba bafake yaye bazigcine ii-Sivi zabo kwikhompyutha kwakunye nokwenza izicelo zomsebenzi kwizithuba zootitshala ezingenamntu. Bangaphezu kwe-20 000 ootitshala ababhalisa kule sistim kunyaka ophelileyo.

Siyazidla ngokukodwa ngamaphulo ahluka-hlukeneyo esiwenzileyo ukwenzela ukuncedisa abafundi nezikolo zethu ezihlupheke kakhulu. Amanye amaphulo aqaqambileyo ibe kukuqaliswa kwesidlo sakusasa sabafundi, ukongeza kwisidlo sasemini abasifumana ngosuku ngalunye; ukunyusa inkxaso-mali kwizikolo ezingaphezu kwe-300 ezibiza iifizi ezenza iinkonzo kubahlali abangathathi ntweni, intlawulo yezigidi zeerandi eziyi-42 kwimbuyiselo yeefizi ukunceda izikolo ekunciphiseni eminye yale mingeni zijongene nayo izikolo ngenxa yokungahlawulwa kweefizi zesikolo.

Izikolo ezibiza iifizi ezingamakhulu amabini aneshumi elinesithandathu (216) ezenza iinkonzo kubafundi abangathathi ntweni zakhetha ukuba zizikolo ezingabizi zifizi kunyaka wesikolo ka-2014 xa zazinikwe eli thuba.

Kunyaka-mali ka-2013/2014 kwamiselwa ngokusemthethweni iphulo elilingwayo eliyi-School Resource Officer (SRO) pilot, elinjongo ikukwenza indawo engqonge isikolo ibe yekhusekileyo, nokwakha kunye/okanye nokucwangcisa ukwakha izikolo ezitsha eziyi-15 nokutshintshwa kwezikolo eziyi-33. Iiprojekthi zolondolozo eziyi-108 nazo zagqitywa ezikolweni.

Ngoku namhlanje sinenkqubo yezemfundo yephondo evelisa iziqhamo nethe yanika iimpendulo ezinika ithemba ekuphuculweni kweesistim eziliqela.

Kunyaka-mali ka-2013/14 senza izicwangciso zokuzinzisa nokomeleza ezi zicwangciso ukuqinisekisa uzinzo ngakumbi nokwenzela ukuphumeza ukuzimisela kwethu ekuphuculeni ubomi babona bantu babaluleke kakhulu kuthi – abafundi. Apho kufuneka sitshintshe iimeko neendlela zokwenza, siya kuphinda sizichaze ngokutsha yaye sizimise ngenye indlela ezi zicwangciso zobuchule zethu.

Ukugxininisa ekuphuculeni umgangatho nasekugcinweni kwamanani abafundi kuya kuba negalelo elinika ithemba ekukhuleni koqoqosho nasekuncitshisweni kwentswelo-ngqesho.

Sijonge ngethemba ekwenzeni iMfundo 'Bhetele ngokuBambisana', ngokuphucula iziphumo zokufunda nenkqubo yezemfundo kwiminyaka ezayo.



Donald Grant
UMphathiswa weSebe leMfundo
2013/14

4. INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI (ACCOUNTING OFFICER)

Isishwankathelo semisebenzi yesebe:



Ukupasa kwizifundo

ISebe iWCED likubeka esweni ukupasa kwabafundi kuvavanyo lwangaphakathi nolwangaphandle. Ngokumalunga novavanyo lwangaphakathi, imisebenzi yovavanyo ijongisiswa (*scrutinised*) zii-HODs naBacebisi beZifundo. Ukongeza apho, kumiselwe iithagethi zamanani abafundi abapasa onke amabakala nolwimi nemathematika. Iimvavanyo zangaphandle zisetelwa amaBakala 1-6 no-9 zikwimo yeeMvavanyo zoNyaka zikaZwelonke (*Annual National Assessments*). ISebe iWCED lilawula ngokuzimeleyo iimvavanyo ezisetiweyo zamaBakala 3, 6 no-9 kulwimi nakwimathematika yaye iSebe iDBE liseta iimvavanyo zeSatifikethi sikaZwelonke.

PA Vinjevod
INTsumpa-Jikelele

Kubekho ukuphucuka okuthe chu kumanani nomgangatho wabafundi abapasayo kwiSatifikethi seMatriki sikaZwelonke. Zakuba zibandakanyiwe iziphumo zokumakishwa kwakhona nezeemviwo zokuxabangela kwiziphumo ngokubanzi, bayi-651 abafundi ukongeza abaye bapasa iNSC, yaye oko kuyandisile ireyithi yepesenti yokupasa ukusuka ku-85.1% ekuqaleni yaya ku- 86.5%.

Ngokufanayo kubekho ukuphucuka kwereyithi yokupasa kwamanye amabakala, ngokukodwa kumabakala 10 no-11.

Iprogram yovavanyo lwangaphandle yeeLwimi neMathematika yanika inkxaso amaphulo ongenelelo ngoncedo ethu nezikolo, kubandakanywa iiprogram zoqeqesho lootitshala ezimiselweyo.

Inkxaso

Ingcaciso ngenkxaso yokwandisa amanani abafundi (*learner population*), kuquka abo basele kwinkqubo yezemfundo kwakunye nabo babhalise okokuqala ngqa, ibonelelwe ngeenkukacha ezithile kule ngxelo ngokubanzi. Oku kuquka izicwangciso zeziseko zophuhliso (*infrastructure planning*) nokubonelelwa ngeencwadi zezifundo neencwadi zomsebenzi, ukutya, izithuthi, inani elandileyo lezikolo ezingabizi zifizi neprogram yokuxolelwa ekuhlawuleni iifizi.

Iisistim nokuphendula ngokusebenza kwazo (Systems and accountability)

Kumaphepha achaza ngeProgram nganye kule ngxelo, sibandakanye ingcaciso ethile engokwabelwa kwamaziko izithuba ngo-2009/10 xa kuthelekiswa namanani ango-2013/14. La manani kufuneka aqondwe ngokunxulumene neenjongo esizimisele ukufikelela kuzo, ngeli thuba ukwandisa iinkalo eziyimpumelelo.

Okubaluleke gqitha kukuba zincitshisiwe iindleko zokuqeshwa kwabasebenzi (*staffing costs*) ngokunciphisa izithuba zemvumelwano (*contract posts*); ukunciphisa amanani abasebenzi abangaphezu kwemfuneko; ukuqwalasela ukungasetyenziswa ngendlela kwexesha lokufundisa ezikolweni nokujongana neemeko zabo bakwikhefu amathuba amade (*extended periods of leave*). Ukusetyenziswa kwesistim yoku-odola ngekhompyutha (*online ordering systems*), ukuthenga izibonelelo ezininzi ngaxeshanye nesistim yokugaya abasebenzi ngekhompyutha (*online recruitment*), kuye kwawaphucula amaxesha okuguqula ezi meko yaye oko kube luncedo ekubekweni esweni nasekulandelelweni kweesistim. Ucazululo lwedatha nolawulo lwayo lusinike ingqiqo yokuba senze izigqibo ezibhetele ngayo yonke into kwinkqubo yezemfundo. Kwinkqubo empawu zayo ikukomeleza ukuphendula ngokwenzekayo, siye sagxila ekuboneleleni abona bantwana basemngciphekweni kakhulu.

Isishwankathelo seziphumo zemali zesebe:

Iimali ezifunyenwe liSebe (Departmental receipts)

Iimali ezifunyenwe liSebe	2013/2014			2012/2013		
	Eqikelelweyo	Isixa kanye esiqokelelweyo	Inkcitho engaphezulu/engaphantsi yeQokelelweyo	Eqikelelweyo	Isixa kanye esiqokelelweyo	Inkcitho engaphezulu/engaphantsi yeQokelelweyo
	R'000	R'000	R'000	R'000	R'000	R'000
Ukuthengiswa kweempahla neenkonzongaphandle kwee-capital assets	11,906	11,959	(53)	10,974	13,172	(2,198)
Iifayini, izohlwayo neemali ekuphulkenwe nazo	228	774	(546)	228	761	(553)
Inzala, izahlulo nerenti yemihlaba	1,998	1,818	180	1,998	3,530	(1,532)
Ii-Financial transactions kwii-assetini nasematyaleni (assets & liabilities)	26,698	19,003	7,695	11,333	24,418	(13,085)
ITotali	40,830	33,554	7,276	24,533	41,881	(17,348)

Ingeniso yeSebe ngokwalo eyenziwe lisebe ifikelela kwi-0.3 % yebhajethi iyonke. Imithombo (*sources*) yeSebe ephambili yemali yesebe ngokwalo yile –

- Ukuqokelelwa kwamatyala abanjwa isebe lemfundo.
- Ikomishini kwiintlawulo zee-inshorensi kunye neemali ezixhuzulwayo zomyalelo we-*garnishee*.
- Iimali ezihlawulelwa iinkonzo ezinxulumene neemviwo ezinjengokumakishwa kwakhona kweencwadi zeempendulo, izicelo zeekopi zezatifikethi zematriki kunye nezinye izatifikethi. Ezi ntlawulo zimiselweyo ziqingqwa liSebe leMfundo esiSiseko likaZwelonke
- Iinkonzo zokufotokopa izinto kwamanye amasebe ephondo

Zonke iintlawulo zidwelisiwe kwirejista yeentlawulo egcinwa kwikhompyutha. Iintlawulo zijongiswa qho ngonyaka ukulungiselela ukuhla nokunyuka kwamandla emali. Imali eqokelelweyo ebengaphantsi kuleyo iqokelelwe lisebe ngo-2013/14 zizigidi eziyi-R7 million yaye oko kubangelwe yinto yokuba ambalwa amatyala athe acinywa apho iimali ezifunyenweyo zithe zachaphazeleka ngaphezu kwezo beziqikelelwe.

Onke amatyala acinywa ngokomgaqo-nkqubo wesebe wokucima amatyala yaye oku kufuna amanyathelo aliqela abandakanya amalinge okulandelela abo banamatyala.

Inkcitho ngeeprogram

Igama leprogram	2013/2014			2012/2013		
	Ulwabiwo –mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphezulu/ engaphantsi)	Ulwabiwo –mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphezulu/ engaphantsi)
	R'000	R'000	R'000	R'000	R'000	R'000
1. Ezolawulo	579,744	571,149	8,595	546,911	536,988	9,923
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	11,381,365	11,362,779	18,586	10,467,295	10,450,520	16,775
3. Iinkxaso-mali zezikolo ezizimeleyo	84,648	84,648	-	72,321	72,321	-
4. Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	910,338	910,338	-	824,291	820,101	4,190
Imfundo noQeqesho oluQhubekayo	353,097	353,078	19	597,589	597,523	66
Imfundo yaBadala noQeqesho	37,898	37,898	-	36,920	36,920	-
7. Uphuhliso lwemfundo yabasaqalayo	465,637	465,535	102	383,894	383,894	-
8. Uphuculo lweziseko zophuhliso	1,192,946	1,054,312	138,634	790,987	750,672	40,315
IiNkonzo ezincedisayo nezinxulumene nazo	663,112	662,459	653	640,035	639,171	864
ITotali	15,668,785	15,502,196	166,589	14,360,243	14,288,110	72,133

ISebe lichithe i-98.94 pesenti yebhajethi ehlanga-hlengisiweyo (*adjusted budget*) ngo-2013/14. Inkcitho engaphantsi iye yafikelela kwizigidi eziyi-R166.589, okanye i-1.06 % yebhajethi ehlanga-hlengisiweyo nethi ke ibe kumlinganiselo omiselweyo kazwelonke (*national benchmark*) ozipesenti ezi-2.

Izizathu zokungayichithi yonke imali zezi zilandelayo:

- *Izigidi eziyi-R8.593 zesixa i-Equitable Share*. Isixa esiyi-R6.1 yezigidi sibekelwe umatshini oyi-*wrapping machine* othengelwe iCandelo loLawulo lweeMviwo. Ngenxa yokulibaziseka kwixesha lenkqubo yokwenziwa kwawo phesheya, awubanga nako ukwenziwa yaye ufakwe (*installed*) umatshini ungadlulanga owe-31 kaMatshi 2014. Intsalela eseleyo eyi-R2.819 yezigidi engachithwanga yonke kwiProgram yoLawulo ibangelwe ngamanyathelo ayimpumelelo aphunyezwe apha kwisebe ngaphakathi.
- *Yi-R10.181 izigidi zokuxhaswa ngemali kwakhona kweeSekondari zoBugcisa i-Technical Secondary School Recapitalisation Grant*. Oku kubangelwe lulibaziseko ekwaxhiweni kweendawo zokusebenzela ii-mechanical and civil technology workshops kwizikolo zobugcisa ezibini, kwakunye nolibaziseko lokuziswa kwe-ICT hardware neekiti zezixhobo ii-mechanical, electrical and civil technology toolkits kwizikolo zobugcisa. Isixa esizizigidi eziyi-R9.706 esabelwe i-ICT hardware and mechanical, electrical and civil technology toolkits. Isixa esingasetyenziswanga esizizigidi eziyi-R0.475 siza kunikezelwa kuNondyebo kaZwelonke.
- *Yi-R138.635 izigidi ze-Education Infrastructure Grant (EIG)*. Inkcitho engaphantsi ibangelwe lulibaziseko kwiiprojekthi zeziseko zophuhliso ii-Accelerated School Infrastructure Development Initiative (ASIDI) capital infrastructure projects kwizikolo zikarhulumente eziqhelekileyo. Isixa esipheleleyo sezigidi eziyi-R138.635 sabelwe inkcitho engabanga nakuhlawulelwa ungadlulanga owe-31 Matshi 2014.

- Yi-R0.653 izigidi ezabelwe iGranti i-HIV/AIDS (Life Skills Education) Grant. Isixa esipheleleyo sezigidi eziyi-R0.653 sabelwe iinkonzo ezenziwa ngabathengisi/ziikhontraka ngethuba elisusela ku-2013/14, kodwa azingeniswanga ngexesha ii-invoyisi ukulungiselea intlawulo yaye azabinako ukuhlawuleka ungalulanga owe-31 Matshi 2014.
- Yi-R6.775 izigidi zeGranti yeProgram yoKutyisa aBantwana yeZikolo (National School Nutrition Programme). Iphulo lokunika abafundi ubisi (milk pilot) belimele ukuqhutywa kwasekuqaleni kunyaka-mali ka-2013/14. Isicwangciso ibikukuba abafundi banikwe isingxobo sobisi (sachet of milk) kanye ngeveki. Ngenxa yolibaziseko ekufumaneni umthengisi wezinto zokufaka ubisi (packaging material), eli phulo liya lalibaziseka yaye liqale ngoNovemba 2013. Isixa esipheleleyo semali engasetyenziswanga siyakubuyiselwa kuNondyabo kaZwelonke (National Treasury).
- Yi-R1.498 izigidi ze-Dinaledi Schools Grant. Kwakhutshwa iithenda ngo-April 2014 yaye isixa esipheleleyo asisebenzanga yaye siza kunikezelwa isixa kuNondyabo kaZwelonke.
- Yi-R0.234 yezigidi eyabelwe i-Social Sector EPWP Incentive Grant for Provinces. Amabango ambalwa afunyanwa kwiikholeji zeFET namalunga nokuxhotyiswa ngezakhono kwee-data capture noqeqesho loNcedo lokuQala (First Aid training) nabandedisi abaziipraktishina ze-ECD. Isixa esipheleleyo asisebenzanga yaye siza kunikezelwa kuNondyabo kaZwelonke.
- Yi-R0.020 yezigidi eyabelwe i-Further Education and Training Grant. Isixa esipheleleyo asisebenzanga yaye siza kunikezelwa kuNondyabo kaZwelonke.

Makuqwalaselwe ukuba ngaphandle kwezi mali zingasetyenziswanga zinikezelwe kuNondyabo kaZwelonke, ezi mali zingasetyenziswanga zezeprojekthi ebezabelwe zona ngokwento yonke yaye isicelo sokugqithiselwa kunyaka-mali olandelayo kwezimali safakwa kuNondyebno kaZwelonke. Kubekho ifuthe elingabhekanga phi kuzo naziphi na iiprogram okanye ukwenziwa kweenkonzo.

limali ezikhutshwa kwamanye amacandelo ukuya kwamanye kwibhajethi (Virements/roll overs)

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

- Ukutshintshwa kwe-R12 024 000 kwiprogram 1 isiwe kwiprogram 4 ekuphunyezweni kwe-Occupation Specific Dispensation (OSD) kwii-Education Therapists, kwii-Counsellors neePsychologists kwizikolo ze-Elsen.
- Ukutshintshwa kwe-R8 925 000 kwi-program 1 isiwe kwi-program 7 kwinkxaso yezemali kwizikolo zeBakala R ezikwiNqanaba leNtlupheko 4 no-5 kwizikolo zikarhulumente eziqhelekileyo ezanikwa iwonga lokuba zizikolo ezingabizi zifizi ukususela kuJanuwari 2014.
- Ukutshintshwa kwe-R11 303 000 kwiprogram 1 isiwe kwiprogram 8 ukuhlaziya iziseko zophuhliso zeeholo zezikolo namabala ezemidlalo kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R1 399 000 kwiprogram 1 ukuya kwi-program 9 kwenzela iintlawulo ze-GG-daily ngenxa yokuhlelwa ngokutsha kwe (reclassification) kwe-Standard Chart of Accounts (SCOA).

- Ukutshintshwa kwe-R24 196 000 kwi-program 2 isiwe kwiprogram 8 ukulungiselela ulondozo lweziseko zophuhliso, uhlaziyo lweeholo zezikolo namabala ezemidlalo neeklasi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R284 000 kwi-program 3 isiwe kwiprogram 8 ukulungiselela ulondozo lweziseko zophuhliso, uhlaziyo lweeholo zezikolo namabala ezemidlalo neeklasi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R9 755 000 kwi-program 4 isiwe kwiprogram 8 ukulungiselela ukuhlaziya iziseko zophuhliso, oko kukuthi uhlaziyo lweeholo zezikolo namabala ezemidlalo neeklasi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R14 000 kwi-program 6 isiwe kwiprogram 8 ukulungiselela ulondozo lweziseko zophuhliso, kwizikolo zikarhulumente.

Bekufunwe ezi mali zigqithiselwe komnye unyaka (*rollovers*) zilandelayo :

- Isixa esiyi-R6.1 sezigidi se-*Equitable Share* sifunelwa umatshini oyi-*wrapping machine* othengwe kwiCandelo loLawulo lweeMviwo. Ngenxa yokulibaziseka kwenkqubo yokwenziwa kwawo phesheya, awubanga nako ukwenziwa yaye ufakwe umatshini ungalulanga owe-31 kaMatshi 2014.
- Yi-R9.706 yezigidi ze-*Technical Secondary School Recapitalisation Grant* efunelwe i-*ICT hardware* neekiti zezixhobo i-*mechanical, electrical and civil technology toolkits* nokwakhiwa kweendawo zokusebenzela ii-*mechanical and civil technology workshops* kwizikolo zobugcisa ezibini
- Yi-R138.635 izigidi ze-*Education Infrastructure Grant (EIG)* efunelwe inkcitho engahlawulwangwa ungalulanga owe-31 Matshi 2014 kwiiprojekthi ze-*ASIDI capital infrastructure projects* kwizikolo zikarhulumente eziqhelekileyo.
- Yi-R0.653 yezigidi kwi-*HIV/AIDS (Life Skills Education) Grant* efunelwe ii-invoyisi zeenkono ekungakwazekanga ukuba zingeniswe ngexesha ukulungiselela intlawulo ngabathengi/ziikhontraka ungalulanga owe-31 Matshi 2014.

Inkcazo yezizathu zenkcitho engagunyaziswanga, engenanzuzo nokudyakraza ngemali nezixa ezichaphazelekayo kwakunye namanyathelo amakathathwe ukuthintela ukwenzeka koku kwakhona.

Isebe alikhange lenze nayiphi na inkcitho engagunyaziswanga ngeli thuba liphantsi koqwalaselo. Ukunciphisa inkcitho engahambi ngokomgaqo, isebe likhethe amagosa oqhagamshelwano nabathengi nabathengisi (*supply chain champions*) kwicandelo ngalinye. Aye aqeqeshwa kwiinkalo zonke ze-SCM. Kwaqaliswa iithemplethi zeSCM, zokwenza nokulawula inkqubo nemigaqo efunekayo. Ukunciphisa izehlo zenkcitho engahambi ngokomgaqo, iyunithi yolawulo yangaphakthi yenza uphicotho-zincwadi lwasemva koku. Le yunithi inika inkcazo ngokuqhubekayo kumagosa oqhagamshelwano nabathengi nabathengisi eSC nakumacandelo awo malunga neqondo lenkcitho engahambi ngokomgaqo enokubakho. La manyathelo akhokelele ekuncitshisweni kwenkcitho engahambi ngokomgaqo.

Izicwangciso zexesha elizayo zesebe

I-Action Plan yezemfundo kaZwelonke ecetywayo ukuya ku-2019 icacisa ukuba ukukhuthaza ukugxininisa apha kwinkqubo yezemfundo, kuthathelwe ingqalelo iinjongo ezintlanu kweziyi-27 **njengeenjongo eziyiprayorithi**. Ezi njongo zijongene neBakala R, uphuhliso lootitshala, izibonelelo ezixhasa ukufunda, ulawulo lwezikolo nenkxaso zii-ofisi zezithili. Ezi zinto ziya kubanefuthe kwizicwangciso zeSebe iWCED zexesha elizayo.

Iinjongo ezi-3 zeSebe iWCED (Ukuphucula uLwimi neMathematika kwiZikolo eziziPrayimari ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo iSatifikethi seMatriki sikaZwelonke; ukuncitshiswa kwenani lezikolo eziqhuba kakubi) ziya kugcina ngokuthi kugxininise ukuqhubekela phambili ngokuphucula ukugcina amanani abafundi.

Iinjongo egxininisa ngakumbi kwizikolo zabahlali abangathathi mntweni (*pro-poor emphasis*) kuya kuqhutyekwa nayo, yaye kuqwaselwe ukhuseleko nempilo-qete yabafundi ukwenzela ukuba kuqinisekise ukuba bafumana imfundo ebhetele ngandlela zonke.

Kuya kujongwana neemfuno zoqeqesho lootitshala yaye kuya kubonelwa ngezona ndawo zibhetele zingqonge ukufunda nokufundisa nokuba zilawulwa ngeyona ndlela ibhetele.

Amaphulo obambiswano phakathi kukarhulumente namaqumrhu abucala

Isebe alikhange lingene kuwo nawaphi na amalungiselelo ngethuba lokunika ingxelo.

Imisebenzi eyekiweyo / imisebenzi ekungasazi kuqhutyekwa nayo

Ayikho

Imisebenzi emitsha ecetywayo

Ayikho

Ulawulo loqhagamshelwano lwabathengi nabathengisi

Iibhidi ezicetywayo ebezingeyomfuneko ezigqitywe kunyaka ophantsi koqwalaselo

Azikho

Iinkqubo zeSCM neesistim

ISebe iWCED lithembele kwisistim i-Accounting Officers' System, Standard Operating Procedures (SOPs) nakumgaqo-nkqubo wenkcitho esetyenziswe gwenxa (*Irregular Expenditure policy*) ezikhutshwe apha ngaphakathi kwiSebe iWCED.

Imingeni yeSCM nendlela esonjululwe ngayo

Isebe libambe iseshoni yocwangciso lobuchule neyavumela ukuba kujongwane nemisebenzi engundoqo ngokubaluleka kwayo. Oku kubangele isebe liveze isicwangciso sokuthenga iimpahla neenkonziso seminyaka emihlanu. Ukucwangcisa kwangaphambili kungundoqo kwezo mpahla neenkonziso zifuna ukuthengwa. Imiba yezemithetho nemigaqo ifuna ukuqwalaselwa ngokuqhubekayo.

Izipho neminikelo efunyenweyo elolunye udidi evela kumaqela ekunganxulumangwa nawo (non-related parties)

Azikho

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

Akukho

Iziganeko zasemva komhla wokufakwa kwengxelo

Akukho ziganeko zehle phakathi kwe-31 Matshi 2014 nomhla wokuvunywa kweengxelo-mali ngowe-31 Meyi 2014 ezifune ukuba kuhlenga-hlengiswe iingxelo-mali.

Okunye

Imiba engeziseko zophuhliso: Ityala likaMagqwaka

Umba weMagqwaka uwela kwiSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works (DTPW)*) njenge-*Implementing Agent (IA)*. Nakuba kunjalo kubekho intsebenziswano phakathi kwe-DTPW neSebe i-WCED ukusombulula lo mba. ISebe iDTPW liwugqithisele lo mba kwi-Ofisi yeGqwetha likaRhulumente (*State Attorney*) ngenjongo yokufumana iingcebiso. Ngokwe-DTPW, akukho mpendulo ifunyenweyo kwiGqwetha likaRhulumente de kwaba yi-31 Matshi 2014.

I-arhente (Agency)/Imisebenzi ePhambili (Principal Activities)

ISebe lithathe inxaxheba kwezi arhente/ kule misebenzi iphambili ilandelayo:

- Kunye neSebe i-*Department of Transport and Public Works (DTPW)* kwimisebenzi enxulumene neziseko zophuhliso, apho iSebe i-DTPW ibiyi-arhente ephumeza oku ukulungiselela iSebe iWCED.
- Kunye neSebe leMfundo esiSiseko (*Department of Basic Education (DBE)*) kwi-*Accelerated School Infrastructure Development Initiative (ASIDI)* ukwakha izikolo neeklasi, apho isebe lisebenza njenge-arhente ye-DBE.
- Kunye neSebe leMfundo esiSiseko (*Department of Basic Education (DBE)*) kwii-*Annual National Assessments (ANA)* ukwenzela ukulawula ii-ANAs egameni leSebe iDBE, apho isebe lisebenza njenge-arhente ye-DBE.

Akukho zifizi zifunyenweyo okanye zihlawulwe i-arhente /iinkonzo ezingundoqo ezenziweyo ngaphezu kwenkxaso-mali ebonelelwe ekwenziweni kwemisebenzi ekuvunyelwene ngayo.

Imibulelo

Siwuqaphele sizele ngumbulelo umsebenzi wootitshala abakhutheleyo kwakunye neenkokeli zabo nenkxaso enikwa ngabo bonke abathathi-nxaxheba nabo badlala indima ekuqinisekiseni ukuba umsebenzi wethu kukuzenza idini kubafundi nokuphucula amathuba obomi babo.

Isiphelo

Ngalo nyaka ophantsi koqwalaselo ezona zinto zibe ziimpawu eziphambili zawo kukugxila ngodlamko oluhlaziyiweyo ekuphuculeni iziphumo zokufunda njengoko kubonakalayo kwi-*School Improvement and District Improvement Plans*. Komeleziwe uKwenziwa kweenkonzo ngokuthi kuqeshwe abasebenzi abaphambili nangokuphuculwa kweenkqubo zolawulo eziziintlobo ngeentlobo. Ukuhlawulwa kwemali ukuncedisa izikolo ezixolela abazali ekuhlawuleni iifizi yinkqubela ebalulekileyo. ISebe i-WCED lijonge ngethemba kwimpumelelo ehlala iqhubeka okokoko nakwinkqubo yezemfundo ezinzileyo.

Ukuvunywa nokusayinelwa kwengxelo

NjengeGosa eliMele ukuPhendula ngoSetyenziwo lweMali, ndiyazivuma ezi Ngxelo-mali zoNyaka (*Annual Financial Statements*) zikwiphepha elahlukileyo ngeli thuba.



PA Vinjevold

IGosa eliMele ukuPhendula ngoSetyenziso lweMali

ISebe leMfundo

31 Meyi 2014

5. INGXELO ENGOXANDUVA NENGINISEKISO YOKUCHANEKA KWENGXELO YONYAKA

Ngokolwazi lwam nenkolelo yam, ndiyakungqina oku kulandelayo:

Yonke ingcaciso nezixa ezichaziweyo kule Ngxelo yoNyaka zihlala zingatshintshanga.

INgxelo yoNyaka iphelele, ichanekile yaye ayinazimpazamo.

INgxelo yoNyaka ilungiswe ngokungqinelana nesikhokelo sengxelo yonyaka njengoko sikhutshwe nguNondyebo kaZwelonke.

liNgxelo-mali zoNyaka (*Annual Financial Statements (Part E)*) zilungiswe ngokungqinelana nomgangatho wezemali *i-modified cash standard* nemigaqo-sikhokelo echaphazelekayo ekhutshwe nguNondyebo kaZwelonke.

IGosa eliMele ukuPhendula ngoSetyenziso lweMali luxanduva lwalo ukulungisa iingxelo-mali zonyaka (*annual financial statements*) zesebe kunye neembono ezinikwe kule ngcaciso -

IGosa eliMele ukuPhendula ngoSetyenziso lweMali luxanduva lwalo ukuseka nokuphumeza inkqubo yolawulo lwangaphakathi eyenzelwe ukunika ingqinisekiso efanelekileyo malunga nokuthembeka kwengcaciso yentsebenzo, ingcaciso yecandelo lemicimbi yabasebenzi, neeNgxelo-mali zoNyaka.

Abaphocothi-zincwadi bangaphandle badlala indima yokuvakalisa uluvo lwabo oluzimeleyo ngeeNgxelo-mali zoNyaka.

Ngokoluvo lwam, iNgxelo yoNyaka ibonisa ngokwenene ingcaciso yokwenziwa komsebenzi, ingcaciso yentsebenzo, ingcaciso yemicimbi yabasebenzi nemicimbi yezemali yesebe kunyaka-mali ophela ngowe-31 Matshi 2014.

Owenu ngenene



IGosa eliMele ukuPhendula ngoSetyenziso lweMali
PA Vinjevold
31 Meyi 2014

6. INKCAZO YESICWANGCISO SOBUCHULE

6.1 Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa kukufikelela kwezi njongo zintathu zongameleyo:

1. Ukuphucula ulwimi nemathematika kwizikolo eziziprayimari
2. Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
3. Ukunciphisa inani lezikolo eziqhuba kakubi

6.2 Eyona njongo iphambili

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 zikarhulumente zemfundo eneemfuno ezizodwa
- Imfundo noQeqesho oluQhubekayo kwiikholeji ze-FET zikaRhulumente
- Imfundo yaBadala noQeqesho (AET) kumaziko emfundo oluntu
- UPhuhliso lweMfundo yaBantwana aBasaqalayo ukuFunda (ECD) kwiBakala R
- Amathuba oqeqesho olwenzelwa ootitshala nabo bangezotitshala
- Iprogram yokutya ethagethiweyo namanye amanyathelo okunciphisa ubuhlwempu nawokhuseleko Ukunika inkxaso ootitshala ngokubabonelela ngezona meko zengqesho zisisiseko, ngezikhuthazi (*incentives*) nangeprogram yempilo-qete yabaqeshwa

6.3 Iimfundiso eziziseko

- Ukubaluleka kakhulu komfundi
- Iimfundiso eziziseko zoMgaqo-siseko waseMzantsi Afrika noMqulu waMalungelo oluntu
- Ukwenza umsebenzi ogqwesileyo ngokuthi kubonelelwe yaye kunikwe inkxaso abasebenzi abangootitshala, abaxhotyiswe ngokwenene, abanenkqubela abaqeqeshiweyo nabazinikeleyo emsebenzini wabo
- Ukwazi ukuphendula kwabo baphetheyo ngoxanduva lwabo nokwenzela izinto elubala
- Intembeko nokugqwesa kwimisebenzi yolawulo nakuleyo enika inkxaso

7. IMITHETHO NEZINYE IZIGUNYAZISO

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

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

UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997)

UMthetho weZikolo zaseMzantsi Afrika, (SASA) 1996 (uMthetho 84 ka-1996);

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

UMthetho weMfundo noQeqesho oluQhubekayo kwiikholeji, 2006, (uMthetho 16 ka-2006)

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

UMthetho wezeNgqesho wooTitshala ka-1998, (UMthetho 76 ka-1998)

UMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho 1 ka-1999)

UMthetho woKwahlulwa kweNgeniso yoNyaka, 2012, (uMthetho 5 ka-2012) (*Annual Division of Revenue Act, 2012 (Act 5 of 2012)*)

UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo 103 sika-1994)

UMthetho weGunya eliLawula iZiqinisekiso waseMzantsi Afrika, 1995 (uMthetho 58 ka-1995)

UMthetho weBhunga looTitshala laseMzantsi Afrika, 2000, (UMthetho 31 ka-2000) (*South African Council for Educators Act, (Act 31 of 2000)*)

UMthetho weMfundo noQeqesho lwaBadala, 2000 (uMthetho 52 ka-2000)

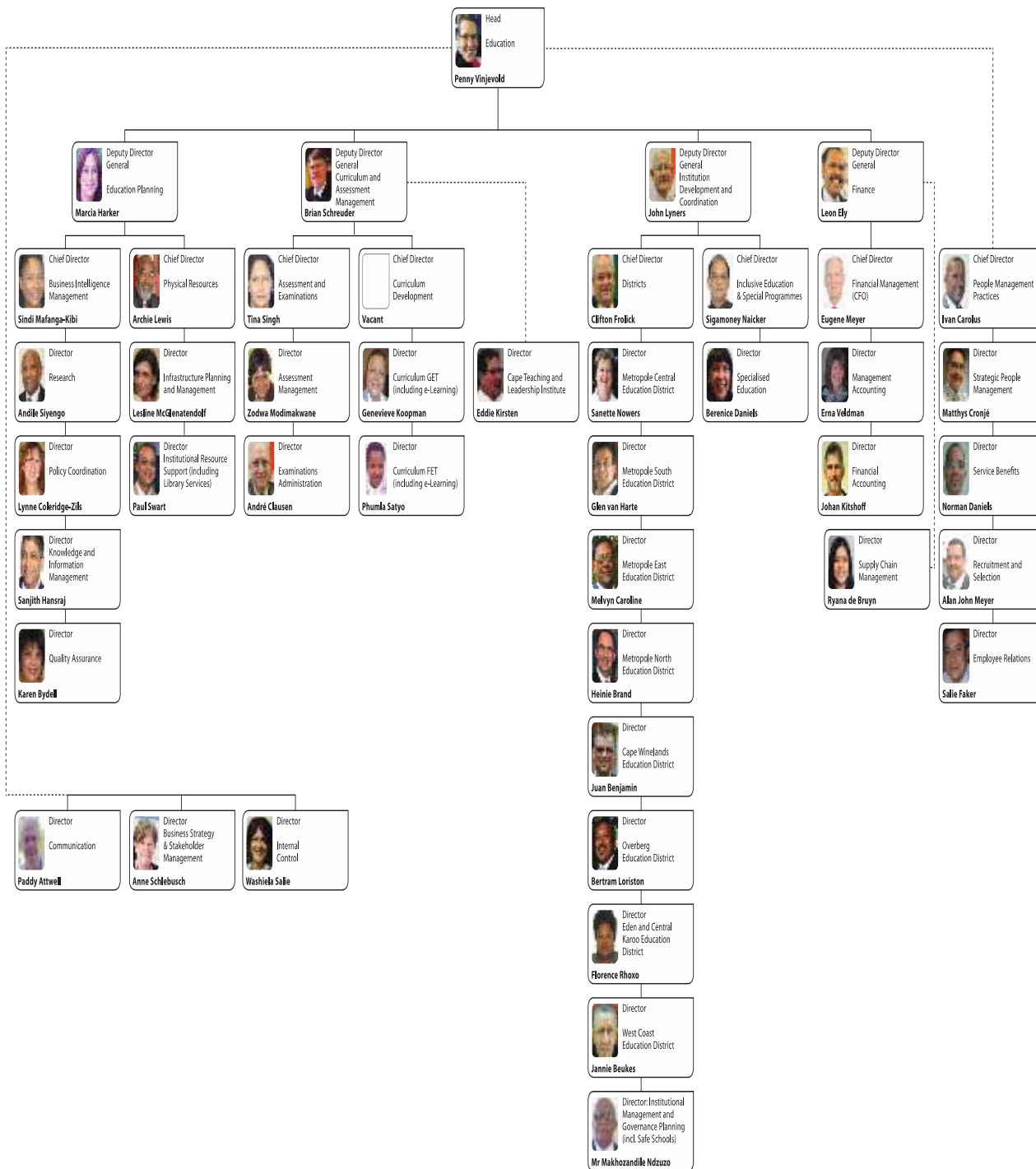
8. UKUMA KWESTRAKSHA SEZIKO ELI

Makujongwe kwiphepha elilandelayo

9. AMAQUMRHU ENZA INGXELO KUMPHATHISWA

AWANGENI NDAWO

INGxelo yoNyaka yoNyaka-mali ka-2013/14
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 lePhondo leNtshona Koloni





ICandelo B
Ingcaciso ngentsebenzo

1. INGXELO YOMPHICOTHI-ZINCWADI JIKELELE: IINJONGO EBEZIMISELWE KWANGAPHAMBILI

I-AGSA kungokunje yenza iinkqubo eziyimfuneko zokuphicothwa kweencwadi zengcaciso yentsebenzo ukunika ingqinisekiso efanelekileyo eya kuba ziingxelo zophicotho-zincwadi. Iziphumo zengxelo zophicotho-zincwadi ngentsebenzo zithelekiswa neenjongo esele zimiselwe kwangaphambili zibandakanyiwe kwingxelo eya kubaphathi eneeziphumo ii-*material findings* ezichazwa phantsi kwesihloko seeNjongo ebezimiselwe kwangaphambili (*Predetermined Objectives*) kwicandelo leNgxelo engeemfuno ezimiselweyo zomthetho nemimiselo kwingxelo yomphicothi-zincwadi.

Makufundwe iphepha 184 leNgxelo yoMphicothi-zincwadi epapashwe njengenxalenye yeCandelo E : Ingcaciso yezemali

2. INKCAZO NGENTSEBENZO YESEBE

2.1 Imeko eNgqonge uKwenziwa kweeNkonzo

Isicwangciso sezemfundo eMzantsi Afrika *South African education sector plan* siqulethwe kwi-*Action Plan 2014, towards Schooling 2025*. Isicwangciso siqulethe iinjongo eziyi-27. Eziyi-13 zokuqala zijongene neziphumo zokufunda, yaye ezinye iinjongo eziyi-14 zijongene nokuba kunokufikelelwa njani kwezi ziphumo zokufunda.

Inkqubo yokumelwa kukuphendula ngoxanduva lwakho (*accountability system*) kwesi sicwangciso iqhagamshelene neenjongo zezemfundo zaseMzantsi Afrika (*South African education goals*), izalathi zazo, **neethagethi** zazo kunye **nezigaba ezibalulekileyo** zazo. Inani leenjongo liqingqiwe, izalathi-nkqubela zinako ukulinganiselwa. Iithagethi mazibe 'kanye kwezo nkalo kujoliswe kuzo' yaye injongo mayibe kukuphucula iziphumo zokufunda ngokungaphezulu. Zahlula-hlulwe ngokwamaphondo yaye mazingathathwa njengemida ekungenakudlulwa kuyo. Lo gama iithagethi zikazwelonke sele zimiselwe nezizethuba elide eliye kufikelela ku-2025, izigaba ezibalulekileyo zigxininisa ngokubanzi kwiziphumo ezinqwenelekayo kwithuba eliphakathi (ukuya kwiminyaka emihlanu ezayo). Kumiselwe izigaba ezibalulekileyo kwiinjongo 1-13 kodwa akukamiselwa zigaba kwiinjongo 14 - 27 ezimalunga nokuba kufikelelwa njani kwezi ziphumo zokufunda.

IMvumelwano yoKwenziwa kweeNkonzo (*Delivery Agreement*) yitshatha ekwagqitywa ngayo ngo-2010, yasayinwa ngaba, phakathi kwabanye, uMongameli, uMphathiswa weMfundo esiSiseko naBaphathiswa bamaphondo (MECs). Iinjongo eziyi-27 zidweliswe apha ngezantsi. Iinjongo eziphambili ezintlanu (**five priority goals**) zeMvumelwano yoKwenziwa kweeNkonzo, zethuba elifikelela ku-2014, ziboniswa ngombhalo ongqindilili.

Iinjongo **zeziphumo zokufunda** zezi:

- 1 ►Ukwandisa inani labafundi kwiBakala 3 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala kwiBakala 3.
- 2 ►Ukwandisa inani labafundi kwiBakala 6 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lwemathematika kwiBakala 6.
- 3 ►Ukwandisa inani labafundi kwiBakala 9 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lwemathematika kwiBakala 9.
- 4 ►Ukwandisa inani labafundi beBakala 12 abakufaneleyo ukungenela iprogram yesiDanga sokuQala eyunivesithi.
- 5 ►Ukwandisa inani labafundi beBakala 12 abapasa imathematika.

linjongo **zeziphumo zokufunda** (zisaqhutywa):

- 6 ►Ukwandisa inani labafundi beBakala 12 abapasa i*physical science*.
- 7 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 6 kwiilwimi.
- 8 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 6 kwimathematika.
- 9 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 8 kwimathematika.
- 10 ►Ukuqinisekisa ukuba bonke abantwana bahlala beqhubeka ngokwenene nesikolo ubuncinane ukuya kunyaka abagqiba ngawo iminyaka eyi-15.
- 11 ► **Ukuphucula ukufikelela kwabantwana kwimfundo yophuhliso lwabantwana abasaqalayo ukufunda esemgangathweni (ECD) abangaphantsi kweBakala 1.**
- 12 ►Ukuphucula ukupasa kwabafundi nokugqithela kwamanye amabakala ukuqala kwiBakala 1- 9.
- 13 ►Ukuphucula ukufikelela kolutsha kwiMfundo noQeqesho oluQhubekayo (*FET*) ngaphaya kweBakala 9.

linjongo zokuba kuya kufikelelwa njani na kwiziphumo zokufunda ekuzezi:

- 14 ►Ukugaya kunyaka ngamnye iqela elitsha lootitshala abasebatsha, abanomdla abaqeqeshwe ngokufanelekileyo ukuba bajoyine umsebenzi wobutitshala.
- 15 ►Ukuqinisekisa ukubakho nosetyenziso lootitshala ngohlobo lokuba kuthintelwe ubukho beeklassi ezinamanani amakhulu.
- 16 ► **Ukuphucula ulwazi lomsebenzi nokwenza umsebenzi ngokuchubekileyo kootitshala (professionalism), izakhono zokufundisa (teaching skills) ulwazi ngezifundo (subject knowledge) nabanolwazi lokusebenzisa ikhompuyutha kuyo yonke imisebenzi yabo yokufundisa.**
- 17 ►Ukwenza konke okusemandleni ukuqinisekisa ukuba abasebenzi abangootitshala baphile qete, banelisekile yaye bayawuthanda umsebenzi wokufundisa abawenzayo.
- 18 ►Ukuqinisekisa ukuba abafundi bafikelela kuzo zonke izihloko nenkalo zezakhono ekufanele bazifunde kunyaka wesikolo oqhubekayo.
- 19 ► **Ukuqinisekisa ukuba umfundi ngamnye unako ukufikelela kweyona sethi ibubuncinane yeencwadi zezifundo nencwadi zomsebenzi (minimum set of textbooks and workbooks) ezifunekayo ngokomgaqo-nkqubo kazwelonke.**
- 20 ►Ukwandisa ukwazi ukufikelela kwabafundi kwiintlobo ngeentlobo zemidiya (*range of media*), kuqukwa neekhompuyutha, eziphucula umgangatho wemfundo yabo.
- 21 ►Ukuqinisekisa ukuba iinkqubo zolawulo ezisisiseko zonyaka (*annual management processes*) ziyaqhubeka kwizikolo zonke kweli lizwe ngendlela enegalelo nekhokelela kwisikolo esiqhuba kakuhle.
- 22 ►Ukuphucula uthatho-nxaxheba lwabazali nabahlali kulawulo kwezikolo, ngokuphucula ukwazi ukufikelela kwingcaciso ebalulekileyo ngokusetyenziswa kwesicwangciso se-e-Education strategy.
- 23 ►Ukuqinisekisa ukuba zonke izikolo zixhaswa ngemali ngokwawona manqanaba asezantsi ngomfundi ngamnye nabalwa ngokwemimiselo kazwelonke nokuba imali isetyenziswa ngokungafihlisiyo nangendlela eyiyo (*transparently and effectively*).
- 24 ►Ukuqinisekisa ukuba iziseko zophuhliso ezizizakhiwo zezikolo (*physical infrastructure*) nendawo engqonge isikolo ngasinye, ziyabakhuthaza abafundi ukuba bafune ukuza esikolweni yaye bafunde, nootitshala bafundise.
- 25 ►Ukusebenzisa izikolo njengezixhobo zokukhuthaza ukwazi ukufikelela kwiindidi zeenkonzozikarhulumente kwabafundi kwimiba efana nezempilo, ukunciphisa intlupheko, inkxaso yasengqondweni neyezintlalo (*psychosocial support*), ezemidlalo nezenkcubeko.
- 26 ►Ukwandisa inani lezikolo eziwuphumeze ngempumelelo umgaqo-nkqubo wemfundo ebandakanya bonke abafundi (*inclusive education policy*) nokwazi ukufikelela kumaziko abonelela ngeenkonzozeeengcali (*specialist services*).
- 27 ► **Ukuphucula ukwandiswa kwamaxesha nomgangatho weenkonzozokubeka esweni nenkxaso ebonelelwa zii-ofisi zezithili zemfundo ezikolweni ngokusetyenziswa bhetele kwemfundo i-e-Education.**

Intsebenzo yeSebe iWCED kwizalathi eziqhagamshelaniwe neenjongo zikazwelonke ichazwe kwisiHlomelo A. (Iphepha 240),

Isebe iWCED lenza umsebenzi weNjongo 2 eCwangcise ngoBuchule yePhondo (*The Provincial Strategic Objective 2*), eyapapashwa ngoNovemba 2009. Nakuba ibekho phambi kwesicwangciso sikazwelonke, le njongo iqulethe izalathi ezininzi kolo xwebhu. Isicwangciso sephondo sicacisa 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 eziqawesileyo. Kuza kujoliswa, nangakumbi, ngeli thuba lika-2010 ukuya ku-2019, ekuphuculeni izakhono zokufunda, zokubhala nezokubala zabafundi. Kwithuba eliqalela ku-2010 ukuya ku-2014 liya kubeka isiseko sezi nkono ziphuculweyo. Kwithuba eliqalela ku-2014 –2019, abantwana beli phondo baya kuvuna iziqhamo zale nkqubo esele ilungisiwe yaphantsi kolawulo ukulungiselela ukufikelela kwiithagethi ezimiselweyo.

IsiCwangciso seNtsebenzo soNyaka (*Annual Performance Plan*) sango-2012/13 simisele ezi Nkalo zintlanu ziPhambili (*Key Focuses*). Ezine zokuqala ibe zezo zicaciswe kwinqanaba likazwelonke: i) lincwadi kubandakanywa neencwadi zokwenza umsebenzi zikazwelonke ii) amanyathelo okomeleza ikharithulam ukunika inkxaso i-*Curriculum and Assessment Policy Statements (CAPS)* iii) li-*Annual National Assessments*, iv) Iziseko zoPhuhliso, v) neeSistim nenkxaso ekuphuculeni iziphumo zokufunda. Inkqubela ngeenCwadi zeZifundo, ngeKharithulam nee-ANAs ziphantsi kweProgram 2 kwiNgxelo. Inkqubela ngeziseko zophuhliso ichazwa kwiProgram 8 naphantsi kwengongoma 8.1 (iphepha 96). “**li-Capital investment, maintenance and asset management plan**”. Iisistim nenkxaso kuxoxwa ngazo phantsi kweProgram 1 neProgram 2.

U-2013/14 ibingunyaka ozinzileyo malunga nemiba yezabasebenzi. Oku kubangele iSebe iWCED ukuba ligxininise kumsebenzi walo ongundoqo wokuphucula iziphumo zokufunda. Izibonelelo ezingabasebenzi neziyimali, nawo onke amaphulo ongenelelo ngoncedo, zasiwa kwezo zikolo zinemfuno engaphezulu yenkxaso.

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

Kubekho iinkalo ezithile ezithe zanengxaki yoxinzelelo ebelungalindelekanga malunga nendawo yokufundela (*accommodation for learners*) ngoJanuwari 2014. Amagosa abelwa umsebenzi wokunceda abafundi bafumane iindawo ezikolweni. Kumiselwa inkqubo entsha yokwenza ukuba abafundi abakhangele iindawo ezikolweni babhalise isicelo sabo ngenombolo yobhaliso eyodwa (*unique registration number*) ukuqinisekisa ukuba licacile elona nani kanye labafundi abangekho ezikolweni ukwenzela ukuba le nkqubo icokiswe yaye akhawuleziswe. Umba wokuba lilungelo lesikolo ukuqinisekisa umthamo waso kwanokucacisa umgaqo-nkqubo wokubhalisa abafundi baso, ngumngeni kule meko.

Ukwanda kwemfuno yendawo yokufunda ezikolweni igxininiswa kwiProgram 2.

2.2 Isicwangciso soPhuculo loKwenziwa kweenkono

Isebe lisigqibile isicwangciso sokuphucula ukwenziwa kweenkono. Iitheyibhile ezingezantsi zigxininisa isicwangciso sokwenziwa kweenkono neenkqubo eziphunyeziweyo ngeli thuba.

linkonzo eziphambili nemigangatho

linkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/onguwo kanye	Umgangatho wenkonzo onqwenelekayo	Impumelelo kanye
<p>Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED</p>	<p>Abafundi Ootitshala Amagosa akwaNdlunkulu Abantu basekuhlaleni</p>	<p>a) Kungokunje ii-Opareyitha zeSwitshibhodi ziphendula yaye zithumele iifoni ezingenayo eziyi- 211 432 (DDI) neefoni zangaphakathi qho ngonyaka</p> <p>b) Kungokunje ziyi-60 762 iifoni ezingaphendulwanga ngamagosa qho ngonyaka</p> <p>c) Kungokunje yi-1% yeekholi ezibekwa zingaphendulwanga qho ngonyaka</p> <p>d) I-ofisi i-Telecommunications support office kungokunje ilawula iimfuno zamagosa akwandlunkulu ayi-1 060, akuzo zozibini izakhiwo</p>	<p>1. Ii-Opareyitha zeSwitshibhodi ziphendula yaye zithumele iifoni ezingenayo eziyi- 211 432 (DDI) neefoni zangaphakathi qho ngonyaka</p> <p>b) Ukulawula ukuncitshiswa kweekholi ezingaphendulwanga ngamagosa ukuya kweziyi- 57 724 qho ngonyaka</p> <p>c) Ukugcina i-1% yeekholi ezibekwa zingaphendulwanga qho ngonyaka</p> <p>d) I-ofisi i-Telecommunications support office ilawula iimfuno zamagosa akwandlunkulu ayi-1 060, akuzo zozibini izakhiwo *Kucelwa niqaphele: Inani lamagosa akwaNdlunkulu linokuhla linyuka ngokuxhomekeke ekuqeshweni kwamagosa amatsha namagosa ayekayo ukusebenza kwiSebe iWCED.</p>	<p>a-d) Ingcaciso ngempulelo eyiyo kanye engafumanekiyo ngenxa yokulahleka kwengcaciso njengeko ii-buffer ezigcina ingcaciso bezizele. ISebe iWCED kungokunje lisingethe inkqubo yokuthengwa kwe-PABX system entsha.</p>

Iinkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/onguwo kanye	Umgangatho wenkonzo onqwenelekayo	Impumelelo kanye
<p>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED</p>	<ul style="list-style-type: none"> • 900 000+ abafundi • 31 000 + ootitshala • 7 000+ abasebenzi benkonzo karhulumente • Abafundi abavela kwizikolo ezityi-1500+ nezikolo ezizimeleyo eziyi-203. • AmaLugu amaBhunga oLawulo eZikolo (SGB) • AmaLungu omphakathi kubandakanyiwa nabazali 	<p>a) Yi-19% yeekholi zizonke ezifunyenweyo nezibekwe zingaphendulwanga</p> <p>b) Kungokunje iziko leefoni lijongana malunga namatyala (cases) ayi-12 267</p> <p>c) Ziyi-2 355 iifoni ezazifuna ukulandelelwa nenkxaso</p>	<p>a) Ukunciphisa ireyithi yezibekwe zingaphendulwanga iye ku-14%</p> <p>b) Yi-80% yazo zonke iifoni eziphendulwa kugqitywe ngazo kwakwifoni yokuqala</p> <p>c) Yi-12% yekholi ezathunyelwa kubaququzeleli beZikolo eZikhuselekileyo ukuze zilandelelwe</p> <p>d) Yi-8% yekholi a ezagqithiselwa kwiingcali ukufumana iingcebiso</p>	<p>a) Isistim i-Cyber Call system ayikahlaziywa okwangoku.</p> <p>b) Iziko leeFoni leZikolo eZikhuselekileyo lafumana iifoni eziyi-14 854. (I-77% kwagqitywa ngazo kwakwikholi yokuqala)</p> <p>c) Zyi-3 433 iifoni (23%) ezafuna uncedo olungaphezulu nenkxaso .Ziyi-612 iifoni ebezinxulumene neziganeko zolwaphulo-mthetho, lo gama ziyi-1 055 iifoni ezaphendulwayo zengxelo ngokuqhekezwa nokonakaliswa kwezakhiwo</p> <p>d) Ziyi-394 iifoni zempatho-gadalala ezaxelwayo yaye eziyi-52 zazinxulumene nokubhulishwa ukuze eziyi-228 zazifuna iingcebiso nenkxaso ngokwasengqondweni (counselling and psychological support). Ziyi-524 ezinye iifoni ezaziyimibuzo yamaBhunga oLawulo eZikolo</p>

Amalungiselelo eBatho Pele naBenzelwa iinkonzo (Ukufumana iingcebiso njl.njl.)

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenekayo	Iimpumelelo kanye kanye
<p>Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED</p> <p>a) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p> <p>b) Inkqubo yokufaka izikhalazo nezincomo kaThe Theta Nathi isetyenziselwa ukuphucula amanqanaba okwenziwa kwenkonzo yangoku</p> <p>c) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-<i>WCED On-line website</i></p> <p>d) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama abacebisi banokubenzela inkonzo</p> <p>e) UMphathi weSwitshibhodi ujongana nezikhalazo</p> <p>Ukufikelela :</p> <p>a) KwaNdlunkulu weSebe iWCED eKapa</p> <p>b) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. (Kuvaliwe ngethuba lesidlo sasemini ngo-12:30-13:00)</p>	<p>Uthethathethwano :</p> <p>a) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p> <p>b) Inkqubo yokufaka izikhalazo nezincomo kaThe Theta Nathi isetyenziselwa ukuphucula amanqanaba okwenziwa kwenkonzo yangoku</p> <p>c) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-<i>WCED On-line website</i></p> <p>d) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama abacebisi banokubenzela inkonzo</p> <p>e) UMphathi weSwitshibhodi ujongana nezikhalazo</p> <p>Ukufikelela :</p> <p>a) KwaNdlunkulu weSebe iWCED eKapa</p> <p>b) Iiyure zokusebenza kwiZiko leeFoni: 07:30 – 16:00. (Kuvaliwe ngethuba lesidlo sasemini ngo-12:30-13:00)</p>	<p>Uthethathethwano :</p> <p>a) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p> <p>b) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (online feedback system), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo</p> <p>c) Izikhalazo ezibhaliswe ngaphakathi kwiSebe iWCED zalawulwa ngemvisiswano</p> <p>d) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama abacebisi banokubenzela inkonzo</p> <p>e) Akukho zikhalazo zafunyanwayo</p> <p>Ukufikelela :</p> <p>a) KwaNdlunkulu weSebe iWCED eKapa</p> <p>b) Iiyure zokusebenza kwiZiko leeFoni: 07:30 – 16:00. (Kuvaliwe ngethuba lesidlo sasemini ngo-12:30-13:00)</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanye kanye
<p>Imbeko :</p> <p>a) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>b) Abafonayo baxela ifoni ezingaphendulwayo nengxinano kwii-opereyitha zeswitshibhodi</p> <p>c) Inkqubo yeThe Theta-Nathi yezikhalazo nezincomo eyapapashwa kwiTshatha yeSebe iWCED Service Charter yindlela yokufaka isikhalazo ngendlela yokuziphatha yamagosa</p> <p>d) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-WCED <i>On-line website</i></p> <p>e) Izikhalazo zithunyelwa kuMphathi weSwitshibhodi</p>	<p>Imbeko :</p> <p>a) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>b) Abafonayo baxela iifoni ezingaphendulwayo nengxinano kwii-opereyitha zeswitshibhodi li-opereyitha ziyaziqaphela izikhalazo ngenjongo yokuxhasa iingxelo zolawulo lweefoni</p> <p>c) Inkqubo yeThe Theta-Nathi yezikhalazo nezincomo eyapapashwa kwiTshatha yeSebe iWCED Service Charter yindlela yokufaka isikhalazo ngendlela yokuziphatha yamagosa</p> <p>d) Ukubakho kwenkonzo yeTheta-Nathi kuya kuchazelwa abenzelwa iinkonzo lo gama belindele ukugqithiselwa kumagosa achaphazelekayo</p> <p>e) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-WCED <i>On-line website</i></p> <p>f) Izikhalazo zithunyelwa kuMphathi weSwitshibhodi</p>	<p>Imbeko :</p> <p>a) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>b) Ukufumana izikhalazo ngengxinano (yamaxesha athile) eqhubekayo kubasebenzisi baseGolden Acre. Kuthengwe i-<i>Primary Rate Interface lines (PRI's)</i> ukujongana nale ngxaki.</p> <p>c) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompuyutha (<i>online feedback system</i>), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (<i>telephone management complaints</i>) kwithuba lale ngxelo</p> <p>d) Kuphela sisikhalazo esinye esafunyanwa ngoFebruwari 2014 yaye saphendulwa ngabasebenzi beSwitshibhodi ngokukhawuleza. Lo mba wasonjululwa ngokuyimpumelelo.</p> <p>e) Kuphela sisikhalazo esinye esafunyanwa ngoFebruwari 2014 yaye saphendulwa ngabasebenzi beSwitshibhodi ngokukhawuleza.</p> <p>f) Akukho zikhalazo zafunyanwayo</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p>Ukuthetha phandle noKungafihli nto :</p> <p>a) Kwiziko lewebhu leSebe iWCED</p> <p>b) Ii-<i>Client Contact Centres</i> zineebhokisi zeengcebiso zokufaka iikhomenti zabenzelwa iinkonzo</p> <p>c) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzole zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p>Ukuthetha phandle noKungafihli nto :</p> <p>a) Kwiziko lewebhu leSebe iWCED</p> <p>b) Ii-<i>Client Contact Centres</i> zineebhokisi zeengcebiso zokufaka iikhomenti zabenzelwa iinkonzo</p> <p>c) Iingcebiso ezifunyenwe kwezi bhokisi zeengcebiso zibekwe esweni, kunikwe ingxelo ngazo yaye iingcebiso ezinako ukwenzeka zifakwe kwimigaqo-nkqubo ii-<i>WCED telecommunication management policies</i></p> <p>d) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzole zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p>Ukuthetha phandle noKungafihli nto :</p> <p>a) Akukho zingcebiso zafunyanwayo zingokuphucula umgangatho we- <i>Client Contact Centres</i> ngokuqala kungenwe kwiziko lewebhu leSebe iWCED ngethuba lokunika ingxelo</p> <p>b) Akukho zingcebiso zafunyanwayo zingokuphucula umgangatho we- <i>Client Contact Centres</i> ngokuqala kungenwe kwi-ziko lewebhu leSebe iWCED ngethuba lokunika ingxelo</p> <p>c) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p> <p>d) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p>Ixabiso lemali :</p> <p>a) Abafonayo abanqwenela ukubuza ngeenkonzo zeziko (<i>corporate services</i>) (ngeMicimbi yaBasebenzi, nangeMicimbi yeMali) bathunyelwa kwiZiko leeFoni leSebe iWCED ukuze baqwalaselwe ngokugqitha eswitshibhodi</p> <p>b) Iilayini ezilungiselelwe ii- <i>WCED Safe Schools and Examination lines</i> (ngamaThuba oNgxamiseko) kwabelwana ngazo nabenzelwa iinkonzo ukufumana ingcaciso</p> <p>c) Ii-opareyitha ezi-4 ezenza lo msebenzi zilawula iifoni eziya kwizakhiwo ezinee-Ofisi zakwaNdlunkulu</p> <p>d) Izixhobo ii-<i>Assistive devices</i> zisetyenziswa ukunika inkxaso abasebenzi abangaboni kakuhle (<i>visual impairment challenges</i>) eswitshibhodi</p> <p>Umgaqo-nkqubo i-<i>Policy for telecommunication management services and support</i> ufumaneka ngokungena kwiziko lewebhu leSebe iWCED</p>	<p>Ixabiso lemali :</p> <p>a) Abafonayo abanqwenela ukubuza ngeenkonzo zeziko (<i>corporate services</i>) (ngeMicimbi yaBasebenzi, nangeMicimbi yeMali) bathunyelwa kwiZiko leeFoni leSebe iWCED ukuze baqwalaselwe ngokugqitha eswitshibhodi</p> <p>b) Iilayini ezilungiselelwe ii- <i>WCED Safe Schools and Examination lines</i> (ngamaThuba oNgxamiseko) kwabelwana ngazo nabenzelwa iinkonzo ukufumana ingcaciso</p> <p>c) Ii-opareyitha ezi-4 ezenza lo msebenzi zilawula iifoni eziya kwizakhiwo ezinee-Ofisi zakwaNdlunkulu</p> <p>d) Izixhobo ii-<i>Assistive devices</i> zisetyenziswa ukunika inkxaso abasebenzi abangaboni kakuhle (<i>visual impairment challenges</i>) eswitshibhodi</p> <p>Umgaqo-nkqubo i-<i>Policy for telecommunication management services and support</i> ufumaneka ngokungena kwiziko lewebhu leSebe iWCED</p>	<p>Ixabiso lemali :</p> <p>a) Ii-opareyitha zeswitshibhodi zifumana iifoni kwiZiko leeFoni yonke imihla</p> <p>b) Iilayini ezilungiselelwe ii- <i>WCED Safe Schools and Examination lines</i> (ngamaThuba oNgxamiseko) kwabelwana ngazo nabenzelwa iinkonzo ukufumana ingcaciso</p> <p>c) Ii-opareyitha ezi-4 ezenza lo msebenzi zilawula iifoni eziya kwizakhiwo ezinee-Ofisi zakwaNdlunkulu</p> <p>d) Izixhobo ii-<i>Assistive devices</i> zisetyenziswa ukunika inkxaso abasebenzi abangaboni kakuhle (<i>visual impairment challenges</i>) eswitshibhodi</p> <p>Umgaqo-nkqubo i-<i>Policy for telecommunication management services and support</i> ufumaneka ngokungena kwiziko lewebhu leSebe iWCED</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED Uthethathethwano :</p> <p>a) Uthethathethwano ngeeFoni (<i>Telephone consultations</i>)</p> <p>b) Izithili zithethana nezikolo ezikhuselekileyo ezisebenzisanayo</p> <p>c) Uthethwano ngqo nababuza imibuzo (abafonayo) kuyaqhubeka lo gama iifoni zithathiwe yaye ziyalandelelwa</p> <p>d) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p> <p>e) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p>	<p>Uthethathethwano :</p> <p>a) Makuqaliswe iingxoxo nomboneleli-nkonzo oqeshwe liSebe iWCED ukuhlaziya isistim ukuqinisekisa ukuba inako ukulungiselela iinkonzo ii-online rating of services</p> <p>b) Uthethathethwano ngeeFoni (<i>Telephone consultations</i>)</p> <p>c) Izithili zithethana nezikolo ezikhuselekileyo ezisebenzisanayo</p> <p>d) Uthethwano ngqo nababuza imibuzo (abafonayo) kuyaqhubeka lo gama iifoni zithathiwe yaye ziyalandelelwa</p> <p>e) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p>	<p>Uthethathethwano:a</p> <p>a) Isistim i-Cyber Call system ayikahlaziywa okwangoku. Nakuba kunjalo kuqulunqwe i-<i>Safe Schools Management System</i> entsha eya kukhawulezisa ukuveliswa kweenombolo zezalathiso nokulogwa kwengcaciso yofonayo xa usebenzisa unxibelelwano lwekhompyutha</p> <p>b) Kwenziwe ifom yesaveyi ukuqokelela izimvo ezimalunga nenkonzo ngesandla (<i>manually</i>). Iya kusayinelwa kunyaka-mali ka-2014/2015 ukulungiselela uphunyezo de ibe igqityiwe inkqubo yokuhlaziya isistim</p> <p>c) Kwenziwe ifom yesaveyi ukuqokelela izimvo ezimalunga nenkonzo ngesandla (<i>manually</i>). Iya kusayinelwa kunyaka-mali ka-2014/2015 ukulungiselela uphunyezo deibe igqityiwe inkqubo yokuhlaziya isistim</p> <p>d) Uthethwano ngqo nababuza imibuzo (abafonayo) kuyaqhubeka lo gama iifoni zithathiwe yaye ziyalandelelwa</p> <p>e) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p>f) Inkqubo yeTheta Nathi yezikhalazo/nezincomo. Iziphumo zisetyenziswa ekuphuculeni amanqanaba okwenziwa kwenkonzo</p> <p>Ukufikelela :</p> <p>a) 2nd Floor, Grand Central Building (ngokugqitha kwiziko leefoni (professional call centre))</p> <p>b) Inombolo emahala (Toll free line): Izikolo eziKhuselekileyo : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. Ukurekhodwa kwemibuzo emva kweeyure zomsebenzi</p> <p>Imbeko :</p> <p>a) UMphathi woKhuseleko lwezeMfundo</p> <p>b) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“Contact WCED Form” kwiziko lewebhu i-WCED On-line website</p>	<p>f) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p>g) Inkqubo yeTheta Nathi yezikhalazo/nezincomo. Iziphumo zisetyenziswa ekuphuculeni amanqanaba okwenziwa kwenkonzo</p> <p>Ukufikelela :</p> <p>a) 2nd Floor, Grand Central Building (ngokugqitha kwiziko leefoni (professional call centre))</p> <p>b) Inombolo emahala (Toll free line): Izikolo eziKhuselekileyo : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. Ukurekhodwa kwemibuzo emva kweeyure zomsebenzi</p> <p>Imbeko :</p> <p>a) UMphathi woKhuseleko lwezeMfundo</p> <p>b) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“Contact WCED Form” kwiziko lewebhu i-WCED On-line website</p>	<p>f) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>g) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (online feedback system), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo</p> <p>Ukufikelela :</p> <p>a) 2nd Floor, Grand Central Building (ngokugqitha kwiziko leefoni (professional call centre))</p> <p>b) Inombolo emahala yeZikolo eziKhuselekileyo: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. Ukurekhodwa kwemibuzo emva kweeyure zomsebenzi kulandelelwa ngosuku lomsebenzi olulandelayo</p> <p>Imbeko :</p> <p>a) UMphathi woKhuseleko lwezeMfundo uphendula yonke imibuzo ebonisa imbeko</p> <p>b) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (online feedback system), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p>c) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p> <p>e) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p>Ukuthetha phandle noKungafihli nto :</p> <p>a) Kwiziko lewebhu leSebe iWCED nakwii-Client Contact Centres kukho iibhokisi zokunika iingcebiso ukulungiselela izimvo zaBenzelwa iinkonzo</p> <p>b) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzo zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p>c) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p> <p>e) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p>Ukuthetha phandle noKungafihli nto :</p> <p>a) Kwiziko lewebhu leSebe iWCED nakwii-Client Contact Centres kukho iibhokisi zokunika iingcebiso ukulungiselela izimvo zaBenzelwa iinkonzo</p> <p>b) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzo zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p>c) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>d) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>e) Malunga nokuba zazibhaliwe na izikhalazo, yaye nini, ezi zikhalazo zibhaliweyo zaxoxwa kwiintlanganiso ezimiselweyo ezazibanjiwe zokulungisa iimpazamo naBaququzeleli bezithili nee-Fieldworkers.</p> <p>Ukuthetha phandle noKungafihli nto :</p> <p>a) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo Azisetyenziswanga iibhokisi zokufaka iingcebiso</p> <p>b) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
c) Abaququzeleli beZikolo eZikhuselekileyo kwizithili babandakanya iinkonzo yeZiko leeFoni leZikolo eZikhuselekileyo	c) Abaququzeleli beZikolo eZikhuselekileyo kwizithili babandakanya iinkonzo yeZiko leeFoni leZikolo eZikhuselekileyo	c) Abaququzeleli beZikolo eZikhuselekileyo kwizithili babandakanya iinkonzo yeZiko leeFoni leZikolo eZikhuselekileyo
<p>d) Ukwazisa iinkonzo ngefoni (<i>Telephone marketing</i>)</p> <p>Ixabiso lemali :</p> <p>a) Lo gama icandelo labasebenzi leziko leefoni lilincinane yaye nenani leekholi ezibhalisiweyo liphantsi, umsebenzi owongeza ixabiso elililo wenziwa e-field, ngamaphulo entsebenziswan, ukusetyenziswa kwee- fieldworkers zokhuseleko nee- psychologists</p> <p>b) Aba basebenzi bazi-Safety <i>Fieldworkers</i> bayabalandlelela abafundi abatshungayo baze baphonononge iingxaki zabo.</p> <p>c) Babonelela ngeengcebiso baze banike inkxaso abafundi abasengozini yaye baqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo.</p>	<p>d) Ukwazisa iinkonzo ngefoni (<i>Telephone marketing</i>)</p> <p>Ixabiso lemali :</p> <p>a) Lo gama icandelo labasebenzi leziko leefoni lilincinane yaye nenani leekholi ezibhalisiweyo liphantsi, umsebenzi owongeza ixabiso elililo wenziwa e-field, ngamaphulo entsebenziswan, ukusetyenziswa kwee- fieldworkers zokhuseleko nee- psychologists</p> <p>b) Aba basebenzi bazi-Safety <i>Fieldworkers</i> bayabalandlelela abafundi abatshungayo baze baphonononge iingxaki zabo.</p> <p>c) Babonelela ngeengcebiso baze banike inkxaso abafundi abasengozini yaye baqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo.</p>	<p>d) Abaququzeleli beZikolo eZikhuselekileyo kwizithili nee-Safe Schools Fieldworkers kwizithili benza iinkonzo zeZiko leeFoni leZikolo eZikhuselekileyo. Iinkcazo zeMisebenzi zifakelwe izilungiso ukubonisa umba we- inclusiveness factor.</p> <p>Ixabiso lemali :</p> <p>a) Iziko leeFoni leZikolo eZikhuselekileyo lafumana iifoni eziyi-14 854.</p> <p>b) Ii-Safe Schools <i>Fieldworkers</i> balandelela abafundi abatshungayo, baqwalasele iingxaki zabafundi baze baququzelele ukuhlanganiswa kwakhona kwabafundi esikolweni ngokusebenzisana nabathathi-nxaxheba abachaphazelekayo abafana neSebe luPhuhliso lwezeNtlalo yoLuntu</p> <p>c) Ii-Safe Schools <i>Fieldworkers</i> banika iingcebiso yaye bacebise abafundi abasengozini ukuqinisekisa ukuba abafundi bayafikelela kwiinkonzo abazifunayo</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
d) Ii-Safety Fieldworkers baququzelela ii-Safe Schools Youth Clubs njengexalenye yeprogram yeholide.	d) Ii-Safety Fieldworkers baququzelela ii-Safe Schools Youth Clubs njengexalenye yeprogram yeholide.	d) Ii-Safe Schools Call Centre zarekhoda iziganeko eziyi-314 zokutshunga kwabafundi, ukuze eziyi-285 kuzo zagqithiselwa kwisithili ukulungiselela ungenelelo ngoncedo lwe-Safe Schools Fieldworker Ii-Safety Fieldworkers baququzelela ii-Safe Schools Youth Clubs njengexalenye yeprogram yeholide. Kusekwe iiklabhu zolutsha eziyi-78 Iindawo yeprogram zeholide eziyi-101 zalungiselelwa abafundi abayi-13 968

Isixhobo i-Service delivery information tool

Izixhobo zengcaciso zangoku/kanye kanye	Izixhobo zengcaciso ezinqwenelekayo	Iimpumelelo kanya kanye
Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED a) Bonke abenzelwa iinkonzo nabo basebenza ezikolweni kuqhagamshelwana nabo ngembalelwano karhulumente (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiziko lewebhu ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuyo. b) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.	a) Bonke abenzelwa iinkonzo nabo basebenza ezikolweni kuqhagamshelwana nabo ngembalelwano karhulumente (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiziko lewebhu ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuyo. b) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.	a) Bonke abenzelwa iinkonzo nabo basebenza ezikolweni kuqhagamshelwana nabo ngembalelwano karhulumente (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiziko lewebhu ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuyo. b) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.

Izixhobo zengcaciso zangoku/kanye kanye	Izixhobo zengcaciso ezinqwenelekayo	Iimpumelelo kanya kanye
<p>c) i-imeyili d) ISebe iWCED e) UMphathi weSwitshibhodi</p> <p>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED</p> <p>a) lintlanganiso zeZikolo eZikhuselekileyo eZisebenzisanayo</p> <p>b) Ukuhambisa ibrowutsha kwiziganeko</p> <p>c) litheyibhili zengcaciso kwiziganeko</p> <p>d) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p>e) lilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso</p> <p>f) Izinto ezazisa ngeenkono ii-marketing merchandise zihanjiswa qho ngontyaka ukuphucula ukwabelana ngengcaciso nokupapasha iinkonzo zethu ezikhethekileyo ezisibonelelayo</p>	<p>c) i-imeyili d) ISebe iWCED e) UMphathi weSwitshibhodi</p> <p>a) lintlanganiso zeZikolo eZikhuselekileyo eZisebenzisanayo</p> <p>b) Ukuhambisa ibrowutsha kwiziganeko</p> <p>c) litheyibhili zengcaciso kwiziganeko</p> <p>d) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p>e) lilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.</p> <p>f) Izinto ezazisa ngeenkono ii-marketing merchandise zihanjiswa qho ngontyaka ukuphucula ukwabelana ngengcaciso nokupapasha iinkonzo zethu ezikhethekileyo ezisibonelelayo</p>	<p>c) i-imeyili d) ISebe iWCED e) Akubangakho mfuneko yokuba kunxibelelwane nabenzelwa iinkonzo</p> <p>a) Iziko leeFoni leZikolo eZikhuselekileyo zinika izithili iingcaciso-manani zazo zonke iziganeko ezibancedayo ekucwangciselni iiprogram zophuhliso nezongenelelo ngoncedo</p> <p>b) Kwabanjwa iintlanganiso ebezicwangcisiwe naBaququzeleli bezithili nee-Fieldworkers</p> <p>c) Inombolo yeZiko leeFoni leZikolo eZikhuselekileyo ibhalwe kuzo zonke iiletahedi nezinto zokubhala (stationery)</p> <p>d) librowutsha ezihanjisiweyo kwiziganeko ezinengcaciso yeetheyibhili</p> <p>e) lilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.</p> <p>f) Inombolo yeZiko leeFoni leZikolo eZikhuselekileyo ibhalwe kuzo zonke iiletahedi nezinto zokubhala (stationery) Le nombolo ikwavela nakwizixhobo ii-hand held metal detectors kwakunye neebhodi zengcaciso ii-Occupational Health and Safety (OHS) information boards nezinye iisayineji (signage) (ezithintela iziyobisi ezingekho mthethweni (illegal substance (nezixhobo eziyingozi kuzo zonke izikolo</p>

linkqubo zokwenza izikhalazo

Inkqubo yangoku/eyiyo kanye yezikhalazo	linkqubo zezikhalazo ezinqwenelekayo	Iimpumelelo kanya kanye
<p>Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED</p> <p>a) Inkqubo yeThe Theta-Nathi yezikhalazo nezincomo epapashwe kwi- WCED Service Charter yindlela yokufuna ukulungiswa kweempazamo ukuba akukhanga kufikelelwe kwimigangatho epapashiweyo</p> <p>b) Izikhalazo ezithunyelwe kuMphathi weSwitshibhodi</p> <p>c) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu</p>	<p>a) Iingcaciso-manani zeTheta-Nathi zibekwe esweni, kwanikwa iinkcazo ngazo nangezicwangciso zokulungisa iimpazamo, kwaphuculwa nokuphunyezwa kweemeko eziqhubekayo</p> <p>b) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p> <p>c) Izikhalazo ezithunyelwe kuMphathi weSwitshibhodi</p> <p>d) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu</p>	<p>a) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>b) Kwafunyanwa izikhalazo eziyi-306 zangaphakathi yaye zasingathwa ngokuyimpulelo</p> <p>c) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>d) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>e) UMphathi woKhuseleko wezeMfundo uthatha amanyathelo afanelekileyo xa efumana izikhalazo; nabandakanya amanyathelo okuthethana nomntu (nabantu) ochaphazelekayo kunye/okanye awokungenelela ngoncedo/awokulungisa umonakalo ukwenzela i-Safe Schools Call Centre Consultant ngoqeqesho lwabasebenzi. IZiko leeFoni leZikolo eZikhuselekileyo lingethe iifoni eziyi-14 854 nezibandakanya iziganeko ezimalunga noqhekezo, ukonakaliswa kwezakhiwo, ulwaphulomthetho, ubundlobongela, ubugewu, impatho-gadalala nemibuzo yamaBhunga oLawulo eZikolo</p>

Inkqubo yangoku/eyiyo kanye yezikhalazo	linkqubo zezikhalazo ezinqwenelekayo	Iimpumelelo kanya kanye
<p>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED</p> <p>a) UMphathi woKhuseleko wezeMfundo ubeke esweni izikhalazo yaye athathe amanyathelo afanelekileyo</p> <p>b) UMphathi weZiko leeFoni uyafumaneka ukujongana nezikhalazo</p> <p>c) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu</p> <p>d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p>	<p>a) UMphathi woKhuseleko wezeMfundo ubeke esweni izikhalazo yaye athathe amanyathelo afanelekileyo</p> <p>b) UMphathi weZiko leeFoni uyafumaneka ukujongana nezikhalazo</p> <p>c) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu</p> <p>d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p>	<p>b-d) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (<i>online feedback system</i>), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo</p>

2.3 Imeko engqonge iSebe

ISebe iWCED line-ofisi yomphathiswa wezemfundo, ephethwe nguMphathiswa wezeMfundo eNtshona Koloni, undlunkulu wephondo, ii-ofisi zezithili namaziko emfundo, kubandakanywa izikolo zikarhulumente eziqhelekileyo, izikolo ezineemfuno ezizodwa, iikholeji zeFET, amaziko emfundo abantu abadala namaziko e-ECD. Iikholeji zeFET namaziko emfundo oluntu abonisiwe kwesi siCwangciso seNtsebenzo soNyaka kodwa njengoko kutshiwo kule mithetho ingezantsi, ulawulo lwawo lusekwisigaba sotshintsho (*transitional stage*) ngokuxhomekeke ekugqityweni kwazo zonke iinkcukacha zokutshintshelwa kwiSebe leMfundo ePhakamileyo noQeqesho (*Department of Higher Education and Training*).

Mane (4) amacandelo amakhulu, ngalinye likhokelwa liSekela Mlawuli-Jikelele. EloCwangciso lwezeMfundo (*Education Planning*); EloLawulo lweKharityhulam noVavanyo (*Curriculum and Assessment Management*); EloPhuhliso noQuquzelelo lwamaZiko (*Institution Development and Co-ordination*) kunye nelezeMali (*Finance*). ICandelo eliyiNtloko loLolawulo lwezaBasebenzi likwanika ingxelo ngqo kwiNtloko yeSebe, njengoko kunjalo kumaCandelo oLawulo lwangaPhakathi, iCandelo lezoNxibelelwano (*Communication*) neCandelo lokuCwangcisela uKwenziwa komSebenzi naBathathi-nxaxheba.

Utshintsho kunyaka ophantsi koqwalaselo

Kunyaka odlulileyo, iCandelo eliyiNtloko leMicimbi yaBasebenzi lahlenga-hlengiswa laza lanikwa igama elitsha " ICandelo loLawulo lweMicimbi yaBasebenzi (*People Management Practices*)". Kukho amacandelo amane eCandelo loLawulo lweMicimbi yaBasebenzi. ICandelo "laMalungelo aVela kwiiNkonzo" (*"Service Benefits"*) lijongene neemfuno zee-ofisi zezithili ezisibhozo. Amanye amacandelo amathathu ngala "ICandelo loLawulo lweMicimbi yaBasebenzi", "ICandelo lokuGaya noKhetho lwaBasebenzi (*Recruitment and Selection*)" neCandelo lezoBudlalane naBasebenzi (*"Employee Relations"*). Imicimbi yaMalungelo aVela kwiNkonzo (*Service benefits*) yamalungu eSMS nabasebenzi bakwaNdlunkulu balawulwa kungokunje yi-ofisi yoMlawuli oyiNtloko.

Ngo-2013/14, uMlawuli weCandelo loLawulo lweze-Akhawuntingi wanyuselwa kwisithuba soMlawuli oyiNtloko woLawulo lwezeMali (*Chief Director for Financial Management*), owenza umsebenzi wokongamela amacandelo amabini, iCandelo lezeMali nee-Akhawunti (*Financial Accounting*) neCandelo loLawulo lweze-Akhawuntingi (*Management Accounting*). Kwanyulwa abalawuli abatsha kuwo omabini la macandelo kunyaka ophantsi koqwalaselo. Bazalisa izithuba ezishiywe ngaba banyuselweyo kwanokuba iYunithi yoLawulo lwangaPhakathi (*Internal Control Unit*) yasekwa yaba licandelo elipheleleyo.

Kwanyulwa uMlawuli oyiNtloko omtsha weSithili. ICandelo leze-IMGP (*Institutional Management and Governance Planning (IMGP)*) lafakwa kwiCandelo eliyiNtloko (Chief Directorate), ukongeza kwiZithili ezisibhozo. Umlawuli weSithili omtsha wanyulwa kwiSithili seMfundo iCape Winelands.

Uhlenga-hlengiso olwakhokelela ekufakweni lweCandelo le-IMGP kunye nezithili nalo lwabangela ukusekwa kweCandelo eliyiNtloko leMfundo eBandakanya bonke aBafundi neeProgram eziKhethekileyo (*Inclusive Education and Special Programmes*). Umlawuli oyiNtloko weCandelo leKharithulam watshintshelwa kwisithuba esitsha. Ngenxa yokudaleka kwesithuba esibangelwe lutshintsho, isithuba se-SMS ekuphela kwaso ekupheleni kuka-Matshi 2014 sisithuba soMlawuli oyiNtloko wophuhliso lweKharithulam noQeqesho looTitshala.

La manyathelo abalwe apha ngentla sele enziwe ukucokisa ukubanako kweSebe iWCED ukwenza iinkonzo ngolu hlobo lulandelayo: ICandelo loLawulo lweMicimbi yaBasebenzi lenzelwe ukuba lisebenze ngakumbi ngokuhlenga-hlengiswa kwakhona komthwalo womsebenzi nokunika ingqwalasela engaphezulu kumacandelo achaphazelekayo. Ukuhlenganiswa kwecandelo leze-IMGP leZithili kuya kunceda ukungqinelanisa nokugxininisa iinkonzo ezithile. Ukusekwa kwe-Internal Control Directorate kuza necandelo elitsha lokuphendula ngokuqhubekayo nempumelelo yesebe.

Injongo yeSebe kukuphucula umoya olawulayo kweli ziko wokwenza inkonzo apho iimfuno zoluntu ziphendulwa ngokukhawuleza ngendlela eyiyo neyenziwa ngempumelelo kunye nokuphucula iinkqubo neendlela zokwenza umsebenzi weSebe. UNdlunkulu nee-ofisi zezithili ezisi-8 zeSebe iWCED, zenziwe ngohlobo lokuba zinike inkonzo ethi iphendule ngokukhawuleza kwiimfuno zoluntu nenika inkxaso ezikolweni nakootitshala.

Ngokumalunga neziko, iSebe linenjongo yokubonelela

- ngamagosa anenkathalo, anolwazi nakwazi ukunika inkxaso izikolo, ootitshala nabafundi
- ngootitshala abasoloko bekho emsebenzini, abalungiselela ukufundisa nokusebenzisa iiteksti
- ngeemali ezisetyenziselwa ukukwandisa impumelelo nokubonelela ngoncedo kwabo bahlelelekileyo
- ngezikolo ezanaleyo nezikhuselekileyo
- ngendawo elungele ukuba amahlakani kwezemfundo enze igalelo kwimfundo esemgangathweni: kwimibutho yeemanyano zootitshala, amaBhunga oLawulo eZikolo, amacandelo ezoshishino, amaQumrhu angekho phantsi koRhulumente (*Non-Governmental Organisations*), izikolo ezizimeleyo, amaZiko eMfundo ePhakamileyo (*Higher Education Institutions*) nakwiikholeji.

Imisebenzi yeSebe iWCED –umhlaba ofikelelweyo nomlinganiselo (scale)

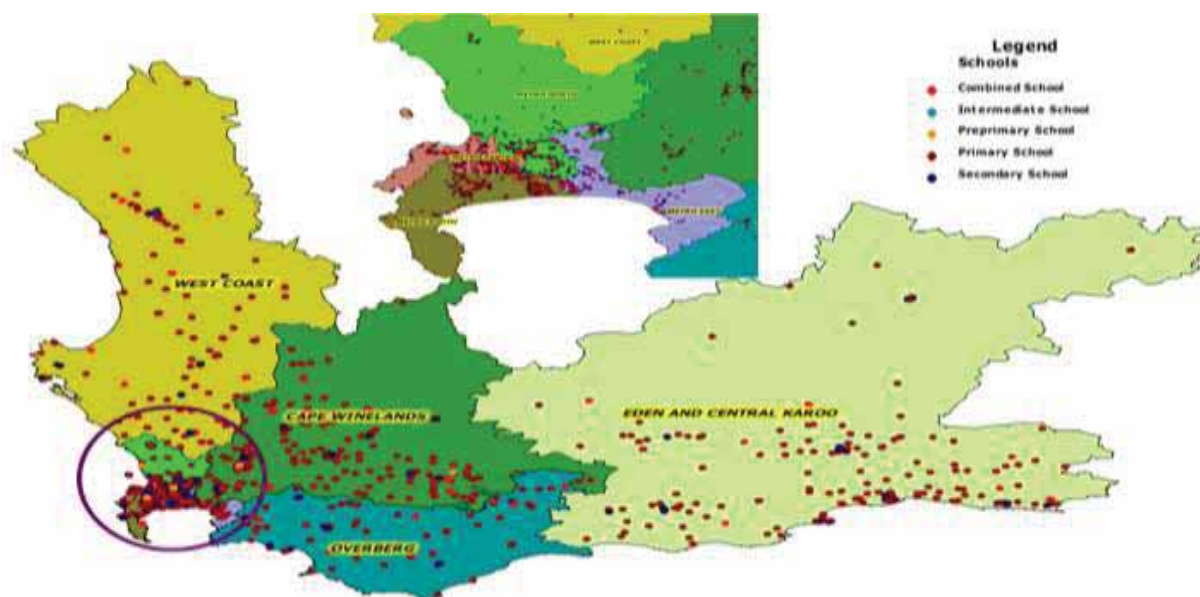
Abafundi	
Abafundi bamaBakala 1-12 kwiZikolo zikaRhulumente eziQhelekileyo	948 595
Abafundi kwiBakala R kwiZikolo zikaRhulumente eziQhelekileyo	59 565
Abafundi kwiBakala R kumaZiko aZimeleyo	15 533
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	19 876
Abafundi kwiZikolo eziZimeleyo	47 600
Abafundi kwii-FET Colleges (<i>headcount</i>)	71 594
Abafundi abadala	33 595
ITotali	1 196 358

Oofitshala	
Oofitshala	31 640
Abasebenzi beNkonzo kaRhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	9 118
ITotali	40 758
Amaziko	
Izikolo zikarhulumente eziqhelekileyo	1 457
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	71
Amaziko eMfundo noQeqesho oluQhubekayo (FET)	6
Amaziko emfundo oluntu abantu abadala	308
Ii-Ofisi zeZithili zeMfundo	8

Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo) (31 Matshi 2014)

Source 2013: Annual Survey for schools pre-Grade R to matric ; PERSAL : 2014

Ii-ofisi zezithili zemfundo ezisibhozo zahlulwa zibe ziisekethe eziyi-49 nezinika ngqo inkxaso ezikolweni. Iikomiti zeesekeethe 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 zeesekeethe bakhokela ezi komiti zenkxaso.



ISITHILI ¹		1	2	3	4	5	6	7	8	ITotali
Cape Winelands	IZikolo	39	35	33	38	30	30	32	36	273
	Abafundi	24 335	24 416	21 273	12 416	13 806	21 482	9 552	9 610	136 890
Eden and Central Karoo	IZikolo	31	32	24	32	36	38	29		222
	Abafundi	8 620	22 768	22 857	19 094	12 143	14 275	13 970		113 727
Metro Central	IZikolo	33	44	36	35	30	33			211
	Abafundi	20 793	21 465	20 629	21 934	20 128	21 984			126 933
Metro East	IZikolo	24	23	25	22	22	26			142
	Abafundi	23 667	25 965	23 482	21 334	20 768	29 245			144 461
Metro North	IZikolo	28	28	30	27	33	31	31		208
	Abafundi	25 234	19 682	33 045	24 632	21 543	19 504	32 477		176 117
Metro South	IZikolo	34	34	28	16	17	30	30		189
	Abafundi	26 051	20 916	16 873	11 794	18 311	31 704	29 131		154 780
Overberg	IZikolo	28	29	25						82
	Abafundi	10 044	18 737	10 017						38 798
West Coast	IZikolo	25	25	23	27	31				131
	Abafundi	13 976	9 259	16 294	7 551	9 809				56 889
ITotali iyonke	IZikolo	242	250	224	197	199	188	122	36	1 458
	Abafundi	152 720	163 208	164 470	118 755	116 508	138 194	85 130	9 610	948 595

2.4 UPhuhliso 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 yale Mthetho phakathi kwezinye izinto, kukulungiselela imiba yokudalwa kweSebe leMfundo esiSiseko nemibandela enxulumene nayo, kukufakela izilungiso, kuMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1998 (uMthetho 76, ka-1998) (*National Education Policy Act, 1998 (NEPA) (Act 76 of 1998)*), nakuMthetho weZikolo zaseMzantsi Afrika, 1996, (uMthetho 84 ka-1996) (*South African Schools Act (SASA), 1996 (Act 84 of 1996)*), kuMthetho wezeNgqesho yooTitshala, 1998, (uMthetho 76 ka-1998) (*Employment of Educators Act, 1998 (Act 76 of 1998)*), uMthetho weBhunga looTitshala laseMzantsi Afrika, 2000 (*Act 31 of 2000*) noMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi, 2001 (uMthetho No. 58 of 2001). Lo Mthetho ukwabonelela iindidi ezininzi zezikolo zikarhulumente zemfundo eneemfundo ezizodwa, imisebenzi eyongezelelweyo yeenqununu zezikolo nangokuqeqeshwa kwamabhunga olawulo yimibutho yamabhunga olawulo eyaziwayo.

Nge-29 Novemba 2013, uMphathiswa weMfundo esiSiseko wamisela iMimiselo *Regulations Relating to Minimum Uniform Norms and Standards for Public School Infrastructure*, kwiGazethi kaRhulumente No. 37081. Le Mimiselo yapapashwa (*promulgated*) ngokweSiqendu 5A(1)(a) soMthetho wezikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996). Injongo yayo kukufuna phakathi kwezinye izinto ukubonelela ngeyona mimiselo nemigangatho ebubuncinane yeziseko zophuhliso zezikolo zikarhulumente ukuqinisekisa ungqinelwano nemimiselo *i-minimum uniform norms and standards* ekudizayinweni nasekwakheni izikolo ezitsha kubandakanywa uhlaziyo lwezikolo nokuphuculwa kwezikolo ezikhoyo, namaxesha amisweyo okuphelisa ukungabikho kweziseko zophuhliso ezikolweni.

¹ Amanani athatha kwi-*Annual School Survey of 2013*

ISebe leMfundo esiSiseko lifakele izilungiso kwiMimiselo neMigangatho yeNkxaso-mali kaZwelonke (*National Norms and Standards for School Funding*) ukususela nge-1 Apreli 2011. Izilungiso ziphethe umxholo wokubonelelwa ngemali enokusetyenziswa (*operational funds*) kwizikolo ezingabizi zifizi kunye nembuyiselo yokuxolelwa ekuhlawulweni 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, ukuba zisetyenziswe ngengomlinganiselo wokujonga inkqubo yabafundi kwezo zikolo zizimeleyo zikufaneleyo ukufumana inkxaso-mali.

INkcazo yeKharithulam kaZwelonke yamaBakala R-12 (*National Curriculum Statement Grades R-12*) iye yacokiswa yaza yahlaziywa yayi-*Curriculum and Assessment Policy Statements (CAPS)*. I-CAPS icacisa ixesha lokufundisa lesifundo ngasinye, ikhontenti, izakhono, nezibonelelo i-*Learning and Teaching Support Materials (LTSM)* eziyimfuneko nomlinganiselo wobungakanani bamanqaku ovavanyo nemigqaliselo 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.

Umgqaqo-nkqubo kazwelonke ophathelele kwiimfuno ezimiselweyo zokudlulela kwesinye isigaba nezokupasa (*progression and promotion requirements*) ze-*National Curriculum Statement (NCS)* kumaBakala R – 12, i-*National Protocol for Assessment, Grades R – 12* nemimiselo ephathelele neNCS, yaphunyezwa ukuncedisa iCAPS.

Nge-1 ka-Apreli 2010, kwaqala ukusebenza ezinye izilungiso ezenziwe kwi-*Children's Act (Act No. 38 of 2005)*. NgokweSiqendu 196 (3) se-*Children's Act, 2005 (Act 38 of 2005)*, izikolo zorhwebo nezo zokulungisa izimilo, eziluxanduva lweSebe leMfundo lephondo njengangoku, ziba luxanduva lweSebe loPhuhliso lwezeNtlalo yoLuntu (*Department of Social Development*), emva kweminyaka emibini siqalile ukusebenza isahluko esichaphazelekayo kulo Mthetho. Ngenxa yesigqibo seNkundla yoMgaqo-siseko kumba ophakathi kwe-*Teddy Bear Clinic for Abused Children* noMnye uMphathiswa wezoBulungisa noPhuhliso loMgaqo-siseko (*Another v Minister of Justice and Constitutional Development*) neNye i-*Another, CCT 12/13*, phakathi kwezinye izinto, uMthetho i-*Judicial Matters Amendment Act No. 42 of 2013*, wapapashwa kwiGazethi kaRhulumente No. 37254, yomhla we-22 Januwari 2014. Lo Mthetho ufakela izilungiso, phakathi kwezinye izinto kwi-*Children's Act, 2005*, i-*Child Justice Act, 2008*, i-*Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007*, kubandakanywa nemiba ye-*Promotion of Access to Information Act, 2000*. Ezi zilungiso zichaphazela ngakumbi ezemfundo njengoko zijongene phakathi kwezinye izinto, nemithetho ethathwa yiNkundla yoMgaqo-siseko njengenyasha amalungelo abantwana omgaqo-siseko ngokungafanelekanga, i-*National Register for Sex Offenders* nokucinywa kweerekhodi, nexesha elivumelekileyo lokufumana ingcaciso ngokumalunga ne-*Public Access to Information Act (PAIA)*. Ikwafakela izilungiso kwi-*Criminal Law Amendment Act, 2007*, ukwenzela ukukhuphela ngaphandle abantu abaneminyaka engaphantsi kweyi-18 ekusebenzeni kwalo Mthetho.

Amaphulo ongenelelo ngoncedo omthetho amatsha ephondo

ISiqendu 63(1) soMthetho weMfundo wePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997), uxhobisa uMphathiswa wePhondo ngokuba enze imimiselo engqinelana nawo nawuphi na umthetho, yaye apho kusebenzayo, ngokuxhomekeke kuyo nayiphi na imimiselo nemigangatho echatshazelwe kwisiqendu 146(2) soMgaqo-nkqubo. Ngenxa yoku, le mimiselo ilandelayo ilungiswe ngelo thuba lichaphazelekayo :

- 1) IMimiselo emalunga nokuXelwa kweNxaxheba esiSabelo soMntu (*personal interest*) yaMalungu amaBhunga oLawulo eKuthengweni kweMpahla neeNkonzo zeZikolo zikaRhulumente, 2013. Le Mimiselo yapapashwa kwiGazethi yePhondo No. 7197, yomhla we-18 Novemba 2013, yaza yaqala ukusebenza ekuqaleni konyaka wesikolo ka-2014 Yasiwa ezikolweni ngeSetyhula No. 0052/2013 ukwenzela ukuphunyezwa kwawo ngo-2014. Le Mimiselo yenzelwe ukumisela iprotokholi kumalungu ebhunga lolawulo ukuxela ukuchaphazeleka kwawo xa kusingethwe imibandela emalunga nokuthengwa kweempahla neenkonzo zezikolo, ukuze ngokwenjenjalo kulawulwe ukungqubana kweemfuno phakathi kwelungu nesikolo.
- 2) IMimiselo eyiDrafti emalunga noKwamkelwa kwaBafundi kwiZikolo zikaRhulumente zaBafundi abaneeMfundo eZizodwa (*Regulationa relating to the Admission of Learners to Public Schools for Learners with Special Education Needs*) ngokwesiqendu 63(1), esifundwa kunye nesiqendu 20A(2), yapapashelwa ukufumana izimvo zoluntu kwiGazethi yePhondo yeSikhawu No 7187 nge-18 Oktobha 2013. Izimvo ezifunyenweyo ziyaqwalaselwa ukuze kugqitywe ngale Mimiselo. Le Mimiselo iyidrafti yenzelwe ukuchaza inkqubo yovavanyo, inkxaso nokwamkelwa kwabafundi ezikolweni zikarhulumente kubafundi abaneemfuno ezizodwa zemfundo.
- 3) IMimiselo eyiDrafti yamaGosa ajongene noKuhamba iSikolo (*Draft Regulations on the Duties of Attendance Officers*), yapapashwa kwiGazethi yePhondo yeSikhawu No 7205, yomhla we-2 Disemba 2013, yaza yathunyelwa ezikolweni ngeSetyhula No. 0002/2014, nge-17 Januwari 2014. Le Mimiselo inika imisebenzi yamaGosa ajongene noKuhamba iSikolo (*Attendance Officers*), idwelisa izizathu ezivakalayo zokungabikho esikolweni, yaye icacisa isaziso esibhaliweyo esiya kubazali ngokumalunga nokuhamba isikolo kwabafundi abakubudala obunyanzelekileyo bokuhamba isikolo.
- 4) IMimiselo eyiDrafti emalunga neBhunga eliMele aBafundi iya kuxhobisa uMphathiswa wePhondo ekumiseleni imisebenzi neenqubo zokusekwa nonyulo lwamaBhunga aMele aBafundi (*Representative Councils of Learners*). Ikwabonelela ngeendima nemisebenzi yooTitshala abangamaGosa oQhagamshelwano (*Teacher Liaison Officers*) nemisebenzi ehamba kunye naleyo yeGosa eliliGosa loNyulo (*Electoral Officer*) ukulungiselela unyulo lweBhunga eliMele aBafundi. Le Mimiselo nayo iya kupapashwa nayo ngenjongo yokuba kufunyanwe izimvo zoluntu kwiGazethi yePhondo yeSikhawu. Le Mimiselo eyiDrafti ikwimeko yoqwalaselo liCandelo lezeMithetho: kwi-Ofisi yoMphathiswa, ukuze emva koko ipapashwe kwiGazethi yePhondo ngoMeyi 2014 ukufumana izimvo zoluntu.
- 5) IMimiselo i-Draft *Regulations relating to the Issuing of Performance Indicators Binding on Public Schools* yiNtloko yeSebe, yenzelwe ukumisela izalathi-nkqubela kwizikolo zikarhulumente ukwenzela ukubeka esweni nokuvavanya indlela izikolo zikarhulumente eziqhuba ngayo kwizifundo ukunceda iSebe libe nako ukuncedisa, licebise yaye linike inkxaso efunekayo ukunceda ezo zikolo zikarhulumente zichaphazelekayo ziqhube bhetele kwizifundo. Le Mimiselo kungokunje iyaqwalaselwa ngabomthetho yaye iya kupapashwa ukulungiselela ukufumana izimvo zoluntu.
- 6) IMimiselo emalunga noLuleko, ukuNqunyanyiswa nokuGxothwa kwaBafundi kwiZikolo zikaRhulumente eNtshona Koloni, yabhengezwa ngokweSiqendu 63(1)(c), kwikwiGazethi yePhondo yeSikhawu No. 6932, neqale ukusebenza ukususela nge-1 Apreli 2012. Kufuneka izikolo zingqinelanise iMigaqo yoKuziphatha kwabafundi yazo nale Mimiselo

yaye zilandele imigangatho ii-substantive and procedural standards emiselwe kule Mimiselo malunga nemibandela engokuziphatha gwenxa kwabafundi. Le Mimiselo iya kujongisiswa kwakhona kunyaka-mali ka-2014/15 ukwenzela ukulungelelaniswa kwayo noMgaqo wokuziphatha kwaBafundi (Codes of Conduct) kwizikolo zikarhulumente.

- 7) IMimiselo engoTyelelo eZikolweni noVavanyo oluChaphazela iZikolo zikaRhulumente kunye neZikolo eziZimeleyo eziNikwa iNkxaso-mali, yaphunyezwa ngokweSiqendu 63(1)(cG) soMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997, (uMthetho 12 ka-1997) kwiGazethi yePhondo yeSikhawu No 6976, yomhla we-29 Juni 2012. Le mimiselo ibonelela ngovavanyo lwentsebenzo nokubeka esweni ukuthotyelwa kwayo ngokungqinelana neMimiselo neMigangatho yePhondo nekaZwelonke, yaye yaziswa ezikolweni ngesetyhula 0026/2012.
- 8) IMimiselo ephathelele kweZona Yure ziseZantsi zokuFundisa kwiVeki yeSikolo ngaNye nakuSuku lweSikolo ngaluNye kwiZikolo zikaRhulumente kwiPhondo leNtshona Koloni, (Regulations relating to the Minimum Teaching Hours per School Week and School Day in Public Schools in the Western Cape), yabhengezwa ngokweSiqendu 63(1)(c)(cC)) yapapashwa kwiGazethi yePhondo yeSikhawu No 7065, yomhla we-28 Novemba 2012 yaza yathunyelwa ezikolweni ngeSetyhula 0044/2012. Le Mimiselo phakathi kwezinye izinto, imalunga zisezantsi zokufundisa kwisigaba ngasinye, imigaqo ngokubanzi efanele ukusetyenziswa xa kubalwa ezona yure zokufundisa zisezantsi ngeveki, ngesifundo ngasinye, izicwangciso zenkxaso zomfundi ngamnye nemihla yokuphunyezwa kwazo eshiya-shiyanayo (staggered implementation dates).

ISebe likwalungise esi Sikhokelo sezikolo zikarhulumente silandelayo sezikolo zikarhulumente:

- 1) ISikhokelo esingoKhuseleko lweNdawo zoKudlalela aBafundi kwiZikolo zikaRhulumente sivunyiwe nguMphathiswa ophathiswe ezemfundo eNtshona Koloni, yaye yathunyelwa ezikolweni ngeSetyhula No. 10/2014, ukungiselela ukuphunyezwa kwaso ngoJulayi 2014. Esi sikhokelo sibonelela ngeendima nemisebenzi zabasebenzi ngokumalunga nokhuseleko lwabafundi kwindawo zokudlalela abafundi, imiphezulu yeendawo zokudlalela, izityalo ezinetyhefu okanye ezingafanelekanga, kwakunye nengcebiso ngokukhethwa kwezixhobo zeendawo zokudlalela abafundi. Siquka izihlomo ezijongene neesaveyi zendawo engqongileyo, amanyathelo obulumko xa kuthengwa okanye kufakwa izixhobo zendawo yokudlalela abafundi nokuhlolwa nokulondolozwa kwezixhobo.
- 2) ISikhokelo iGuidelines on Social Networking kungokunje sigqityezelelwa ukuvunywa yiNtloko yeSebe nanguMphathiswa wePhondo. Esi sikhokelo siya kulawula ukusetyenziswa kwamaziko azii-social networking sites ngootitshala nabafundi njengesixhobo esinguvimba i-resource tool ukunika inkxaso ukufundiswa kwekharithulam nokomeleza ukufunda, ukunika imida yentsebenziswano phakathi komfundi notitshala esikolweni, nokunika iingcebiso ngeengozi ezimalunga nokusetyenziswa kwee-social media ngabafundi.

b. IiKholeji zeFET neMfundo noQeqesho lwaBadala (Adult Education and Training)

Kwasekwa iSebe leMfundo ePhakamileyo noQeqesho (Higher Education and Training (DHET)) ngoMeyi 2009 ngenjongo yokuba liya kuba lilo ekugqibeleni eliya kwenza umsebenzi kumaziko emfundo ephakamileyo, kwiikholeji zeFET, kwiiSETAs nakwi-Adult Education and

Training (AET). I-DHET namasebe emfundo amaphondo basayine iMigaqo yeeMvumelwano (*Protocol Agreements*) ukwenzela ukulawula ukutshintshwa kweekholeji zemfundo noqeqesho oluqhubelekayo kubandakanywa ukuphathwa kwethutyana nolawulo kwiikholeji zeFET yaye iphinde ibonelele ngokusekwa kweekomiti ii-Provincial Technical Task Teams zokulawula ukutshintshwa kwamaziko abe phantsi kolawulo lukazwelonke.

UMthetho oYilwayo i-*Higher Education and Training Laws Amendment Bill, 2010, (Act 25 of 2010)* wapapashwa kwiGazethi kaRhulumente No. 33853 nge-7 Disemba 2010. Ufakela izilungiso kuMthetho iFET Colleges Act ka-2006 ne-*Adult Basic Education and Training Act, 2000*, ukwenzela: ukufakela izilungiso kwiingcaciso-magama ezithile; ukulungiselela ukuqeshwa kootitshala kumaziko oluntu ngokufakela imigaqo malunga nabaqeshi bootitshala, imivuzo neminye imiba yemeko yezengqesho zootitshala, amanani ezithuba ezabelwe ootitshala, amagunya abaqeshi, ukuqeshwa nokuzaliswa kwezithuba zengqesho, ukutshintshwa kootitshala basiwe kwamanye amaziko, ukusekondwa kootitshala, ukuthatha umhlalaphantsi kootitshala, ukugxothwa enkonzweni kootitshala, ukungakwazi ukusebenza (*incapacity*) nokuziphatha kakubi (*misconduct*) kootitshala nokwenza eminye imisebenzi ngootitshala. Ukwabonelela phakathi kwezinye, ngamalungiselelo ethutyana ngokumalunga namaziko oluntu; ukwenza amalungiselelo okumiselwa komgaqo-nkqubo wezemfundo kazwelonke wamaziko karhulumente, wokubonelela ngemigaqo eyimiyalelo yomgaqo-nkqubo wezemfundo kazwelonke, wokulungiselela uthetha-thethwano ngomgaqo-nkqubo nemithetho, ukulungiselela upapasho lomgaqo-nkqubo wemfundo kazwelonke nokulungiselela ukubeka esweni nokuvavanywa kwemfundo noqeqesho lwabadala; nokubonelela ngokumiselwa kwemigangatho ngokumalunga namabanga emfundo abonelelwa ngamaziko karhulumente nawabucala.

UMthetho weMfundo noQeqesho oluqhubelekayo kwiKholeji, 2012, (uMthetho 3 ka-2012) (*Further Education and Training Colleges Amendment Act, 2012 (Act 3 of 2012)*), waqalisa ukusebenza nge-3 Meyi 2012, yaye ufakela izilungiso kwi-FET Colleges Act of 2006 (Act 16 of 2006). UMphathiswa weMfundo ePhakamileyo noQeqesho (Higher Education and Training) wawumisela kwiSaziso sikaRhulumente No. 367, esapapashwa kwiGazethi kaRhulumente No. 35336, yomhla we-11 Meyi 2012, nokuba eminye imigaqo yalo Mthetho (*Further Education and Training Amendment Act, 2012 (Act 3 of 2012)*), iya kuqalisa ukusebenza ngomhla wokusayinwa kwayo nguMongameli (11 Meyi 2012 njengomhla weSaziso nguMphathiswa) ngaphandle kweZiqendu 11, 12, 13, 14, 28(3) no-32(b).

ISiqendu 14 sijiongene nezemali ezinxulumene nokwabiwa kweeGranti eziKhutshwa phantsi kweMiqathango (*Conditional Grant*), yaye iZiqendu 11, 12, 13, 28(3) no-32(b) zijongene nokutshintshwa kwabasebenzi ukususwa kumaSebe eMfundo amaPhondo (*Provincial Education Departments*) ukuya kwi-DHET ngokuxhomekeka kwimigaqo yesiqendu 197 soMthetho wezoBudlelwane eMsebenzini, 1995 (uMthetho 55 ka-1995). Ezi nkqubo mazigqitywe phambi kokuba kuqaliswe iziqendu ngalo mhla uya kucaciswa nguMphathiswa zize zipapashwa kwesinye iSaziso kwiGazethi kaRhulumente. Nakuba kunjalo, nge-26 Matshi 2014, UMphathiswa weMfundo ePhakamileyo noQeqesho wapapasha iSaziso (*Notice No. 209*), kwiGazethi kaRhulumente No. 37470, esapapasha ukuba iziqendu 13, 28(3) no-32(b) ezimalunga nabasebenzi, ziya kuqala ukusebenza nge-1 Apreli 2014, lo gama amacandelo amalunga nabasebenzi abakulawulo, ngokukodwa, iziqendu 14, 11 no-12 zaqala ukusebenza nge-1 Apreli 2013.

Imimiselo neMigangatho yeNkxaso-mali yeKholeji zeFET (*Norms and Standards for the funding of FET Colleges*) yaphunyezwa ukususela nge-1 Apreli 2010. Imimiselo nemigangatho isekelwe kwiindleko zokubonelela nge-National Certificate: Vocational Programmes. Ifomula yeenkxaso-mali inamacandelo amathathu angala: *personnel, capital ne-non-personnel/non-capital*. Ukuxhaswa ngezimali kweekholeji zeFET yinkqubo yegranti ekhutshwa phantsi kwemiqathango ethile, nehlawulwa qho ngenyanga.

Imimiselo emalunga neZona Mfuno ziSezantsi zoKwaxhiwa kweBhunga loLawulo leZiko le-ABET (*Regulations relating to the Minimum Requirements for the Constitution of a Governing Body of a Public ABET Centre*), yapapashwa ngokwesiqendu 8(7) soMthetho weMfundo noQeqesho lwaBadala (uMthetho 52 ka-2000) (*Adult Education and Training Act, 2000 (Act 52 of 2000)*), kwiGazethi yePhondo yeSikhawu No. 6952, yomhla we-23 Februwari 2012. Ibonelela phakathi kwezinye, ngokwaxhiwa, iintlanganiso nonyulo nokutshitshiswa kwebhunga lolawulo leziko loluntu le-ABET.

c. Imingeni ebangelwe yimiba yemigaqo-nkqubo

IZikolo :

Imimiselo *Regulations relating to Minimum Uniform Norms and Standards* (Novemba 2013) ibe nefuthe kwizicwangciso zezakhiwo zexa elizayo. Ifuthe elinokubakho kule mimiselo liya kufuna ixesha noko lokuhlangana ngokumalunga nezakhiwo ezikhoyo nobungakanani (size) bezikolo.

Ikholeji zeFET ne-AET:

Ubude bexesha elandisiweyo lokugqiba ukutshintshwa kweekholeji kuthwalise ubunzima abasebenzi abachaphazelekayo. Kwangaxeshanye, ngenxa yemfuno yephulo lokuphucula izakhono zabasebenzi bephondo, ubudlelane obuqhubekayo bamkelekile.

Kwimeko yeengxoxo ze-AET ezimalunga namabanga emfundo, oko kuye kwakhokelela kwiipatheni zamanani obhaliso angenakuqikelelwa nokungaqiniseki okuthile kweli candelo. ISebe iWCED liyazamkela izalathi zenkqubela ngokumalunga noku.

3. IINJONGO EZICWANGCISWE NGOBUCHULE NEZIJOLISE KWIZIPHUMO ZOKUFUNDA ²

Injongo 1 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda	Ukuphucula ulwimi neMathematika kwiZikolo eziziiPrayimari
INKcazo yeNjongo	<p>Makuphuculwe umgangatho wokupasa kuLwimi nakwiMathematika ukwenzela ukuba abafundi baqhube ngokomgangatho weminyaka yobudala babo ngo-2014 ngolu hlobo lulandelayo³: IBakala 3 : ULwimi : yi-40% yabafundi ukuze kwiMathematika ibe yi-60% yabafundi.</p> <p>IBakala 6 : ULwimi : yi-40% yabafundi ukuze kwiMathematika : ibe yi-50% yabafundi.</p> <p>IBakala 9 : ULwimi : yi-55% yabafundi ukuze kwiMathematika : ibe yi-20% yabafundi.</p> <p>Amanqaku makalandelelwe ngovavanyo qho ngonyaka aze amaphulo ongenelelo ngoncedo ahlenga-hlengiswe ngokungqinelana nawo.</p>

² lithagethi zahlaziywa kwi- Annual Performance Plan ka- 2013/14. lithagethi zentsusa zigcinelwe kule ngxelo.

³ Amanqaku okupasa ngu- 50%. lithagethi mazifundwe ngolu hlobo "KwiBakala 3 yi-40% yabafundi amabapase ngo-50% kwiLwimi no-60% amabapase ngo-50% kwiMathematika" njl.njl.

Injongo 2 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda	Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
INKcazo yeNjongo	Ukuphucula ireyithi yokupasa kwiimviwo zeNSC ngokubonelela ngeencwadi zezifundo, ngeeprogram zoqeqesho lootitshala, ulawulo nenkxaso. Iithagethi zika-2014 ngabafundi abayi-43 000 abapase iNSC ne-17 500 abapesele ukungena kwisiDanga sokuQala (<i>Bachelor's degrees</i>); abafundi abayi-11 000 amabapase iMathematika nabayi-8 000 amabapase i-Physical Science.
Injongo 3 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda	Ukunciphisa inani lezikolo eziqhuba kakubi
INKcazo yeNjongo	Ukupheliswa kokuqhuba kakubi kwabafundi kwiSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo: oko kukuthi, makungabikho sikolo sinereyithi yokupasa engu-<60% ngo-2014. Ukuphelisa ukuqhuba kakubi kwabafundi kwamanye amabakala njengoko kunokulinganiselwa ngee-Annual National Assessment (ANA) kumabakala 1 – 6 no-9 neemvavanyo zeSebe iWCED zamabakala 3, 6 no-9

Inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule

ISebe iWCED lenze inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule. Ukuhlenga-hlengiswa kweethagethi kwacaciswa njengoko oku kuyimfuneko kwisiCwangciso zeNtsebenzo zoNyaka ezichaphazelekayo.

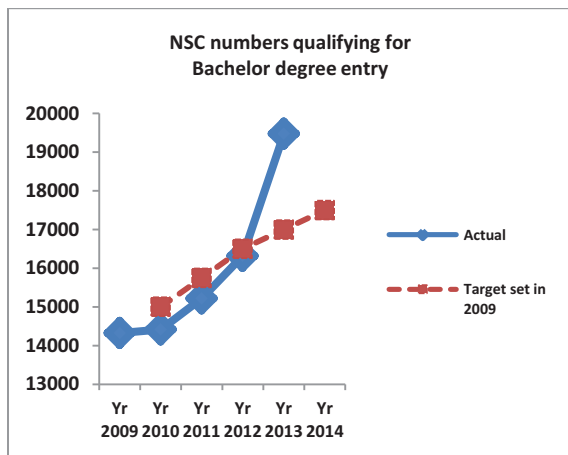
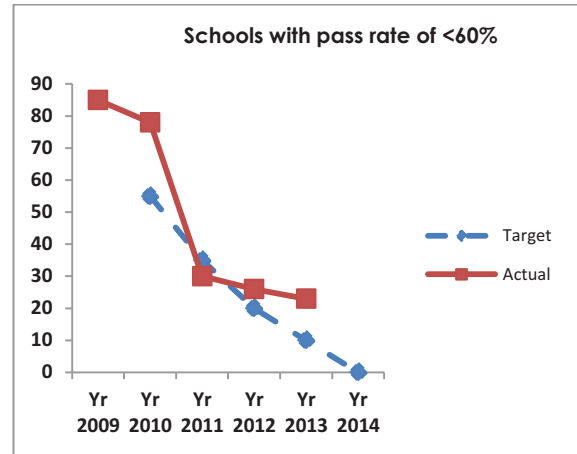
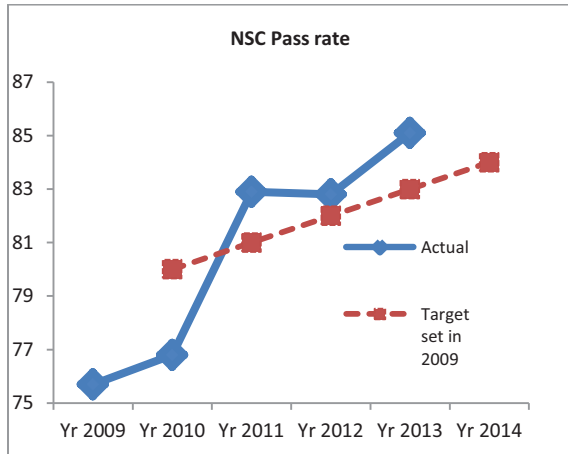
Injongo : Ukuphucula ulwimi neMathematika kwizikolo eziziiPrayimari

Ezi theyibhili zingezantsi zibonisa ukuhla komgangatho (*decline*) kwiziphumo. Umgangatho weemvavanyo zolwimi walungiswa apha naphaya emva kweminyaka emibini ukuzenza zibe kumgangatho noko ofuna abafundi bacinge ngokuphangaleleyo. Ngo-2009, kwakungengakabikho manqaku okwandlalela (*baseline score*) ukulungiselela iBakala 9, ngoko ke kwalungiswa iithagethi zasekuqaleni akuba amanqaku okwandlalela efumaneka.

		Yr 2010	Yr 2011	Yr 2012	Yr 2013	Ithagethi
IBakala 3	Ithagethi yeMaths	40	45	50	55	Angatshintshwanga
	Angawo kanye kwiMaths	48.3	47.2	51.5	55	
	Ithagethi yoLwimi	55	60	33	40	Atshintshiweyo emva kokutshintshwa kovavanyo
	EyoLwimi kanye	54.9	30.4	38.9	37	
IBakala 6	Ithagethi yeMaths	15	20	25	30	Angatshintshwanga
	Angawo kanye kwiMaths	24.4	23.4	26.4	28	
	Ithagethi yoLwimi	45	50	35	37	Atshintshiweyo emva kokutshintshwa kovavanyo
	EyoLwimi kanye	52.3	31.5	36.9	30	
IBakala 9	Ithagethi yeMaths	40	42	12	15	Atshintshwe emva kolulingwa (<i>pilot</i>)
	Angawo kanye kwiMaths	9.4	10.4	13.9	14	
	Ithagethi yoLwimi	45	50	45	50	Atshintshwe emva kolulingwa (<i>pilot</i>)
	EyoLwimi kanye	51.8	44.2	48.2	48	

Injongo 2 no-3: "Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke" "noKuncitshiswa kwenani lezikolo eziqhuba kakubi "

lithagethi zeNjongo 2 no- 3 ezazimiselwe indlela eliqhube ngayo iBakala 12 ngokwento yonke kwithuba leminyaka emihlanu (2009 – 2014) ziboniswa apha ngezantsi kunye namanani kanye okwenene.

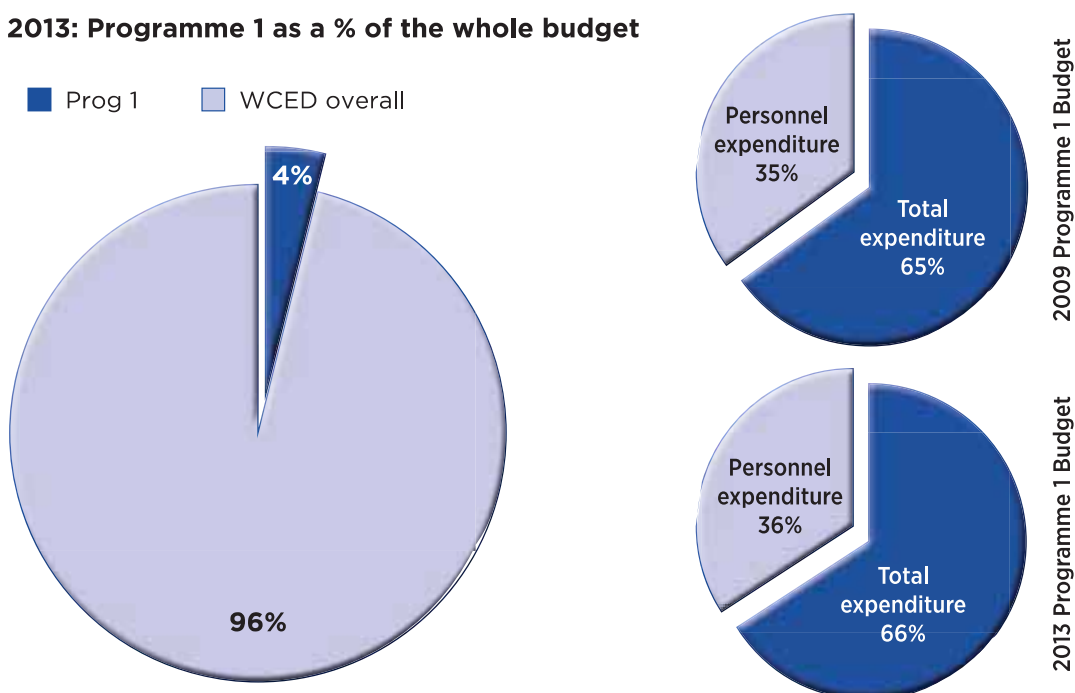


4. PERFORMANCE INFORMATION BY PROGRAMME

Programme 1: Administration



2009 and 2013: Programme 1 as a % of the whole budget



2009 Personnel expenditure as a % of the total Programme Budget	2013 Personnel expenditure as a % of the total Programme Budget	2009 Pr 1 Average personnel expenditure per employee (R'000)	2013 Pr 1 Average personnel expenditure per employee (R'000)	2009 Pr 1 Number of employees	2013 Pr 1 Number of employees
2.15	1.92	231	339.38	989	878

4.1 IProgram 1: Ezolawulo

Injongo

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

Iprogram yezolawulo iqulethe ezi program zisekelayo zilandelayo⁴:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa

ukulungiselela ukwenziwa kwemisebenzi ye-ofisi yeLungu leBhunga leSigqeba (Member of the Executive Council (MEC) kwezemfundo

Iprogram esekelayo 1.2: Iinkonzo zeZiko

ukubonelela ngeenkonzolawulo ezingajolisanga ngqo nezemfundo kwinkqubo yezemfundo

ukwenza amalungiselelo asikelwe imida nolondolozo lweemfundo zeendawo yokusebenzela

Iprogram esekelayo 1.3: Ulawulo lwezeMfundo

ukubonelela ngeenkonzolawulo lwezemfundo kwinkqubo yezemfundo

Iprogram esekelayo 1.4: Uphuhliso lwaBasebenzi

ukubonelela ngophuhliso lwezakhono zabasebenzi kubasebenzi abasezi-ofisini

Iprogram esekelayo 1.5: I-Education Management Information System (EMIS)

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

Iinjongo ezicwangciswe ngobuchule (*Strategic Objectives*)

Injongo 1.1 ecwangciswe ngobuchule	Ukusa izibonelelo ezingabantu nezizimali kwezo zithili zemfundo nakwizikolo ezithe ngokwembali zafumana inkxaso-mali esezantsi nokuqinisekisa ulawulo lwezemali nolwabasebenzi luphela nolawulo lwezemali nolwabasebenzi (<i>HR management</i>).
Injongo 1.2 ecwangciswe ngobuchule	Ukuphucula ukuba kuphendulwe ngokukhawuleza kwiimfundo zabenzelwa iinkonzo nokwenza umsebenzi kakuhle nangokukhawuleza kweSebe iWCED ngokugxininisa ekuphuculeni iinkqubo zemicimbi yesebe neesistim.
Injongo 1.3 ecwangciswe ngobuchule	Ukubonelela abakulawulo abathagethiweyo ngoqeqesho lwamagosa, amalungu eekomiti zolawulo zesikolo namaBhunga oLawulo eZikolo (SBGs).

Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelelweyo kuzo

Ezemali

ISebe iWCED lichithe i-98.9% yebhajethi ehlenga-hlengisiweyo evunyiweyo ka-2013/14.

Iimali zasetyenziselwa ukuhlangabezana neenjongo ze-*Action Plan 2014* neenjongo ezintathu zeSebe iWCED. Yi-73.8% yebhajethi eyayabelwe imbuyiselo yabaqeshwa (*compensation of employees*) (CoE), nangaphezu kweebhiliyoni eyi-R1.6 billion eyabelwe iiGranti eziKhutshwa phantsi kwemiqathango ezisi-8 nezinye iintlawulo ezichithiweyo ezibalulekileyo. ISebe iWCED

⁴ Iiprogram ezisekelayo ziyinxalenye yetemplethi kazwelonke yaye zizindidi zenkxaso-mali kaNondyabo. Iimali kwiProgram 1 zijongene neendleko ezimalunga nolawulo kwisistim.

lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfundo zinkulu kakhulu.

Kwaba nokongiwa imali kwiCoE, ngenxa yamanyathelo aphunyezwe ngempumelelo, anjengokunciphisa inani labasebenzi abangesosigxina ii-*temporary and relief staff*. Imali eyongiweyo kwi-CoE yabelwa ikakhulu ukuphucula iziseko zophuhliso zezikolo (ngaphezu kwezigididi eziyi-R45m). Ulawulo lwemali ngobulumko oluqhubekayo lwenza iSebe iWCED lanako ukubekela bucala malunga nezigididi eziyi-R30m ukuncedisa izikolo ngetyala leenkongo zikamasipala.

Amanyathelo okonga iindleko abandakanya uku-odolwa kweencwadi zezifundo zeCAPS ezininzi kakhulu ngaxeshanye kumaBakala 7-9 no-12. Ukongeza apho, amanyathelo empumelelo abangele ukuba ukuthengwa kwee-*readers* ezininzi kakhulu ngaxeshanye zamaBakala 1-3 ngo-2013/14, nezazicwangciselwe ukuthengwa kunyaka-mali ka-2014/15.

ISebe iWCED laqatshelwa yi-*South African Institute of Government Auditors* "njengelona sebe linentsebenzo esemgangathweni engatshintshiyo kulawulo lwezemali leNtshona Koloni".

ICandelo lezaBasebenzi

Ulawulo lwamanani ezithuba ezabelwe amaziko zeSebe iWCED lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. ISebe iWCED labe izithuba eziyi-85 ngaphezulu ukulungiselela unyaka wokufunda ka-2014. ISebe iWCED liyaqhubeka nokuphucula umlinganiselo ophuculweyo wenani labafundi abafundiswa ngutitshala (*improved learner/educator ratio*). Kuba iSebe iWCED linootitshala abasisigxina abaninzi kakhulu, ngokubanzi inkqubo yezemfundo inokuzinza okungaphezulu. ISebe iWCED liwugcinile umlinganiselo katitshala nomfundi ongu 1 :36 kwizikolo eziyiprayimari nongu-1 :34 kwizikolo eziphakamileyo.

Kukho ootitshala abambalwa abangaphezu kwemfuneko ngenxa yesicwangciso sokusa ootitshala kwezinye izithuba. Ukufakwa kwizithuba zengqesho ngeyona ndlela ibhetele kootitshala abangaphezu kwemfuneko kubaluleke gqitha ekuqinisekiseni ukuba izakhono zabo zisetyenziswa gqitha yaye abafundi bazuba ngeyona ndlela ibhetele inokubakho. Ukuba imali ziya kwimivuzo yootitshala abangaphezu kwemfuneko, oko kuya kuba nefuthe ekuqeshweni kootitshala ababefuneka kwamanye amaziko. Ngethuba elisusela kwi-1 April 2013 ukuya kwi-31 Disemba 2013, iSebe iWCED lanciphisa inani lootitshala abangaphezu kwemfuneko ngo-113. Abanye abayi-16 ootitshala abangaphezu kwemfuneko bafakwa kwizithuba kwikota yokuqala ngo-2014.

ISebe iWCED lilawulwa imiba ye- *Policy on Incapacity Leave and Ill-health Retirement (PILIR)*. Oku kubandakanya ukuqinisekisa ukuba kuvunyelwa kuphela abo bafanelekileyo kwikhefu elihlawulelwayo yaye akukho kulibaziseka kungeyomfuneko okanye akukho zintlawulo zingaphezulu.

Ngethuba elisusela kwi-1 Apreli 2013 ukuya kwi-31 Disemba 2013, bayi-384 ababenikwe ibhasari yeFunza Lushaka kwabayi-671 abafakwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo.

Kwaqwalaselwa ngokukodwa ngo-2013 ukupapashwa nokuzaliswa kwezithuba zamaSekela-eeNqununu nezeeNqununu. Ezi zithuba zapapashwa kudidi ngalunye kwizintlu zezithuba yaye kwaqalwa ngazo ukuqinisekisa inkqubo yokusingatha izicelo ekhawulezileyo. Le nkqubo yanciphisa amathuba apho ootitshala babekwizithuba zokubambela nokusetyenziswa

kwabasebenzi bethutyana yaye zibenegalelo kuzinzo ezikolweni. Iikhrayitheriya zokuqeshwa neenkqubo zokukhethwa zeenqununu nazo zaphuculwa.

Idatha engokuqeshwa kweenqununu ezintsha kule theyibhile ingezantsi yeyethuba elisusela kwi-1 Apreli 2013 ukuya kwi- 31 Matshi 2014 yaye iquka abo baqeshwe kuzo zonke izikolo zikarhulumente.

IiNqununu ezintsha ngoNyaka ngamnye							
Izithili	Izithuba zee-Nqununu 2013	2009	2010	2011	2012	2013/4	ITotali
Cape Winelands	287	13	22	20	10	19	84
Eden & Central Karoo	227	14	13	12	9	27	75
Metro Central	234	12	30	14	6	24	86
Metro East	153	9	21	6	10	12	58
Metro North	220	15	16	10	16	14	71
Metro South	202	14	18	8	8	5	53
Overberg	85	3	9	5	4	9	30
West Coast	134	8	13	11	5	15	52
ITotali	1 542	88	142	86	68	125	509

Ingcaciso noNxibelelwano

I-Central Education Management System (CEMIS)

Ngo-2013/14, i-CEMIS yaphuculwa nangakumbi ukulungiselela ukusetyenziswa kwayo. Yaphuculelwa ukuba inike inkxaso kwiinkqubo zokwenziwa komsebenzi kusetyenziswa ikhompuyutha nokusetyenziselwa ukulawula ngempumelelo enkulu inkqubo yokulandelela ubhaliso lwabafundi. I-CEMIS ke ngoko idlale indima enkulu ekuxhaseni, ekukhokeleni nasekomelezeni ukwenziwa kwezigqibo ngobuchule. Njengoko bekunjalo kwithuba eladlulayo, i-CEMIS yazixhasa ngqo iinkqubo zeemviwo, nolawulo lovavanyo neenkqubo zobhaliso yaye yabonelela ngedatha yokubalwa kwezithuba ezabelwa amaziko nokwenza iisaveyi ngekompuyutha kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfundo ezizodwa. Ukulandelelwa rhoqo kwamanani obhaliso abafundi ezikolweni kwanceda zonke iinkqubo zokucwangcisa.

Ngo-2013, i-CEMIS yaphinda kwakhona yasetyenziselwa uku-odola iincwadi zezifundo zizikolo (CAPS and workbooks). Le nkqubo yokusetyenziswa kwekhompuyutha yaba yimpumelelo ngokumalunga nexesha nendleko kwakunye nokubeka esweni inkqubela kusetyenziswa ikhompuyutha nokulungiselela ukunika ingxelo. Ii-automated applications zokubuyiswa kweentlawulo zokuxolelwa ekuhlawuleni iifizi kwizikolo, zenziwa ngekompuyutha yaye oko kubangele ukwenzela izinto ekuhlani ngakumbi, ukulawula nokunika ingxelo ngokungaphezulu. Ii-Online notification zeMimiselo neMigangatho, ulwabiwo lwamanani ezithuba ezabelwe amaziko, kunye neziphumo zovavanyo, nazo zaphucula unxibelelwano nezikolo zaza zazanceda kwizicwangciso zazo. Isixhobo i-quarterly school monitoring tool sasetyenziswa ngamagosa ezithili ukulandelela inkqubela ngemiba ekhethekileyo exhalabisayo ngokusebenzisa i-EduInfoSearch. Ifasilithi yokufaka izicwangciso zophuculo ezikolweni sango-2013 (schools' improvement plans) yenziwa yafumaneka kwiCEMIS.

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

Ngo-2013, iSebe iWCED lalinga ukusetyenziswa kwe-automated e-Recruitment system. Isistim i-on-line application system: E-Recruitment for Educators: "Recruiting the Best" ngo-2012. ULuhlu lweZithuba 1 luka-2013 lwapapashwa kule on-line system. Ngenxa yoko bayi-24 600 abasebenzisi ababhalise iiprofayili zabo kwisistim nabayi-14 985 abasebenzisi abazalise iiprofayili zabo kwisistim.

EzoNxibelelwano

Amajelo eendaba (media) apapasha ngaphezu kweengxelo eziyi-4 800 kwiifomathi ezahlukeneyo (okushicilelweyo, kwirediyo, kwithivi nakwikhompyutha) ngezemfundo eNtshona Koloni, oko kubonisa umdla ongaphaya kumsebenzi weSebe iWCED.

ISebe iWCED laqhuba amaphulo apha ekuhambeni konyaka ukukhuthaza abazali nabafundi bathathe inxaxheba ekuphuculeni iziphumo zokufunda nokunika inkxaso kwiinzame zesebe zokuphucula ufikelelo kwimfundo esemgangathweni.

Bekukho i) iphulo loBhaliso lika-2014 (*Enrolment 2014*) lokucenga abazali ukuba babhalise abantwana babo ukuba bayaqala ukuya kwisikolo esiyiprayimari okanye kwisikolo esiphakamileyo okanye ukuba batshintsha isikolo. ii) Ngephulo i-Back-to-School 2014 campaign kwaxelelwa abazali ngeeproyorithi zeSebe iWCED ngo-2014 nokuba banga ntoni na ukuxhasa imfundo yabantwana babo. iii) Ngephulo loLwazi lokuFunda nokuBhala noLwazi lokuBala ngo-2014 (*Literacy and Numeracy 2014 campaign*) kwacaciselwa abazali ngezinto abanokuzenza emakhaya ukuncedisa baphucule izakhono zabantwana babo ekufundeni, ekubhaleni nakwimathematika. ISebe iWCED lihambise ngaphezu kwe-110 000 yeZikhokelo zaBazali beBakala 1 (*Grade 1 Parents' Guides*) njengenxalenye yephulo loLwazi lokuFunda nokuBhala noLwazi lokuBala (*Literacy and Numeracy campaign*)

Unxibelelwano lwemidiya kwiphulo lwabandakanya irediyo, iibhilibhodi neephowusta, izaziso kumaphephandaba, izibhengezo ngaphakathi eziteksini nangaphandle kuzo.

ISebe iWCED lavelisa iindidi ezininzi zezinto ezipapashiweyo ngo-2013/14, kubandakanywa isikhokelo "Tips for Success" kumaBakala 10-12; izongezelelo ezancedisa ukufunda zeNSC zokuzihlaziya kwabaviwa; izongezelelo zokunika inkxaso iBakala 10 kwimibuzo ebuzwa qho neekhonsepthi ezingundoqo; i-Citizen's Report eqhutywayo ukuza kuthi ga ngoku; iphephandaba leSebe iWCED, i-Education Update; Isikhokelo saBazali seBakala 1; nephethshana leendaba i- bi-weekly newsletter yabasebenzi, iWCED@work.

Inani labangena kwiziko lewebhu leSebe iWCED liqhubekile nokukhula. I-avareji yaqho ngenyanga yagqitha kumda we-100 000 okokuqala ngqa apha enyakeni (109 312). Iziko laba nomtsalane kwabayi-1 311 752 ngo-2013/14, ukuya kufikelela ku- 179 074 ngo-2012/13. Yi-14% yezikolo ezilichaze iziko lewebhu njengeligqwesileyo "njengeligqwesileyo", ngokwe-2013 Customer Satisfaction Survey. I-98% yalichaza njengelanelisayo okanye elisemgangathweni.

ISebe iWCED laqalisa iziko i-online Matric Support web elineelinki zezifundo kwi-YouTube from kwi-WCED's Telematics programme. ISebe lafaka iividiyo eziyi-171 ezinengcaciso kwiziko lewebhu ngethuba lokuqala koviwo kwimatriki ngo-Oktobha 2013. Ezi vidio ziyi-171 zibe nomtsalane kwabayi - 25 637 abazibukeleyo ukususela ku-Agasti ukuya ekupheleni kwethuba loviwo. ISebe iWCED ukususela okoko lifake kwiziko lewebhu iividiyo eziyi-324 ezine-Geography, Mathematics, Physical Sciences ne-Life Sciences.

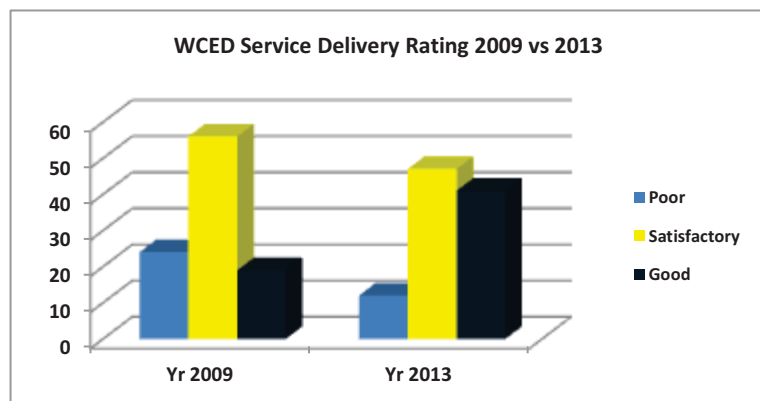
IZiko laBenzelwa iNkonzo leSebe iWCED lisebenza kwi-Walk-in Centre, iZiko leeNdwendwe (Visitors' Centre) neZiko leeFoni (Call Centre). IZiko i-Walk-in Centre lafumana iindwendwe eziyi-1 827 ngenyanga, lo gama i-Visitors' Centre lafumana malunga iindwendwe eziyi-1 375 ngenyanga. IZiko leFoni lisingethe iifoni eziyi-8 346 i-avareji ngenyanga. ISebe iWCED lagqiba ukuhlaziywa (refurbishment) kwe-Walk-in Centre ngo-2013, laza lagqiba iZiko i-Contact Centre elenzelwe kanye iMviwo neMvavanyo, ngakumbi ukuncedisa abaviwa ngemibuzo yeNSC.

ISaveyi i-Customer Satisfaction Survey yaqhutywa ukususela kunyaka wesihlanu ngo-2013. Isampula eyaphononongwayo yaba yiseti yokugqibela yezikolo kwiphondo ebeziphonongwa kwisaveyi kweli thuba. Ngamanye amazwi, isikolo ngasinye sinikwe ithuba lokuvavanya ukwenziwa kweenkonzo liSebe iWCED ngelo thuba lithile phakathi ko-2009 no-2013. Kunyaka ngamnye, kuqukwa no-2013, ootitshala abahlanu ngesikolo ngasinye, kumanqanaba ahlukeneyo ezithuba zengqesho bazizalisile iikhweshine kuqukwa neenqununu.

Abaphenduleyo ngesikhundla ngasinye somsebenzi ngo-2013		
Isikhundla somsebenzi	ITotali	%
INqununu	259	24%
ISekela-nqununu	124	12%
HOD.	197	19%
Utitshala oneqhuzu	110	10%
Utitshala	317	30%
Okunye	54	5%
ITOTALI	1 061	100%

Abaphenduleyo ngokweminyaka yaMava		
Udidi lwamava	Abasebenzi:	%
Angaphantsi kweminyaka emi-5	86	8%
5-10 iminyaka	108	10%
11- 19 iminyaka	195	18%
20- 30 iminyaka	407	38%
Engaphezu kweminyaka eyi-30	265	25%
Itotali iyonke	1 061	100%

Ngaphezulu, iireyithingi zibonise ukuphucuka komgangatho kumanqanaba okwenziwa kweenkonzo ngokwembono zabesaveyi ukususela kwisaveyi yokuqala eyagqitywayo.



Umelwa kukuPhendula

Onke amagosa athweswe uxanduva lokumelwa kukuphendula ngeemvumelwano zeenkcazo zomsebenzi nangeemvumelwano 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 ngo-2013.

NgoFebruwari 2013 nango-2014, zonke izikolo zagqiba ii-School Improvement Plans (SIPs) kwikhompyutha, neethagethi zeminyaka emithathu (3) 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 (Makufundwe isiHlomelo). Ixabiso lesicwangciso sophuculo lwesikolo kwikhompyutha esinjenges, kukuba zonke izikolo zijolise ekuqhubeni ngamandla amaphulo ongenelelo ngoncedo aphambili. I-SIP inokuba yinkxalenye yenkqubo yokumelwa kukuphendula, njengoko abanelungelo lokusayina kwisicwangciso bebandakanya inqununu, iSGB neSebe iWCED. Isicwangciso sibandakanya ii-Action Plans ukucacisa amanyathelo eziza kuwathatha ukufikelela kwiithagethi ezimiselweyo kwii-SIPs zazo.

Ngo-2012, iSebe iWCED laqalisa inkqubo i-School Improvement Monitoring, eqhagamshelene ne-School Improvement Plans. I-SIM ka-2013/14 yandelela ukusetyenziswa kweencwadi zezifundo neencwadi zokwenza umsebenzi nemiba ephambili yokufumana izibonelelo ezincedisa ukufunda nokufundisa nokusebenza kwezikolo. Ngenxa yokuba iingxelo zifakwe kwikhompyutha, idatha inokufunyanwa yaye isetyenziselwe ukunika inkxaso ekhawulezileyo. Ngakumbi, idatha yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa kweencwadi zokwenza umsebenzi.

Ukuthweswa uxanduva lokumelwa kukuphendula kwandiswe ngeendima zokongamela ezidlalwa yi-Ofisi kaNondyabo wePhondo nokaZwelonke (*Provincial and National Treasury*) ngokwemfundo ezinyanzelekileyo zemijikelo yezicwangciso neyokwenza ingxelo (*planning and reporting cycles*) nejongene nayo yomibini imibandela yezemali nengeyiyo eyezemali. Amathuba okunika ingxelo asusela kwawaqho ngenyanga (umz. engezemali) ukuya kweyaqho 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 ukongeza iinkqubo zolawulo zize zincedise ekuqinisekiseni ukusebenza ngendlela eyiyo nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kuhleli kubudlelwane obumiselweyo obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke leziphumo zokufunda. Obu budlelwane bungqinisiswa ekumodareyithweni kwangaphakathi kweenkqubo zovavanyo nokubonelelwa kwenkqubo yovavanyo eyamkelekileyo.

Ngokufanayo nawo onke amanye amasebe karhulumente kwilizwe ngokubanzi, iSebe iWCED lathatha inxaxheba kwisixhobo sokubeka esweni se-Ofisi kaMongameli (*Presidency*), i-Management Performance Assessment Tool (MPAT) eyaphanda ngamacandelo amane

olawulo, angala: *Strategic Planning, Human Resources, Governance and Accountability and Financial Management*. Lo msebenzi wawubalulekile yaye iSebe iWCED labonisa ukuphucuka komgangatho phakathi kwemisebenzi yokuqala neyesibini ngokumalunga noku ngamanqaku angawona maninzi.

Iprogram yoVavanyo lweSikolo Siphela (*Whole School Evaluation (WSE)*) iyaqhubeka nokubonisa ngokunzulu okuqhubekayo nokuluncedo kakhulu, kungekuko kwiimfuno zenkxaso kwisikolo ngasinye kuphela, koko nakwimiba emalunga nenkqubo yezemfundo. Uvavanyo oluziintsuku ezi-3 okanye ezi-5 ngokuxhomekeke kubungakanani besikolo, lusekelwe kwiinkalo ezi-9 zovavanyo ezicaciswe kumgaqo we-WSE: Ukusebenza kweSikolo okungundoqo; Ubunkokheli, ulawulo nonxibelelwano (*management and communication*); Impatho nobudlelane (*Governance and relationships*); uMgangatho wokufundisa nokufunda nophuhliso lootitshala (*Quality of teaching and learning and educator development*); uKufundiswa kweKharityhula nezibonelelo; Ukupasa kwabafundi; Ukhuseleko lweZikolo, Ukhuseleko nokuziphatha; iziseko zoPhuhliso naBazali nabahlali (*Parents and community*). Iyantlukwano kubude bamaxesha okutyelelwa ivumele ukuba kutyelelwe izikolo ezingaphezulu. Izikolo zinikwa ikhowudi ngokweereyithingi ze-WSE. Kwabelwana ngeziphumo namagosa eSebe iWCED zokuqhubekayo ii-trend reports ukongeza kwiingxelo ezibanzi ezinikwa izikolo ezichaphazelekayo.

IBhunga lezeMfundo (*Education Council*), lokunika uMphathiswa wezeMfundo eNtshona Koloni iingcebiso malunga nezemfundo, elanyulwa ngokwale Mimiselo *Regulations relating to the Education Council for the Province of the Western Cape*, lihlalane amaxesha amane yaye lanika iingcebiso umphathiswa wephondo nakwiSebe iWCED ngokumalunga nemiba ephathelele kwezemfundo, kubandakanywa imithetho neemimiselo.

linjongo ezicwangciswa ngobuchule (Strategic Objectives)

Iprogram 1					
Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ibhagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwibhagethi ezicwangcisiweyo ukuya kwibhagethi zempumlelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
► PPM PPM101: Inani lezikolo zikarhulumente ezisebenzisa i-SASAMS ukubonelela idatha kwisistim yokulandelela abafundi kazwelonke (<i>national learner tracking system</i>)	1 458	1 459	1 459		

Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ihagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwiithagethi ezicwangcisiweyo ukuya kwiithagethi zempumelelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
► PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)	1 458	1 459	1 459		
► PPM103 : Ipesenti yenkcitho yangoku (<i>current expenditure</i>) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (<i>non-personnel items</i>)	21.76%	25.51%	21.52%	- 3.99%	Akufikelelwanga kwiithagethi ngenxa yesixa esikhulu sebhajethi esisetyenziselwe ukubuyiselwa kweentlawulo ebangelwe ubukhulu becala luphuculo lohlanga-hlengiso lweemeko zengqesho nolubengaphezulu kunolo belulindelekile. Esinye isizathu ibe kukuhlelwa kwakhona kwemisebenzi ngokwebhajethi.

Izalathi-nkqubela zeNtsebenzo

Iprogram 1					
Isalathi-nkqubela seNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ihagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwiithagethi ezicwangcisiweyo ukuya kwiithagethi zempumelelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
PPI 1.1. Ukuqinisekisa ulawulo lwezemali	Uphicotho olunganama khwiniba	Uphicotho olunganama khwiniba			
PPI 1.2 Iyantlukwano malunga neziniki-maxabiso ezingaphezu ko-500 000	12	6	16	-10	Iyantlukwano yavunyelwa ngumgaqo-nkqubo yaye iyimfuneko ngenxa yemfuno yokunika inkxaso kwizibonelelo zekharithulam eneemfuno ezizodwa neemfuno zezibonelelo zezakhiwo

Isicwangciso sokoyisa ezoo ndawo ziqhuba kakubi kuzo izikolo

Oku kulandelayo zizicwangciso eziphambili zeSebe iWCED zokulungisa ezo ndawo ziqhuba kakubi kuzo izikolo:

- Ukubonelelwa ngezithuba eziqinisekisa ukuba ootitshala bafakwa kwizikolo ukubamata-nisa neemfuneko zezo zikolo.

- Ukuqeshwa kweenqununu (uqwalasela ukuphucula iikhrayitheriya noqeqesho lweSGB ngokumalunga noku; amathuba oqeqesho abo banqwenela ukuba ziinqununu)
- Ukuqwalasela ukuqeshwa nokunikwa inkxaso kweeNtloko zeZifundo namaSekela-Nqununu ezikolweni
- Uqeqesho kuwo onke amacandelo namagosa njengoko kuyimfuneko
- IziCwangciso zoPhuculo lweZikolo ne-School Improvement Monitoring
- Ukusetyenziswa ngokupheleleyo kweenkqubo zekhompyutha ukulungiselela ukukhawulezisa ukuqeshwa ngokukhawuleza kwizithuba zazo zonke iindidi
- Ukulinganiswa kwenkxaso-mali ngomfundi ukuxhasa izikolo ezikumaNqanaba 1 – 3 eNtlupheko
- Inkqubo yokuxolelwa kwintlawulo yeefizi kwizikolo ezikumaNqanaba 4 no- 5
- Uncedo kwizikolo ngokumalunga netyala likamasipala
- Iyunithi yolawulo lwangaphakathi emayibonelele ngengxelo ngokuqhubekayo kubaphathi ngokumalunga nokungathotyelwa kwemiga
- Ukujongiswa kweenkqubo zokwenziwa komsebenzi njengoko kuyimfuneko
- Ukuqinisekisa uphuculo lomgangatho oluqhubeka okokoko ekusetyenzisweni
- Ukuqinisekisa uphuculo lomgangatho oluqhubeka okokoko ekusetyenzisweni kweenkqubo zokuthengwa kweempahla neenkonzozizikarhulumente
- Ukuhlaziywa kwazo zonke iirejista zee-asethi qho kwiminyaka emibini

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo nebhajethi

Inkcitho eyenzeke kwiProgram 1 ibenegalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- IsiCwangciso soBuchule seSebe iWCED, iingxelo zekota ngokuma kweziko eli, nendlela eziqhuba ngayo izikolo neNngxelo yoNyaka yeSebe iWCED
- Ukwenziwa kwamaxwebhu ezicwangciso zezemali nawokunika ingxelo, kuqukqa ii-*Estimates of Provincial Revenue and Expenditure (EPRE)*, neengxelo i-in-year monitoring (IYM), neengxelo-mali zethutyana nezonyaka (interim and annual financial statements).
- Ukuthengwa kwee-asethi, iimpahla neenkonzozizikarhulumente, nolawulo lwekhontrakthi
- Ulondolozo lweerejista zee-asethi zeSebe iWCED
- Iintlawulo eziya kubathengi zingadlualnga iintsuku eziyi-30
- Ulawulo lokubonelelwa kwamaziko ngamanani ezithuba zengqesho zeSebe iWCED, ukugaywa kwabasebenzi benkonzo karhulumente, uphuhliso lwabasebenzi nolawulo lwentsebenzo, impilo-qete yabasebenzi, nobudlelane emsebenzini.
- Ulondolo nokuphuculwa kwe-Central Education Management Information System

Inkcitho yeprogram esekelayo

Igama leProgram esekelayo	2013/2014			2012/2013		
	Ulwabiwo – mali lokugqibela	Eyiyo kanye Inkcitho	Inkcitho eNgaphezulu/e ngaphantsi	Ulwabiwo – mali lokugqibela	Eyiyo kanye Inkcitho	Inkcitho eNgaphezulu/engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1.1 I-ofisi yoMphathiswa wezeMfundo (MEC)	6,117	6,117	-	6,340	6,340	-
1.2 Iinkonzo zeZiko	238,351	238,351	-	235,798	235,798	-
1.3 Ulawulo lwezeMfundo	285,673	277,078	8,595	273,618	263,695	9,923
1.4 Uphuhliso lwezakhono zabasebenzi	20,699	20,699	-	9,016	9,016	-
1.5 ISistim yoLawulo lweNgcaciso yezeMfundo (I-EMIS)	28,904	28,904	-	22,139	22,139	-
ITotali	579,744	571,149	8,595	546,911	536,988	9,923

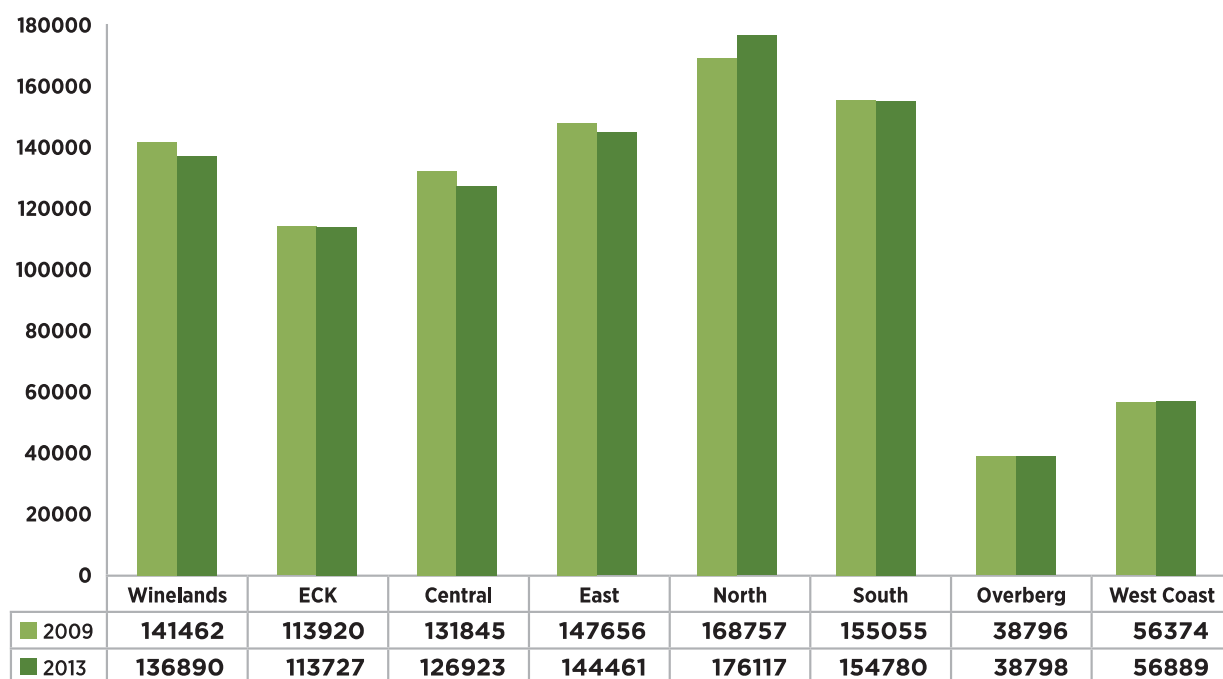
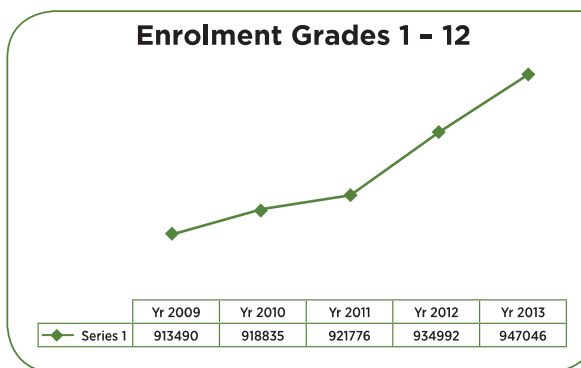
Programme 2: Public School Education



2009 Pr 2 personnel expenditure as a % of the total	2013 Pr 2 personnel expenditure as a % of the total
67.38	62.12
2009 Pr 2 Average personnel expenditure per employee (R'000)	2013 Pr 2 Average personnel expenditure per employee (R'000)
200.39	279.58
2009 Pr 2 Number of employees	2013 Pr 2 Number of employees
35 696	34 440

42 % of the overall budget is located in Programme 2

There were 334 287 learners fed daily in 2009 and 438 883 in 2013



4.2 Iprogram 2: Imfundo kwiZikolo zikaRhulumente

Injongo

Ukubonelela ngemfundo kwizikolo zikarhulumente eziqhelekileyo ukususela kumaBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996 noMthetho weZikolo zePhondo leNtshona Koloni, 1997, njengoko ufakelwe izilungiso

Iprogram yezeMfundo kwiZikolo zikaRhulumente eziQhelekileyo iqulethe ezi program zisekelayo zilandelayo⁵ :

Iprogram esekelayo 2.1: Izikolo eziziiPrayimari zikaRhulumente ukubonelela izikolo eziziiprayimari ezikhethekileyo zikarhulumente ngezibonelelo ezifunekayo kumaBakala 1-7

Iprogram esekelayo 2.2: Izikolo eziziiSekondari zikaRhulumente ukubonelela izikolo eziziiSekondari ezikhethekileyo zikarhulumente ngezibonelelo ezifunekayo kumaBakala 8-12

Iprogram esekelayo 2.3: linkonzo zoqeqesho ukubonelela ngoqeqesho kootitshala nakubafundi kwizikolo zikarhulumente eziqhelekileyo ezineenkonzo zenkxaso ezilawulwa lisebe

Iprogram esekelayo 2.4: Uphuhliso lweCandelo laBasebenzi ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabangezotitshala kwizikolo zikarhulumente eziqhelekileyo

Iprogram esekelayo 2.5: liGranti ezikhutshwa phantsi kweMiqathango

- ukubonelela abafundi abahlelekileyo nabaphethwe yindlala kwizikolo zikarhulumente eziqhelekileyo ngokona kutya kuncinane bakufunayo ukuze bafunde ngokubonakalayo esikolweni ngeeprogram iNational School Nutrition Programme (NSNP)
- Ukuxhobisa ngemali kwakhona izikolo zobugcisa
- ukubonelela ngenkxaso kwizikolo ze-Dinaledi

Iinjongo ezicwangciswa ngobuchule (*Strategic Objectives*)

Iprogram 2 : Injongo ecwangciswa ngobuchule	
Injongo 2.1 ecwangciswa ngobuchule	Ukuqinisekisa ukuba ootitshala baxhotyiselwe ukufundisa ngokuthi baye kuphuhliso loqeqesho oluqhubekayo
Injongo 2.2 ecwangciswa ngobuchule	Ukuqinisekisa ukuba ziyaphuculwa iziphumo zolwazi lokufunda nokubhala nolwazi lokubala ngokusa ezona zibonelelo ezizezona zininzi (ezingabantu nezeyimali) kwiminyaka emithathu yokuqala yokuhamba isikolo.
Injongo 2.3 ecwangciswa ngobuchule	Ukuqinisekisa ulawulo olugqwesileyo lwezikolo
Injongo 2.4 ecwangciswa ngobuchule	Ukuqinisekisa ukuba iklasi nganye inezibonelelo ezininzi ezizincwadi nokunye.
Injongo 2.5 ecwangciswa ngobuchule	Ukubonelela ngeeprogram zokutya namanye amanyathelo okunciphisa intlupheko nawokhuseleko athagethiweyo
Injongo 2.6 ecwangciswa ngobuchule	Ukuqinisekisa ukuba kubonelelwa ngezikolo nangootitshala ukwenzela ukuba kungqinelwane neempawu eziboniswa ngamanani abemi belizwe (<i>demographic trends</i>) kwezo ndawo bakuzo.

⁵ Iiprogram ezisekelayo ziyinkxalenye ye-national sector template neendidi zenkxaso-mali zikaNondyebo. Iimali kwiProgram 2 zabelwe ukujongana nebhajethi ephambili yeSebe iWCED yaye ziquka imivuzo yootitshala, iindleko zeziseko zophuhliso nezezibonelelo neeprogram zokutyisa abafundi.

linjongo ezicwangcise ngobuchule, izalathi-nkqubela zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelweyo kuzo

Amanani obhaliso

Owona mba mkhulu unokuphemelela zonke izicwangciso nokubonelelwa kwamaziko ngezithuba kwezemfundo ngamanani obhaliso abafundi. ISebe iWCED lisebenzise ngokwandileyo idatha yeGeneral Household Survey data nezinye iinkcazo zokuqhubekayo ukuncedisa kuqikelelo-manani. Ukufundisa nokufunda okuyimpumelelo kuxhomekeke kumlinganiselo ofanelekileyo katitshala nomfundi, iifasilithi neencwadi zezifundo ezisetyenziswayo kwezona ndawo zizezona zinemfuno emandla. Ukwanda kwamanani obhaliso kule mimnyaka yakutshanje kukhokelele kuxinzelelo lwendawo yokufundela nolwabasebenzi kwiinkalo ezithile, Kwangaxeshanye kubekho ukuncipha kwamanani kwezinye iindawo zephondo.

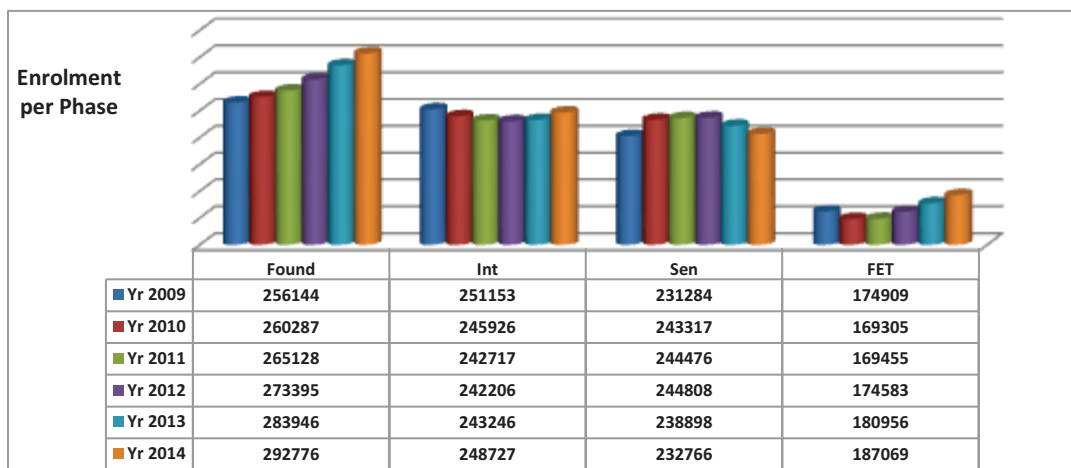
Unyaka	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Itotali
2002	86 969	77 026	64 134	83 022	93 188	86 786	80 865	75 601	80 450	69 752	51 618	40 468	889 879
2003	86 916	82 454	75 931	66 033	82 383	92 341	84 514	81 154	73 200	81 739	51 746	39 644	898 055
2004 ⁶	104 105	82 130	81 489	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	921 776
2012	103 444	88 536	81 415	83 922	79 900	78 384	76 432	77 561	90 815	72 714	58 758	43 111	934 992
2013	104 678	93 506	85 762	85 599	79 210	78 437	76 238	75 528	87 132	78 812	56 109	46 035	947 046

Umthombo weDatha : 2013 : Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners)

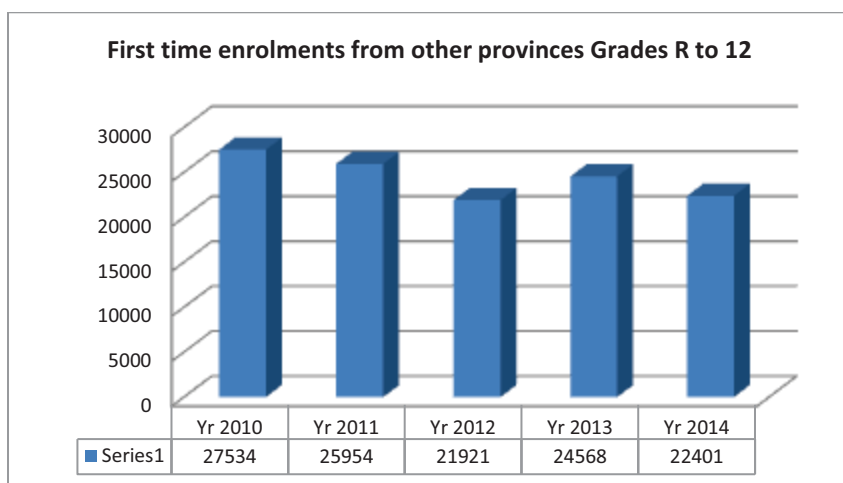
Le theyibhili ingentla ibonisa ukwanda kwento yonke (overall increase) kwabafundi abayi- 57 167 kwithuba lomjikelo weminyaka eyi-12. Ibonisa ukukhula okubonakalayo kumanani obhaliso lwiBakala 1 nefuthe lokugcinwa kwamanani abafundi phakathi kwamaBakala 10 no-12.

Amanani kwisaveyi ze-SNAP survey ka-2014 abonisa ukwanda kwinkqubo “ngesigaba ngasinye”. Ngexesha lesaveyi, ayingabo bonke abafundi ababhalise kwiBakala 8 abakwisistim.

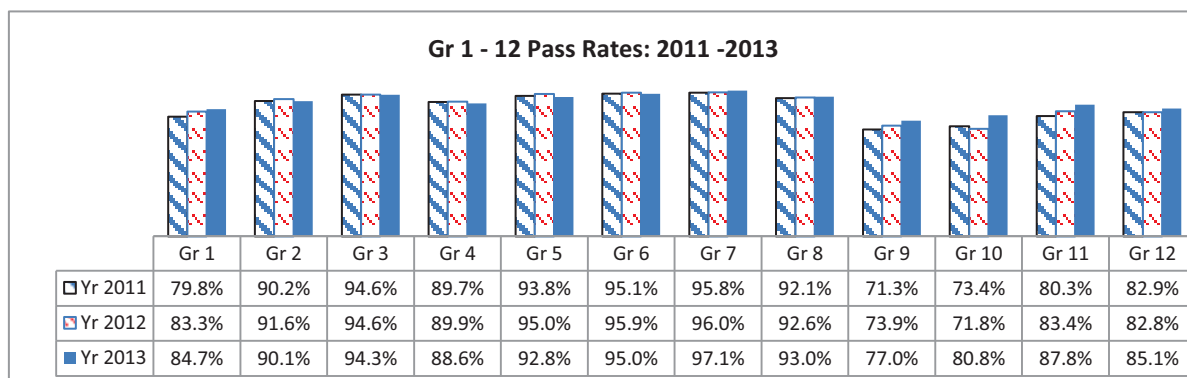
⁶ Iipatheni zamanani obhaliso zichatshazelwa kutshintsho kwinqanaba likazwelonke, kwiBakala 1 umgaqo-nkqubo wokwamkelwa kwabafundi esikolweni ngo-2000, owavumela izikolo zibhalise kuphela abaneminyaka esixhenxe kubhaliso lokuqala. Ngenxa yoku amanani obhaliso eBakala 1 aba ngaphantsi kuneminyaka edlulileyo. Ekubeni kutshintshwe iimfuno zeminyaka yobhaliso kwakhona ngo-2004 kubekho ukwanda kumanani obhaliso kwakhona . Oku kubonisiwe kule theyibhile.



Ukufudukela kwabantu kweli phondo kuhlala kusenza igalelo elibonakalayo kumanani obhaliso yaye iindawo abantu abakhetha ukuhlala kuzo nazo zibangela uxinzelelo kwindawo yokuhlala kwiindawo ezisakhulayo (*developing areas*).

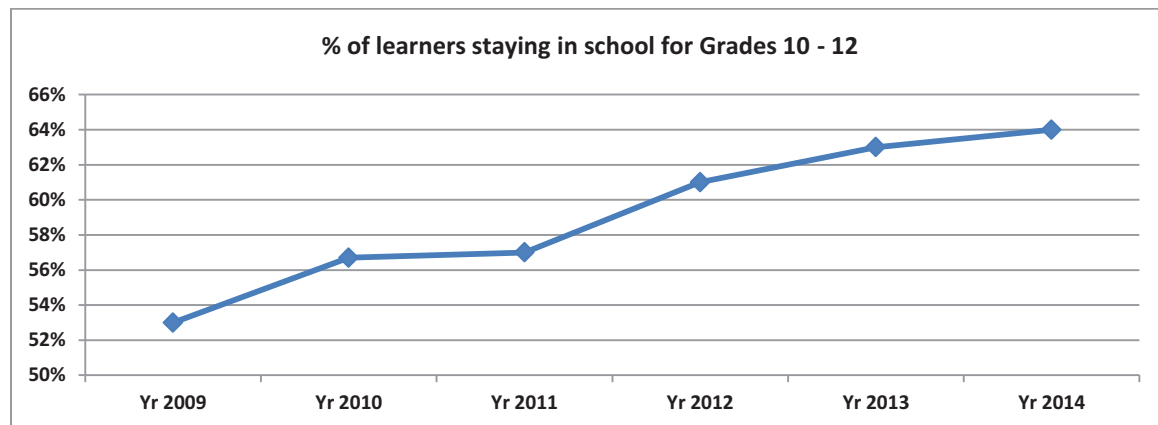


Iitotali kumaBakala 1 no-9 zibonisa ukuba kukho amanani abafundi abaphinda la mabakala. Le yimiba ephantsi koqwalaselo namaphulo ongenelelo ngoncedo awodwa ukunciphisa iireyithi zokungapasi kwabafundi. Igrafu neetheyibhile engezantsi ishwankathela inkqubela yakutshanje ngokumalunga noku.



	Yr 2011	Yr 2012	Yr 2013
Ireyithi yokupasa Jikelele [Gr 1-11]	86.9%	88.1%	89.1%
Ireyithi yokupasa yeBakala 1	79.80%	83.30%	84.7%
Inani labapase iBakala 1	79 190	85 143	87 607
Ireyithi yokupasa yeBakala 9	71.1%	73.9%	77.0%
Inani labapase iBakala 9	54 310	61 542	60 866
Ireyithi yokupasa yeBakala 10	73.4%	71.9%	80.8%
Inani labapase iBakala 10	49 883	48 026	58 915
Ireyithi yokupasa yeBakala 11	80.3%	83.4%	87.8%
Inani labapase iBakala 11	42 685	46 058	46 599
Amanani obhaliso iBakala 10 - 12	169 455	174 583	180 385

Iitotali zamanani obhaliso kumaBakala 11 no-12 zibonisa iimpawu zokugcinwa kwamanani okubhetele. 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. Izikolo nezithili zimisele iithagethi ezithe ngqo zokwandisa amanani abafundi abapasayo namanani ababuyela esikolweni, kwisikolo ngasinye kunyaka olandelayo. Le grafu ingezantsi ibonisa ifuthe lesi sicwangciso.



Iziphumo zeeMvavanyo

Imfundo kwizikolo eziziprayimari: ULwimi neMathematika kumaBakala 3, 6 no-9 eNtshona Koloni

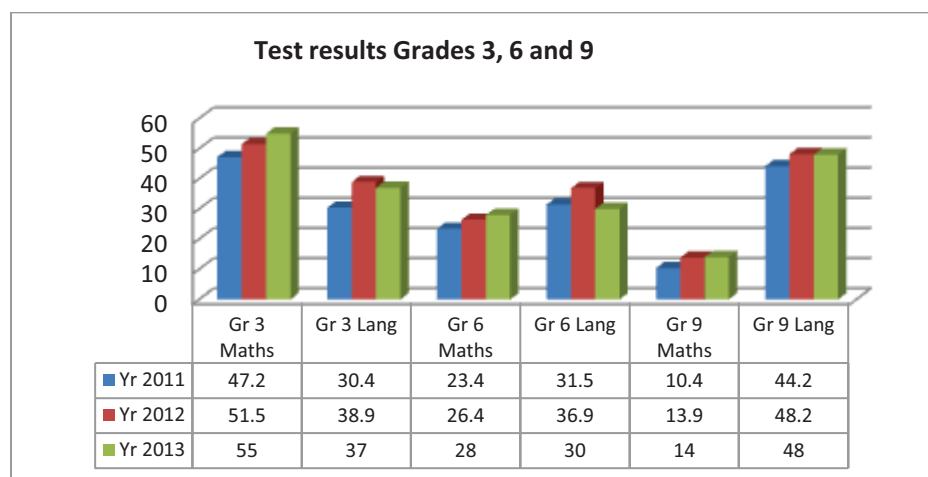
Ukususela ngo-2002 ukuya ku-2009, iSebe iWCED labhalisa iimvavanyo zolwimi nemathematika kubafundi bamaBakala 3 no-6 kwiminyaka ekushiya ube mnye phakathi (*alternate years*) ukwenzela ukulandelela inkqubela yabo nokufumanisa ingxaki. Ngo-2010 iSebe iWCED, lavavanya okokuqala ngqa, bonke abafundi bamaBakala 3, 6 no-9 ukuqinisekisa imeko yokufunda ulwimi nemathematika kwisikolo ngasinye kwiphondo. Kwakuloo nyaka mnye, ka-2010, abafundi beBakala 9 bavavanywa okuqala ngqa. Uvavanyo lweBakala 9 yayiliphulo lokulinga (*pilot exercise*) lokumisela uvavanyo lokwandlalela kulwimi nakwimathematika. Ngo-2011, iSebe iWCED landisa inqanaba

lemingeni efuna ingqondo ezikisayo ukucinga (*cognitive challenge*) kwiimvavanyo ngakumbi kwiimvavanyo zolwimi, ukwenzela ukubeka eyona milinganiselo isezantsi ingumzekelo kwiphondo. Ngakumbi, iiteksti ezinde nezintsonkothileyo ezaye zibandakanywa kwiimvavanyo zolwimi.

Ngo-2013 bangaphezu nama-70 000 abafundi ababechophele iimvavanyo kwibakala ngalinye kula iBakala 3, 6 no- 9. Ireyithi yokupasa ngamanqaku angu-50%. Ezi ziphumo ziboniswa apha ngezantsi.

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2013 IZikolo zikaRhulumente eziQhelekileyo						
	IBakala 3		IBakala 6		IBakala 9	
	IMathematika	ULwimi	IMathematika	ULwimi	IMathematika	ULwimi
Ababhalayo	81 883	81 888	73 908	73 900	79 699	74 534
Abapasayo	45 036	30 299	20 916	21 800	10 682	35 627
I-% Yabapa-sayo	55	37	28	30	14	48
Amanqaku angumyinge	51	43	39	39	29	51

Ukuhla kwiReyithi yokuPasa kuLwimi kumaBakala 3 no-6 kuya kucazululwa yaye kuya kuxhasa amaphulo ongenelelo ngoncedo kwizikolo ezithile.



Iimvavanyo zango-2013 zanikwa izikolo ngoJanuwari 2014 yaye sele zisetyenzisiwe ekunikeni inkxaso iziCwangciso zoPhuculo lweSikolo (*School Improvement Plans*) neethajethi zango-2013.

ISatifikethi seMatriki sikaZwelonke (*National Senior Certificate*)Unyaka ka-2013 yayingunyaka wesithandathu weemviwo zeSatifikethi seMatriki sikaZwelonke (*NSC*). Kubekho inkxaso enkulu enikwe izikolo zaseNtshona Koloni ezineBakala 12. INtshona Koloni iphumelele ngereyithi yokupasa engu- 85.1%. Ngo-2013, bekukho abaviwa abayi-3 566 ngaphezulu abapasayo kunango-2012 nabayi-3 158 abangaphezulu abapasayo nababanako ukungenela izifundo zeprogram yeSidanga sokuQala. Bayi-12 216 abafundi abapasa iMathematika ngereyithi yokupasa engu- 73.3%. Kwi-Physical Science, ireyithi yokupasa ka-2013 yaba ngu-72.6%, ukunyuka ukusuka kwinqanaba lango-2012 elingu-70.9%. Inani labapasa i-Physical Sciences laba ngu-8 333.

Iziphumo ii-WCED Comparative NSC results 2009 - 2013										
Unyaka	Ababhalayo	Abapasayo	I-% yabapasayo	Abanoku- ngenela isiDanga sokuQala	I-% yabanoku- ngenela isiDanga sokuQala	Inani labapasayo beMaths	Ireyithi yokupasa yeMaths	Inani labapas ayo kwi- Phys Sc	Ireyithi yabapasileyo kwi-Phys Sc	Izikolo ezinereyithi yokupasa <60%
2009	44 931	34 017	75.7	14 324	31.9	12 467	64.9	7 064	52.9	85
2010	45 783	35 139	76.8	14 414	31.5	11 571	66	7 524	59.6	78
2011	39 988	33 146	82.9	15 215	38.1	9 820	68.7	7 137	65.3	30
2012	44 700	36 992	82.8	16 319	36.5	11 311	73.5	7 995	70.9	26
2013	47 636	40 558	85.1	19 477	40.9	12 216	73.3	8 333	72.6	23

IIMVAVANYO II-ANNUAL NATIONAL ASSESSMENTS (ANA)

Ngo-2013, izikolo zafumana isikhokelo sovavanyo, kwakunye neseti yamaphepha emibuzo ayimizekelo ngebakala ngalinye nangesifundo ngasinye ukwenzela ukulungiselela abafundi xa bebhala ii-ANAs. Amaphepha emibuzo ayimizekelo afakiwe ngokunjalo kwiziko lewebhu leSebe iWCED.

Ngo-2013 ii-Annual National Assessments zabhalwa ngabafundi abayi-615 326 kumaBakala 1 – 6 no-9. Izikolo zikarhulumente eziqhelekileyo eziyi-1 455, izikolo ezizimeleyo eziyi-77 nezikolo eziyi-19 zemfundo eneneemfundo ezizodwa eNtshona Koloni, zathatha inxaxheba kolu vavanyo lukazwelonke. Iincwadi zeempendulo zamakishwa ngootitshala ezikolweni zaza emva koko iisampuli zeencwadi ezintathu ngesifundo ngasinye nangeklasi nganye kumaBakala 3, 6 no-9 ezivela kwisikolo ngasinye zaphindwa zamakishwa kwakhona ngootitshala ndaweninye kwisithili ngasinye njengomsebenzi wokumodareyitha wephondo.

ISebe i-DBE linyule i-arhente zovavanyo zangaphandle ukumodareyitha isampulu yeencwadi zeempendulo zamaBakala 3, 6 no- 9 kwizikolo eziyi-244 ezikhethiweyo kwiSebe iWCED. Ziyi-25 iincwadi zeempendulo zabafundi kumaBakala 3, 6 no-9 ezenziwa isampula zaza zangeniselwa ukumakishwa nokumodareyitha kwangaphandle. Umsebenzi wokumodareyitha wabonisa iqondo eliphezulu lokungqinelenana phakathi kwamanqaku okumodareyithwa namanqaku anikwe ngootitshala. Oku kube yingqinisekiso yokuba imigangatho esetyenzisiweyo ezikolweni ibifanelekile.

Iziphumo zango-2013 ziboniswe kule theyibhile ingezantsi :

	WCED Ulwimi ngo-2013	Ulwimi lweeNkobe ngo-2013	WCED iMathematika ngo-2013	KuZwelonke ngo- 2013 iMathematika
IBakala 1	65	60	61	60
IBakala 2	62	57	62	59
IBakala 3	49	42	58	49
IBakala 4	54	49	42	37
IBakala 5	56	46	40	33
IBakala 6	63	64	47	38
IBakala 9	50	50	17	13

Uphuhliso looitshala

Uphuhliso looitshala oluqhubekayo kwiSebe iWCED luhlala lungumba ophambili ekujoliswe kuwo. Uqeqesho lokulungiselela iNkcazo yoMgaqo-nkqubo weKharithulam novavanyo (*Curriculum Assessment Policy Statements (CAPS)*) lwaqhutywa ngo-2013 okukugqibela, lwahlahla indlela kwithuba elitsha lokubethelela iCAPS kwinkqubo yezemfundo emva

kweminyaka emi-3 yoqeqesho nophunyezo ngokwezigaba okube yimpumelelo kumabakala ngokubanzi, kwazo oko kwaphelela kuphunyezo kumaBakala 7-9 no- 12 ngo-2014.

Ootitshala

CAPS:

I-Nkcazo yeKharithyulam kaZwelonke (*National Curriculum Statement*) yaphuculwa 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 lunenzuzo 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 neenkqubo ezinamandla zokufundisa nezovavanyo.

NgoJulayi 2013, iSebe iWCED laqeqesha ootitshala kumaBakala 7-9 ukulungiselela ukuqaliswa kweCAPS ngo-2014. Oku kwenziwa ngoqeqesho loqheliso losuku olupheleleyo lwezifundo ezisibhozo. Bamalunga ne-9 000 ootitshala ababeye kusuku olunye ubuncinane kwezi zine. Ngosuku kwesihlanu, ziyi-1 816 iinqununu / amasekela-nqununu aya kuqeqesho loqheliso lokulawula ukuphunyezwa kweCAPS. Bangaphezu kwe-2 700 ootitshala beBakala 12 abaya kuqeqesho lweCAPS olufana nolu 12 ngeeholide zezikolo.

Lonke uqeqesho lootitshala luxhaswa yiiprogram yenkxaso eqhubekela eklasini.

Ulwimi neMathematika

Ngo-2009 iSebe iWCED liqalise uqeqesho lweminyaka eyi-8 nescwangciso senkxaso ukuxhasa uphuhliso loLwimi neMathematika. Le program, eyenziwa ngababoneleli-nkonzo abaziingcali kootitshala abakumaBakala 1 – 6 iqhutywa 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) Iincwadi zokufunda neLTSM (izikolo eziyi-250)
Unyaka 2 (2010): izikolo eziyi-250 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) Iincwadi zokufunda neLTSM (izikolo eziyi-250)
Unyaka wesi-3 (2011): izikolo eziyi-250 zeqela lesibini – ngokwenkqubo efanelekileyo beziyi-258 izikolo	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) Iincwadi zokufunda neLTSM (izikolo eziyi-250)
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-250) Iincwadi zokufunda neLTSM (izikolo eziyi-250)

Unyaka 5 (2013): izikolo eziyi-250 zesithathu	IQela 5 (izikolo eziyi-125) Uqeqesho kuLwimi ngeholide kaJuni IQela 6 (izikolo eziyi-125) Uqeqesho kwiMathematika ngeholide kaJuni
Unyaka 6 (2014): izikolo eziyi-250 zesithathu	IQela 5 (izikolo eziyi-125) Uqeqesho kwiMathematika ngeholide kaJuni IQela 6 (izikolo eziyi-125) Uqeqesho kuLwimi ngeholide kaJuni
Le ndlela yokwenza iya kuphindwa kude kube ngu-2016, ukwenzela ukuba zonke izikolo eziziprayimari ziqeqeshwe yaye zinikwe inkxaso kwizikim zokufunda nezibonelelo zokufunda kwithuba leminyaka esi-8.	

Iprogram yoLwimi neMathematika (*Language and Mathematics Programme*) ngo-2013 yabonelela izikolo eziziprayimari eziyi-250 ngoqeqesho olumandla (*intensive training*) nangenkxaso eqhubekela kumaziko kootitshala bamaBakala 1-6.

Uqeqesho nophuhliso lo gama usenkonzweni lwenziwa e-CTLI. Ikhosi zoqeqesho eziyi-37 zaqhutyelwa ootitshala kwiSigaba seSiseko, kwiSigaba esiPhakathi nakwiSigaba saBadala, abeFET namalungu eeKomiti yoLawulo yeSikolo. Uqeqesho lwe-School Management and Leadership Development (SMLD) lwabandakanya uqeqesho lwaBaphathi beze-IMG. Bayi-1 491 ootitshala ababeye kwezi khosi zethuba elingangeveki ukuya kwezimbini kulo nyaka-mali. Ngako oko bayi- 2 482 bebonke ootitshala abafumana uqeqesho kwiikhosi ze-CTLI kulo nyaka-mali.

Iinqununu

Ugxininiso kulo nyaka belusekuboneleleni ngozinzo oluphuculweyo ezikolweni nakuphuhliso nenkxaso kwiinqununu ebezingenawo amava, okanye ebezifuna ukunikwa ingcebiso engaphezulu, okanye ezinomdla wokuphucula amabanga emfundo yoqeqesho. Ikhosi zabaphathi bezikolo, zagxininisa kwizihloko ezabandakanya iiNdima neMisebenzi yamaSekela-nqununu (*Roles and Responsibilities of Deputy Principals*), iNdima neMisebenzi yeeNtloko zazeZifundo, iiNqununu ezibonisa umdla nolangazelelo (*Aspiring Principals*), iiNkokeli zeZikolo ezibonisa umdla nolangazelelo (*Aspiring School Leaders*), uQhelilano lweNqununu ezisanda kuqeshwa (*Newly Appointed Principals*), uqeqesho lwekomiti yolawulo yesikolo naBasetyhini abakwizikhundla zolawulo nabanomdla kuBunkokheli.

IProgram i-Workplace Skills' Programme

Kusetyenziswa ipeyiroli yeSebe iWCED elingana ne-1% ukuphucula izakhono nobuchule babo bonke abaqeshwa beSebe iWCED. Amanqanaba ezakhono ootitshala, nabasebenzi benkonzo karhulumente kujongenwe nawo ngokungaphezulu ngokunjalo ngokugxila kumaphulo ongenelelo ngoncedo eProgram i-Workplace Skills' Programme (WSP).

Amabanga emfundo akhredithiweyo (Accredited qualifications)

Ikhosi zokufundiswa apho kuthagethwa okuthile, ezifana ne-Advanced Certificate in Education (ACE) ezigxininisa kuBunkokeli eSikolweni zaqhutywa kumaziko emfundo aphakamileyo. Ezi khosi zixhaswa ngezimali liSebe iWCED kumsebenzi wokuphucula umgangatho kubunkokheli nakulawulo ezikolweni. Bekukho abayi-360 abaxhamlayo ngo-2013/14.

Ukwandisa inani lootitshala abaqeqeshwe ngokufanelekileyo kwimathematika nesayensi, iSebe iWCED labonelela ngeebhasari zaphambi kokungena enkonzweni kwabayi-96 (*pre-service bursaries*) njengoko ugxininiso ku-2013/14 lumi ngolu hlobo lulandelayo: ISigaba seSiseko : 68; ISigaba esiPhakathi: 2 kwi-FET 15; IsiDanga seSayensi (*Bachelor of Science*): 11.

Enye inkxaso enikiweyo

Ezemali

Iimali ezabiwa ngokweMimiselo neMigangatho yolwabiwo-mali ezikolweni zilinganiselwa ngokweemfundo ukwenzela ukuba izikolo zabahlali abangathathi ntweni zabelwe imali engaphezulu.

Izixa "ngomfundi ngamnye" ezahlawulwa kwizikolo zikarhulumente kumaNqanaba 1, 2 no-3 eNtlupheko zilinganisiwe ukususela ngo-2013/14; ngamanye amazwi, izikolo ze-NQ 2 no-3 zafumana eso sixa-mali sifanayo njengeyezikolo eziku- NQ 1.

Izabelo zeeThagethi zikaZwelonke			
	2012/13	2013/14	2014/15
INqanaba 1	R960	R1 010	R1,059
INqanaba 2	R880	R1 010	R1,059
INqanaba 3	R880	R1 010	R1,059
INqanaba 4*	R481	R 550	R 831
INqanaba 5*	R213	R 239	R 317
* <i>lindleko ezingumndilili kuzo zonke izikolo</i>			

Iindleko zokulinganisa ezi zixa zamaNqanaba 2-3 eNtlupheko ngomfundi ngamnye iya kuba yi-R26m yezigidi ngo-2014/15.

Omnye umba obalulekileyo wenkqubela ka-2014 kukwandiswa kweprogram yezikolo ezingabizi zifizi. Izikolo eziyi-216, ezinabafundi abayi-172 541, abakumaNqanaba 4 no- 5 eNtlupheko zisamkele isicelo sokuba zibe zizikolo ezingabizi zifizi. Esi sicelo sasiwa nakwezo zikolo ezazibiza iifizi zesikolo ezingaphantsi ko-R400 ngonyaka.

Imeko yeefizi	Inani lilonke lezikolo
Ezingabizi zifizi	887
Izikolo ezibiza iifizi	570
Itotali iyonke	1 457

Izikolo ezibiza iifizi zesikolo zinokwenza isicelo sokubuyiselwa iintlawulo apho abazali abaxolelweyp ekuhlawuleni iifizi, bangenako ukuhlawula iifizi. Ngo-2012 iSebe iWCED labuyisela izikolo izigidi eziyi-R31m ngenxa yokuxolelwa kwabazali ekuhlawuleni iifizi. Ngo-2013, izigidi eziyi-R42 million sahlawulwa ukunika inkxaso abafundi abayi-90 506 kwizikolo eziyi-700.

Iitheksti kubandakanywa neencwadi zokwenza umsebenzi

Ngo-2013, iSebe leMfundo esiSiseko kuZwelonke labonelela ngeencwadi zokwenza umsebenzi ngoku hlobo lulandelayo :

iincwadi zokwenza umsebenzi ezibonelelweyo	AmaBakala
ULwimi lweenkobe, isiNgesi uLwimi lokuQala oloNgezelelweyo, iMathematika neZakhono zoBomi	ISigaba seSiseko (AmaBakala R-3)
IMathematika, uLwimi lweenkobe nesiNgesi uLwimi lokuQala oloNgezelelyo	ISigaba esiPhakathi (IBakala 4 – 6)
IMathematika	ISigaba saBadala (AmaBakala 7-9)

Ukusetyenziswa kweencwadi zokwenza umsebenzi kuxhaswa yaye kubekwe esweni ngamagosa eSebe iWCED.

ISebe iWCED linenjongo yokubonelela ngeencwadi zezifundo ezingqinelaniswe neCAPS kumfundi ngamnye ukunika inkxaso ekufundeni nasekufundiseni okusemgangathweni. Iimali eziphawulelwe le njongo zibekelwe bucala ukulungiselela oku, ukongeza kwimali ezabiwa ngokwemimiselo nemigangatho qho ngonyaka.

Ngo-2013/14, iSebe iWCED latyala imali kwincwadi zezifundo ezingaphezu kwezigidi eziyi-R257 million, kwizikhokelo zootitshala nakwii-core readers ukunika inkxaso ukuphunyezwa kweCAPS kwiSigaba esiPhakathi (AmaBakala 7-9) neBakala 12. ISebe iWCED lanika umfundi ngamnye kumaBakala 7-9 incwadi yesifundo kwisifundo ngasinye kwezisithoba neencwadi zezifundo ezisixhenxe kumfundi ngamnye weBakala 12.

Ukongeza apho, izikolo ngoNovemba 2013 zanikwa ithuba lokuba zi-odole iincwadi zezifundo zamaBakala 1-3 (*Home Language, First Additional Language, Maths and Life Orientation*) ne-*Natural Sciences and Technology* kumaBakala 4-6. Ukusiwa kwezi ncwadi ezikolweni kwagqitywa nge-17 Januwari 2014.

Isikhokelo semimiselo nemigangatho yeSebe iWCED sicebisa ukuba ngaphezu kwe-50% yesabelo sisonke sezibonelelo kufanele sibekelwe ukuthenga i-LTSM, ne-10% yayo emayigcinelwe izibonelelo zaselayibrari. Isikhokelo sikwacacisa nokuba umfundi ngamnye makabe nencwadi yesifundo ngasinye nokuba istokhwe seencwadi nezibonelelo zelayibrari kufanele sandiswe qho ngonyaka de inani eliyitotali yeencwadi libonise umgangatho wamazwe ngamazwe ongowona usezantsi (*minimum international standard*) wee-ayithem ezili-10 ngomfundi ngamnye.

Isikhokelo sokulawulwa nokubuyiswa kweencwadi zezifundo ngabafundi saqaliswa ngoNovemba 2013 ukuqinisekisa ukuba abafundi bayazibuyisa iincwadi ekupheleni konyaka wokufunda ukuze iincwadi ziphinde zisetyenziswe kwakhona qho ngonyaka. NgoFebruwari 2014, iSebe iWCED lanika iSebe leMfundo eSisiseko iinkcukacha-manani ngamaqondo okubuyiswa kweencwadi zezifundo ngabafundi.

Iziseko zophuhliso

Isicwangciso seziseko zophuhliso seSebe iWCED saqwalasela ezi nkalo zophuhliso zilandelayo:

- Ukusetyenziswa kweeklasi ezingasetyenziswa ngokupheleleyo kwizikolo ezikhoyo
- Ukwakha iiklasi ezintsha kwizikolo ezikhoyo ukuphelisa ingxinano
- Ukwakha izikolo ezitsha, kubandakanywa nezikolo zemfundo eneemfuno ezizodwa, ukuphelisa uxinzelelo kwindawo yokufundela
- Ukutshintsha izikolo ezikhoyo okanye iiklasi ezazakhiwe ngezixhobo zokwakha ezingekho mgangathweni
- Ulondolozo nolungiso lwezakhiwo
- Ukubonelela ngeeklasi zeBakala R
- Ukusetyenziswa ngokupheleleyo kweehostele

Ukongeza, ukubonelelwa nokusetyenziswa kweklasi eziziimobhayili kuhleli kuyimfuneko ukwenzela ukubonelela ngendawo yokuhlala kwiimeko zeemfuno ezingxamisekileyo nezingacwangciselwanga.

Ngaphandle kweprogram yokwakha ecaciswe apha ngentla, ukwanda okuqhubekayo kwamanani abafundi kubeka uxinzelelo kubonelelo lweziseko zophuhliso. Bamalunga nabayi-50 000 abafundi abathuthwayo ukuya nokubuya esikolweni yonke imihla, ukuba isikolo esikufutshane singaphezu komgama weekhilomitha ezi-5 yaye kufuneka uncedo. Kwathathwa amanyathelo ngo-2013/14 okutshekisha nokuphucula iindlela ekuhanjwa ngazo nokumisela ezinye ezinokuba yimpumelelo.

I-Mathematika neFizikhali Sayensi

IsiCwangciso i-Mathematics and Physical Science Strategy, esaqaliswa ngo-2011, sandiswa saza somelezwa ngo-2012. Esi sicwangciso sinemingxilo emihlanu (*five thrusts*): Esi sicwangciso sinemingxilo emihlanu: *Izikolo (zibandakanya ukukhethwa kwakhona kwezikolo zeprogram yeDinaledi, ukuseka 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 uqaqesho 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, efanane nee-telematics programmes, ii-olympiads, amaphepha emibuzo okuprekhtiza (*practice examination papers*), iingcebiso, izifundo ezongezelelweyo (*extra lessons*), ukufumana ulwazi ngemathematika nesayensi kwezorhwebo nakwihlabathi); nephulo lenkxaso i-Monitoring, Evaluation and Advocacy.

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. Kunikwe inkxaso encinane kwezo zikolo apho kwapasa abafundi abangaphezu kwe-90% kunyaka ongaphambili, zaza ezo zifumene ireyithi yokupasa engu-60% – 89% zanikwa inkxaso ephakathi nokugxininisa kwizifundo ezithile ukanti kwezo zikolo bangaphantsi kwe-60% abapasileyo, kwagxininiswa ngamandla kwisikolo siphela kwabo bafundi.

NgoJanuwari 2013, iSebe iWCED libambisene nezikolo ezichaphazelekayo lacazulula iziphumo zeSatifikethi seMatriki sikaZwelonke kwisikolo ngasinye, kwisifundo ngasinye nakwiphepha lemibuzo ngalinye. Kwamiselwa izicwangciso, neethagethi ezihambelana ngqo nezikolo, ngokususela kolu cacululo. Kwamiselwa ngesikolo nangesithili ngasinye iithagethi zamanani okupasa abafundi abanokwamkelwa kwizifundo zezidanga zokuqala (*B-degrees*). Inkxaso eyodwa ibonelelwe kubafundi abasengozini.

Ngo-2013 izithili zasebenzisa ithemplethi efanayo ye-District Improvement Plans, kugxininiswa ekunciphiseni ireyithi yokungapasi (*reduction of the failure rate*) kumaBakala 1, 9, 11 no-12 (oku ikukuqhubeka nokugxininisa okwakuqaliswe ngo-2012). Izikolo ezaqhuba kakubi kwizifundo ezinamanani amakhulu obhaliso zaqatshelwa ukulungiselela ukuba zinikwe inkxaso ezifanale kanye ngqo. Iprogram yokufundisa (*tutoring programme*) iqhutywa

ngootitshala abanesakhono apha ngaphakathi nangaphandle kwiSebe iWCED. Izifundo iitelematics lesson zasasazwa kwizikolo eziyi-147 ngo-2013 yaye inkxaso engamandla yabonelelwa ngaBacebisi ngezeKharithyulam kwezo zikolo zafumana ngaphantsi kwe-avareji yephondo (*provincial average*) kwizifundo ezinamanani obhaliso aphezulu. 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. Isithili ngasinye sabelwa ibhajethi ukulungiselela iprogram yenkxaso.

Inkxaso nokuqwalaselwa kootitshala

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, efana naleyo yokuqala nokugqiba iimviwo, neminye imihla ebekiweyo yezolawulo, yathunyelwa ezikolweni kwakhona ngo-2012 ukunceda izikolo kwangaphambili ekucwangciseni u-2014. Bekukho amabhaso ephondo ootitshala abagqwesileyo, emva kwenkqubo ebaluleke gqitha yokhetho. La mabhaso anika ingqwalasela kwimpumelelo yootitshala nokuza kwabo nezinto ezintsha. Ootitshala abathathu baseNtshona Koloni bagqithela kwisigaba sokuwongwa ngamaBhaso okuwonga ootitshala kaZwelonke ango-2013, omnye egqwese kuzwelonke, baze ababini baphuma isibini kukhuphiswano lokugqibela.

Amabhunga olawulo ezikolo

U-2012 wabona uthatho-nxaxheba oluyi-100% ekugqityweni konyulo lweeSGB zizo zonke izikolo zeSebe iWCED. Iprogram yokwaziswa ngomsebenzi (*induction programme*) yenziwa ngo-2013 ukwenzela onke amalungu eSGB awaqeqeshwayo kulawulo lwezemali, ukukhethwa nokugaywa kwabasebenzi abanobuchule kuwo onke amanqanaba. Kuqwalaselwe kwiindima nemisebenzi emininzi yamalungu eSGB. Ezi zibandakanya ukunika inkxaso iinqununu ekucwangciseni nasekumiseleni iithagethi zokuphucula umgangatho wesikolo nokukhuthaza ukubambelela kwimigaqo yokuziphatha esikolweni ngokuqinisekisa ukhuseleko lwabafundi nabasebenzi esikolweni. Ziyacelwa iinqununu ngesiqendu 16A (1)(c)(ii) soMthetho weZikolo zaseMzantsi Afrika, ukwandlala izicwangciso zokuphucula isikolo kwiintlanganiso zeSGB. OoSihlalo beSGB basayina ezi zicwangciso ukongeza kwezo zeenqununu. Isixhobo i-School Governing Body Support Tool sathunyelwa kuzo zonke izikolo, ukunceda ii-SGBs xa zizivavanya ngokwazo.

Ukujongiswa komsebenzi wokuphathwa nokulawulwa kwamaziko kwizithili uthelekiswa nemigaqo yoMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act (SASA)*) kuvelise imfuno yokuba kugxininiswe kuququzelelo lalo msebenzi. Izithili zaxhaswa nguNdlunkulu kwimiba yoqeqesho lweSGB, iinguqu kubulungu beSGB, ngokumalunga noqeqesho lwamalungu eBhunga elimele aBafundi nootitshala abangamaGosa oQhagamshelwano. Ziyi-81 izikolo ezakhethelwa ukuba zifumane uqeqesho kulawulo lwezemali. Abalawuli bezithili beze-IMG nabo kuya kufuneka bathetha-thethane noosihlalo bamabhunga olawulo ezikolo (SGBs) ukuqinisekisa ukuba ingakanani inkxaso yeSGBs kwizikolo zazo ngokungqinelana nesiqendu 20 no-21 zeSASA. Kuyaqhutyekwa noku yaye kuza kubandakanywa namalungiselelo onyulo lwee-SGBs zango-2015 ezikolweni.

Nutrition

IProgram yoKutyisa iZikolo kaZwelonke (*National School Nutrition Programme*) ibonelela abafundi abayi-431 998 (426 707 in 2012) ngokutya okunesondlo yonke imihla kwizikolo eziyi-1 021 (1015 ngo-2012) eziziiPrayimari, eZizikolo zemfundo eneemfundo ezizodwa neZikolo eziziiSekondari ezithagethiweyo. Kwaqhutywa oomasifundisane bamavolontiya aphantsa ukutya (*volunteer food handlers*) malunga nokhuseleko lokutya nokusebenzisa irhasi nococeko (*food and gas safety and hygiene*), ukulungisa ukutya nobungakanani bokutya omakuphakwe. Ootitshala, abazali nabafundi baqhutyelwa iikhosi ezingokuveliswa kokutya. Kungokunje kuphakwa isidlo sakusasa phambi ko-7 :30 no-8 :00 ukongeza kwisidlo esiphambili (*main meal*) esiphakwa ingadlulange eye-12h30.

IZikolo eziKhuselekileyo

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

ISebe iWCED liqhuba i-Safe Schools Call Centre. Iziko libonelela ngonxibelelwano lwefoni olumahala, noluyimfihlo kubafundi, abazali nootitshala abafuna uncedo, iingcebiso nengcaciso emalunga nemiba yabafundi. Bayakhuthazwa abafonayo bafonele inombolo 0800 45 46 47 emahala ngokumalunga noku kulandelayo: limeko eziNgxamisekileyo, ubundlobongela bemiGewu, uMothuko omkhulu, uLwaphulo-mthetho eSikolweni, iMpatho-gadalala neMibuzo ngokubanzi.

Abafonayo banikwa inkcazo efonini (*telephonic debriefing*) kwiimeko zeefoni ezingxamisekileyo nakwimeko yeefoni ezingangxamisekanga, zithunyelwa apho kuyimfuneko kwii-arhente ezinika iingcebiso (*counselling agencies*) zeSebe iWCED, ii-arhente ezingekho phantsi kolawulo lukarhulumente nemibutho yasekuhlani. Iziko leeFoni leZikolo eziKhuselekileyo lafumana iifoni eziyi-14 060 kwithuba lekhalenda yonyaka ka-2013. Iifoni eziyi-3 434 kwezi zazifuna ukulandelelwa nenkxaso. Iziko leeFoni likwaqokelela yaye licazulule iinkcukacha-manani kwiphondo ngokubanzi. Iinkcukacha-manani zisetyenziselwa ukubonelela ngothintelo, ungenelelo ngoncedo nezicwangciso ii-*reactive strategies* xa kuyimfuneko.

Ukongeza, kwiZiko leeFoni leZikolo eZikhuselekileyo (*Safe Schools Call Centre*) nenkxaso yokhuseleko lweziseko zophuhliso, iSebe iWCED labonelela 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 nokuqeqeshelwa ukulamla. 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 ezikolweni.

Aba basebenzi bazi-Safety Fieldworkers bayabalandlelela abafundi abatshungayo baze baphonononge iingxaki zabo. Babonelela ngeengcebiso baze banike inkxaso abafundi abasengozini yaye baqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo. Ii-Safety Fieldworkers 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 amane anesibhozo 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; iikamera ii-CCTV cameras zafakwa kwizikolo ezikhethekileyo kwabonelelwa nangokhuseleko ngethuba leholide apho kuyimfuneko. Kwabonelelwa uqeqesho kwi-Occupational Health and Safety and Disaster Management, kwakunye noqeqesho kumgaqo-nkqubo wokuvavanyelwa iziyobisi. Izixhobo zokuvavanyelwa iziyobisi zabonelelwa kwiimeko ezixhomisa amehlo, ngokudibene neenkqubo zokusetsha nokuhlutha iziyobisi notywala nokubonelelwa ngeditektha ii-hand held metal detectors kwizikolo eziyi-50 ezizezinye ezikhethiweyo. Kukho izicwangciso zokuthintela ulwaphulo-mthetho zezithili zemfundo, izcwangciso zolawulo lolwaphulo-mthetho nezeeprojekthi ezithile (ukusetyenziswa gwenxa kweziyobisi notywala, uphuhliso lolutsha, ukusonjululwa kweengxabano, ulawulo lokhuseleko) ngokusebenzisana namasebe karhulumente nee-NGOs.

Ngo-2013, iSebe iWCED libambisene ne-Sixeko saseKapa naSebe i-Departments of Social Development neSebe i-Community Safety abambisana ukunika inkxaso abahlali baseManenberg ngelokuphendula isicelo sootitshala nabazali sokubonelelwa ngokhuseleko olungaphezulu ngenxa yokwanda kobundlobongela bemigewu kule ngingqi. ISebe iWCED lafaka igalelo lemali kwiSixeko ukuncedisa kwinkxaso-mali yokuqeshwa kwamapolisa esixeko eManenberg ukwenzela ukuba ahlale ekho ngamaxesho onke (*visible policing*) nokuba anike ithemba lokuba bakhuselekile abazali nootitshala. Ukuqeshwa kwamapolisa kuye kwaqhubeka yaye kube luncedo ekuzinziseni le meko. Ukongeza apho, izikolo zinemida emitsha eziingcingo ezenziwe luqulima (*new re-inforced perimeter fencing*) ezifakelwe ukubonelela ngokhuseleko.

Njengenxalenye yenkqubo kaRhulumente waseNtshona Koloni yokuthintela indlela yokuziphatha engeyiyo, nokubonelela ngemathuba 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-181 kwizithili zemfundo ngokubanzi. Amaziko ayi-98 kula asekwakwizikolo eziziprayimari. Iiprogram ziqhutywa emva kokuphuma kwesikolo yaye zinika abafundi amathuba okuprekhiza imidlalo nezinye izinto zokuphuhlisa izakhono zabo. Zombini iiprogram, eye-Safe Schools neye-School Enrichment zeSebe iWCED ziyaqhagamashelana namaziko azii-MOD centres.

linjongo ezicwangciswe ngobuchule (Strategic Objectives)

Iprogram 2					
Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ihagethi ecwangcisweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwiithagethi ezicwangcisweyo ukuya kwiithagethi zempumlelo kanye kanye zango-2013/2014	Ikhomenti ngomahluko
► PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	936 534	940 000	948 595	8 595	Inani elikhulu labafundi ababhalisweyo kunelo beliqikelelwe. Eli libandakanya abo babuyela ukuphinda ibakala kwakunye nabo babhalisa eNtshona Koloni okukuqala ngqa.
► PPM202: Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	28 636	28 800	28 265	-535	Bayi-800 ootitshala absezi-ofisini abahlelwe ngokutsha phantsi kweProgram 9 nabenza ithangetho engu- 28 800. Itotali ibandakanya ootitshala abangaphezu kwemfuneko. Itotalo iyahluka ngokuqhekekayo njengoko ootitshala beyishiya inkqubo yezemfundo, bathathe ikhefu okanye baqeshwe kwezinye izithuba.
► PPM203: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	6 556	6 900	6 007	-893	Akuzaliswa zonke izithuba. Izithuba ezingenamntu zabasebenzi abanika inkxaso kudidi lwabo bazisuphavayiza zipapapshiwe yaye ziza kuzaliswa.
► PPM204: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kumgaqo-nkqubo "weZikolo ezingaBizi ziFizi I"	370 617	371 122	554 523	183 401	Ngenxa yesigqibo somgaqo-nkqubo, izikolo ezinye-216, kuManqanaba eNtlupheko 4 no-5, zasamkela isicelo sokuba zibe zizikolo ezingabizi zifizi. Esi sicelo sagqithiselwa kwezo zikolo zibiza iifizi zesikolo ezingaphantsi kwe-R400 ngonyaka.
► PPM205: Inani labafundi abaxhamlayo kwi-National School Nutrition Programme (NSNP)	431 998	427 526	438 883	11 357	Abafundi abongezelelweyo abafanelekileyo ababhalise kwizikolo ezifanele ukuxhamla.
PPM206: Inani labafundi abaxhamlayo kwiskim sothutho lwabafundi	50 521	50 000	50 209	209	Abafundi abongezelelweyo abafanelekileyo bebefuna ukuthuthwa ngezithuthi ukuya kwisikolo esikufutshane kubo.
► PPM207: Inani labafundi abaneemfundo zemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo	6 204	7 600	6 319	1 281	Ukugqitywa komsebenzi wokuphucula ukuthembeka kwedatha ngokumalunga noku. Le yinkqubo eqhubekayo.
► PPM208: Inani lezikolo ezenza zonke iinkonzo zokufundisa ⁷	10	8	8		
► PPM209: Inani lezikolo ezihanjelwe kwakanye	1 524	1 533	1 530	-3	Inani lilonke lezikolo lihle linyuka kwiithuba elichaphazelekayo.

• ⁷ Oku kubhekiselele kwinqanaba lezikolo eziza kwakhiwa kunyaka ochaziweyo.

Iprogram 2					
Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwithagethi ezicwangcisiweyo ukuya kwithagethi zempumelelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
ubuncinane ngekota ngumphathi wesekethe					Izikolo zezibheddele ezibini azikhange zihanjelwe amaxesha ama-4 ngeli thuba lichaphazelekayo. Ziyi-5 ezinye izikolo ezahanjelwayo kwikota enye ngamanye amagosa kodwa ingenguye umphathi weze-IMG ngenxa yezithuba kwisithili nakwiimeko apho izikolo zingakhange zifumane uncedo olukhulu.

Izalathi-nkqubela zeNtsebenzo

Iprogram 2					
ISalathi-nkqubela seNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwithagethi ezicwangcisiweyo ukuya kwithagethi zempumelelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
PPI 2.1 Ipesenti yabafundi abagcinwe kwinkqubo yesikolo ukususela kumaBakala 10 – 12	61%	62%	63%	1%	Iprogram yongenelelo ngoncedo kwizikolo ezibonise iinzuzo zoku.
PPI 2.2 Inani lezikolo ezongezelelweyo ezikhuselwe nge-alam eqhagamshelwaniswe no-armed response, ezine-burglar bars, ii-stone guards ezifestileni.	50	50	48	-2	Umsebenzi kwizikolo ezibini wagqithisela kunyaka olandelayo ngenxa yeenguqu kwizicwangciso zokwenza umsebenzi zesikolo esinye nangenxa yokuba ii-invoysi kwezinye zingafakwanga ngexesha.
PPI 2.3 Inani leebhasari ezinikwe abafundi abafanelekileyo ngokweemfuno zabo (<i>deserving students</i>), kwiminyaka emi-4 yokufunda okumiselweyo kwii-HEIs.	168	200	96	-104	Kuthathwe isigqibo somgaqo-nkqubo sokunqumamisa iprogram yebhasari yabafundi abatsha ngenxa yeprogram kazwelonke yeFunza Lushaka.
PPI 2.4 Ukungabikho kootitshala kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge-%	3%	4%	3%	1%	Kugqithiwe kwithagethi Ukugxininisa ekuhambeni isikolo kwabafundi kuqhubekile nokuba neziqhamo.

Iprogram 2					
Isalathi-nkqubela seNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwiithagethi ezicwangcisiweyo ukuya kwiithagethi zempumlelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
PPI 2.5 Ukungabikho kwabafundi kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge- %	5.61%	7%	5.96%	1.1%	Kugqithiwe kwiithagethi Ukugxininisa ekuhambeni isikolo kwabafundi kuqhubekile nokuba neziqhamo.
PPI 2.6 Inani lootitshala kumaBakala R - 12 abaya kwiprogram zoqeqesho zekharithulm ezimiseliweyo e-Cape Teaching and Leadership Institute	954	1 470	1262	-208	Ayizizo zonke izithuba zoqeqesho ezizalisiweyo ngootitshala.
PPI 2.7 Inani lamalungu eekomiti zolawulo lesikolo aqeqeshwe e-Cape Teaching and Leadership Institute	724	750	1133	383	Kwalungiselelwa amaphulo ongenelelo ngoncedo ngenxa yeemfuno ezibekho apha ekuhambeni konyaka.

Isicwangciso sokoyisa ezo nkalo ziqhuba kakubi kuzo izikolo

- Ukuqhubeka neProgram *iHigh School Program*
- Ukuqhubeka nesicwangciso sephondo ukuphucula ulwimi nemathematika
- Ukubeka esweni ukusetyenziswa kweencwadi zezifundo eklasini
- Ukuqhuba uqeqesho lootitshala oluthagethiweyo
- Ukuqhubeka ne*Maths neScience Strategy*
- Ukunika inkxaso ulawulo lwezemali ezikolweni
- Ukuqeshwa kwamagosa azii-school corporate officers
- Ukugxininisa kwi-School and District Improvement Plans kugxininiswa ngokukodwa kwireyithi zokupasa kumaBakala 1, 9, no-11.

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo nebhajethi

Inkcitho eyenzeke kwiProgram 2 ibenegalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukwandisa inani lezithuba zootitshala ezabelwe amaziko lifike ku-31 031 ngo-2014
- Ukubonelela ngeencwadi zezifundo, izikhokelo zootitshala nee-core readers ukunika inkxaso ukuphunyezwa kweCAPS kwisigaba sabadala (amaBakala 7-9) neBakala 12 nesigaba sesiseko (iBakala 1-Providing Norms and Standards allocations to public ordinary schools)
- Ukubonelela ngokutya okunesondlo kubafundi abangathathi ntweni

- Ukwandiswa kweeprogram zeZikolo eZikhuselekileyo
- Ukugcina ukubuyiselwa kwezikolo intlawulo yeprogram yokuxolelwa kwabazali ekuhlawuleni iifizi
- Ukugcina iprogram yezikolo ezikhuselekileyo

Inkciitho yeprogram esekelayo

Igama leProgram esekelayo	2013/2014			2012/2013		
	Ulwabiwo – mali lokugqibela	Eyiyo kanye Inkciitho	Inkciitho eNgaphezulu /engaphantsi	Ulwabiwo – mali lokugqibela	Inkciitho eyiyo kanye	Inkciitho eNgaphezulu /engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
2.1 Izikolo eziziprayimari zikarhulumente	6,597,359	6,597,359	-	6,188,654	6,188,654	-
2.2 Izikolo ezizisekondari zikarhulumente	4,400,697	4,400,697	-	3,914,964	3,914,964	-
2.3 Uphuhliso lwezakhono zabasebenzi	86,695	86,695	-	88,468	87,634	834
2.4 Iigranti ezikhutshwa phantsi kwemiqathango ethile	296,614	278,028	18,586	275,209	259,268	15,941
Itotali	11,381,365	11,362,779	18,586	10,467,295	10,450,520	16,775

Programme 3: Independent School Subsidies



Budget Allocation		
	2009	2013
Programme 3	R48 406 000	R81 078 000

Learner Numbers			
Independent Schools			
2009	17 928	2013	18 502

4.3 Iprogram 3 : linkxaso-mali zeZikolo eziZimeleyo

Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996

Le program yeZikolo eziZimeleyo iquletse ezi program zisekelayo zilandelayo

Iprogram esekelayo 3.1: ISigaba seSiseko

ukunika inkxaso kwizikolo ezizimeleyo kumaBakala 1- 7

Iprogram esekelayo 3.2: ISigaba seSiseko

ukunika inkxaso kwizikolo ezizimeleyo kumaBakala 8-12

Injongo eCwangciswe ngoBuchule

Injongo 3.1 ecwangciswe ngobuchule	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa imfundo esemgangathweni kubafundi kwezi zikolo
---	---

linjongo ezicwangciswe ngobuchule, izalathi-nkqubela zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelweyo kuzo

Amanani obhaliso

Zonke izikolo ezibhalisiweyo ezizimeleyo eNtshona Koloni zayigqiba iSaveyi i-Annual School Survey ngo-2012 nango-2013. Ukuthatha inxaxheba kwi-CEMIS yenye yeemfuno zobhaliso zezikolo ezizimeleyo kwiphondo.

Bekukho abafundi bezikolo eziziprayimari abayi-11 387 nabayi-7 115 bezikolo eziphakamileyo ababhalise kwizikolo ezizimeleyo ezixhaswa ngezimali ngo-2013/14, ukwanda kubafundi abayi- 720 bebonke.

Iziphumo zeeMvavanyo

Inani elikhulayo lezikolo ezizimeleyo lathatha inxaxheba kwi-WCED diagnostic tests ngo-2013. Kulindeleke inani elingaphezulu kweli kwixa elizayo. NgokoMmiselo 8 (b) kwiMimiselo ePhathelele kuBhaliso lweZikolo eziZimeleyo neNkxaso-mali enikwa zona (kungabandakanywa izikolo ezizipriprayimari ezizimeleyo) kuya kufuneka isikolo esizimeleyo sithathe inxaxheba yaye siqhube kakuhle, kwii-Annual National Assessments kunye/okanye iimvavanyo zeNkqubo yemfundo zeSebe iWCED ukwenzela ukulungela ukufumana inkxaso-mali.

Ukuthatha inxaxheba nokubhala iimvavanyo zenkqubo yemfundo yeSebe iWCED kuboniswe kule theyibhile ingezantsi:

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2013 Iziphumo zeZikolo ezizimeleyo									
IBakala	Ulwazi lokuFunda nokuBhala /Ulwimi								
	IZikolo			Abafundi			Amanani abapasileyo (ireyithi kwizibiyeli)		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
IBakala 3	54	68	75	1 721	2 001	2 072	1 241 (72%)	1 335 (66.7%)	1 365 (65.9%)
IBakala 6	47	63	62	1 435	1 714	1 763	1 161 (81%)	1 347 (78.6%)	1 319 (74.8%)
IBakala 9	32	47	46	1 331	2 028	1 876	1 161 (87%)	1 771 (87.3%)	1 649 (87.9%)
IBakala	Ulwazi lokuBala/iMathematika								
	IZikolo			Abafundi			Amanani abapasileyo (ireyithi kwizibiyeli)		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
IBakala 3	54	68	75	1 722	2 002	2 072	1 386 (80%)	1 482 (74%)	1 585 (76.5%)
IBakala 6	47	63	62	1 433	1 714	1 764	1 017 (71%)	1 111 (64.8%)	1 175 (66.6%)
IBakala 9	32	47	46	1 327	2 024	1 878	617 (46%)	914 (45.2%)	843 (44.9%)

Iziphumo zezikolo ezizimeleyo kwiSatifikethi seMatriki sikaZwelonke ngo-2013 zezi zilandelayo:

Iziphumo zeNSC kwizikolo ezizimeleyo zeNtshona Koloni: 2013				
Ababhalayo	Inani labapasileyo	Ipesenti yabapasileyo	Zeengingqi (B. Abangene kwisiDanga soKuqala)	% (abangene kwisiDanga soKuqala)
2405	2 232	92.81%	1 573	65.41%

Uphuhliso lootitshala

Ootitshala kwizikolo ezizimeleyo baya koomasifundisane bekharityhulam abohlukeneyo nabaququzelelwa zii-ofisi zezithili zemfundo zeSebe iWCED. Ootitshala bezikolo ezizimeleyo nabo baqeqeshwa kwiCAPS.

Inkxaso enikiweyo

Kwatyelelwa izikolo ezizimeleyo eziyi-134 ukuzibonelela ngenkxaso kulawulo, kwikharithulam nenkxaso ekuphathweni kwazo apha ekuhambeni konyaka ka-2013/14.

Ukongeza apho, kumsebenzi owenziwa qho ngonyaka ukulungiselela le njongo, ikomiti yamagosa ayi-26 eSebe iWCED yatyelela izikolo eziyi-130 ngoMatshi 2014 yaza yakungqinisisa ukuthobela okufanelekileyo ngokumalunga noku:

- Ukuthotyelwa kweSaveyi (*Survey compliance*) - Annual School Survey (ASS) ne-Snap Survey (SS)
- I-akhredithyishini ka-Umalusi
- Ukuthotyelwa kwezemali (*Financial compliance*)—inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi
- Ukwanela nokuba nezibonelelo ngokufanelekileyo kwamagumbi okufundisela
- Ukufundiswa kwekharityhulam
- Ukwanela nokuchaneka kwe-LTSM (*Learning and Teaching Support Materials (LTSM)*)

- Ubhaliso kwiSACE
- Ukubakho kwabasebenzi emsebenzini
- Ii-Performance Management Systems
- IProgram yophuhliso lwabasebenzi
- Iziphumo zeemvavanyo zenkqubo yezemfundo zeSebe iWCED zamaBakala 3, 6 no- 9 zango-2012

Imo engundoqo yenkxaso ebonelelelweyo kwizikolo ezizimeleyo ziinkxaso-mali (*subsidies*). Iinkxaso enikwa izikolo ezizimeleyo ihlawulwa ngamanqanaba ka- 60%, 40%, 25%, 15% okanye 0% enkciitho yephondo eqikelelweyo kubafundi (*provincial per capita expenditure for learners*) (PAEPL) kwizikolo zikarhulumente eziqhelekileyo. I-PAEPL yango-2013/14 yaba yi-R10 758 (Izikolo eziziPryimari) ne-R12 669 (Izikolo ezizisekondari) ngokulandelelanayo. ISebe iWCED lihlawule iinkxaso-mali kwizikolo eziyi-101, ebandakanye izicelo ezitsha zezikolo. Iintlawulo zezniwa ngexesha nangokungqinelana nemithetho efanelekileyo.

ISebe iWCED likhuthaza zonke izikolo ezizimeleyo ezixhaswa ngemali zikuthathele ingqalelo ukusetyenziswa kwezixa zenkxaso-mali zazo zeLTSM (60%); iimbophelelo zikamasipala (*municipal obligations*) (20%) neemfanelo zokwenziwa komsebenzi (operational needs) (20%).

ISebe iWCED likwaqhube uphando ngezikhaziso ezivela kuluntu/kubazali ezimalunga nokuqhuba kakubi kwizifundo, ulawulo olukumgangatho ophantsi, iifizi zesikolo nokuqhuba kwesikolo njengeziko elingabhaliswanga. Intlanganiso neenqununu nabanini bezikolo ezizimeleyo ezixhaswa ngezimali ngoFebruwari 2014 kwaxoxwa ngokuqhuba kakubi kwazo kwakunye nangezityholo zezenzo ezingekho mthethweni. Izikolo eziqhuba kakubi zacelwa ukuba zinike izicwangciso zokuphucula umgangatho neethagethi.

Kwintlanganiso neDBE no-Umalusi, ayayibanjwe ngoMatshi 2014, kwaxoxwa ngokuqhagamshelanisa iinkqubo zobhaliso ne-akhreditheyishini yezikolo ezizimeleyo. Kule ntlanganiso kwakukho izitraktsha ezimele izikolo ezizimeleyo ezininzi eMzantsi Afrika.

linjongo ezicwangciswe ngobuchule (Strategic Objectives)

Iprogram 3					
Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwithagethi ezicwangcisweyo ukuya kwithagethi zempumelelo kanye kanye zango-2013/2014	Ikhomenti ngomahluko
► PPM301: Inani labafundi abafumana inkxaso-mali kwizikolo ezizimeleyo	17 782	19 300	18 502	-798	Inani lango-2013 lingaphezulu kunelango-2012 kodwa amanani akakhange enyuke afike kwinani ebeliqikelelwe. Ubhaliso kwizikolo ezizimeleyo ngumba wesigqibo sabazali yaye iSebe alinako ukuwulawula ngokwalo.

Isicwangciso sokoyisa ezo nkalo ziqhuba kakubi kuzo izikolo

- Ukubonelela ngenkxaso efanelekileyo eyandisiweyo kwizikolo ezifumene ngaphantsi kwe-avareji yephondo yeNSC kwiZikolo eziZimeleyo.
- Ukunika inkxaso kuzo zonke izikolo eziZimeleyo.
- Ukubeka esweni yonke imibuzo okanye izikhalazo malunga nokuphunyezwa kwemimiselo njengomba ongxamisekileyo.

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo nebhajethi

Inkcitho eyenzeke kwiProgram 3 ibenegalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukwandisa nokuphucula iinkxaso-mali ezinikwe izikolo ezizimeleyo.

Inkcitho yeprogram esekelayo

Igama leProgram esekelayo	2013/2014			2012/2013		
	Ulwabiwo -mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho eNgaphezulu/engaphantsi	Ulwabiwo -mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho eNgaphezulu/engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
3.1 Isigaba sePrayimari	47,329	47,329	-	35,406	35,406	-
3.2 Isigaba seSekondari	37,319	37,319	-	36,915	36,915	-
Itotali	84,648	84,648	-	72,321	72,321	834

Programme 4: Public Special School Education



Learner numbers	
2009	17 866
2013	19 876

5% of the budget is allocated to this programme

2009 Pr 4 personnel expenditure as a % of total	2013 Pr 4 personnel expenditure as a % of total	2009 Pr 4 Average personnel expenditure per employee (R'000)	2013 Pr 4 Average personnel expenditure per employee (R'000)	2009 Pr 4 Number of employees	2013 Pr 4 Number of employees
4.56	4.91	177.45	263.56	2 730	2 875

4.4 IProgram 4: IMfundo yeSikolo esineeMfuno zeMfundo eziZodwa sikaRhulumente

INjongo:

Ukunika imfundo karhulumente enyanzelekileyo kwizikolo zemfundo eneemfuno ezizodwa ngokungqinelana noMthetho weZikolo waseMzantsi Afrika, ka-1996, neWhite Paper 6 emalunga neSpecial Needs: Building an Inclusive Education and Training System

Iprogram yeMfundo yeSikolo esineeMfuno eziZodwa inezi program zisekelayo zilandelayo:

Iprogram esekelayo 4.1: Izikolo

ukunika izikolo zemfundo eneemfuno ezizodwa izibonelelo zoncedo

Iprogram esekelayo 4.2: Iinkonzo zootitshala

ukunika ootitshala nabafundi abakwizikolo zemfundo ezineemfuno ezizodwa iinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 4.3: UPuhliso lweZakhono zaBasebenzi

Ukunika uqeqesho lomsebenzi nolunye upuhliso lootitshala nabasebenzi benkonzo karhulumente abakwizikolo zikarhulumente zemfundo eneemfuno ezizodwa

Iprogram esekelayo 4.4: IiGranti eziKhutshwa phantsi kweMiqathango

Ukunika iziseko zophuhliso kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa

INjongo eCwangcisiweyo

INjongo eCwangcisiweyo 4.1	Ukwandisa uthatho-nxaxheba lwezifundo nezentlalo lwabo bonke abafundi kwinkqubo elandelwayo nekharityhulam yamaziko emfundo kwanokunciphisa izithintelo kwimfundo (<i>Education White Paper 6</i>)
-----------------------------------	--

linjongo zobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nempumelelo kanye-kanye

Ubhaliso lwabafundi

ISebe leMfundo belinezikolo zemfundo eneemfuno ezizodwa eziyi-74 ngo-2013, zinabafundi abayi-19 876 abaneemfuno zemfundo ezizodwa. NgoNovemba izikolo ezithathu, oko kukuthi iAcademy of Maths and Science; iSports School and COSAT, ezazichazwe njengezikolo zemfundo eneemfuno ezizodwa, ziye zachazwa kwakhona njengezikolo eziqhelekileyo,

IziPhumo zoVavanyo lweZikolo zeMfundo eneemfuno eziZodwa

Ngo-2013, kwakukho abaviwa abayi-244 abavela kwizikolo zemfundo eneemfuno ezizodwa ababebhale iSatifikethi seMatriki sikaZwelonke abanereyithi yokupasa xa iyonke engu-89.34%. Abayi-45.41% wabo bapasileyo baye bakulungela ukwamkelwa ukufundela isiDanga sokuQala.

UPhuhliso lweZakhono zooTitshala

Amaxwebhu omgaqo-nkqubo nesikhokelo esiphathelele kwiMfundo eneeMfuno eziZodwa kunye neMfundo eBandakanya bonke aBafundi kwaye kwabonelelwa ngawo ngo-2013 kuzo zonke iZikolo zeMfundo eneeMfuno eziZodwa nakubasebenzi bokuNika iNkxaso beMfundo eneeMfuno eziZodwa (*district-based Specialised Learner and Educator Support staff*).

Uqeqesho lootitshala abakwizikolo eziqhelekileyo ukuqaphela nokujongana neemfuno zemfundo ezahlukeneyo/izithintelo kwimfundo/izinto ezisilelayo zemfundo kwaye kwabonelela ngalo ngabasebenzi beeNkonzo zokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa. Oku kwakubandakanya uqeqesho lootitshala kwiinkqubo zongenelelo ngoncedo lokuthintela kwizifundo zeelwimi nemathematika ezinjengezo zabafundi beBakala R neBakala 1. Iinkqubo zongenelelo ngoncedo zaye zaqatshelwa kwaza kwenziwa okanye kwaqeshwa ngemvumelwano umboneleli-nkonzo wangaphandle ukunika uqeqesho lwezifundo umz. *reading recovery, trauma counselling* nokuthintela ukuzibulala.

Inkxaso enikiweyo

Unyaka ka-2013 wamiselwa liSebe iDBE njengoNyaka wokuBandakanya bonke aBafundi kwiMfundo (*Year of Inclusion*). Inkxaso eqhubeka okokoko yaseNtshona Koloni ibonelela ngenkxaso ekwiqondo elisezantsi kwizikolo eziqhelekileyo/kwizikolo ezibandakanya bonke abafundi, inkxaso ekudidi oluphakathi kwizikolo ezibonelela ngenkonzo epheleleyo/kwizikolo ezibandakanya bonke abafundi nenkxaso ephezulu kwiZikolo zeMfundo eneeMfuno eziZodwa. Kwanikwa ingqwalaselo ekwandisweni ngaphezulu kwemfundo ebandakanya bonke abafundi nokusekwa kwezitratksha zokunika inkxaso eziqinisekisa ukufikeleleka kakhulu kwimfundo kwabafundi abafumana izithintelo kwimfundo, ngokusebenzisa izinto onokuzikhetha ezahlukeneyo ezingaphakathi kwimfundo eneemfuno ezizodwa zikarhulumente nakwizikolo zikarhulumente eziqhelekileyo.

Ugxininiso ngo-2013/14 lwalusekumiselweni kwemigaqo yokwandiswa nokomelezwa kweMfundo eBandakanya bonke aBafundi kwiminyaka ezayo. Ugxininiso lwalusekuphunyezweni ngokuqhubekayo kwesicwangciso esiphangaleleyo esineengongoma ezilishumi seSebe iWCED sokomeleza inkxaso yemfundo eneemfuno ezizodwa, evunyiwe ngokusemthethweni ngo-2011.

Ngo-2013/14 iSebe iWCED laphumeza esi sicwangciso

- (1) ngeekomiti zokunika inkxaso ezikwizithili nakwiisekethe, ezibandakanya iisayikholojisti, oonontlalontle, abacebisi bokunika inkxaso kwizifundo kwizikolo zemfundo eneemfuno ezizodwa
- (2) ukomelezwa kwezikolo zemfundo eneemfuno ezizodwa eziyi-24 ukuba zibe ngamaziko abonelela ngoncedo (*resource centres*)
- (3) ukunika inkxaso kwiiyunithi zeELSEN/kwiiKlasi eziBonelela ngoNcedo kwizikolo zikarhulumente eziyi-108.
- (4) ukutshintshwa kwezikolo zikarhulumente eziqhelekileyo eziyi-40 zibe zizikolo ezibonelela ngenkonzo epheleleyo/izikolo ezibandakanya zonke izikolo
- (5) ukusekwa kweekomiti ezisezikolweni zokunika inkxaso.

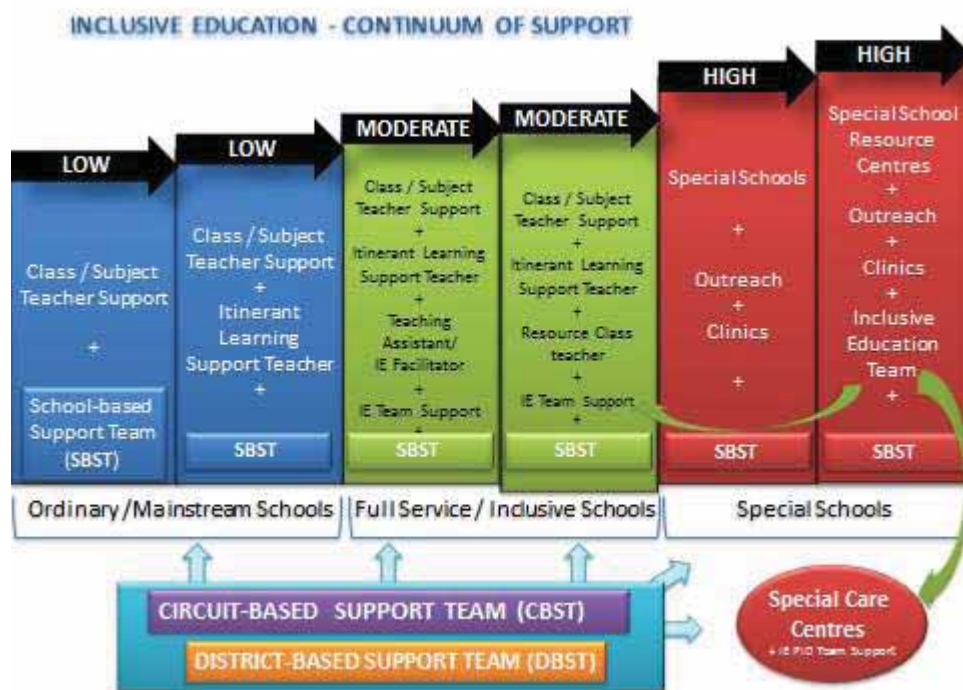
Inkxaso enikwa iZikolo zeMfundo eneeMfuno eziZodwa

I-Education White Paper 6: Building an Inclusive Education and Training System ihlaba ikhwelo lokuphuculwa ngokusemgangathweni kweZikolo zeMfundo eneeMfuno eziZodwa yabafundi

ababafundisayo notshintsho olwenziwa ngokwamanqanaba ngamanqanaba ukuya kutsho kumaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfundo eziZodwa abonelela ngenkxaso kwizikolo ezisebumelwaneni kwaye zidityaniswe zaziikomiti zezithili ezibonelela ngenkxaso.

I-Education White Paper 6:

ingcaciso engumfanekiso elapha ngasezantsi icacisa inkxaso eqhubeka okokoko yaseNtshona Koloni:



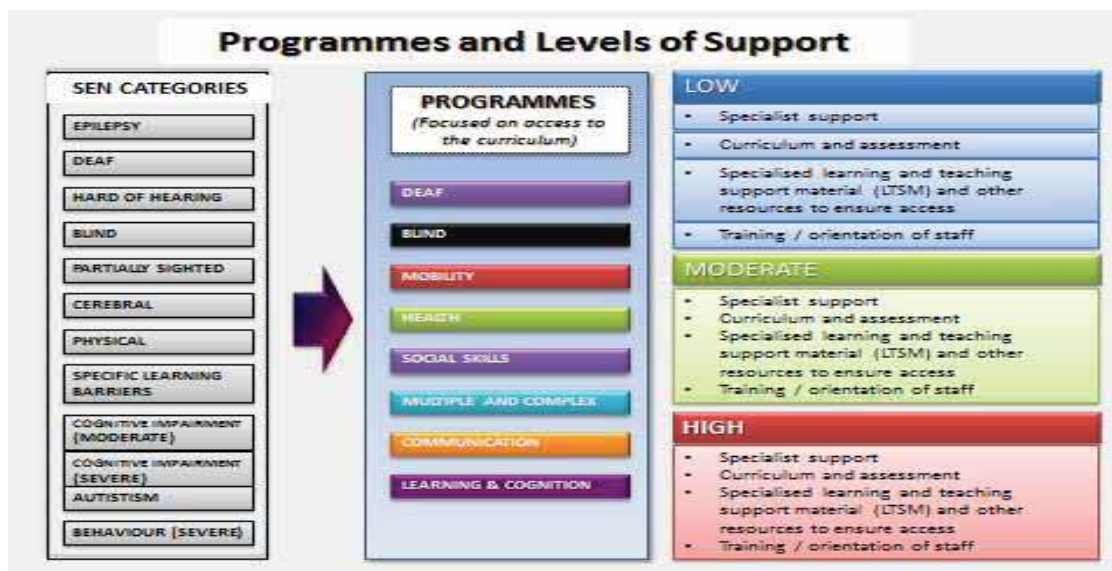
Ngo-2013/14 iiprofayili zazo zonke izikolo zeMfundo eneeMfundo eziZodwa zaye zaziswa, ukuqinisekisa inkxaso nezibonelelo zoncedo ezifunekayo. Idatha yayithathwe kwiNational Audit of Special Schools yaza yongezelelwa ngedatha yeSebe iWCED. IBhajethi yaye yabiwa ukulungisa ingxaki yeenkonzo ebezisilela ngokweemfundo ezaziqatshelwe.

Ngo-2013, iSebe iWCED layila ithemphleyithi yoluhlu lwabalindileyo efanayo (standardised waiting list template) ekwakubonelelwe ngayo kuzo zonke izikolo zeMfundo eneeMfundo eziZodwa. Kwaye kwenziwa iziko ledatha ukufaka ingcaciso ekhompuytheni yazo zonke iinkonzo zokudlulisela abafundi kwiingcali kwisithili ngasinye, kwisekethe nganye, kwizikolo ngasinye nakwigosa ngalinye kwaye ezi phatheni zeenkqubo zokudlulisela abafundi kwiingcali (referral patterns) ziyacazululwa ukwenzela ukugxininisa kwiinkqubo zongenelelo lokuthintela nakumba wokwamkelwa ngokufanelekileyo kwabafundi.

Izicelo eziyi-6 144 zokwamkelwa kwabafundi kwiZikolo zeMfundo eneeMfundo eziZodwa yayenziwe ngo-2013. Kwenziwe unonophelo olulodwa lokuvavanywa kwezicelo ukuqinisekisa ukuba kuphela ngabafundi abaneemfundo zenkxaso ekumgangatho ophezulu bamkelwe kwizikolo zeMfundo eneeMfundo eziZodwa. Kwaye kwabanjwa iintlanganiso qho zokwenza uluhlu lwabafundi kwaye kuya kubakho iirivyu zaqho ngonyaka zokwamkelwa kwabafundi

ukujonga ukuba kukho abafundi ekufuneka ukuba bafakwe kwizikolo ezibandakanya bonke abafundi.

Zonke izicelo eziya kwiZikolo zeMfundo eneeMfuno eziZodwa kwixesha elizayo kuya kufuneka ukuba zibandakanye uxwebhu iLevels of Support olusekelwe kwiScreening, Identification, Assessment and Support (SIAS) ehlaziye ngokutsha. Le theyibhile ilapha ngezantsi ibonisa inkqubo yeSIAS yokungqinelanisa imfuno kunye neprogram.



Inkxaso ebhekiswa, nekwabonelelwa, ngamaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa

Kukho iZikolo zeMfundo eneeMfuno eziZodwa eziyi-24 ezimana ukutshintshwa ngokwandayo zibe ngamaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa kunye neekomiti zeengcali ezikumaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa. IZikolo zeMfundo eneeMfuno eziZodwa ezi-3 ziye zabonelela ngabasebenzi bokufikelela kubafundi abaneemfuno zemfundo ezizodwa.

IZikolo zeMfundo eneeMfuno eziZodwa ezingenazikomiti zokufikelela abafundi bemfundo eneemfuno ezizodwa ziye zanceda izikolo ezikufutshane ngokuzenzela oomasifundisane, iiklinikhi esikolweni, njl. njl. Isikolo iMary Kihn for the Deaf, umzekelo, siye sabonelela ngeeklinikhi zaqho emva kwemini kubafundi abanokhubazeko lokuva abavela kwizikolo ezingqongileyo.

Inkxaso kubantwana abakhubazeke ngokugqithisileyo nabantwana abakhubazeke ngokuqaphelekayo

Ngo-2013, iikomiti ezine zaye zanika inkxaso ngokungesosigxina kumaZiko okuNonophela aneeMfuno zeMfundo eziZodwa ayi-47 abhalisiweyo anokhubazeko olugqithisileyo nokhubazeko oluqatsheleyo ngokwasengqondweni (severe and profound intellectual disabilities). Kwenziwe imigaqo ekuvunyelweneyo ngayo yokunika inkxaso ngentsebenziswano phakathi kwamaSebe eMfundo, ezeMpilo, ezoPhuhliso lweNtlalo, ezoThutho nezeMisebenzi kaRhulumente, kwangokunjalo noNondyebo. Inkxaso ibandakanya ukwenziwa kweprogram zokukhuthaza ukusebenza kweziva-mvo (stimulation programmes), kunye nezibonelelo zoncedo; ukuqhutywa koomasifundisane babaphathi bamaziko, abanonopheli (carers) nabazali malunga neemeko zokhubazeko kunye namacebo okusingatha iimfuno ngokwasemzimbeni, ngokwezemfundo nangokwasengqondweni

nasentlalweni kwabantwana kwakunye neemvavanyo kunye neenkqubo zokugqithisela abafundi kwiingcali (*referrals*) abangafakwanga ngokufanelekileyo nabafuna ukugqithiselwa kwiZikolo zeMfundo eneeMfuno eziZodwa.

Inkxaso enikwa izikolo eziBonelela ngeNkonzo ePheleleyo/Izikolo ezibandakanya bonke abafundi kwimfundo

Esinye sezicwangciso eziphambili ekwenziweni kwesistim enye yemfundo ebandakanya bonke abafundi apho bonke abafundi bafikelelayo kwinkxaso baya kuba ngabezikolo zikarhulumente eziqhelekileyo ezifumana ukutshintshwa ngokwezigaba kwisithili ngasinye/kwisekethe nganye/kwiklasta nganye ukuya kutsho kwizikolo ezibonelela ngenkonzo epheleleyo/izikolo ezibandakanya bonke abafundi. Iqela lokuqala lezikolo ezamkela abafundi abaneemeko ezifanayo kwizikolo ezibonelela ngenkonzo epheleleyo ziya kuba ngumzekelo onguwo zize zihlahle indlela kwizikolo/kumaziko ukuba ekugqibeleni abe ngamaziko abandakanya bonke abafundi.

Kwaqatshelwa izikolo eziqhelekileyo ezingamashumi amane ukwenzela ukuzitshintsha ngokwezigaba ngezigaba ukuba zibe zizikolo ezibonelela ngenkonzo epheleleyo/zibe zizikolo ezibandakanya bonke abafundi. Ii-ofisi zezithili zemfundo zaye zanikwa uluhlu lokutshekisha ukuqaphela izikolo ezifanele ukutshintshwa kwaza kwenziwa isicelo kwaNdlunkulu sokubhaliswa kwezi zikolo. UPuhliso lweZakhono zaBasebenzi kwezi zikolo luya kuqala ngo-2014/2015.

Zizikolo eziyi-108 kwiphondo "ezineeklasi zeeyunithi", ezinika inkxaso eyodwa eyongezelelweyo. Ezi klasi zeeyunithi zimana ukutshintshwa ngokwezigaba ngezigaba ukuba zibe "ziiklasi zokubonelela ngoncedo" (*"resource classes"*) ezinika inkxaso kubafundi abanemfundo yenqanaba eliphakathi yenkxaso kodwa kwakhona zinguvimba woncedo kubo bonke ootitshala abafuna ingcebiso nabafundi abasesikolweni abafumana izithintelo ekufundeni.

Amanani amakhulu abafundi abaneemfundo ezikumgangatho osezantsi ukuya kutsho kwezikumgangatho ophakathi ngobunzulu (*low to moderate intensity support needs*) zifumana inkxaso kwizikolo zikarhulumente eziqhelekileyo nakwiZikolo eziBonelela ngeNkonzo eziPheleleyo/ kwiZikolo eziBandakanya bonke abafundi apho iimfuno zemfundo zabo zinokufezekiswa khona kweli nqanaba. Kuye kunikwe inkxaso eyongezelelweyo yenkxaso yemfundo eneemfundo ezizodwa ebandakanya iisayikholojist zezikolo, oonontlalontle kunye nabacebisi bezifundo kumaziko (*learning support advisors*) kunye ne-*Inclusive Education Outreach teams*), ngokusekelwe kwiiMfuno zeMfundo eziZodwa/kumaziko aBonelela ngoNcedo amiselweyo (*designated Special School/Resource Centres*).

Inkxaso enikwa izikolo zaBaziimfama naBazizithulu

Ugxininiso olulodwa ngo-2013/14 lwalukwiZikolo zeeMfama naBazizithulu. Izikolo i*Pioneer and Athlone Schools for the Blind* ziye zafumana ithekhinoloji ukuququzelela ukufikelela kwizixhobo zokuxhasa ukufunda nokufundisa iBraille. Esi sixhobo sitsha sibandakanya i-*e-Braille portable computers* ezinokusetyenziswa ngabafundi ukufunda iincwadi zezifundo ekhompuytheni ngebraille, phakathi kwezinye izixhobo. Abafundi banako kwakhona ukumamela iteksti eyintetho eyenziwe ekhompuytheni wandule ukubrawuza i-intanethi. ISebe iWCED libonelele ngeenguqulelo zezixhobo zokufunda nokufundisa ezifanelekileyo ezifumanekayo, kubandakanywa iincwadi zezifundo ukunika inkxaso ekusetyenzisweni kweNkcazelo yoMgaqo-nkqubo weKharithulam noVavanyo (*Curriculum and Assessment Policy Statement*) (CAPS).

Kwaphandwa ngeqela lezixhobo ze*Alternative and Augmentative Communication Devices* (AAC) ukwenzela abafundi abafuna izixhobo zokubancedisa ukufikelela kwikharithulam. IiTheraphisti zeZithili ziqaphele izikolo zeZithili ezifanelekileyo apho iyunithi enezixhobo ze-ACC inokusekwa. La maziko aya kulungiselela ukuqatshelwa kwesona sixhobo singcono kakhulu seemfuno zomfundi.

ISebe iWCED lagqiba ukuba lenze iphulo elisalingwayo leminyaka emithathu lokuqaliswa kwe*South African Sign Language* (SASL) njengesifundo ngo-Oktobha 2013. I-*De la Bat Special School Resource Centre* yayisindleke le projekthi yephondo ye*South African Sign Language*. Ubugcisa obufunyenweyo kuye kwabelwana ngabo nezinye izikolo zeZithulu kwiphondo kusetyenziswa iSASL njengoLwimi lokuFunda nokuFundisa (*Language of Learning and Teaching*) (LoLT)). Iziphumo kwakhona ziye zafakwa kwiprojekthi yeDBE SASL kazwelonke eyayiqale ngo-2013. Izixhobo zokuXhasa ukuFunda nokuFundisa ezazenzelwe le projekthi ngoku zisetyenziswa kuzo zonke izikolo zeZithulu kwiphondo kunye neSASL njengeLOLT. ISebe iWCED liqhuba iphulo elisalingwayo leSebe iWCED kwiSigaba seSiseko nakwiBakala 8 ngo-2014 ukulungiselela ukusetyenziswa kwaso kuzwelonke ngo-2015.

Amaqela okunika inkxaso kumacandelo

Ngo-2013/14, iintlanganiso zamacandelo zeZikolo zeMfundo eneeMfuno eziZodwa eziqhubeka kabini ngonyaka zazibanjelwe amaqela okhubazeko olwahlukeneyo ukwenzela ukuququzelela, ukumisela umgangatho ofanayo, ukwabelana ngeyona nkqubo isebenza kakuhle kunye nezinto ezisandula ukwenzeka kumacandelo eemfuno zemfundo ezithile. Iintlanganiso zamacandelo zeMfundo eneeMfuno eziZodwa ezilishumi elinambini zaye zabanjwa ngonyaka ngamnye, ezimbini kwintlanganiso nganye yayeyaBaziimfama, yayeyaBazizithulu, yayeyabane-*Autism Spectrum Disorder*, i-*Neurological Disabilities*, i*Severe Intellectual Disability and Schools of Skills* sectors).

Ukubonelela ngeFET kubafundi abane-cerebral palsy kunye nokhubazeko ngokwasemzimbeni

Kwahlolwa izikolo ezithathu ukuqonda ngokufaneleka kwazo ukuqalisa iiklasi zeFET ukuhlangabezana nemfuno. I-Eros yaye yaqatshelwa njengesona sikolo sifanelekileyo kwaza kwenziwa amalungiselelo ayo ukwenzela abafundi beBakala 10 ukususela ngo-2014.

Inkxaso enikwa kwiZikolo zeZakhono

Amagosa nabasebenzi abavela kwiZikolo zeZakhono baqulunqe ikharithulam ekumgangatho ofanayo, evunyele izikolo zeZakhono. Amagosa nootitshala abakhethiweyo beZikolo zeZakhono bamenyiwe ukuba babe yinxalenye yekomiti ejongene nomsebenzi kazwelonke wokuqulunqa iikharithula zeZikolo zeZakhono zikazwelonke ukwenzela ukuba zivunye ngokusemthethweni yi-Umalusi. Iikharithula yezakhono zobugcisa eziyi-21 yenziwa yagqitywa lwaqhubeka noqeqesho lootitshala.

Ukunika inkxaso ngokusebenzisa uvavanyo lwesikolo siphela

UVavanyo lweSikolo siPhela lwaqhutywa kwiZikolo zeMfundo eneeMfuno eziZodwa ngo-2013/14. Ukongeza kwiikhrayitheriya ezazivavanywe kwizikolo eziqhelekileyo, umsebenzi weenkono zokunika inkxaso kwimfundo eneemfuno ezizodwa waye wenziwa. Oku kwaye kwalandelelwa ngamagosa kwaza kwafakelwe izilungiso kwiziCwangciso zoPhuculo lweSikolo njengoko kwakucetyisiwe. Ukusebenza kakuhle kwenkqubo ezikolweni kwaye kwasasazwa ngokunjalo.

Ukunika inkxaso yobudlelane phakathi kwamasebe karhulumente namacandelo ahlukeneyo Ubudlelane phakathi kwamasebe karhulumente bubandakanya intsebenziswano neSebe lezeMpilo malunga ne*Integrated School Health Programme*), ukuKhuthaza ezeMpilo nokuphuculwa kweemnyu ze*National School Nutrition Programme* nentsebenziswano kunye

neSebe loPhuhliso lwezeNtlalo ngokumalunga nabantwana abakhubazekileyo kunye nolutsha olungekho sezikolweni.

ISebe lezeMpilo neSebe leMfundo kwakhona liye langena kwintsebenziswano ukuphumeza iProgram yezeMpilo yeSikolo eDityanisiweyo. Le phakheji yenkonzo ibandakanya unonophelo nenkxaso yemisebenzi yokufunda nokufundisa/imisebenzi yokukhuthaza ezempilo, ukuskrinwa nokuvavanywa kwabafundi, ukulawulwa kwezigulo zempilo kwanokuthintelwa kwezifo.

ISebe iWCED kwakhona lincedise iSebe lezeMpilo kwiprogram ye*Human Papilloma Virus vaccination programme*, elugonyo lokuthintela umhlaza wesibebeke. Iprogram yogonyo yeHPV ijoliswe kumantombazana aselula kwiBakala 4, abaneminyaka eyi-9 okanye ngaphezulu, kuzo zonke izikolo zikarhulumente. Ugonyo ngo-2014 lwaye lwaqhubeka ngeenyanga zikaMatshi noEpreli. Amaqaba esibini anikwa kwiinyanga ezintandathu aya kunikwa ngenyanga kaSeptemba no-Oktobha 2014. Ugonyo olu lwalusenziwa ziinesi zezempilo zesikolo, zaza iinesi ezikwizikolo zemfundo eneemfuno ezizodwa zancedisa kwizikolo zemfundo eneemfuno ezizodwa. Iifom zokunika iimvume zokugonyo ze-HPV namaxwebhu engcaciso aye athunyelwa ezikolweni phambi kokwenziwa kokuba luqhubeke ugonyo.

Zonke izithili zaqeqeshwa kwiProgram yezeMpilo yeSikolo eDityanisiweyo eyaye yanika iisayikholoji, iitheraphisti nootitshala ukuqaphela okanye ukufumana ingcaciso malunga nezithintelo ezinxulumene nezempilo kwimfundo kwanokubonelela ngeeprogram zongenelelo ngoncedo usingatha izithintelo. Iinkcukacha-manani zabafundi ababeskriniwe zaye zafunyanwa zivela kwiSebe lezeMpilo. ISebe iWCED lilandelela iinkqubo zokugqithiselwa kwabafundi kwiingcali (*referrals*).

Ikomiti yokuququzelela intsebenziswano ngokwamacandelo (*inter-sectoral co-ordinating committee*) namasebe karhulumente kunye nabathathi-nxaxheba yayisekwe ngokomgaqo-sikhokelo kazwelonke wokuNonophela nokuNika iNkxaso ukuFunda nokuFundisa (*National Care and Support for Teaching and Learning (CSTL) framework*). I-CSTL liphulo le*South African Development Community initiative*) ngenjongo yokufezekisa amalungelo ezemfundo abo bonke abantwana ngokuba izikolo zibe ngamaziko abandakanya bonke abafundi okufunda, okunonophela nokunika inkxaso. I-CSTL yimpendulo ephangaleleyo, eququzelelweyo, abandakanya amacandelo amaninzi ukusombulula izithintelo ekufundeni nasekufundiseni. Asiyoprogram intsha, kodwa inika umgaqo-sikhokelo obalulekileyo ukwenzela iiprogram ezikhoyo zokunika inkxaso. ISigaba 1 soqeqesho lwamagosa se-CSTL sephondo saqhubeka ngo-2013/2014 lwaza uqeqesho lwesigaba 2 lwezikolo lwaqhubeka ngo-2014/2015.

Iintlanganiso eziqhubeka okokoko zaye zabanjwa ne*Department of Health Western Cape Rehabilitation Centre*, ukunceda ekwamkelweni kwabafundi ababekhululwe ezibhedlele emva kweengozi, njl. njl. Iingxoxo malunga neekheyisi zaye zalungiselelwa kunye neesayikholoji, iitheraphisti kunye noogqirha ukugqiba ngeyona ndlela ingcono kakhulu yokuhamba isikolo yaba bafundi.

Kuye kwakho intsebenziswano nabasebenzi beSebe lezeMpilo malunga nempilo ngokwasengqondweni. Kwenziwe ikhweshine ukuqiniseka malunga nemeko yezempilo ngokwasengqondweni kwabafundi beBakala 8. Esi sixhobo sinokusetyenziswa xa kuqaliswa inkqubo yokuskrina ye-*Integrated School Health Programme* kubafundi beBakala 8. Ngoku ugxininiso lwe-*ISHP* lusekuskrinweni kwabafundi bebakala 1. Njengoko iSebe lezeMpilo liqesha abasebenzi abongezelelweyo, amabakala 4 no-8 aya kubandakanywa njengenxenye yokuqaliswa ngokukhulayo kwe-*Integrated School Health Programme*. Kuza kwenziwa kwakhona isixhobo sokuskrina impilo ngokwasengqondweni yabafundi abaselula.

ISebe iWCED limelwe kwiCommunicable Diseases Committee yephondo ukwazisa iSebe lezeMpilo ngazo naziphi na iikheyisi eziqaphelekayo zezifo ezosulelekayo ezikolweni lize lifumane ingcaciso yezikolo nezithili malunga nokusingathwa kwezi kheyisi. Iintlanganiso zibanjwa kabini ngonyaka naxa kukho imeko yongxamiseko ethile. Iikheyisi ze*tuberculosis*, *iHepatitis A* ne*bacterial meningitis* zaxelwa kwiSebe lezeMpilo ngo-2013/2014

liNjongo eziCwangciswe ngoBuchule

IProgram 4						
UMlinganiselo weProgram yeNtsebenzo	Okwenziweyo kanye ngo-2013/2014	Okwenziweyo eSwangcisiweyo ka-2013/2014	Okwenziweyo kanye ngo-2013/2014	Okwenziweyo kokwenziweyo kanye ngo-2013/2014	Ukufunxa kwithagethi ecwangcisiweyo ukuya kutsho kokwenziweyo kanye ngo-2013/2014	Ikhomenti malunga nezitenxo
► PPM401: Inani labafundi ababhaliswe kwizikolo zemfundo eneemfuno ezizodwa	19 884	19 470	19 876		406	Kugqithisiwe kwithagethi. Ithagethi yayimiselwe phambi kwesaveyi yaqho ngonyaka yokuphela konyaka kwizikolo zemfundo eneemfuno ezizodwa ibe nokugqitywa yaza yenza ingqikelelo eNgaphantsi yobhaliso lwabafundi ebingunobangela wokwandiswa kwezikolo zezakhono kunye nezibonelelo zonedo zabo bane- <i>autism spectrum</i> .
► PPM402: Inani lootiishala abaqeshwe kwizikolo zemfundo eneemfuno ezizodwa	1 860	1 800	1 872		72	Itotali ye-1872 ibandakanya izithubo zootiishala eziyi-95 kwii <i>Youth Care Centres</i> ezinabafundi bazo ababeza kutshintshelwa kwiSebe lezoPhuhliso loLuntu ukususela nge-1 Epreli 2013. Azizaliswanga zonke izithuba.
► PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	971	997	1 003		6	Inani u-1003 ligqithisile kwithagethi ngenxa yenyano yokuba kukho abasebenzi bakarhulumente abayi-85 abaphawulwe njengabagqithisileyo kwizithuba zabaqeshiweyo kwii <i>Youth Care Centres</i> , apho abafundi babeya kutshintshelwa kwiSebe loPhuhliso lwezeNtlalo nge-01 Epreli 2013. Azizaliswanga zonke izithuba.

Icebo lokoyisa iinkalo zentsebenzo engekho semgangathweni

- Singatha iimfuno zokwamkelwa kwabafundi abaneemfuno zemfundo ezizodwa ngobuchule
- Qiniseka ukuba ootitshala abakwizikolo ezamkela bonke abafundi baxhotyiswe kakhulu ngokusingatha iimfuno zemfundo zabo bonke abafundi
- Uqeqesho kugxininiswa koku:
 - Abasebenzi beMfundo eneeMfuno eziZodwa abakwiindidi ezahlukeneyo zokhubazeko
 - Abasebenzi beZikolo zeZakhono malunga nekharityhulam ehlaziyiweyo
 - Abasebenzi abakwizikolo eziBonelela ngeNkonzo ePheleleyo/iZikolo eZibandakanya bonke aBafundi malunga nokuqaphela nokusingatha izithintelo kwimfundo
 - Abasebenzi abakumaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa malunga nomsebenzi owandisiweyo
 - Abasebenzi bokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa abakwii-Ofisi zeZithili kubandakanywa iiSayikholoji, ooNontlalontle, ABacebisi bokuNika iNkxaso kumaZiko eMfundo (*Learning Support Advisors*), ooGqirha neeTheraphisti malunga nomsebenzi wabo kuyo yonke iMfundo eBandakanya bonke aBafundi ngokudibeneyo
 - Ootitshala bokuNika iNkxaso kwezeMfundo eSikolweni okumalunga nomsebenzi wabo wobungcali kuphuculo lolwimi nemathematika
 - IiKomiti zokuNika iNkxaso eZikolweni (*School-based Support Teams*) malunga nomsebenzi wabo kwinkqubo yokuSkрина, yokuQaphela, nokuNika iNkxaso (*Screening, Identification, Assessment and Support*) (*SIAS* process)

Utshintsho kwiithagethi ezicwangcisiweyo

Azikho

Ukuxibelelanisa intsebenzo neebhajethi

Inkcitho ekungenwe kuyo kwiProgram 4 ibe negalelo ekuphonyezweni kwezi ziphumo zibalulekileyo zilandelayo zeSebe iWCED.

- Ukubonelela izikolo zemfundo eneemfuno ezizodwa ngezithuba zootitshala nangezithuba zenkonzo karhulumente
- Ukwandisa nokuxhobisa amaziko okubonelela ezikolo zemfundo eneemfuno ezizodwa/ngeeklasi
- Ukubonelela ngeenkxaso-mali kwizikolo zemfundo eneemfuno ezizodwa
- Ukukhuthaza imfundo ebandakanya bonke abafundi ngokusekwa kwezikolo ezibonelela ngenkonzo epheleleyo

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali lokugqibela	INkcitho Kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	Ulwabiwo-mali lokugqibela	INkcitho Kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
4.1 Izikolo	910,287	910,287	-	824,291	820,101	4,190
4.2 UPuhliso lweZakhono zaBasebenzi	51	51	-	-	-	-
4.3 IGranti eKhutshwa phantsi kweMiqathango	-	-	-	-	-	-
Itotali	910,338	910,338	-	824,291	820,101	4,190

Programme 5: Further Education and Training



Learner numbers	
2009	29 887
2013	71 594

2009 Pr 5 per- sonnel expendi- ture as a % of total	2013 Pr 5 per- sonnel expendi- ture as a % of total	2009 Pr 5 Aver- age personnel expenditure per employee (R'000)	2013 Pr 5 Aver- age personnel expenditure per employee (R'000)	2009 Pr 5 Number of employees	2013 Pr 5 Number of employees
2	1.86	202.35	308.18	1 051	937

4.5 IProgram 5: IMfundo noQeqesho oluQhubekayo

INjongo yale program:

Ukufundisa iFET kwiikholeji zeFET zikarhulumente ngokungqinelana noMthetho weKholeji zeMfundo noQeqesho oluQhubekayo (2006) (*Further Education and Training Colleges Act*)

Iprogram yeFET inezi program zisekelayo zilandelayo

IProgram esekelayo 5.1: Amaziko karhulumente
ukubonelela iikholeji zeFET zikarhulumente ezithile ngezibonelelo (*resources*)

IProgram esekelayo 5.2: IiNkonzo zoQeqeshelo-msebenzi
ukubonelela abahloli nabafundi kwiikholeji zeFET zikarhulumente nakwiinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

IProgram esekelayo 5.3: Uphuhliso lweZakhono zaBasebenzi
ukubonelela ngezoqeqeshelo-msebenzi nolunye uphuhliso lwabasebenzi abaphetheyo, abangabahloli kwaye benika inkxaso kwiikholeji zeFET zikarhulumente

IProgram esekelayo 5.4: IGranti eKhutshwa phantsi kweMiqathango
Ukubonelela ngenkxaso-mali kwiikholeji zeFET zikarhulumente (isetyenziswe kwade kwango-2008/09)

Iinkonzo zokuqeqeshelwa umsebenzi

- Ukunika inkxaso kwiikholeji zeFET zikarhulumente

Uphuhliso lwezakhono zabasebenzi

- Ukubonelela ngophuhliso loqeqesho kootitshala nakwabangengotitshala kwiikholeji zeFET zikarhulumente

INjongo eCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 5.1	Ukuqinisekisa ungqinelaniso lwesicwangciso senkqubo yamaziko ukwenzela ukuba kufundiswe iiprogram ezifanelekileyo, eziphendula ekufezekiseni iimfuno zamashishini akufutshane, ezamashishini amakhulu, ezoluntu nezabafundi nokugcina imeko ekhuthazayo yomgangatho ophezulu edityanisiweyo/ yokufundisa ipraktikhali kusetyenziswa inkqubo yokuphatha nokulawula amaziko nokunika inkxaso ekwenzeni umsebenzi.
---	---

IiNjongo eziCwangciswe ngoBuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nokwenziweyo kanye

Ubhaliso lwabafundi

Ngo-2013 iikholeji zaseNtshona Koloni zabhalisa i-16 812 NC(V) ne-39 782 yabafundi ngokweNngxelo 191 ngo-2013. Ngeli xesha linye, ngabafundi abamalunga ne-15 000 ababebhaliswe kwiiiprogram ezinxulumene nomsebenzi. ISebe iDHET alikawakhuphi amanani eNngxelo yeSaveyi yoNyaka kodwa iikholeji zibhalise malunga ne-71 594 yabafundi kunyaka wezifundo ka-2013. Oku kubandakanya ukwanda kwabafundi abayi-412 NC(V) ngaphaya kwethagethi ka-16 500 eyayimiswe lisebe iWCED. La manani abonisa ukukhula kwe-43% ukusuka ku-2012 ukuya kutsho ku-2013 nekufuneka ijongwe ngokunxulumene nokukhula nge-51% eyayisele irekhodwe phakathi ko-2011 ukuya kutsho ngo-2012. Oku kukhula kubhaliso lwabafundi kuxhasa ithagethi yeSebe iDHET yokwandisa imfundo enxulumene nezomsebenzi

kunye nenkqubo eqhubeka okokoko kunye necandelo lezoqeqesho. Kwi-71 594 yabafundi, abayi-56 594 babekwiiprogram ezazixhaswa ngurhulumente, ezixhaswa nge-80% yeendleko zeprogram iyonke.

likholeji zibhalise abafundi abayi-40 000 kwikota yokuqala ka-2014. Zizonke, izicwangciso zeekholeji kukubhalisa abafundi abayi-69 700 ngo-2014 kodwa imfuno yokufundiswa kweprogram enxulumene nezomsebenzi ingakhokelela ekubeni amanani abe ngaphezulu kweli nani.

Ukukhula okuphezulu kumanani abafundi kunefuthe kwiziseko zophuhliso zekholeji. Uninzi lweekhampasi ziye zafikelela kumthamo wazo ongaphaya kommiselo kwaye azisayi kuba nako ukwandisa amanani abafundi ngaphandle kokwandisa iziseko zophuhliso.

IKholeji	Ubhaliso lwabafundi ukususela nge-15 Februwari 2014
Boland	6 836
Cape Town	8 784
False Bay	4 976
Northlink	10 707
South Cape	3 276
West Coast	5 424
Itotali	40 003

UPhuhliso lweZakhono zaBahlohi

ISebe iWCED laqhubeka ukunika inkxaso yokuphunyezwa kwekharithulam ngokufumana uqeqesho lokuphuhlisa kwezakhono zabahlohi kunye nenkxaso yaseklasini. Ugxininiso lwalubekwe kumgangatho wezixhobo zovavanyo lwangaphakathi kangangokuba uninzi lwezixhobo zovavanyo zangaphakathi zeNC(V) zaye zenziwa zakumgangatho ofanayo ukwenzela ukuba zihambelane mbo nemigangatho efanayo kazwelonke. Izakhono zokusebenza zabahlohi zaye zandiswa ngenxa yesiphumo seenkqubo ezisetyenzisiweyo kule misebenzi yoqinisekiso lwemigangatho nangenxa yethekhinoloji ekubonelelwe ngayo ukunceda ekwenzeni ingcaciso-ntetho, ezinjenge-smart boards

Ngabahlohi abayi-180 ababefakwe kwiindawo zomsebenzi ukwenzela uphuhliso lokuqeqeshelwa umsebenzi olwenzeka okokoko.

Abahlohi beMathematika nabeMathematical Literacy bafumana ukuqeqeshwa kwimiba ethile yekharithula yabo, imethodoloji yokufundisa kunye nokulawulwa kweklasi. Ngenxa yokuba zingekho iziphumo zoviwo zokuphela konyaka, akukwazeki ukuqinisekisa ukuba ngaba iziphumo zeMathematika nezeMathematical Literacy ukuba ziye zaphucuka. Ukungahanjwa kwesikolo ngabafundi kunefuthe elicacileyo kwiziphumo zeMathematika ngokukodwa, njengoko isifundo esi sifuna ukuba abafundi benze iimvavanyo zaqho.

Ukuza kuthi ga ngoku, akukho kucazululwa kweziphumo zoviwo kwenziweyo kungenziwa ngenxa yenyanyiso yokuba iSebe iDHET ayikazikhuphi iziphumo zamasebe ephondo.

Inkxaso ekubonelelwe ngayo

Inkxaso yezemali kubafundi yaye yanikwa ngokusebenzisa iSkim seBhasari seeKholeji zeFET zeDHET (DHET FET College Bursary Scheme). Ngo-2013, kwabiwe iibhasari eziyi-17 264 'zezifundo kuphela' zaza eziyi-15 806 'zahlawulela yonke into' kusenzelwa abafundi be NC(V) nabeNgxelo 191.

Ukwanda kumanani abafundi kubeke uxinzelelo kwiziseko zophuhliso zekhoholeji. ISebe iWCED labe i-R52,130,000 ukwenzela ukuphucula iziseko zophuhliso ukusingatha ukunqongophala kwendawo eziklasini kwakunye nophuculo olufuneka kakhulu kunye nokwanda kuzo zontandathu iikhoholeji.

UMthetho oFakelwe iziLungiso weeKhoholeji zeFET (3/2012) wapapashwa ngoMeyi 2012. Oku kuwisa umthetho wokutshintsha kweeKhoholeji zeFET ukusuka kumagunya ephondo ukuya kutsho kumagunya kazwelonke. Nakuba kunjalo, kuba kwakungekho wiso-mthetho lumiselweyo ukuqalisa ukuphumeza utshintsho olupheleleyo, iimvumelwano zomakulandelwe (*protocol agreements*) zaye zasayinwa ukwenzela ukusekondwa kwabasebenzi bephondo ukwenzela ukuba baqhubeka ngokunika inkxaso iikhoholeji.

Iyunithi yephondo leNtshona Koloni iqhubekile ngokunika inkxaso kwizistraksha zokulawulwa nokuphathwa kweekhoholeji ngokuququzelela ukucwangcisa nokusebenza ngobuchule kwakunye nokuququzelela ukunyulwa kwebhunga lekhoholeji elitsha emva kokufikelela esiphelweni kolawulo lwamabhunga eekhoholeji ngo-31 Disemba 2013.

Le yunithi kwakhona iye yanika inkxaso ekufundisweni kwekharithulam kunye novavanyo lwangaphakathi kwaye zonke iimviwo zangaphandle zaye zabekwa esweni. ISebe iWCED neSebe iDHET ziye zabeka esweni ngaphezulu zaza zanika ingxelo malunga nenkqubo yeekhoholeji ngokunxulumene nobhaliso lwabafundi, ulawulo lwezemali kunye noqinisekiso lwemigangatho yeemvavanyo. Jonga icandelo elimalunga noku: "UPhuhliso lweZakhono zaBahlohli" apha ngasentla.

Ukususela ngonyaka-mali ka-2013/14, iSebe iDHET laye lawuthathela kulo umsebenzi wokuhlalwala ngqo iinkxaso-mali kwiikhoholeji, lo gama iSebe iWCED belilawula iPERSAL egameni leekhoholeji. Ulawulo lwePERSAL belubandakanya intlawulo yemivuzo nemirholo kwakunye nezibonelelo zezentlalo kubasebenzi. Ukuhambelana ngqo nemiyalelo yeSebe iDHET, kungeniswe iingxelo zemali zaqho ngekota kwiSebe iDHET, lo gama iingxelo zePERSAL ezicacisiweyo zazingeniswe kwiikhoholeji ukwenzela ukungqinelaniswa kwenkcitho kwezabasebenzi.

Kuye komelezwa inkxaso yeSebe iWCED yokwakha ubudlelane phakathi kweeKhoholeji zeFET, iiSETA kunye namashishini, kangangokuba abafundi abayi-3 000 bafakwa kumashishini ukwenzela ukuba babe nolwazi ngezomsebenzi baza abayi-11 343 bakwenza oko njengenxenywe yesiqinisekiso samabanga emfundo sabo.

ISebe iWCED linike inkxaso kwiikhoholeji ekubonelela ngoqeqesho kwiSRC kwakunye nenkxaso yokuphuma kubafundi kumalungiselelo ezomsebenzi. Inkxaso yabaphumayo yayibandakanya ukubhalwa kweeCV, uphuhliso lwezakhono ezithambileyo (*soft skills development*), iintsuku ezivulelekileyo nabaqeshwa (*employer open days*), njl. njl. Uqeqesho lweSRC lwalugxininise ekuphuculeni izakhono zobunkokeli kwizitraksha zeSRC.

Imiba emalunga nexesha lotshintsho

Ukutshintsha komsebenzi weFETC akukhange kwenzeka njengoko bekucwangcisiwe ngonyaka-mali ka-2013/14. Umhla oyithagethi omtsha wokutshintsha komsebenzi ngokupheleleyo ngowe-1 Epreli 2015 kwiFET neAET. Izitraksha ezazisekiwe zokusebenza ngexesha languqu kungene endaweni yazo ikomitana engoKutshintsha koMsebenzi yeHEDCOM.

Ngo-2013/14 ikomiti ejongene nexesha lotshintsho yephondo yabamba iintlanganiso zantlanu ezihamba neengxelo ezikhaphayo ukulungiselela iintlanganiso zikazwelonke. Iingxelo neengcebiso zazigxile ekutshintshweni kwabasebenzi, ngenxa yoku abaphathi abakhulu beekholeji baye batshintshiselwa kwiSebe iDHET, lo gama abasebenzi abakwiiyunithi zeFET zamaphondo baye basekondwa baze batshintshwe nge-1 Epreli 2015. IiMvumelwano zoMqeshi noMqeshwa (*Collective Agreements*) zokutshintshwa kwabahlolhi beekholeji nabasebenzi abancedisayo (*support staff*) zisayinwe ngoFebruwari 2013 kwaye inkqubo yokutshintshwa kwabasebenzi ngoku iyaqhubeka.

Izalathi zentsebenzo

IProgram 5						
IProgram yeSalathi seNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ihagethi ecwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Okwenziweyo ukuya kutsho kokwenziweyo kanye ngo-2013/2014	Ukufunxa kwiithagethi ecwangcisiweyo ukuya kutsho kokwenziweyo kanye ngo-2013/2014	Ikhomenti malunga nezitenxo
► PPI 5.1: Inani labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET	15 150	16 400	16 812		412	likholeji zigqithisile kwiithagethi yazo ngenxa yemfuno
► PPI 5.2: Inani labafundi beekholeji zeFET NC(V) abagqibe izifundo zabo zonke ngempumelelo	4 603	7 380	9 400		2 020	Le yingqikelelo kuba iziphumo zokuphela konyaka ziya kupapashwa kuphela emva kokuba kukhutshwe iziphumo zeemviwo zokuxabangela

Isicwangciso sokoyisa iinkalo zenkqubo ekumgangatho osezantsi

ISebe iDHET liqalise inkqubo yokomeleza ukuhamba isikolo kwabafundi kunye nemigaqo-nkqubo yezentsebenzo. Nje ukuba ezi zinto ziqaliswe, ireyithi yokuhanjwa kwesikolo ngabafundi ifanele ukuphucuka kwaye oku kufanele ukuba kukhokelele kwiprogram yangoku yamaqela ekugxininiswa kuwo/ kwiindawo ekwenziwa kuzo umsebenzi ukuqinisekisa ukuba ekomelezweni kobuchule beekholeji ukubonelela ngenkxaso yezifundo kubafundi.

Utshintsho kwiithagethi ezicwangcisiweyo

Azikho

Ukuxulumanisa intsebenzo neebhajethi

Inkcitho ekungenwe kuyo kwiProgram 5 ibe negalelo ekuphunyezweni kwezi ziphumo zibalulekileyo zilandelayo zeSebe iWCED:

- Ukuxhaswa ngemali kweendleko zokuqesha abasebenzi beeKholeji zeMfundo noQeqesho oluQhubekayo

Inkcitho yeprogram esekelayo

Igama leprogram esekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali lokugqibela	Inkcitho eyiyo kanye	(Inkcitho engaphezulu)/ Inkcitho eNgaphantsi	Ulwabiwo-mali lokugqibela	Inkcitho eyiyo kanye	(Inkcitho engaphezulu)/ Inkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
5.1 AMaziko kaRhulumente	353,097	353,078	19	597,589	597,523	66
Itotali	353,097	353,078	19	597,589	597,523	66

Programme 6: Adult Education and Training



2009 Average personnel expenditure per employee (R'000)	2013 Average personnel expenditure per employee (R'000)	2009 Pr 6 Number of employees	2013 Pr 6 Number of employees
157.42	120.38	11	8

Budget Allocation for Adult Education and Training		
	2009	2013
Programme 6	R27 887 000	R37 896 000

Learner Numbers			
AET			
2009	38 053	2013	33 595

Numbers, budget and staffing have all been impacted by changes in the sector. These should be resolved once the future arrangements are clarified.

4.6 IProgram 6: IMfundo noQeqesho lwaBadala

INjongo:

Ukufundisa i-AET ngokungqinelanayo nomthetho i-Adult Basic Education and Training Act, 2000

Iprogram yeABET inezi program zisekelayo zilandelayo:

Iprogram esekelayo 6.1: linkxaso-mali kuMaziko eMfundo yaBadala kaRhulumente
ukunika inkxaso kumaziko athile e-AET karhulumente ngokuwanika iinkxaso-mali

Iprogram esekelayo 6.2: Iinkxaso-mali kuMaziko eMfundo yaBadala aBucala
ukunika inkxaso kwizikolo ezithile ze-AET ngokuwanika iinkxaso-mali

Iprogram esekelayo 6.3: linkonzo zokufundisa
ukunika ootitshala nabafundi abakuMaziko e-AET iinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 6.4: UPuhliso lweZakhono zaBasebenzi
ukubonelela ngophuhliso lokuqeqeshelwa umsebenzi kunye nolunye upuhliso lwabaphathi, ootitshala nabasebenzi abanika inkxaso kuMaziko e-AET.

INjongo eCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 6.1	Ukubonelela ngenkxaso kwizittraksha zabalawuli nezabaphathi be-AET ngophuhliso lomgaqo-nkqubo neenkqubo zongenelelo ngoncedo olucwangciswe ngo-buchule eziquzelela ukufundisa ngempumelelo kumaziko emfundo yabadala; ukubonelela ootitshala nabafundi abakumaziko e-AET ngeenkonzo zokunika inkxaso yekharithulam elawulwa lisebe lemfundo; kwanokubonelela ngoqeqesho lokwenza umsebenzi ngobuchule kootitshala nabangezotitshala
---	---

Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo kunye nokwenziweyo kanye

Ubhaliso lwabafundi

Ngo-2013/14, kwakukho abafundi abayi-33 595 kuMaziko ayi-120 wawo ngaMaziko aPhambili (Main Centres). Abayi-20 301 yayingabafundi be-ABET iNqanaba 1-4, i-12 099 yayingabafundi beFET baza abayi-1 195 bathatha inxaxheba kwiiprogram zezakhono ezimfutshane.

Ukwabiwa kwaBafundi ngokweNqanaba/ngokweBakala – ngoNyaka ka-2013									
I-Ofisi yeSithili seMfundo	INqanaba 1	INqanaba 2	INqanaba 3	INqanaba 4	IBKL 10	IBKL 11	IBKL 12	Abanye	Itotali
Cape Winelands	853	706	609	1 865	12	0	1 652	280	5 977
Eden and Central Karoo	606	381	466	1 088	0	0	495	72	3 108
Metro Central	422	250	310	1 005	28	93	3 604	114	5 826
Metro East	150	122	189	1 983	0	0	85	208	2 737
Metro North	282	352	447	1 921	0	0	2 131	54	5 187
Metro South	277	240	315	1 410	0	0	3 114	70	5 426
Overberg	281	311	295	897	0	0	659	253	2 696
West Coast	476	209	282	1 301	0	0	226	144	2 638
Itotali	3 347	2 571	2 913	11 470	40	93	11 966	1 195	33 595

UVIMBA: ISAVEYI YAQHO NGONYAKA KA-2013

Kubonelelwe ngeeprogram zokuxhobisa ngezakhono ezivunye ngokusemthethweni kubafundi abayi-459 ngentsebenziswano neekholeji zeFET iBoland, Northlink neCape Town. Ngo-2013, iSebe iWCED laqhubeka ngokubonelela kwalo ngeeprogram zeMfundo yaBadala kubasebenzi bakaRhulumente bePhondo nabakaRhulumente kaZwelonke. Uxwebhu iMemoranda of Understanding lwasayinwa kunye neSebe lezeMpilo, ezoPhuhliso lwezeNtlalo kunye noMasipala waseMatzikama (lwasayinwa ngoEpreli 2013). Abafundi abayi-531 abayinxenye yenkqubo yobuhlakani baye baya kumaziko ayi-18. I-MOU eyasayinwa kunye neSebe lezeMpilo yaye yahlaziywa ngokutsha, lo gama iBredasdorp CLC yasayina iMOU neFloraland kunye neSANPARKS ukubonelela ngeenkonzo ze-ABET kubasebenzi. Ii-MOU

zicwangciswe kunye neSebe lezoThutho neMisebenzi kaRhulumente kunye nelezoPhuhliso lwaMaphandle (*Department of Transport and Public Works and Rural Development*).

Iphulo i-Kha Ri Gude Mass Literacy campaign laqaliswa ngo-EApreli 2008 ngenjongo yokuxhobisa abantu baseMzantsi Afrika abayi-4.7 bakwazi ukufunda nokubhala kwanokubala ngenye yeelwimi zaseburhulumenteni ezilishumi elinanye ngo-2012. with the intention of enabling 4.7 million South Africans to become literate and numerate in one of the eleven official languages by 2012. Kwakukho i-15 521 yabafundi eNtshona Koloni kule program ngo-2013, becediswa ziityhutha eziyi-900 nangabaququzeleli bephondo abayi-5. Abafundi bafundiswa ukufunda nokubhala ngolwimi lwabo lweenkobe ngokungqinelanayo nemigangatho yeeyunithi yenqanaba 1 ye-A(B)ET. Abafundi mabazalise imisebenzi yeemvavanyo engamashumi amabini (eyi-10 yeyolwazi lokufunda nokubhala eyi-10 yeyolwazi lokubala (*10 for literacy and 10 for numeracy*) kwiiPhothifoliyo zeeMvavanyo zaBafundi bazo (*Learner Assessment Portfolios*) (LAPS). Ii-LAPS zimodareyithwa zize zingqinisiswe yiSAQA. Kwaqhutyekwa ngeYouth Focus Project ngo-2013 ukuphendula kwiiMfundo zemfundo zabafundi abakwizikolo zikarhulumente ababephinda iBakala 9 ityeli lesibini, elesithathu okanye elesine nababebudala beminyaka emithathu okanye nangaphezulu kuneminyaka yobudala yesiqhelo yeBakala 9. Kwaye kwenziwa iprogram yaza yaxhaswa ngemali ukunika ithuba iqela labafundi ukuba bafakwe kwizifundo ezijolise kwezomsebenzi kwiiKholeji zeFET nakuMaziko eAET ukwenza agqibe iprogram yokuvala umsantsa (*bridging programme*) eya kutsho kwiGeneral Education and Training Certificate: NQF Level 1. I-449 yabafundi babefakwe kwiiKholeji zeFET. I-33 yabafundi baxhaswa yiMerSETA (i-R3.7 yezigidi) kwiiiprogram zobuchule bezandla (*artisanship programme*) baza abafundi abayi-20 baxhaswa ngeFibre Processing and Manufacturing SETA (FP&M Seta) ukwenzela ukuba bafumane isatifikethi sokwenziwa komchako wesinxibo (*clothing manufacturing certificate*). I-130 yabafundi babefakwe kumaziko e-AET ukususela ngoJuni 2012, njengenxenye yeprojekthi. Ibhajethi yeli qela labafundi yayiyi-R28 yezigidi (2013/2014).

IziPhumo zeeMvavanyo

Ngo-2013 kwabakho ukunyuka kwinqanaba labafundi ababhalisele ukubhala iimviwo zeABET Level 4. Itotali yabaviwa abayi-4 781 babebhalisele inkalo yesifundo enye okanye ngaphezulu xa kuthelekiswa nabaviwa abayi-3 987 ngo-2012. Inani lababhalisele iinkalo zezifundo kwakhona laye lanyuka. Ngo-2013 kwakukho ababhalisele iinkalo zezifundo abayi-19 600, xa kuthelekiswa ne-16 987 ngo-2012, yayi-14 149 ngo-2011 kunye ne-9 551 ngo-2010.

INtshona Koloni yafumana iinkalo zezifundo ezingaphezulu kakhulu ngo-2013. Le theyibhile ilapha ngezantsi ibonisa inkqubela-phambili ukususela ngo-2011.

	2011	2012	2013
Inani labapase kwiiNkalo zeZifundo	6 762	7 677	8 518

Abafundi abadala bafumene iziphumo ezihle kwiiinkalo zezifundo ezitsha ezimbini, kwiiInformation and Communication Technology (86.64%) kunye ne-Early Childhood Development (92.03%).

UPhuhliso lweZakhono zoBomi

Ngo-2013, iinkqubo zotyalelo iDistrict Readiness visits zaziqhutyelwe ukuncedisa aMaziko e-AET ukulungiselela nokubaxhobisela u-2014. Bonke aBaphathi baMaziko naBaququzeleli baMaziko baye babonelelwa ngoluhlu lweenkalo zeziPhumo eziPhambili (*Key Result Areas*). Aba bayinxenye yemvumelwano yabo neSebe iWCED.

Kubalulekile ukutsala abasebenzi abaneziqinisekiso zamabanga emfundo afanelekileyo kwicandelo befumana imivuzo encumisayo. Ukuqeshwa kwabasebenzi be-AET kuxhomekeke kuwiso-mthetho olulawula ezabasebenzi (*labour legislation*) eseyimeko yokubhengezwa epalamente kwaye kusekho ulibaziseko kule nkqubo. Ukuphunyezwa kwe-Norms and Standards Funding for Adult Learning Centres kuya kuqinisekisa ukuba amaziko axhotyiswe ngaphezulu ukwenzela abantu basekuhlaleni abayinxenye yawo.

INxaso ekuBonelelwe ngayo

Ngo-2013, iForam zaBaphathi baMaziko ezimbini zephondo (two provincial Centre Managers' Forums) zaye zabanjwa. Ukusekwa nokusebenza kwezi zitraksha kukhokelwe kumgaqo-sikhokelo omiselweyo, esasivunywe ngokusemthethweni ngoEpreli 2012.

INorms and Standards funding kumaziko amakhulu ayi-92 eyokutsho kwi-R32.6 yezigidi yagqitywa ngoNovemba 2013. INorms and Standards funding yenza isibonelelo sezithuba zemvumelwano ezisisigxina eziyi-51, aBaphathi baMaziko ayi-27 kunye naBaqquzeleli baMaziko abayi-24.

Ukuqiniseka ngenkxaso ethagethiweyo kwii-Ofisi zeZithili zeMfundo, kwaqhutywa ukuqaphela kwakhona kweenkqubo kuzo zonke izithili qho ngekota.

IZalathi zeNtsebenzo

IProgram 6					Ikhomentli malunga nezitenxo
IProgram yeSalathi seNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithagethi eCwangcisiweyo ka-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukwenza ukusuka kwithagethi eCwangcisiweyo ukuya kusho kokwenziweyo kanye kanye ngo-	
► PPI 6.1. Inani labafundi ababhaliswe kuMaziko e-ABET	32 688	21 000	33 595	12 595	Ngenxa yokuba ikharithyulam nesiqinisekiso samabanga emfundo asikhange sitshintshwe kungene olunye uhlobo lwesiqinisekiso samabanga emfundo njengoko bekulindleleke amanani amaninzi kunokuba bekuqikelelwe
► PPI 6.2. Inani loofitshala abaqeshwe kuMaziko e-ABET karhulumente	1 379	1 400	904	-496	Ukubhalisela izifundo kuqhubeka kumaziko ambalwa kwaye iiklasi ezinkulu bezithetha ukuba bekufuneka oofitshala abambalwa.

Isicwangciso sokoyisa iinkalo zentsebenzo engekho semgangathweni

- Nika inkxaso kwikharithyulam ekhoyo kude kube kuqaliswe ngeenguqu eziqikelelwayo
- Nika isikhokelo nokunika inkxaso kwabo baseza kuba ngabafundi (prospective students)

Uthshintsho kwiithagethi ezicwangcisiweyo

Alungeni ndawo

Ukunxulumanisa intsebenzo kunye neebhajethi

Inkcitho ekungenwe kuyo kwiProgram 6 ikhokelele ekuphunyezweni kwezi ziphumo ziphambili zilandelayo zeSebe iWCED:

- Ukubonelela ngezithuba zootitshala kuMaziko eMfundo noQeqesho lwaBadala
- Ukubonelela ngeenkxaso-mali kuMaziko eMfundo noQeqesho lwaBadala

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali lokugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	Ulwabiwo-mali lokugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
6.1 AMaziko kaRhulumente	5,006	5,006	-	7,106	7,106	-
6.2 Iinkxaso-mali kuMaziko aBucala	32,892	32,892	-	29,814	29,814	-
6.3 Iinkonzo zoqeqesho loofitshala	-	-	-	-	-	-
6.4 UPhuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
Itotali	37,898	37,898	-	36,920	36,920	-

Programme 7: Early Childhood Development



Budget Allocation for Early Childhood Development		
	2009	2013
Programme 7	R271, 961 m	R456, 576 m

- The budget assigned to ECD has doubled since 2009.
- 550 schools have been provided with ECD kits (indoor & outdoor equipment)
- Over 300 Grade R Classrooms have been built
- 150 model sites have been developed

Grade R Enrolment 2009 – 2013		
	2009	2013
Overall (Public and Independent sites)	68 997	76 100
Enrolled in Public Ordinary Schools	46 100	59 565

4.7 IProgram 7: yoPhuhliso lweMfundo yaBasaqalayo

INjongo emiselweyo:

Ukubonelela ngoPhuhliso lweMfundo yaBasaqalayo (*Early Childhood Development*) (ECD) kwinqanaba leBakala R ngokungqinelayo neWhite Paper 5

Iprogram ye-ECD inezi program zisekelayo zilandelayo:

Iprogram esekelayo 7.1: IBakala R kwiZikolo zikaRhulumente

Ukubonelela izikolo zikarhulumente eziqhelekileyo ngezibonelelo zoncedo ezifunekayo kwiBakala R nokukhuthaza izikolo ezininzi ukuba ziqalise iiklasi zebakala R apho indawo ifumanekayo

Iprogram esekelayo 7.2: IBakala R kwiZikolo zoLuntu

ukunika inkxaso kumaziko oluntu athile [kwizikolo ezizimeleyo ze-ECDs] kwinqanaba leBakala R

Iprogram esekelayo 7.3: IiNkonzo zokuQeqeshelwa uMsebenzi

ukubonelela ngoqeqesho nentlawulo yemivuzo yesibonelelo (*stipends*) yeePrakthishina ezikumaBakala aphambi kweleBakala R

Iprogram esekelayo 7.4: UPhuhliso lweZakhono zaBasebenzi

Ukubonelela ngokuqeqeshelwa umsebenzi kunye nolunye uhlobo lophuhliso lootitshala nabangezotitshala kumaziko e-ECD.

Iprogram esekelayo 7.5: IGranti eKhutshwa ngeMiqathango

ukubonelela ngeziseko zophuhliso zeECD

INjongo eCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 7.1	Ukubonelela izikolo zikarhulumente eziqhelekileyo ezithile kunye nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo zoncedo ezifunekayo kwiBakala R kwanokubonelela ngeemeko ezikhuthaza izikolo ezininzi ukuba ziseke iiklasi zeBakala R kwiiklasi ezikhoyo ezifumanekayo okanye kwiiklasi zeBakala R ezintsha Ukuququzelela ukuqeqeshwa kweeprakthishina zeNqanaba 1, 4 no-5
---	--

linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo kunye nokwenziweyo kanye kanye

Ubhaliso lwabafundi

Idatha yabafundi beBakala R efakwe ekhompnyutheni kwiiSaveyi zaqho ngoNyaka kwizikolo zikarhulumente nezikolo zeECD ezizimeleyo zibonisa ukwanda kakhulu kubhaliso lwabafundi beBakala R. Ubhaliso ngokubanzi kwiBakala R luchazwa njengolungaphezu kwe-76 000 (ngokwesaveyi yeSNAP ka-2014) ebonisa ukwanda kakhulu ukususela ku-2012. Oku kubhekiselelwa kumaphulo enkxaso yasesidlangalaleni yokwazisa abazali ngoncedo lwexesha elide lweBakala R kubantwana babo abaselula, nokunika idatha engcono nengqinisisiweyo.

IZiphumo zeeMvavanyo

Yiminyaka mithathu elandelelanayo iSebe leMfundo leNtshona Koloni lazibophelelayo ngokuvavanya bonke abafundi beBakala R kwizikolo ezikhethiweyo ngo-2013. Bebonke ngabafundi beBakala R abayi-11 582 ababeqatshelwe njengabasemngciphekweni abaye bafumana ukuvavanywa phakathi koSeptemba noOktobha 2013 ngamagosa aqeqeshiweyo eSebe iWCED. Imiba apho abafundi baye baqhuba kakubi kakhulu kuyo kwakwi-*visual and auditory perception* (ukukwazi ukuqonda okubonwayo nokumanyelwayo). Isaveyi yafumanisa kwakhona ukuba amanqanaba esigama abanaso asezantsi. Iimfuno ezityhileke ngokwenziwa kwalo msebenzi zingqine okusisigqibo seSebe iWCED sokuqhubeka nokomeleza yonke imiba yeeprogram zeBakala R ukuqinisekisa ukuba ezi zinto zikumgangatho ofunekayo. Abafundi abayi-3 566 baphinda iBakala R ngo-2014 khon' ukuze kube nokomelezwa iziseko zemfundo yabo.

UPhuhliso lweZakhono zooTitshala

Uqeqesho lweCAPS kwiBakala R luqale ngo-2011/2012 xa malunga ne-3000 yeepraktishina kunye nootitshala beBakala R kwaneHOD bafumana uqeqesho kunye nabasebenzi abakwiiNGO, kwiiHEI, nakwiiKholeji zeFET. Ekupheleni konyaka ka-2013/14 ootitshala abangaphezulu abayi-1 600 baye bafumana uqeqesho. Uqeqesho olungaphezulu lwabaququzeleli be-ECD lweeKholeji zeFET kwakhona lwaqhubeka.

Itotali yeepraktishina eziyi-5 152 ze-ECD zazikwiiprogram zezifundo ze-ECD nokuba bakwiNqanaba 1, 4 okanye ele-5 kwiiKholeji zeFET zaseNtshona Koloni ebudeni bonyaka ophantsi kwengqwalaselo.

Abayi-394 abantu abangaqeshwanga baye baxhamla kwiprogram yaBancedisi beePraktishina ze-ECD baza abantu abongezelelweyo abayi-22 kwangenwa nabo kwimvumelwano yengqesho njengabasebenzi bokunika inkxaso kwezolawulo (*administrative support staff*). IiKholeji zeFET zabonelela ngeprogram yoqeqesho eyongezelelweyo yeNqanaba 1 yeenyanga eziyi-12. ISebe iWCED liye laqinisekisa ngokwenziwa kwezixhobo zokufunda zeNqanaba 1 ezivunyenye ngokusemthethweni.

Ngokungqinelanayo nemigqaliselo yesigqibo soMphathiswa weProgram yeMisebenzi kaRhulumente eXananazileyo (*Expanded Public Works Programme*) (EPWP), umlinganiselo omncinane wentlawulo yomvuzo wesibonelelo (*stipend*) ehlawulwe kuzo zonke iipraktishina zeECD wanyuka ukusuka ku-R1 348 ukuya kutsho ku-R1 428 ngoNovemba 2013. Zonke iipraktishina ekungokunje bakwiiprogram zoqhelaniso-msebenzi baye baxhamla kwintlawulo yomvuzo wesibonelelo (*stipend*). Oku kunyuka kube nempembelelo entle ekuhambeni kwabafumana uqeqesho kwiiklasi zoqeqesho.

Ikholeji nganye yafumana iinkonzo yomboneleli-nkonzo owaziwayo owaye wabonelela ngoqeqesho loNcedo lokuQala kwiipraktishina ze-ECD nakubancedisi babo abayi-5 848. Bonke abathathi-nxaxheba baya kuqeqesho baza bafumana incwadana esetyenziswayo yoqeqesho kunye nekhithi yoncedo lokuqala lweekhritshi zabo.

INkxaso ekuBonelelwe ngayo

Ngo-2013 isabelo senkxaso-mali yabafundi beBakala R kwizikolo zikarhulumente eziyi-942 nezikolo ezizimeleyo eziyi-396 yaye yanyuka ukuyingqinelanisa nee*National Norms and Standards for Grade R funding*. Inkxaso ngemali yaye yanyuka ngokulandelayo:

INqanaba loBuhlwempu	Umfundi ngamnye qho ngosuku ngo-2011	Umfundi ngamnye qho ngosuku ngo-2013	Isixa esitsha ngonyaka somfundi ngamnye
1	R18	R20	R4,000
2	R17	R19	R3,800
3	R14	R18	R3,600
4	R12	R17	R3,400
5	R10	R16	R3,200

Ukwabiwa kwenkxaso-mali kuya kuqwalaselwa kwakhona ngonyaka-mali ka-2014/2015. lifom zebango zenkxaso-mali zingeniswa kwaNdlunkulu qho ngekota kuze oku kungqinisiswe phambi kokuba kwenziwe iintlawulo zebhanki eziya ezikolweni. Ngo-2013/14 abafundi beBakala R abayi-52,393 abakwizikolo zikarhulumente nabafundi beBakala R abayi-13, 957 kwizikolo ezizimeleyo ze-ECD baye bafumana inkxaso-mali.

Incwadana esetyenziswayo yeBakala R yezolawulo lwemali yaye yaqulunqwa ukunika inkxaso kwiiKomiti zaBaphathi Bezikolo (*School Management Teams*) ekusetyenzisweni ngempumelelo nangobuchule kwezabelo zenkxaso-mali. Iinqununu namalungu e-SGB atyunjiweyo ezikolo zikarhulumente nezikolo ezizimeleyo ze-ECD eziyi-1 261 baye baya kwiiseshoni zengcaciso eziqquzelelwa ngabaphathi be-ECD IMG besithili.

Undlunkulu namagosa ee-ofisi zezithili aye abeka esweni ukusetyenziswa kweenkxaso-mali kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD ngo-2013 kwaye le nkqubo yokubeka esweni iya kuqhubeka kunyaka-mali olandelayo.

Kuye kwabonelelwa ngeeklasi zeBakala R ezintsha ezilishumi elinanye zaza izikolo eziyi-150 zafumana inkxaso yemali yefanitshala kunye ne-*basic start-up ECD resource pack* ukwenzela ezi klasi zintsha nezongezelelweyo. Iiprakhishina zeBakala R ezikwezi zikolo zaye zafumana uqeqesho kusetyenziso ngempumelelo kwezixhobo zokufunda. Ezinye zezinto ezikwiikhithi ze-ECD zibandakanya imidlalo emalunga nolwazi lokubala kunye nolwazi lokufunda nokubhala kwakunye neephazili, iibloko zomthi, iisethi zokwakha, iincwadi eziqwetyiweyo kunye neziyinyaniso, izixhobo zomculo neethoyi ezinamavili.

IiNjongo ezicwangcise ngobuchule:

IProgram 7 IProgram yoMlinganiselo weNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithogethi ecwangcisiweyo ngo-2013/2014	Okwenziweyo kanye kanye ngo-2013/2014	Ukungenxa kwiithogethi ecwangcisiweyo ukuya kutho kokwenziweyo kanye kanye ngo-2013/2014	Ikhomenti ezimalunga nezitenxo
► PPM701: Inani labafundi ababhaliswe kwiBakala R kwizikolo zikarhulumente	60 158	61 000	59 565	-1 435	Eli nani lisekelwe kukhetho lwabazali nasekuhlaleni kummandla wesikolo esinefasiliti yeBakala R karhulumente. Kwezinye iimeko, abazali bakhetha isikolo esizimeleyo. Amanani eBakala R aziwa njengahla enyuka unyaka nonyaka.
► PPM702: Inani lezikolo zikarhulumente ezifundisa iBakala R	963	922	939	17	Kugqithisiwe kwiithogethi ngenxa yokwanda kwenkqubo yokubonelela ngenkonzo.
► PPM 703: Inani leeprakhishina zeBakala R eziqeshwe kwizikolo zikarhulumente eziqhelekileyo kwikota nganye	n/a	n/a	n/a	n/a	

IZalathi zeNtsebenzo					
ISalathi seProgram yeNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithageethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukuxinisekisa kwiithageethi eCwangcisiweyo ukuya kutsho kokwenziweyo kanye ngo-2013/2014	Ikhomenti malunga nezifundo
► PPI 7.1 Inani leekhithi ze-ECD ezongezelelweyo kwizikolo zikaRhulumente eziQhelekileyo	130	100	130	30	Kwaye kwagqithiswa kwiithageethi eyayimiselwe ngenxa yesigqibo sokunika inkxaso kwizikolo zikarhulumente ezininzi.
► PPI 7.2 Inani leekhithi ze-ECD ezongezelelweyo kwizikolo eziZimeleyo	20	50	20	-30	Iithageethi ayenziwanga ngenxa yesigqibo sokunika inkxaso izikolo zikarhulumente ezingaphezulu

Isicwangciso sokoyisa iinkalo zentsebenzo engekho semgangathweni

- Gxininisa ekuphuculeni uqeqesho lootitshala
- Milisela ingqondo kwii-program zokunika inkxaso kubafundi beBakala R 'abasemngciphekweni'
- Qinisekisa ukuba izikolo zinazo zonke ii-LTSM phambi kokuqaliswa konyaka wesifundo weBakala R.
- Beka esweni ukusetyenziswa ngempumelelo kweenkxaso-mali zeBakala R kwizikolo zikarhulumente eziqhelekileyo nakwizikolo eziZimeleyo ze-ECD ezifundisa iBakala R
- Nika inkxaso kumgangatho ophuculiweyo

Utshintsho kwiithageethi ezicwangcisiweyo

Alungeni ndawo

Ukunxulumanisa intsebenzo nebhajethi

Inkcitho ekungenwe kuyo kwiProgram 7 ibe negalelo ekuphunyezweni kwezi ziphumo zibalulekileyo zilandelayo zeSebe iWCED:

- Ukubonelela ngezithuba zootitshala kwiBakala R kwizikolo zikarhulumente
- Ukwandisa nokuphucula iinkxaso-mali kwiBakala R kwizikolo zikarhulumente nakumaziko azimeleyo ukuqinisekisa ukubhaliswa kwabafundi kwizwe lonke

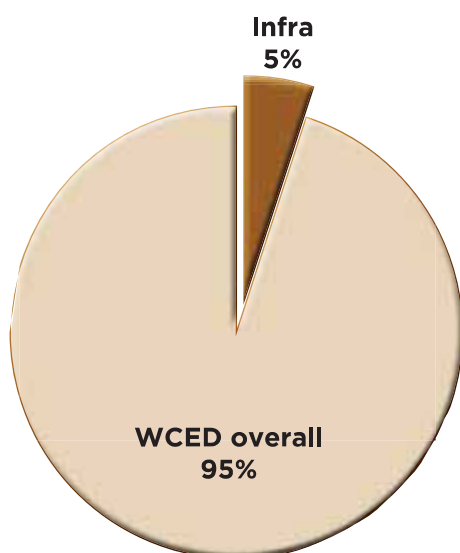
Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ iNkcitho eNgaphantsi	Ulwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ iNkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
7.1 IBakala R kwizikolo zikaRhulumente	298,673	298,673	-	222,465	222,465	-
7.2 IBakala R kuMaziko oLuntu	53,760	53,760	-	43,194	43,194	-
7.3 Uqeqesho phambi kweBakala R	105,153	105,153	-	101,250	101,250	-
7.4 UPhuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
7.5 IiGranti eziKhutshwa ngeMiqathango	8,051	7,949	102	16,985	16,985	-
Itotali	465,637	465,535	102	383,894	383,894	-

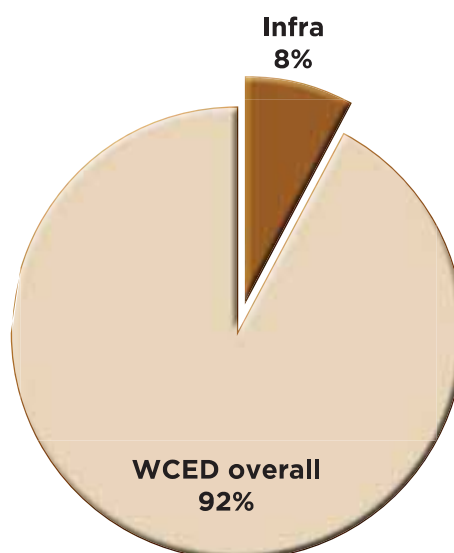
Programme 8: Infrastructure Development



2010 Infrastructure as a % of the overall budget



2013 Infrastructure as a % of the overall budget



2009 - 2013 Infrastructure			
New Schools	29	Replacement Schools	21
Classrooms	1 604	Specialist Rooms	614
Grade R Classrooms	307		

4.8 IProgram 8: UPhuhliso lweziseko

INjongo: Ukubonelela nokulondoloza iifasilithi zeziseko zophuhliso zezolawulo kunye nezikolo

Iiprogram ezisekelayo

Iiprogram esekelayo 8.1: EzoLawulo

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko zophuhliso nokulondolozwa kwezakhiwo zee-ofisi

Iiprogram esekelayo 8.2: Izikolo zikaRhulumente eziQhelekileyo

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko nolondolozo kwizikolo zikarhulumente eziqhelekileyo

Iiprogram esekelayo 8.3: Izikolo zeMfundo eneeMfuno eziZodwas

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko nolondolozo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa

Iiprogram esekelayo 8.4: UPhuhliso lwaBantwana aBasaqalayo

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko nolondolozo kwizikolo zikarhulumente eziqhelekileyo

INjongo eCwangciswe ngoBuchule

<p>INjongo eCwangciswe ngoBuchule 8.1</p>	<p>Ukuqinisekisa ngolondolo lweziseko zophuhliso eziphambili ngokokubaluleka, ezifikelekelayo ngamaxabiso nezisebenza ngobuchule kunye nokuqinisekisa ukuba izikolo zakhelwe ukungqinelanisa imiba ephambili ngokokubaluleka kokumelwa koluntu ngokwamanani kwingingqi (<i>priority demographic trends</i>)</p>
<p>INjongo eCwangciswe ngoBuchule</p>	<ol style="list-style-type: none"> 1. Ukwenza iziko ledatha enyanisekileyo, ephangaleleyo yeemfuno zolondolozo lweziseko zophuhliso. 2. Ukubeka phambili ngokokubaluleka ungenelelo ngoncedo olusekelwe kwiikhrayitheriya ezazisiweyo nezingaqhutywa luluvo kwakunye neesistim zengcaciso ezichanekileyo. 3. Kwimeko yokunqongophala kwemali kunye neziseko zophuhliso ezigugayo, sebenzisa inkqubo yeemfuno ngokwamanqanaba eemfuno (<i>hierarchy of needs approach</i>) ngokulandelayo: Ukulungiswa kophahla, ukulungiswa komonakalo ongephi kwizakhiwo, ukubonelelwa ngamanzi, ukubonelelwa ngombane, iifasilithi zogutyulo nezococeko, iigutters nefacia boards, iisilingi, iingcingo zokubiya, ukupeyinta. 4. Ukubonelela ngolondolozo olungxamisekileyo kwimeko yeentlekele zendalo, iingxaki zezakhiwo nokonakaliswa kwezinto. 5. Ukuxhasa izikolo kulondolozo lwemihla ngemihla (ukulondolozwa kwemihlaba, ukucocwa, ukuhlaziywa ngokutsha (<i>renovations</i>), ukulungisa kunye/okanye ukususwa kweendawo ezithile zezakhiwo zezikolo) ngokusebenzisa isabelo se<i>Norms and Standards</i> ezikolweni. 6. Bonelela ngokucwangciswa kweziseko zophuhliso kunye nenkonzo yokuqalisa inkqubo eqinisekisa ukuba izigqibo zokwakha, zokwakha ngokutsha (<i>renovate</i>), ukuvala okanye ukwandisa zisekelwe kubungqina obufanelekileyo kwanokuba abafundi bayamkelwa. 7. Lawula iprogram yokwakha ukubandakanya ukubonelelwa kwezikolo ezitsha, ukutshintshwa kwezitraksha ezingafanelekanga, ukuvuselelwa ngokutsha kweeklasi nokubonelelwa kweeklasi ezintsha kunye neeklasi ezizimobhayili ukuhlangabezana neemfuno kwixesha elifutshane.

linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezinto ezenziweyo kanye kanye

Kubonelelwa ngeenkukacha phantsi kweNqaku 6.8. “Capital investment, maintenance and asset management plan”. Apha ngezantsi kunikwe isishwankathelo.

liproject zokwakha ezigqitywe ngo-2013/14

Izikolo ezitsha

- Akukho zikolo zitsha zinikezelweyo ngo-2013/14;
- Akukho zikolo ziziimobhayili zigqityweyo ukuba zingasetyenziswa ngo-2013/14.

Ukutshintshwa kwezikolo (ukutshintshwa kwezikolo ezazakhiwe ngezinto ezingafanelekanga)

- Izikolo eziTshintshiweyo ezilandelayo zigqitywe ngo-2013/14: Formosa Primary School, Pacaltsdorp Primary School, St. Thomas Primary School, Kathleen Murray Primary School, Rusthof Primary School, Fairview Primary School kunye nePlantation Road Primary School,
- Inkqubo yokuphucula isakhiwo kunye neprojekthi enye yaye yagqitywa eBloekombos Primary School.

Iiklasi ezongezelelweyo

- Iiklasi zokwandisa: Ziyi-7 iiklasi ezaye zakhiwa kwizikolo ezikhoyo ukwenzela ukuvumela ukunyuka kobhaliso.
- Iiklasi zeBakala R: ziyi-11 iiklasi ezaye zagqitywa ngo-2013/14.
- Iiyunithi eziziimobhayili ekwaye kwabonelelwa ngazo: ziyi-175 iiklasi.

Iziseko zophuhliso ezazicwangciselwe ukuphunyezwa ngo-2013/14 zibhalwe apha ngezantsi, ecaleni kwamamanani ezinto ezenziweyo kanye kanye.

Udidi	Ezithagethiweyo	Inani kanye kanye
Izikolo ezitsha	4	0
Izikolo ezitshintshiweyo	7	7
Iiklasi zeBakala R	65	11 iiklasi
Eziphuculiweyo nezongezelelweyo	Akukho thagethi zimiselweyo	1
Iiklasi zoKwandisa		7 iiklasi
Iiklasi eziziimobhayili		175 iiklasi

Iinjongo eziCwangciswe ngoBuchule:

IProgram 8					
Umlinganiselo weProgram yeNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Iithagethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukufunxa kwithagethi ecwangcisiweyo ukuya kuthixo kokwenziweyo kanye kanye ngo-	Ikhomenti malunga nezifundo
► PPM801: Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo samanzi	0	0	0	0	Azikho
► PPM802: Inani lezikolo zikarhulumente eziya kunikwa isibonelelo sombane	0	0	0	0	Azikho
► PPM803: Inani lezikolo zikarhulumente eziya kunikwa iifasilithi zococeko	0	0	0	0	Azikho

IProgram 8					
UMlinganiselo weProgram yeNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithageethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukulenxa kwiithageethi eCwangcisiweyo ukuya kuthsho kokwenziweyo kanye kanye ngo-2013/2014	Ikhomenti malunga nezifundo
► PPM804: Inani leeklasi eziya kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (kubandakanywa iProgram ye-ASIDI)	293	613	265	-348	Iprojekthi yezikolo eziyi-13 (zimalunga ne-364 iiklasi) zaye zahlatywa (<i>cancelled</i>) ngo-2013/14 ngenxa yokungenziwa komsebenzi nokubhangiswa kweshishini (<i>liquidations</i>) ngabakwiikhontrakhi. Oku kubangele ulibaziseko olugqithisileyo kwiinyanga eziyi-6 ukunika ixesha lokupapashwa kwakhona kweekhonorakhi kunye neekhonorakhi kwanokuqeshwa kweekhonorakhi ezintsha.
► PPM805: Inani lamagumbi eengcali aza kwakhiwa kwizikolo zikarhulumente (onke amagumbi ngaphandle kwamagumbi okufundela, amagumbi okugcina isitokhwe, indawo emiselwe abagulayo, ikhitshi, njl. njl.), kubandakanywa iProgram ye-ASIDI	95	165	62	-103	Ziye-13 iiprojekthi zezikolo (malunga namagumbi eengcali ayi-103 ayeahlatywa ngo-2013/14 ngenxa yokungenziwa komsebenzi nokubhangiswa kwamashishini (<i>liquidations</i>) ngabakwiikhontrakhi. Oku kubangele ulibaziseko olugqithisileyo kwiinyanga eziyi-6 ukunika ixesha lokupapashwa kwakhona kweekhonorakhi kunye neekhonorakhi kwanokuqeshwa kweekhonorakhi ezintsha.

Izalathi zentsebenzo

IProgram 8					
ISalathi seProgram yeNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithageethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukulenxa kwiithageethi eCwangcisiweyo ukusuka kokwenziweyo kanye ngo-2013/2014	Ikhomenti malunga nezifundo
► PPI 8.1. Inani leprojekthi zolondolozo ezigqityiweyo	93	143 ⁸	108	-35	Kweziyi-35 iiprojekthi ezingaqitywanga, iiprojekthi eziyi-27 ziya kugqitywa kwikota ye-1 ka-2014/15, iiprojekthi eziyi-3 zaye zapapashwa kwakhona zaza iiprojekthi eziyi-3 zaye zahlatywa (<i>cancelled</i>) ngokupheleleyo.

Isicwangciso sokoyisa intsebenzo ekumgangatho osezantsi

- Faka inxaso-mali engaphezulu kulondolozo
- Inkqubo egxininisa kulondolozo ngokusebenzi iintlobo ezahlukeneyo zobuhlakani ezinokukhethwa, umz. inxaso ngemali engaqinelanisiweyo
- Ukusingatha iinkqubo ezimalunga nokungafumaneki kwamaziko ngokuquzelela phakathi kweSebe iWCED, iSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works*) (DTPW) namaqandelo oorhulumente beengingqi.
- Ququzelela ukugqitywa kokusingathwa kwezicelo zokwenziwa kweezowuni kunye nemiba enxulumene naleyo ngonxibelelwano oluphuculiweyo phakathi kweSebe iWCED, iSebe iDTPW (kwezolawulo lweepropathi) kunye neSebe leMicimbi yezokuSingqongileyo noCwangciso (*Department of Environmental Affairs and Planning*) (DEADP)).

Utshintsho kwiithageethi ezicwangcisiweyo

Alungeni ndawo

Ukunxulumanisa intsebenzo neethageethi

Inkcitho ekungenwe kuyo kwiProgram 8 ibe negalelo ekuphunyezweni kwezi ziphumo ziphambili zilandelayo zeSebe iWCED:

⁸ Itotali yenani leprojekthi zika-2013/14 ezaye zavunywa ukwenzela i-User Asset Management Plan yayiziiprojekthi eziyi-141 ingezizo eziyi-143.

- Ukwandisa, ukuphucula nokulondoloza iziseko zophuhliso kwizikolo zikarhulumente eziqhelekileyo nakwiBakala R kwizikolo zikarhulumente eziqhelekileyo

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2013/2014			2012/2013		
	ULwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	ULwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
8.1 EzoLawulo	9,190	9,190	-	846	846	-
8.2 Izikolo zikaRhulumente eziQhelekileyo	1,161,856	1,023,222	138,634	738,001	697,686	40,315
8.3 Izikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa	6,978	6,978	-	14,683	14,683	-
8.4 UPuhliso lwaBantwana aBasaqalayo	14,922	14,922	-	37,457	37,457	-
Itotali	1,192,946	1,054,312	138,634	790,987	750,672	40,315

Programme 9: Auxiliary and associated services



	Numbers writing 2009	Numbers writing 2013
National Senior Certificate	44 931	47 636
National Senior Certificate Supplementaries	6 690 (February 2010)	6 960 (February 2014)
ABET Level 1 – 4 (June + November) – Overall	1 901 (number that wrote one or more learning areas in June and November combined)	5 885 (number that wrote one or more learning areas in June and November combined)
Senior Certificate (June)	12 646	13 099
ANA	551 801 (2012)	572 593

4.9 IProgram 9: linkonzo ezincedisayo nezinxulumene noko

INjongo:

Ukubonelela ngamaziko emfundo ngokupheleleyo ngenkxaso

IiNkonzo eziNcedisayo neziNxulumene noko zibandakanya ezi program zisekelayo zilandelayo:

Iprogram esekelayo 9.1: lintlawulo eziya kwiSETA

ukubonelela ngophuhliso lwezakhono kubasebenzi ngokungqinelanayo noMthetho woPhuhliso lweZakhono (*Skills Development Act*)

Iprogram esekelayo 9.2: IiProjekthi zeeGranti eziKhutshwa ngeMiqathango

ukubonelela ngeprojekthi ezicaciswe liSebe leMfundo esiSiseko ezisetyenziswa kwiprogram engaphezulu kwesinye nexhaswa ngemali esuka kwiigranti ezikhutshwa ngemiqathango

Iprogram esekelayo 9.3: IiMviwo zaNgaphandle

ukubonelela ngeenkonzo zeemviwo ezilawulwa lisebe lemfundo

INjongo eCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 9.1	Ukubonelela ngokufikelela kuzo zonke iimviwo zangaphandle; qiniseka ngokunyaniseka kweenkqubo zoviwo novavanyo; qinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni ngempumelelo; kunye nokuxhasa ukufunda
---	--

Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo kunye nokwenziweyo kanye kanye

Iimviwo

Ngo-2013, iSebe iWCED laqhuba iimviwo ezibalulekileyo ezintlanu ngokungqinelanayo nemigaqo-nkqubo kunye nemimiselo echaphazelekayo. Ezi mviwo zezi:

- i. Iimviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)
- ii. Iimviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ngonyaka ngamnye).
- iii. Iimviwo zeMatriki (ngoMeyi/Juni ngonyaka ngamnye ukuya kutsho ngo-2017);
- iv. Iimviwo ze-ABET Level 1-4 (ngoMeyi/Juni)
- v. Iimviwo ze-ABET Level 1-4 (ngoOktobha/Novemba)

Ngaphezulu, iimviwo zoNyaka zikaZwelonke (*Annual National Assessments*) zazibhalwe kumaBakala 1-6 no-9. La maphepha asetwe liSebe leMfundo esiSiseko aze aziswe kumaphondo ukwenzela ukuba awalawule. Injongo yezi mvavanyo kukunika inkxaso kugxininiso lukazwelonke lokuphucula ukufunda, ukubhala nobuchule bemathematika babafundi bamaBakala 1 – 6 nabeBakala 9.

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Uviwo	Inani lababhalisiweyo	Inani lababhalileyo	Inani lamaziko
Iimviwo zeSatifikethi seMatriki sikaZwelonke (Ngo-Oktobha/Novemba)	48 701	47 636	431
Iimviwo zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi 2014)	8 579	6 960	408
Iimviwo zeMatriki (ngoMeyi/Juni 2013 nakunyaka ngamnye kude kuyokuba ngu-2017);	24 991	13 481	172
Iimviwo ze-ABET Level 4 (ngoMeyi/Juni 2013)	1 109	728	58
Iimviwo ze-ABET Level 4 (Oktobha/Novemba 2013)	4 774	3 480	114

Iimvavanyo zoVavanyo loNyaka lukaZwelonke zabhalwa ukususela nge-10 ukuya kutsho nge-13 Septemba 2013. ENtshona Koloni itotali yabafundi abayi-604 364 babhaliselwa ukubhala iimvavanyo ezaziqhutywe kuzo zoyi-1 552 kwiphondo kubandakanywa nezikolo zikarhulumente eziqhelekileyo eziyi-1 458, izikolo eziZimeleyo ezixhaswa ngurhulumente eziyi-76 kunye neZikolo zeMfundo eneeMfuno eziZodwa eziyi-18.

Ukhuseleko lweemviwo yinto ephambili ngokubaluleka. Zonke iinkqubo zoviwo nemigaqo ilawulwa ngokowiso-mthetho oluchaphazelekayo.

ISebe iWCED laye laqeqesha abantu abayi-1 328 kwiiseshoni eziyi-18 ngoSeptemba 2013 ukulawula inkqubo yoviwo yeMatriki kwinqanaba lesikolo. Eli qela lalibandakanya iinqununu zezikolo, ootitshala abaneqhuzu kunye nabagadi babaviwa abaneqhuzu bangaphandle (*external senior invigilators*). Ukubekwa esweni kokuqhutywa kweSatifikethi seMatriki sikaZwelonke neemviwo ze-ABET inqanaba 4 zazisenziwa ngootitshala nangabagadi babaviwa bangaphandle ngokomlinganiselo we-50:50. UMGadi waBaviwa oneQhuzu (*Senior Invigilator*), umntu wasekuhlaleni oyinxalenye yesikolo wangaphandle (*external community member*), udlale indima ebalulekileyo kwinqununu yona eyayingumgadi wabaviwa oyintloko esikolweni.

Ukuphucula umgangatho wokumakishwa kwe-NSC, iimviwo zokuqaphela ubuchule zabamakishi zaqhutywa kwizifundo ezilishumi ngoEpreli-Meyi 2013. Kucacile ukuba umgangatho ofanayo nodidi lokumakisha kwezi zifundo ziye zaphucuka.

Ukuqinisekisa ukuba amanqaku ovavanyo oluqhubekela esikolweni (*school based assessment*) (SBA) asemthethweni kwaye anyanisekile, ootitshala kufuneka ukuba bangenise imisebenzi yovavanyo kwintloko yesifundo kwinqanaba lesikolo ukwenzela ukumodareyitha. Abacebisi ngezekharityulam benza umsebenzi wokumodareyithwa kweSBA kwinqanaba lesikolo. Ukumodareyithwa kweSBA kwakhona kwenziwa kwinqanaba lephondo phambi kokumodareyitha okwenziwa liSebe leMfundo esiSiseko noUmalusi. Apho kufumaneka amanqaku eSBA engekho semthethweni, izikolo zigqithiselwa kwisithili ukufumana inkxaso kunye nongenelelo loncedo.

Izikolo nabafundi abaqhube kakuhle ngokubalaseleyo baye baqatshelwa kumsitho wamabhaso okuwonga onyaka owawubanjwe nge-14 Januwari 2014.

Iimviwo zeMatriki zabafundi abadala ziya kuqhubeka ukwenziwa kude kuyokuba ngo-2017. Inani lamaziko eemviwo liye lehla kwiminyaka edlulileyo njengenxenye yenkqubo yohlengahlengiso oluqingqiweyo oluqinisekisa ukuba eyona migangatho efanayo ephakamileyo yokufikelela nokulawula iyalondolozwa.

linjongo ezicwangciswe ngobuchule

IProgram 9					
Umlinganiselo weProgram yeNtsebenzo	Okwenziweyo kanye kanye ngo-2012/2013	Ithagethi eCwangcisweyo ngo-2013/2014	Okwenziweyo kanye kanye ngo-2013/2014	Ukuxinzelelwa kwiithagethi ecwangcisweyo ukuya kusho kokwenziweyo kanye kanye ngo-2013/2014	Ukukhomenta malunga nezitenzo
► PPM901: Inani labaviwa beemviwo zematriki beBakala 12 (imviwo zematriki)	44 700	48 500	47 636	-864	Uqikelelo lungqineke njengoluchaneke kakhulu. Kufumaneka ukuwa nganeno kunoko bekulindelekile. Ubhaliso yinto etshintsha-tshintshayo exhomekeke kwiqela lezizathu ezingaphandle kolawulo lweSebe iWCED.
► PPM902: Inani labaviwa abapase iSatifikethi seMatriki sikaZwelonke	36 992	40 000	40 558	558	Impumelelo engaphezulu ibincomeka kwaye ngenxa yeenzame ezingaphezulu ezibonise ngabafundi, ootitshala namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane (<i>tutoring</i>), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telematics</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni.
► PPM903: Amanani abapasileyo okubavumela ukuba benze isiDanga sokuQala kwiSatifikethi seMatriki sikaZwelonke (NSC)	16 319	17 600	19 477	1 877	Impumelelo engaphezulu yayincomeka kwaye ngenxa yeenzame ezingaphezulu ezibonise ngabafundi, ootitshala kunye namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane (<i>tutoring</i>), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telematics</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni.
► PPM904: Amanani abafundi abapase iMaths kuviwo lweNSC	11 311	11 500	12 216	716	Impumelelo engaphezulu yayincomeka kwaye ngenxa yeenzame ezingaphezulu ezibonise ngabafundi, ootitshala kunye namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane (<i>tutoring</i>), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telematics</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni. Iiprogram ye <i>Dinaledi</i> nezicwangciso zeWCED <i>Literacy neMaths and Science strategies</i> ezidityanise nokusisiphumo sexesha elide sovavanyo lwenkqubo yemfundo zifanele ukughubeka zivelisa iziqhamo ezizizo.
► PPM905: Amanani abafundi abapase iPhysical Science kuviwo lweNSC	7 995	8 400	8 333	-67	Nangona ithagethi ingakhange yenziwe nje kubekho abafundi abayi-338 abapasileyo. Le mpumelelo ingaphezulu iyancomeka kwaye ngenxa yeenzame ezingaphezulu ezibonise ngabafundi, ootitshala kunye namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane (<i>tutoring</i>), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telematics</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni. Iiprogram ye <i>Dinaledi</i> nezicwangciso zeWCED <i>Literacy neMaths and Science strategies</i> ezidityanise nokusisiphumo sexesha elide sovavanyo lwenkqubo yemfundo zifanele ukughubeka zivelisa iziqhamo ezizizo.
► PPM906: Inani labafundi beBakala 3 ababapase isifundo soLwimi kuVavanyo loNyaka lukaZwelonke (ANA)	52 531	58 614	44 660	-13 954	Iiprogram yovavanyo yeANA iphawulwa ngokungqinelana kwangaphakathi, o.k.t. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

IProgram 9					
UMlinganiselo weProgram yeNisebenzo	Okwenziweyo kanye kanye ngo-2012/2013	Ithgeethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye kanye ngo-2013/2014	Ukuhlangana kwithgeethi eCwangcisiweyo ukuya kutho kokwenziweyo kanye kanye ngo-2013/2014	Ikhomentli malunga nezifundo
► PPM907: Inani labafundi beBakala 3 ababepase iMaths kuVavanyo loNyaka lukaZwelonke (ANA)	35 294	42 474	53 171	10 697	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.f. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM908: Inani labafundi beBakala 6 abapase isifundo solwimi kuVavanyo loNyaka lukaZwelonke (ANA)	30 252	40 903	44 549	3 646	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.f. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM909: Inani labafundi beBakala 6 abapase iMaths kuVavanyo loNyaka lukaZwelonke (ANA)	14 406	17 140	27 396	10 256	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.f. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM910: Inani labafundi beBakala 9 abapase isifundo solwimi kuVavanyo loNyaka lukaZwelonke (ANA)	28 997	43 169	26 175	-16 994	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.f. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM911: Inani labafundi beBakala 9 abapase iMaths kuVavanyo loNyaka lukaZwelonke (ANA)	3 751	8 721	5 291	-3 430	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.f. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.

Izalathi zentsebenzo

IProgram 9					
ISalathi seProgram yeNtsebenzo	Okwenziweyo kanye nge-ngo-2012/2013	Ithagethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye nge-ngo-2013/2014	Ukufuneka kwithagethi ecwangcisiweyo ukuya kufusho kokwenziweyo kanye nge-ngo-2013/2014	Ikhomeni malunga nezifundo
PPI 9.1: I-% yabafundi abakwiBakala 3 abafumene iziphumo ezamkelekileyo kwisifundo soLwimi	38.90%	40%	37%	-3%	Lo gama ithagethi ingakhange ifikelelwe kufuneka kuqatshelwe ukuba izikolo ziye zachelwa ukuba zilungiselele abafundi ukuba baphendule imibuzo ethile kubhalo olongezelelweyo (<i>extended writing</i>) kwaye abafundi basebenza nzima ukufumana ubuchule bale mfundo. Kuye kwathathwa inani lamanyathelo ukuxhasa le nkqubo.
PPI 9.2: I-% yabafundi abakwiBakala 3 abafumana iziphumo ezamkelekileyo kwiMathematika	51.50%	55%	55%		
PPI 9.3: I-% yabafundi abakwiBakala 6 abafumene iziphumo ezamkelekileyo kwisifundo soLwimi	36.90%	37%	30%	-7%	Lo gama ithagethi ingakhange ifikelelwe kufuneka kuqatshelwe ukuba izikolo ziye zachelwa ukuba zilungiselele abafundi ukuba baphendule imibuzo ethile kubhalo olongezelelayo (<i>extended writing</i>) kwaye abafundi basebenza nzima ukufumana ubuchule bale mfundo. Kuye kwathathwa inani lamanyathelo ukuxhasa le nkqubo.
PPI 9.4: I-% yabafundi abakwiBakala 6 abafumana iziphumo ezamkelekileyo kwiMathematika	26.40%	30%	28%	-2%	Kukho uphucuko oluthile kunyaka odlulileyo kodwa ayikhange ifikelelwe ithagethi nangona inkxaso ibifumaneke kangako. Umsebenzi oqhubeka okokoko uyafuneka.
PPI 9.5: I-% yabafundi abakwiBakala 9 abafumana iziphumo ezamkelekileyo kwisifundo soLwimi	48.20%	50%	48%	-2%	Learners did not reach the target despite much support. Ongoing work is required. Abafundi abakhange bafikelele kwithagethi nangona inkxaso ibifumaneke kangako
PPI 9.6: I-% yabafundi abakwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika	13.90%	15%	14%	-1%	Oku kusaqhubeka kuseyinkalo engumngeni kwaye uphuculo ukususeka ngonyaka odlulileyo beluluncinane.
PPI 9.7: Izikolo ezinereyithi yokupasa apha <60% ipase iSatifikethi seMatriki sikaZwelonke	26	10	23	-13	Iprogram yongenelelo ngoncedo nenkxaso ayikhange ibe nasiphumo siphedeleyo nesinqwenelekayo.
PPI 9.8: Ireyithi yokupasa yeSatifikethi seMatriki sikaZwelonke	82.80%	83%	85.1%	2.1%	Kuye kwagqithiselwa kwithagethi ngenxa yomsebenzi onzima owenziwe ngawo wonke amaqela abandakanyekayo kwiprogram yokufunda nokufundisa kunye namandla eenkqubo zongenelelo ngoncedo ezidwelise apha ngasentla.
PPI 9.9: I-% yabafundi abafanelekileyo ukwenza izifundo zesiDanga sokuQala	36.50%	37%	40.9%	3.9%	Kugqithisiwe kwithagethi ngenxa yomsebenzi onzima owenziwe ngawo wonke amaqela abandakanyekayo kwiprogram yokufunda nokufundisa kunye namandla eenkqubo zongenelelo ngoncedo ezidwelise apha ngasentla.

Isicwangciso sokoyisa iinkalo zentsebenzo engekho semgangathweni

- Ukuqeqeshwa kweenqununu kwiimfundo zovavanyo ezintsha
- Uphuculo kumakisho lweencwadi zeempendulo
- Ukusetyenziswa okokoko kwedatha ukunika inkxaso iinkqubo zongenelelo ngoncedo
- Ukuqhubeka, nokwanda, kolawulo lweemvavanyo zobuchule zabamakishayo

Utshintsho kwiithagethi ezicwangcisiweyo

Alungeni ndawo apha

Ukuxulumanisa intsebenzo nebhajethi

Inkcitho ekungenwe kuyo kwiProgram 9 ibe negalelo ekuphunyezweni kweziphumo eziphambili ezilandelayo zeSebe iWCED:

- Ukubonelela ngezithuba zekhontrakhi kubamakishi beemviwo
- Ukufumana nokuxhobisa amaziko okumakisha iimviwo
- Ukuprinta nokuzisa kumaziko amaphepha oviwo
- Ukuqalisa ngeprogram yovavanyo ye-ANA

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	Ulwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
9.1 Iintlawulo eziya kwiSETA	5,811	5,811	-	5,524	5,524	-
9.2 IiNkonzo zooTitshala	500,958	500,958	-	480,853	480,853	-
9.3 IiMviwo zaNgaphandle	137,842	137,842	-	136,242	136,242	-
9.4 IGranti eKhutshwe ngeMiqathango	18,501	17,848	653	17,416	16,552	864
Total	663,112	662,459	653	640,035	639,171	864

5. IINTLAWULO NGEBHANKI

5.1. Iintlawulo ngebhanki eziya kumaziko karhulumente

Azingeni ndawo apha

5.2. Iintlawulo ngebhanki eziya kuwo onke amaqumrhu angengawo amaziko karhulumente

Iintlawulo ngebhanki ukuya kumaziko emfundo ngokweMithetho yePalamente echaphazelekayo ezilawulayo. Umzekelo, iintlawulo ngebhanki eziya kwizikolo zikarhulumente eziqhelekileyo zenkxaso ngemali yemimiselo nemigangatho efanayo njengoko ibhaliweyo ngokoMthetho weZikolo waseMzantsi Afrika, ka-1996 (uMthetho No 84 ka-1996). Isihlomelo 1B seengxelo zemali zonyaka sinika ingxelo ecacisiweyo ngaphezulu ngohlobo lwequmrhu ngalinye.

ISebe leMfundo lisebenzisa iSiqendu 38(i)(i) soMthetho woLawulo lweMali kaRhulumente, ka-1999 (PFMA), wona ofuna ukuba amaziko emfundo afumana iintlawulo ngebhanki angqinise ukuba achitha iimali ezo kwinjongo leyo iimali zijoliswe kuyo. Apha amaziko emfundo achaphazelekayo kufuneka achaze (*declare*) aze asayine isatifikethi phambi kokuba kwenziwe intlawulo ngebhanki elandelayo. Emva koko, ngokwemithetho ephathelele kumaziko emfundo athile, wona amaziko kwakhona anoxanduva lokungenisa iingxelo zemali ezi-odithiweyo kwisebe lemfundo ungalulanga umhla osikiweyo wokuqwalaselwa kwakhona kunye nokuhambelana mbo nomthetho.

Iintlawulo ngebhanki zithunyelwa kumaziko emfundo ahlukeneyo kubandakanywa izikolo zikarhulumente eziqhelekileyo nakwiiKholeji zeFET. Kwimeko yeekholeji zeFET, apho kubonelelwa ngeenkonzo khona kwiSebe iWCED, iMemorandum yeMvumelwano (*Memorandum of Agreement*) kungenwa kuyo kwaye iindima nemisebenzi eluxanduva icaciswa ngokuphandle. Kwenziwa ingxelo qho kwisebe lemfundo ngokunxulumene nenkcitho yezemali kwakunye nemiba yokwenziwa kwenkonzo, umz. ukuqeqeshwa kwepraktishina ze-ECD. Amaziko aya-odithwa qho ngonyaka zii-oditha zangaphandle nezizimeleyo.

Uhlolo lweemali zezikolo nolwamanye amaziko luqhutywa ngaMagosa eMisebenzi yeSebe leMfundo eZikolo (*School Corporate Officers*), ezikwizithili. Bangqinisisa ukuba ngaba iinkcazo ngokusetyenziswa kwemali (*declarations*) ezenziwe zizikolo ziyimbonakalo enyanisekileyo yenkcitho ekungenwe kuyo. Izithili zibeka esweni izikolo ngokusekelwe kwisalathi socazululo lolawulo lwelahleko (*control risk classification index*), o.k.t. ilahleko ekumgangatho osezantsi ukuya kutsho kwilahleko ephezulu. Imeko yeemali ezizabelweyo zazo iqwalaselwa kwakhona okokoko.

Ukunyulwa kwakhona kwamabhunga olawulo ezikolo (*school governing bodies*) (SGB) qho kwiminyaka emithathu kunika umngeni othile kwisebe lemfundo. Umsebenzi oluxanduva wolawulo lwemali ngulowo usemagxeni eSGB. Imfundo yokuba iinqununu zezikolo zifanele kwakhona ukudlala indima kulawulo lwezemali yesikolo, incedisa isebe lemfundo kwinqubo yokubeka esweni. Ulawulo lwezemali sesona sihloko siphambili esibandakanywayo kwikhontenti yoqeqesho lweeSGB ezintsha. Uphuhliso lwezakhono kwinqanaba lesikolo luphambili ekuqinisekiseni ukuhambelana mbo okumalunga nemimiselo ephathelele kwiintlawulo ngebhanki.

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Le theyibhile elapha ngezantsi ibonisa iintlawulo ngebhanki ezenziwe ngethuba le-1 Epreli 2013 ukuya kutsho kowe-31 Matshi 2014

Igama lohlawuliweyo ngebhanki	Uhlobo lwequmrhu	Injongo eziya kusetyenziselwa yona iimali	Ngaba isebe lemfundo lihambelene ngqo nesiqendu 38 (1) (j) se-PFMA	Isixa esihlawulwe ngomatshini (R'000)	Isixa esichithwe liziko	Izizathu zokuba iimali zingachithwa liziko
ISikolo sikaRhulumente esiQhelekileyo	AMaziko aNgenzi Nzuzo	Iziseko zophuhliso (ukulondoloza nokuphucula iziseko zophuhliso)	EWE	167,690	167,690	0
		N&S: Ukukhula okungaphezulu	EWE	2,017	2,017	0
		Inkxaso-mali yezokubhoda	EWE	33,877	33,877	0
		Inkxaso yezolawulo	EWE	9,262	9,262	0
		Igranti ekhutshwa ngemiqathango: iCandelo lezeNtlalo leSebe i-EPWP	EWE	3,898	3,898	0
		Imimiselo nemigangatho efanayo	EWE	520,360	520,360	0
		Igranti ekhutshwa ngeMiqathango: yeNSNP	EWE	32,056	32,056	0
		Uvavanyo ne-ANA yeBkl 3,6 no-9	EWE	17,897	17,897	0
		Amabhaso okuwonga eBkl 12	EWE	1,443	1,443	0
		Ukubuyiselwa kweziko ezixolelwayo ukuhlawula iifizi	EWE	42,668	42,668	0
		Ukugxininisa kulutsha	EWE	18,524	18,524	0
		Uthutho lwabafundi	EWE	36,101	36,101	0
		Amabhaso okuwonga eLifnum	EWE	8,876	8,876	0
		Inkxaso-mali yezothutho yabucala	EWE	3,523	3,523	0
		Uqhagamshelwano lweIntanethi	EWE	17,608	17,608	0
		Izifundo zezobugcisa	EWE	2,112	2,112	0
		Amaziko oviwo lwematraki	EWE	243	243	0
		Ukukhuseleka kweziko ezikhuselekileyo	EWE	23,453	23,453	0
		Igranti ekhutshwa ngemiqathango: Ukuxhasa ngemali ezoBugcisa/ iDinaledi	EWE	3,820	3,820	0
		Ubulungu noqeqesho lweSGB	EWE	287	287	0
Ii-NTAs noqeqesho lwe-NCS FET	EWE	3,114	3,114	0		
I-Maths neSayensi	EWE	6,338	6,338	0		
IiInkxaso-mali zeZikolo eziziMeleyo	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	84,648	84,648	0
IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	122,364	122,364	0
		Iincwadi zezifundo zezikolo	EWE	4,210	4,210	0
		Ezothutho lwabafundi	EWE	1,226	1,226	0
		Uphuculo lweziseko zophuhliso	EWE	3,140	3,140	0
IMfundo noQeqesho oluQhubekayo	AMaziko aNgenzi Nzuzo	Uphuculo / ulondolozo lweziseko zophuhliso	EWE	52,130	52,130	0
		Inkxaso-mali	EWE	11,031	11,031	0
IMfundo noQeqesho lwaBadala	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	32,641	32,641	0
AMaziko oPhuhliso lwaBasaqalayo	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	276,840	276,840	0
		Ezothutho lwabafundi	EWE	413	413	0
		Igranti ekhutshwa ngemiqathango:	EWE	5,817	5,817	0

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Igama lohlawuliweyo ngebhanki	Uhlobo lwequmrhu	Injongo eziya kusetyenziselwa yona iimali	Ngaba isebe lemfundo lihambelene ngqo nesiqendu 38 (1) (j) se-PFMA	Isixa esihlawulwe ngomatshini (R'000)	Isixa esichithwe liziko	Izizathu zokuba iimali zingachithwa liziko
		iCandelo lezeNtlalo kwiSebe i-EPWP				
		Inflawulo yemivuzo yesibonelelo (<i>stipends</i>) yeePrakthishina zeBakala eliPhambi kweBakala R	EWE	56,990	56,990	0

Ittheyibhile elapha ngezantsi ibonisa iintlawulo ngebhanki ezazibhajethelwe kwisithuba se-1 Epreli 2013 ukuya kutsho nge-31 Matshi 2014, kodwa akukho zintlawulo ngebhanki zenziweyo.

Igama lohlawuliweyo ngebhanki	Injongo ebeziya kusetyenziselwa yona iimali	Isixa esibhajethelweyo (R'000)	Isixa esihlawulweyo ngebhanki (R'000)	Izizathu zokuba iimali zingabi nakuhlulwa ngebhanki
Akakho	n/a	n/a	n/a	n/a

6. IIGRANTI EZIKHUTSHWA NGEMIQATHANGO

6.1. Iigranti ezikhutshwa ngemiqathango neemali eziphawuliweyo ezihlawuliweyo

Ayingeni ndawo aphao

6.2. Iigranti ezikhutshwa ngemiqathango neemali eziphawuliweyo ezamkelweyo

Zonke iimfuno ngokwe *Division of Revenue Act, 2011*, ngokunxulumene neeGranti eziKhutshwa ngeMiqathango zafezekiswa:

- Zonke iintlawulo ngebhanki ezamkelweyo zaye zafakwa kwi-akhawunti yesebe lemfundo;
- Iimali zaye zachithwa ngokwezicwangciso zomsebenzi;
- Imimiselo yeegranti ezikhutshwa ngemiqathango, njengoko ibhaliweyo kwiziCwangciso zoMsebenzi, zafezekiswa.

Ukubeka esweni iigranti

Ukubekwa esweni kweegranti nganye kwaye kwenziwa ngokumana kunikwa ingxelo qho ngenyanga, kwaqhutywa ngokumana kukhangelwa kukwatyelelwa neesayithi ngamagosa achaphazelekayo kwaye ezolawulo nophuculo lwaye lwaqalisa ngokuthe rhoqo. Iinkqubo zokuthengwa kweempahla neenkonzelo zeGranti eyiMali yokuXhasa iZikolo zoBugcisa (*Technical Schools Recapitalisation Grant*) kunye neGranti yeDinaledi zaye zaphantsi lolawulo lukandlunkulu kwaza kwathathwa ixesha kuyo nganye yezi ukuqinisekisa ukuba yonke imimiselo yaye yafezekiswa kwaye akubangakho nkciitho ekukudiyakraza (*wasteful expenditure*), umzekelo, kwiimeko apho izinto okanye uqeqesho obelukwiprogram leyo belungakhange lufunwe zizikolo ezo zichaphazelekayo. Le mimiselo yaye yakhokelela ekongiweni kwemali okuthile kwelinye icala kwaza oko kwathetha ukuba ezinye iinkqubo zaye zathatha ixesha elide kunokuba kulindelekile kwezinye ngenxa yeendidi ezahlukeneyo zolawulo lwemigangatho ezasekwayo.

littheyibhile ezilapha ngezantsi zicacisa ngeegranti ezikhutshwa ngemiqathango nangeemali eziphawuliweyo ezaye zamkelwa ngethuba le-1 Epreli ukuya kutsho kwi-31 Matshi 2014.

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

IGranti eKhutshwa ngeMiqathango: IGranti yokuXhasa ngeMali iZikolo eziZiisekondari zoBugcisa (Technical Secondary School Recapitalisation Grant)	
ISebe elihlawule imali ngomatshini eya kwigranti	ISebe leMfundo esiSiseko
Injongo yegranti	UkuXhasa ngeMali iZikolo eziPhakamileyo zoBugcisa.
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukwakha iindawo zokusebenzela ezintsha. • Ukuhlaziya ngokutsha nokuyilwa ngokutsha kweendawo zokusebenzela ezikhoyo. • Ukubonelela ngezinto zokusebenza, izixhobo kunye noomatshini kwiindawo zokusebenzela. • Training teachers in subject content.
Iziphumo kanye kanye ezifizekisiweyo	<p>Ukwakhiwa kweendawo zokusebenzela ezintsha kuyaqhubeka kwaye kucwangciselwe ukugqitywa nge-31 Julayi 2014.</p> <ul style="list-style-type: none"> • Ukuhlaziya ngokutsha okanye ukuyilwa ngokutsha kweendawo zokusebenzela ezintsha. • IThenda yokubonelela ngezinto zokusebenza seyikhutshiwe kwaye umhla wokwenziwa komsebenzi yi-30 Juni 2014. • Ukuqeqesha oofitshala kwikhontenti yesifundo.
Isixa ngokwe-DORA efakelwe izilungiso	R11 884 yezigidi
Isixa esamkelweyo (R'000)	R13 898 yezigidi

IGranti eKhutshwa ngeMiqathango: IGranti yokuXhasa ngeMali iZikolo eziZiisekondari zoBugcisa	
Izizathu zoko ukuba asizange sifumaneke isixa ngokwemimiselo ye-DORA	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R3 717 yezigidi
Izizathu zokuba iimali zingachithwa liziko	<ul style="list-style-type: none"> • Iithenda zokubonelela ngezixhobo ze-ICT kwizikolo zinikiwe kodwa umsebenzi ubungekabi nakwenzeka ekupheleni kukaMatshi 2014. Iimali zisebenzile kwaza kwenziwa isicelo semali engasebenzanga edluliselwa kunyaka-mali olandelayo (roll-over). • ISebe lezoThutho neMisebenzi kaRhulumente (Department of Transport and Public Works) elilawula iprojekthi yeCandelo loCwangciso lweZiseko zoPhuhliso noLawulo (Directorate Infrastructure Planning and Management) bangena kwimvumelwano nekhampani yolawulo lweprojekthi ukulawula ukwakhiwa kweendawo zokusebenzela zokulungisa oomatshini nethexhinoloji yezoluntu (mechanical and civil technology workshops) kwizikolo eziphakamileyo zobugcisa ezimbini. La maziko aye anikezelwa kumakhi nge-5 Matshi 2014 kwaye ulwakhiwo lumiselwe ukugqitywa nge-31 Meyi 2014. • Iithenda yokubonelelwa ngezixhobo zokusebenza kwiZikolo zoBugcisa seyiniwe. Ukugqitywa komsebenzi kuya kuba ngoMeyi.
Izizathu zokutenxa kwintseben zo	Iithenda zaye zanikwa kodwa bezingekagqitywa ekupheleni kuMatshi 2014
Amanyathelo athathiweyo ukuphucula intsebenzo	Zonke iirikhwizhini zika-2014/15 sezingeniwe kwiSCM ukwenzela ukuba kube nokuthengwa iimpahla neenkonzo
Inkqubo yokubeka esweni eyenziwa lisebe elo lamkela imali	I-SCM ineentlanganiso eziqhubeka qho kwiiveki ezimbi kunye naBaphathi aBakhulu beKharithulam yeFET ukuqinisekisa kuba iithenda zihamba kakuhle.

IGranti eKhutshwa ngeMiqathango: i-Education Infrastructure Grant (EIG)	
ISebe elihlawule intlawulo ngebhanki	I-Infrastructure Planning and Management
Injongo yegranti	Ukulondoloza, ukuhlaziya ngokutsha ukwandisa okanye ukwenza iziseko zophuhliso ezintsha
Iziphumo ezilindelekileyo zegranti	Ukuqinisekisa ukuba ubume beziseko zophuhliseko ezikhoyo buyalondolozwa njengoko kumiselweyo yiPFMA okanye ukwenza umthamo owongezelelweyo kumaziko emfundo njengoko kuvunywe ngokusemthethweni.
Iziphumo kanye ezifizekisiweyo	Ukulondolozwa kweefasilithi nokwenziwa ngokutsha / ukongezwa / ukwandiswa kweeyunithi / kweefasilithi ezahlukeneyo
Isixa ngokommiselo we-DORA	R960 465 yezigidi

INGxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

IGranti eKhutshwa ngeMiqathango: i-Education Infrastructure Grant (EIG)	
Isixa esamkelweyo (R'000)	R960 465 yezigidi
Izizathu ezinikiweyo ukuba isixa esikhutshwa ngokommiselo we-DORA khange samkelwe	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R821 831 yezigidi
Izizathu zokungachithwa kweemali liziko	Iimali ezingachithwanga zisetyenziswa kwii projekthi zenkxaso ngemali yophuhliso lweziseko ye-ASIDI kwizikolo zikarhulumente eziqhelekileyo.
Izizathu zokutenxa kwintsebenzo	Azikho
Amanyathelo athathiweyo ukuphucula intsebenzo	Iintlanganiso zaqho ngenyanga zaMasebe ngaMasebe ezibanjwa kunye neSebe i-DTPW
Inkqubo yokubeka esweni eyenziwa lisebe elifumana inkonzo	I-Infrastructure Reporting Model (IRM) kunye neengxelo zenkqubela-phambili zenyanga ezivela kwiSebe i-DTPW

IGranti eKhutshwa ngeMiqathango: iGranti yeHIV/AIDS (iMfundo yeZakhono zoBomi)	
ISebe elihlawule ngebhanki igranti	ISebe leMfundo esiSiseko
Injongo yegranti	<ul style="list-style-type: none"> • Ukunika inkxaso kwisicwangciso sothintelo lweHIV neAIDS yaseMzantsi Afrika ngokwandisa ulwazi ngezesini nempilo yezenzala, izakhono kunye nokwenziwa kwezigqibo ezifanelekileyo kubafundi nootitshala. • Ukuthomalalisa amandla eHIV/AIDS ngokubonelela ngendawo enonophelayo, enika inkxaso nekhuthazayo kubafundi nootitshala. • Ukuqinisekisa ukubonelela ngendawo ekhuselekileyo, esekelwe kumalungelo ezikolweni engenalucalulo, engabeki bala kunye nalo naluphi na uhlobo longcungcuthekiso ngokwesondo okanye impatho-gadalala. <p>Ukunciphisa ukuba sengozi kwabantwana kusuleleko yiHIV/AIDS, i-TB ne-STI, kugxininiswa ngokukodwa kubantwana abaziinkedama nabasengozini.</p>
Iziphumo ezilindelekileyo zegranti	<p>Ukunyuka kolwazi nezakhono nge-HIV, ii-STI, ne-TB kubafundi namagosa</p> <p>Ukuthotha kokuziphatha ngokusemngciphekweni ngezesondo kwabafundi, ootitshala kunye namagosa</p> <ul style="list-style-type: none"> • Ukunciphisa izithintelo zokugcinwa kwabafundi ezikolweni, ngokukodwa abantwana abasengozini. • Ukunciphisa kokuziphatha ngokusemngciphekweni ngezesondo kwabafundi, ootitshala kunye namagosa • Izikolo, izithili namaphondo sele edibanise zonke iiProgram zeHIV neAIDS zeMfundo yeZakhono zoBomi (HIV and AIDS Life Skills Education Programme) kwinxalenye yomsebenzi wabo, uvavanyo kunye neesistim zokunika ingxelo <p>Ukuphatha, ulawulo nenkxaso esiwe kwizithili nasezikolweni</p>

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

IGranti eKhutshwa ngeMiqathango: iGranti yeHIV/AIDS (yeMfundo yeZakhono zoBomi)	
Iziphumo kanye kanye ezifikelelweyo	Zonke iziphumo zifikelelwe ngokwesicwangciso somsebenzi. Kudluliselwe kunyaka olandelayo isebalo semali esiyi-R863 934
Isixa ngokwemimiselo ye-DORA efakelwe izilungiso	R17 637 yezigidi
Isixa esamkelweyo (R'000)	R18 501 yezigidi
Izizathu zoko ukuba isixa ngokommiselo we-DORA asikhange samkelwe	N/a
Isixa esichithiweyo lisebe lemfundo (R'000)	R17 848 yezigidi
Izizathu zokungachithwa kweemali liziko	Iimali ezingachithwanga zisetyenziswe kwiinkonzo ezinikwe ngababoneli/ngabeekhontrakhi ngo-2013/14, kodwa zona ii-invoyisi khangela zifakwe ngexesha ukwenzela intlawulo zaza ngaloo ndlela azahlawulwa kwade kwadlula umhla we-31 Matshi 2014.
Izizathu zokutenxa kwintsebenzo	Azikho
Kuthathwe amanyathelo ukuphucula intsebenzo	Zonke iirikhwizishini zika-2014/15 zokuthengwa weempahla neenkono phambi kokugala konyaka-mali omiyo.
Inkqubo yokubeka esweni yenziwa lisebe elo lifumana inkonzo	Iingxelo zaqho ngenyanga, kwakunye neengxelo zekota zingeniswa kubaphathi beSebe iWCED ngeenjongo zokubeka esweni nokusayina.

IGranti eKhutshwa ngeMiqathango: IGranti yeProgram yokuTiyiswa kweZikolo kaZwelonke (National School Nutrition Programme Grant)	
ISebe elalihlawule ngebhanki igranti	ISebe leMfundo esiSiseko (iSebe i-DBE)
Injongo yegranti	Ukubonelela ngokutya okunezondlo kubafundi
Iziphumo ezilindelekileyo zegranti	Ukutya okunezondlo okuphakelwa abafundi
Iziphumo kanye kanye ezifikelelweyo	Abafundi bondliwa ngokutya okunezondlo
Isixa ngokommiselo we-DORA ofakelwe izilungiso	R260 538 yezigidi
Isixa esamkelweyo (R'000)	R265 103 yezigidi
Izizathu zoko ukuba isixa ngokommiselo we-DORA khangela sifumaneke	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R258 328 yezigidi
Izizathu zokuba iimali zingachithwa liziko	Iimali azikhange zichithwe ngenxa yelinge lokukhutshwa kobisi (ukubonelela ngobisi olusezingxotyeni kubafundi) ebelifanele ukuba liqhutywa kwasekuqaleni konyaka-mali ochaphazelekayo. Ngenxa yokulibaziseko ekufumanekeni kwezinto zokuluphakheja, eli linge laye lalibaziseka laza laqhubeka kuphela ngoNovemba 2013.
Izizathu zokutenxa kwintsebenzo	Lulibaziseko ekuqalisweni kwelinge lokukhutshwa kobisi.
Kuthathwe amanyathelo ukuphucula intsebenzo	Ukuphucula ireyithi yokungeniswa kwamabango angekangeniswa asuka kubaboneleli-nkonzo ukuququzelela intlawulo phambi kokuphela konyaka-mali omiyo.
Inkqubo yokubeka esweni yenziwa lisebe elo lifumana inkonzo	I-ofisi yephondo ye-NSNP ibeka esweni incitho aze amagosa ezithili abeke esweni iprogram yonke imihla

IGranti eKhutshwa ngeMiqathango: izikolo zeDinaledi	
ISebe elihlawule ngebhanki igranti	ISebe leMfundo esiSiseko
Injongo yegranti	<ul style="list-style-type: none"> • Ukuphucula umgangatho wenkqubo yabafundi kwiMathematika, kwiFizikhali Sayensi, kwiiSayensi zoBomi nakuLwimi lokuQala oLongezelelweyo (<i>First Additional Language</i>) (FAL) isiNgesi, ngokungqinelanayo nesiCwangciso soMsebenzi ku-2014 • Ukuphucula ulwazi lwekhontenti, iindlela zokufunda (<i>pedagogies</i>) nezakhono zokufundisa zootitshala beMathematika, iFizikhali Sayensi kunye neeSayensi zoBomi
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukuqhuba ucazululo lweemfundo kwisikolo seDinaledi ngasinye, kuze apho kusilela khona, kubonelelwe: • Ngezixhobo kunye nezinto ezisetyenziswa ziphele ezikolweni ezingenazo iilabhoratri zeeSayensi ezisebenzayo nokuncedisa izikolo ekufumaneni isiseko sesakhiwo esifanelekileyo, esisetyenziselwa le njongo apho kufunekayo. • Isethi zejyometri neekhalithyuleyitha • I-<i>hardware</i>, i-<i>software</i>, nokuqhagamshelaniseka nge-intanethi kwe-<i>information and Communications Technology (ICT)</i> kwisakhiwo esisetyenziselwa loo njongo • Ukufikelela kwiinkqubo zosasazo zeTV zemfundo • Iiprogram ezinekhontenti yokufundisa, ukufunda ukwenzela ukuphucula ukusebenza ngempumelelo kootitshala • ulawulo loqeqesho kunye/okanye ukucetyiswa ngabanamava kweenqununu neeKomiti zoLawulo lweZikolo (<i>School Management Teams</i>) • okwenziwayo njengenxenye yekharithulam, amalungiselelo angaphezulu abafundi bamaBakala 8-12 ukwenzela inkqubo ephuculiweyo nothatho-nxaxheba kwii-<i>Olympiads</i> kunye nokufikelela okwandileyo kwii-<i>Science Clubs</i>, <i>Science Fairs</i> nakuKhuphiswano • Izibonelelo ezicaciswe kakuhle zabafundi, ootitshala kunye/okanye izikolo ezifikelela okanye zigqithise kwiithagethi zentsebenzo ekuvunyelwene ngazo
Iziphumo kanye kanye ziye zafikelelwa	Iziphumo ziye zafikelelwa ngaphandle kwazixhobo neekhemikhali zeFizikhali kunye neeSayensi zoBomi. Ithenda kwaye kwanyanzeleka ukuba mayiphinde ipapashwe kwakhona yaza yanikwa kuphela ngoEpreli 2014.
Isixa ngokommiselo we-DORA ofakelwe izilungiso	R10 096 yezigidi
Isixa esamkelweyo (R'000)	R13 366 yezigidi
Izizathu ukuba isixa ngokommiselo we-DORA asikhange sifumaneke	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R11 868 yezigidi
Izizathu zokungachithwa kweemali liziko	Iithenda zesayensi zanikwa kuphela ngoEpreli 2014.
Izizathu zokutenxa kwintsebenzo	Iithenda zeSayensi zanikwa kuphela ngoEpreli 2014 kuba kwakufuneka zipapashiwe kwakhona
Amanyathelo athathiweyo ukuphucula intsebenzo	Zonke iirikhwizishini zika-2014/15 sezingeniswe ukwenzela ukuthenga iimpahla neenkonzelo phambi kokuba kuqale unyaka-mali omiyo.
Inkqubo yokubeka esweni yenziwa lisebe elifumana inkonzo	I-SCM ineentlanganiso eziqhube qho kwiveki yesibini kunye naBaphathi aBakhulu beKharithulam yeFET ukuqinisekisa ukuba iithenda zihamba ngokuthe mbo.

INGxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

IGranti eKhutshwa ngeMiqathango: iGranti yeMfundo noQeqesho oluQhubekayo (<i>Further Education and Training Grant</i>)	
ISebe elahlawule iigranti ngebhanki	ISebe leMfundo ePhakamileyo noQeqesho (<i>Department of Higher Education and Training</i>) (DHET)
Injongo yegranti	Ukuqinisekisa ukutshintshwa ngempumelelo komsebenzi wekholeji ye-FET ukuya kutsho kwiSebe i-DHET
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukutshintshwa kwaBasebenzi aBaphetheyo beeKholeji zeFET bafakwe kwiSebe i-DHET sekugqityiwe • Ukutshintshwa kwaBasebenzi abaNgengoBaphathi bafakwe kwiSebe i-DHET sekugqityiwe • Ukusekondwa kwaBasebenzi beSebe leMfundo lePhondo bafakwe kwiSebe i-DHET sekugqityiwe • Ukugqitywa kwenkqubo yokutshintshwa kwaBasebenzi beSebe leMfundo lePhondo bafakwe kwiSebe i-DHET • INkqubo yokuBonelela ngeZithuba yeeKholeji zeFET igqityiwe • Ukuphunyezwa kweMigaqo neMigangatho eFanayo yeeKholeji zeFET • Ukuphunyezwa kweProgram eNtsha yeeNdleko zokuXhasa ngeMali iiKholeji zeFET (<i>New Programme Cost for Funding for Funding FET Colleges</i>) • Beka esweni inkxaso yeeKholeji zeFET enikwa zii-PDE • Ukuqaliswa komvuzo we-37% endaweni yezibonelelo zeeKholeji zeFET
Iziphumo kanye kanye ezifizekisiweyo	<ul style="list-style-type: none"> • Ukutshintshwa kwaBasebenzi aBaphetheyo kwiKholeji zeFET bafakwe kwiSebe i-DHET kugqityiwe • Ukutshintshwa kwaBasebenzi abaNgengoBaphathi bafakwe kwiSebe i-DHET kugqityiwe • Ukusekondwa kwaBasebenzi beSebe leMfundo lePhondo bafakwe kwiSebe i-DHET kugqityiwe • Ukuphunyezwa kweMimiselo neMigangatho eFanayo yeeKholeji zeFET • Ukuqaliswa komvuzo we-37% endaweni yezibonelelo kwiKholeji zeFET
Isixa ngokommiselo we-DORA ofakelwe izilungiso	R353 097 yezigidi
Isixa esamkelweyo (R'000)	R353 097 yezigidi
Izizathu ukuba isixa ngokommiselo we-DORA asikhange sifumaneke	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R353 078 yezigidi
Izizathu zokuba imali zingachithwanga liziko	Kukonga imali ebuyiselwa kubasebenzi
Izizathu zokutenxa kwintsebenzo	Akukho kutenxa kwisiphumo sentsebenzo sephondo
Amanyathelo athathiweyo ukuphucula intsebenzo	N/a
Inkqubo yokubeka esweni yenziwa lisebe elifumana inkonzo	Iingxelo zaqho ngonyaka neengxelo zekota

IGranti eKhutshwa ngeMiqathango: IGranti eDityanisiweyo yeSebe i-EPWP yamaPhondo - yezeMfundo	
ISebe ebelihlawule igranti ngebhanki	ISebe lezoThutho neMisebenzi kaRhulumente
Injongo yegranti	Ukudala amathuba omsebenzi olutsha, awabafazi nabakhubazekileyo kwicandelo le-ECD.
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Qeqesha iiprakhishina eziyi-394 ze-ECD kwinkalo yoPhuhliso lwaBantwana aBasaqalayo. Qeqesha abanematraki abebekade bengaqeshwanga ngaphambili ukuba babe zii-data capturers
Iziphumo kanye kanye ezifikelelweyo	<ul style="list-style-type: none"> • Iiprakhishina eziyi-299 ze-ECD zachazwa njengezinobuchule emva kokufumana kwazo uqeqesho lwezifundo zeenyanga eziyi-12. Iprakhishina nganye iye kwizifundo zeenyanga eziyi-12 ze-ECD iNqanaba 1 kwenye yeeKholeji zeFET ezintandathu kwiphondo. • Iprakhishina ye-ECD nganye kwakhona yafumana uqeqesho kuNcedo lokuQala • Ziyi-22 ii-data capturers ezigqibe izifundo kwezolawulo lwe-ofisi, iMicrosoft office, kulawulo lwemicimbi yabasebenzi nakulawulo lweprojekthi.
Isixa ngokommiselo we-DORA ofakelwe izilungiso	R12 298 yezigidi
Isixa esamkelweyo (R'000)	R12 298 yezigidi
Izizathu ezinikiweyo ukuba isixa ngokommiselo we-DORA asikhange sifumaneke	
Isixa esichithwe lisebe lemfundo (R'000)	R12,064 yezigidi
Izizathu zokuba iimali zingachithwanga liziko	Zange zifumaneke kwangexesha ii-invoyisi ukwenzela ukuba zenziwe.
Izizathu zokutenxa kwintsebenzo	
Amanyathelo athathiweyo ukuphucula intsebenzo	likholeji ziya kwaziswa qho ngeveki malunga nazo naziphi na ii-invoyisi ezingekangeniswa.
Inkqubo yokubeka esweni yenziwa lisebe elifumana iinkonzo	Kwaye kwangenwa kumboneleli-nkonzo wangaphandle ukuqhuba inkqubo yokubekwa esweni koqeqesho olunikwa ziikholeji. Ingxelo yokubeka esweni inkqubo isefayilini.

7. IZIPHO-MALI (DONOR FUNDS)

7.1. Iimali zEzipho ezamkelweyo

ISebe leMfundo alikhange lifumane naziphi na iimali zabenzi-zipho ngethuba lokunika ingxelo.

8. UTYALO-MALI KWIZAKHIWO

8.1. Utyalo-mali kwizakhiwo, isicwangciso solondolozo nolawulo lwee-asethi

liprojekthi yokwakha igqitywe ngo-2013/14

Izikolo ezakhiwe ngokutsha

- Akukho zikolo zinikezelweyo ngo-2013/14;
- Akukho zikolo ziziimobhayili zigqityweyo ukuba zisetyenziswe ngo-2013/14.

Izikolo ezitshintshiweyo (ukutshintshwa kwezikolo ezakhiwe ngezinto ezingafanelekanga)

- Ezi Zikolo Zakhiwe ngoKutsha zilandelayo zagqitywa ngo-2013/14: Formosa Primary School, Pacaltsdorp Primary School, St. Thomas Primary School, Kathleen Murray Primary School, Rusthof Primary School, Fairview Primary School kunye nePlantation Road Primary School,
- Iprojekthi enye yokuphucula nokwandisa yagqitywa, oko kukuthi, iBloekombos Primary School

Iiklasi ezongezelelweyo

- Iiklasi zokwandisa: Ziyi-7 iiklasi ezazakhiwe kwizikolo ezikhoyo khon' ukuze kuvumeleke ukunyuka kobhaliso lwabafundi
- Iiklasi zeBakala R: Ziyi-11 iiklasi ezazigqitywe ngo-2013/14.
- Kwabonelelwa ngeeyunithi eziziimobhayili: iiklasi eziyi-175.

Iziseko zophuhliso ezazicwangciselwe ukwenziwa ngo-2012/13 zibhaliwe apha ngezantsi, ecaleni kwamamanani ezinto ezenziweyo kanye kanye.

Udidi	Ezithagethiweyo	Inani elililo kanye kanye
Izikolo ezitsha	4	0
Izikolo ezitshintshiweyo	7	7
Iiklasi zeBakala R	65	Ziyi-11 iiklasi
Eziphuculwayo nezongezelelwayo	Akukho zithagethi zimiselweyo	1
Iiklasi ezandiswayo		Ziyi-7 iiklasi
Iiklasi eziziimobhayili		Ziyi-175 iiklasi

Iiyantluko (*variances*) ngokuphathelele kwiithagethi kuxoxiwe malunga nazo phantsi kweProgram 8, ngokunxulumene neMilinganiselo yeProgram yeNtsebenzo (*Programme Performance Measures*). Ezinye iiprojekthi zaye zalityaziswa kwaza kwanyanzeleka ukuba kwenziwe amanye amalungiselelo ukubonelela abafundi ngendawo.

IiProjekthi zeMali yeNkxaso yolwakhiwo lwezikolo

(a) Izikolo ezenziwe ngokutsha

Izikolo ezisisigxina ezazicwangciselwe ukuba zigqitywe ungasulanga owe-31 Matshi 2014, ezizezi: i-Concordia Primary School, Concordia High School, Silversands High School neVuyiseka High School zikwizigaba ezahlukeneyo zolwakhiwo okanye ukunikwa isigqibo sethenda.

(b) Izikolo ezakhiwe ngokutsha

Ukususela nge-31 Matshi 2014, ezi zikolo zitshintshiweyo zilandelayo, ezazicwangciselwe ukugqitywa ngonyaka-mali ka-2013/14, zazikumanqanaba ahlukeneyo okwakhiwa: i-A.C.J. Phakade Primary School, Garden Village Primary School, Itsitsa Primary School, Pineview Primary School and Touwsrante Primary School. Ezathi zongezwa kwezi zilishumi elinesine, iiprojekthi ze-ASIDI zesigaba sokuqala kunye neTouwsrante Primary School, iParkview Primary School, Wesfleur Primary School, Sophakama Primary School, Valhalla Primary School, Delta Primary School, Die Duine Primary School, Sophumelela Secondary School, Portia Primary School, Kensington Secondary School kunye neHeideveld Primary School. Ezi zikolo ngoku ziyakhiwa.

Inkcitho ingqinelana nemimiselo yeli qumrhu. Ii-Arhente zoKwenziwa koMsebenzi zesebe (iSebe lezoThutho neMisebenzi kaRhulumente kunye neYunithi yoKwenza iiprojekthi) zisingatha zonke iinkqubo zethenda ezimalunga nezakhiwo ezitsha kunye neeprojekthi ngokungqinelana noMthetho woLawulo lweMali kaRhulumente (*Public Finance Management Act*) kunye neminye imimiselo elawulayo.

Ulawulo lwee-asethi

Ii-asethi ezisisigxina

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

Ii-asethi eziphathekayo

Ngokunxulumene nee-asethi eziphathekayo, iSebe iWCED lineyunithi yolawulo lwee-asethi eyinxalenye ye*Supply Chain Unit*.

Yonke ifanitshala nezinto zokusebenza ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zithengwa kwindawo enye zize zifakwe kwi-inventri yee-asethi eziphathekayo ngokweemfundo ezimiselwe yiOfisi kaNondyabo kaZwelonke.

Le mimiselo imiselwe ukuqinisekisa ukuba irejista yee-asethi iyafumaneka ukugcina imigangatho yolawulo nosetyenziso lwemali kunye nokuqinisekisa ukuba kukho ukungqinelaniswa ngempumelelo, nangobuchule kwengcaciso:

- Ukuthathwa kwesitokhwe qho ngonyaka esenziwa lisebe lemfundo, njengoko zimiselweyo kwiMimiselo kaNondyabo kazwelonke.
- Ukusayinwa kwee-inventri ngamagosa achaphazelekayo nokungqiniswa ngaBaphathi aBathweswe uXanduva lweSitokhwe (*Responsibility Managers*).

- Ukukhutshwa kweesetyhula ngokungqinelana neSahluko 10 seMimiselo kaNondyabo kazwelonke.
- Iinkqubo zokuthengwa kwee-asethi kwiSistim yeGosa eLimele ukuPhendula ngokuSetyenziswa kweMali.
- Ukungqinelaniswa qho ngenyanga kokuthengwa kweLOGIS nenkcitho kwiBAS.
- Ukulondolozwa kwerejista yee-asethi enayo yonke ingcaciso efunekayo kwiMimiselo kaNondyabo kazwelonke.

Iinkqubo eziqalisiweyo ukuqiniseka ngenkqubo enobuchule yokuqaphela, ukukhusela, nokubeka esweni kunye nokugcina irekhodi yee-asethi eziphathekayo ibizezi zilandelayo:

- Ii-asethi zifakelwe iibhakhowudi, nophawu "RSA" zaza zarekhodwa kwii-inventri.
- Ii-asethi zirekhodwe kwirejista yee-asethi eziphathekayo kuwo onke amacandelo ee-asethi zaza zanikwa iinombolo ezifana Zodwa (iibhakhowudi).
- Abaphathi abebethweswe uxanduva lwesitokhwe banoxanduva lokukhusela ii-asethi zabo.
- Ii-asethi eziphathekayo zirekhodwe kwi-inventri kwiziko ngalinye nakwindawo nganye esingathe iindleko. Ii-inventri ziqinisekise njengezichanekileyo ngabaphathi abasingathe iindleko zeziko zaza zagcinwa kwindawo nganye.

Izikolo

ISebe iWCED lithenge ifanitshala nezixhobo zokucutha inani lokusetyenziswa kwabantu abaninzi kakhulu ezikolweni. Ezi zinto azenzi, nakuba kunjalo, inxalenye yeRejista yee-Asethi zeSebe iWCED. NgokoMthetho weZikolo waseMzantsi Afrika, 1996, (uMthetho No 84 ka-1996), ezi zinto zithathwa njengezinto ezizii-inventri zezikolo, Izikolo, kufuneka, ngoko ke, zinike ingxelo malunga nezi zinto zizii-inventri kwaNdlunkulu nakwizithili zemfundo kunye nakwiindawo zazo ezibonelela kuzo ngeenkonzo.

Izicwangciso malunga nee-asethi ezinokuhanjiswa, ezinjengeemoto

ISebe lezoThutho neMisebenzi kaRhulumente lePhondo (*Government Motor Transport*) lilawula ukubonelelwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye ezonakeleyo zeGaraji kaRhulumente (*Government Garage*) (GG). Kwakhona liqulunqa umgaqo-nkqubo wephondo omalunga nokusetyenziswa kweemoto ze-GG lize ligcine irejista yee-asethi kwi*Fleetman system*. ISebe iWCED linxanduva lokunika iimpepha-mvume (*licensing*), ukulondolozwa nokwathiwa kwakhona kwamafutha eemoto.

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyasetyenziswa. Likwagcina irejista yeemoto ezisetyenziswa liSebe iWCED ngokusebenzisa i-log sheets. Iimoto ezisetyenziswayo ziyazifizekisa iimfuno zangoku zeSebe iWCED.

Ukulondolozwa kweemoto

Iiprojekthi ezinkulu zokulondolozwa kwezithuthi ngethuba lexesha eliphantsi kwengqwalaselo zibandakanya:

Inani leeprojekthi	Ibhajethi ka-2012/13 R'000	Indleko yokuphela konyaka-mali eqikelelwayo R'000
108	R 92 650m	R 92 650m

I-2013 I-U-AMP ibonisa okulandelayo phantsi kwesihloko "User Condition Rating"

Ubume bemeko	INkcazo ngokuBanzi	Ireyithingi
Bugqwesile	Akukho ziphene zibonakalayo. Ikhangeleka njengentsha. Isalathi selahlelo: Asichaphazeli kukwazi ukwenza umsebenzi. Akukho lahleko.	C5
Bulungile	Ibonisa ukukhuthuka nokudleka kancinane (<i>superficial wear and tear</i>), iziphene ezincinane kunye neempawu ezincinci zokonakala kwiindawo ezingaphezulu zemoto. Isalathi selahleko: Ayenzeki qho, kubakho uphazamiseko oluthile ekwenziweni kwemisebenzi. Kungaqikelelwa ingozi ngokubhekiselele kwezempilo nezokhuselo okanye ipropathi ayibonisi kuba namandla. Kukho iindleko ezincinane ezibandakanyekayo.	C4
Ngokuphakathi	Ikwimeko ephakathi, iindawo ezonakeleyo zifuna ukuqwalaselwa; iinkonzo ziyasebenza, kodwa zifuna ukuqwalaselwa, kukho ukusilela kwiinkonzo zokulondoloza. Isalathi selahleko: Imisebenzi iyalibaziseka ukwenzeka ngalo lonke ixesha. Kukho okuyingozi okuthile kwezempilo nokhuseleko okanye kwipropathi. Iindleko ezibandakanyekayo ziphakathi.	C3
Ikumgangatho osezantsi	Yonakele kakhulu, kukho iingxaki ezinkulu kwimo yayo. Inkangeleko yayo ngokubanzi ayikho semgangathweni kunye nokukhuthuka kwepeyinti ekhuselayo kumphezulu; izinto zayo zonakele, izinto ezisetyenziswayo azisebenzi; kukho inani elikhulu leziphene. Isalathi sengozi: Kukho ukuphazamiseka kakhulu ekukwazini ukwenza umsebenzi, kukho amathuba amaninzi okuba yingozi kwezempilo nokhuseleko okanye kwipropathi. Kukho iindleko eziphezulu/ ilahleko echaphazelekayo.	C2
Ikumgangatho osezantsi kakhulu	Ayikwazi kusebenza; ayisebenzi kwaye ayikulungelanga ukukhwelwa. Isalathi sengozi: ayisebenziseki, kukho ingozi kakhulu ebonakalayo kukhuselo, kwezokhuseleko okanye kwipropathi. Kukho iindleko ezinkulu ezichaphazelekayo.	C1

Izikolo karhulumente eziqhelekileyo ezingamakhulu amane anamashumi asibhozo (480) eNtshona Koloni zireyithwe njengezo "zikumgangatho osezantsi" ("poor"). Izikolo eziqeshisayo (*leased school*) nezikolo ezakhiwe ngezinto ezingafanelekanga (izikolo ezakhiwe "ngamaplanga) zimelwe ngokungalinganiyo kolu didi. Kwiminyaka edlulileyo kuye kwakho ulondolozo oluncinane kakhulu olucwangcisiweyo oluye lwenziwa ngabanini beepropathi eziqeshisayo. Abanini beepropathi bachaza amaxabiso asezantsi erenti njengesona sizathu siphambili esibangela ukuba kungenziwa lulondolozo lufanelekileyo kwizikolo eziqeshisayo. Izikolo eziliwaka elinamashumi amabini anesine (1024) zireyithwa njengezo "ziphakathi". Inani elikhulu lezi zikolo zifanele ukureyithwa njengezo "zisemgangathweni" kodwa ukusilela kolondolozo lwezi zakhiwo kuzichaphazele iireyithing.

Izikolo zikarhulumente eziqhelekileyo ezingamashumi amabini ananye (21) zireyithwa njengezo ziku-"C4".

Imeko yezakhiwo zeSebe iWCED iyadodobala kwaye iya kuqhubeka ukudodobala ngaphandle kokuba ibhajethi yolondolozo iyenyuswa okanye kusetyenziswa ezinye iindlela. Imfuno yaqho ngonyaka yolondolozo ngu-1.5% wexabiso lesitokhwe. Nangona iiprojekthi zolondolozo ezicwangcisiweyo ziqhubeka ngokwesicwangciso, ukunyuka qho ngonyaka kweendleko kuchaphazela ubungakanani bokunokusonjululwa. Ngenxa yoko, iinkxalabo malunga nokuba ndala kunye nokudodobala kwesitokhwe kusekhona.

Apha ngezantsi kunikwe isishwankathelo samanani.

Ukusilela kolondolozo				
UNyaka-mali	IXabiso lee-Asethi	Yi-1,5% efunekayo ukulondolozwa izakhiwo	Ibhajethi enikiweyo	Isixa esiqhwalelayo (shortfall)
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
2012	18,225,779	273,387	114,725	158,662
2013	19,683,841	295,257	168,673	126,584
Itotali esilelayo ukususela ngo-2004		2,298,175		

Kubekho ukuchaphazeleka okuthile okwenzekayo kusilelo lweenkonzo ngo-2012/13 kwaphinda kwakhona ngo-2013/14. Ngenxa yenkcitho ecothayo kwiiprojekthi zezakhiwo, kuye kwathathwa isigqibo sokuqalisa uluhlu lweeprojekthi, nazo ngokwazo ebezingenako ukubandakanywa kwi-U-AMP ngenxa yeebhajethi eziphambili ngokubaluleka. Kunikwe ingqwalaselo kwakhona ekucwangcisweni kweeprojekthi zolondolozo eziqingqelwe u-2014/15 ukufumana isiqalo esingcono kwinkcitho yezolondolozo ecwangcisiweyo kunyaka-mali ka-2014/15. Ukucwangciswa kweeprojekthi zezakhiwo eziyi-39 kuqaliswe ngo-2013/14 ukwenzela ukukhawulezisa ukuqaliswa kweeprojekthi kwiminyaka ezayo.

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

IiProjekthi zeZiseko zoPhuhliso	2013/2014			2012/2013		
	Inflawulo- mali yokugqibela	Inkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	Inflawulo yokugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Ii-asethi ezintsha nee-asethi ezithatha indawo yezangaphambili	778,999	640,365	138,634	343,287	343,287	0
Ii-asethi zophuhliso lweziseko ezikhoyo	271,012	271,012	0	357,882	317,567	40,315
Uphuculo nezongezelelo kwizakhiwo	41,041	41,041	0	134,119	129,189	4,930
Ukubuyisela kwisimo esisiso (<i>Rehabilitation</i>), ukwenza ntsha (<i>renovations</i>) nokwakha ngokutsha (<i>refurbishments</i>)	7,213	7,213	0	35,875	35,875	0
Iinkqubo zolondolozo nokulungisa	225,758	225,758	0	187,888	152,503	35,385
Inflawulo ngebhanki yemali yophuhliso lweziseko	142,935	142,935	0	89,818	89,818	0
- Inflawulo yangoku	62,250	62,250	0	42,350	42,350	0
- Inflawulo yeCapital	80,685	80,685	0	47,468	47,468	0
Itotali	1,192,946	1,054,312	138,634	790,987	750,672	40,315



I Candelo C
Ezolawulo

1. INTSHAYELELO

Ukuzibophelela kwesebe lemfundo ukulondoloza eyona migangatho ephezulu yokuphatha kusisiseko ekuphathweni kweemali zikarhulumente nezibonelelo zoncedo. Abasebenzisi bafuna ingqinisekiso yokuba isebe lemfundo linezitraksha zokuphatha ezisemgangathweni ezimiselweyo ukusebenzisa ngempumelelo, ngobuchule nangoqoqosho ukusebenzisa izibonelelo zoncedo zikarhulumente, ezixhaswa ngemali ngumhlawuli werhafu.

ISebe leMfundo lenzelwa inkonzo yiKomiti yoPhicotho-zincwadi yezeMfundo (*Education Audit Committee*), kwaye onke amalungu ayo ngamalungu azimeleyo, atyunjwe liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali ngokuthetha-thethana neGunya lesiGqeba soLawulo. Ikomiti yoPhicotho-zincwadi isebenza ngee-“*Terms of Reference*”, ezivunye ngokusemthethweni nge-18 Julayi 2012.

IKomiti yoPhicotho-zincwadi ibamba indibano ubuncinane qho ngekota ukuqalisa imisebenzi eluxanduva lwayo ngokwee-*Terms of Reference* ezivunye ngokusemthethweni. Ikomiti yoPhicotho-zincwadi ngaphezulu ibamba indibano neGosa eLimele ukuPhendula ngoSetyenziso lweMali ukuxoxa ngemiba exhalabisayo.

UPhicotho-zincwadi lwaNgaphakathi (*Internal Audit*) luqhubekile ukwenziwa ngokuzimeleyo ngekwabelwana ngayo i-*Internal Audit Activity* etshintshwe yenziwa iqumrhu elizimeleyo eliyinxalenye yeZiko leeNkonzo zoKwenziwa kweMisebenzi kwiSebe leNkulumbuso (*Corporate Services Centre in the Department of the Premier*).

Ngokungqinelanayo noMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho No 1 ka-1999) (*PFMA*) neKING III, i-*Internal Audit Activity* inika iKomiti yoPhicotho-zincwadi nabaphathi ingqinisekiso yokuba iinkqubo zolawulo zangaphakathi ezinxulumene nokuphatha, ulawulo lwelahleko kunye neenkqubo zolawulo zifanelekile kwaye ziyimpumelelo. Ngokuhambelanayo nePFMA kunye neKING III, kuvunye ngokusemthethweni isicwangciso seminyaka emi-3 sokubeka esweni ilahleko (*a risk-based 3-Year Rolling Strategic and Annual Operational Internal Audit Plan* evunye ngokusemthethweni yiKomiti yoPhicotho-zincwadi, yaza iKomiti yoPhicotho-zincwadi yabeka esweni ukwenziwa kwesicwangciso somsebenzi nokuphunyezwa kwamanyathelo okulungisa ukungenziwa kakuhle komsebenzi.

Ngo-2013, icandelo elitsha elinika ingxelo ngqo kwiNtloko yeSebe leMfundo, lasekelwa ukunceda iYunithi yoLawulo Lwngaphakathi (*Internal Control Unit*) yeSebe iWCED. Okugunyaziswe ukuba mayikwenze kukunika ulawulo lobuchule, isikhokelo nengcebiso ngokunxulumene neenkqubo zolawulo zangaphakathi. Igxininisa koku:

1. Ekuqinisekiseni ukuphatha ngendlela eyiyo – ekuququzeleleni nasekugcineni ukugqithiselwa kwegunya lokwenza umsebenzi ngokufanelekileyo kwanomgaqo-sikhokelo wokuphatha, ukuqinisekisa ukwenziwa kolawulo lokulungisa ukungenziwa kakuhle komsebenzi, ukuqinisekisa ukusetyenziswa nokulondolozwa kweSistim yoLawulo lweLahleko edibeneyo (*integrated Loss Control System*), ukunika ingxelo, qho ngekota naqho ngonyaka ngobume bempendulo kwii-FIU-reports
2. Ukubonelela ngenkonzo eqinisekisa ngolawulo lwelahleko – ukuchaza imiba kwiKomiti yoPhicotho-zincwadi, ukuququzelela uphicotho-zincwadi lwaNgaphandle nolwaNgaphakathi, ukulawula iinkqubo elandela emva kophicotho-zincwadi
3. Ukuqulunqa imigaqo-sikhokelo yezolawulo, yezemigaqo-nkqubo namacebo okwenziwa komsebenzi ngobuchule – ukuba neendlela namacebo okusebenza (*techniques*), ukunika ingcebiso malunga nesicwangciso sobuchule, amaxwebhu omgaqo-nkqubo.

Uphicotho-zincwadi lwangaphakathi luqhubeka nokuqwalasela indima edlalwe ngabanye abaqinisekisi bolawulo lwelahleko kwaye lunenjongo yokusebenzisa inkqubo edibeneyo yokuqinisekisa ulawulo lwelahleko ngonyaka ozayo oluya kuqinisekisa ukuba izibonelelo zophicotho-zincwadi zangaphakathi zisetyenziswa kwezona nkalo zichaphazelwa kakhulu yilahleko.

Onke amagosa athweswe uxanduva lokuphendula ngokusebenzisa iinkcazo zomsebenzi (*job descriptions*) neemvumelwano zentsebenzo (*performance agreements*). Amagosa akwaNdlunkulu athweswe uxanduva lokunika inkxaso ngexesha elifanelekileyo nenkxaso enobungcali kwizithili. Izikolo nezithili zinoxanduva lokunika inkxaso ezikolweni nakwinkqubo yabafundi. Ukuya kootitshala nabafundi esikolweni nokusetyenziswa kangangoko kunako usuku lwesikolo, ezo yayiziinkalo eziphambili ekugxininiswa kuzo.

Uxanduva lokuphendula ngokwenzayo kwinqanaba lesikolo lomelezwe ukususela ngo-2011 ngoMthetho oFakela iZilungiso weMfundo yeZikolo zePhondo waseNtshona Koloni (*Western Cape Provincial School Education Amendment Act No 7 of 2010*), oqalise ukusebenza ngoJanuwari 2011.

Uxanduva lokuphendula ngokwenzayo lwandiswa ngemisebenzi yokongamela edlalwa yiOfisi kaNondyebo yePhondo nekaZwelonke ngokwemingxilo yogunyaziso yocwangciso kunye namaxesha okunika ingxelo aquka yomibini imiba yezemali nengeyoyamali. Ixesha lokunika ingxelo qho ngenyanga (umz. ezemali), qho ngekota okanye qho ngonyaka. Onke amacandelo akwiSebe iWCED anamacandelo angamahlakani awo kwiSebe leMfundo esiSiseko okanye kwiSebe leMfundo ePhakamileyo noQeqesho apho amajelo okunika ingxelo, ukucazululwa kwentsebenzo neengqikelelo zigcinwa khona. ISebe leNkulumbuso lenza umsebenzi wokongamela iiprojekthi eziphambili zeSebe iWCED. Zombini iinkqubo zoPhicotho-zincwadi zaNgaphakathi nezaNgaphandle ngaphezulu ziphethe ezolawulo zize zincedise ekuqinisekiseni ukusebenza kakuhle kunye nolawulo oluchubekileyo.

Uxanduva lokuphendula ngokwenzayo nezizathu zokuba wenjenjalo (*substantive accountability*) lukubudlelane obuqingqiweyo obuphakathi kweSebe iWCED noUMALUSI, ibhunga loqinisekiso lwemigangatho likazwelonke kwiziphumo zemfundo. Obu budlelane bufumaneka kwinkqubo yokumodareyitha yangaphakathi yeenkqubo zovavanyo nokuziswa kwenkqubo yoviwo eyamkelekileyo.

Ngokubambisene nawo onke amasebe karhulumente kuzwelonke, iSebe iWCED lithathe inxaxheba ekubekeni esweni ukuqaliswa kweenkqubo ezintsha yiOfisi yoBumongameli (*Presidency*), eyi-*Management Performance Assessment Tool (MPAT)* ephonononge iinkalo ezi-4 zokuphatha, oko kukuthi, i*Strategic Planning, HR, Governance and Accountability and Financial Management*. Eli ibe linyathelo elibalulekileyo.

Inkqubo yoVavanyo lweSikolo Siphela (*Whole School Evaluation*) iyaqhubeka ukwazisa hayi nje kuphela ngeemfuno zokunika inkxaso kwizikolo nganye nganye kodwa kwangokunjalo nakwimiba yovavanyo lwenkqubo yemfundo (*systemic issues*). Undwendwelo olufutshane luqutyiwe kwizikolo ezincinane okanye kwezo zazisebenza kakuhle kakhulu. Ukwahluka kobude bondwendwelo kunika lokuba izikolo ezongezelelweyo zityelelwe. Izikolo zibhalwa phantsi ngokweekhowudi zeereyithingi ze-WSE. Kwabelwane ngeziphumo kwiingxelo malunga nokwenzekayo okuchaphazelekayo.

NgoFebruwari 2013 kwakhona nango-2014, zonke izikolo zizalise ekhompuyutheni ii-School Improvement Plans (SIPs) zazo, ezineethagethi zeminyaka emi-3 ezayo, ukwenzela inkqubo yezemfundo; indlela eyiyo yokusebenza kwabaphathi (ngokunxulumene nokungayi

kwabafundi nootitshala esikolweni kunye nesicwangciso sezifundo); ukubonelelwa ngezinto zokusebenza kunye nolondolozo. Izalathi zingqinelana neethagethi zikazwelonke phantsi kweSicwangciso soMsebenzi sika-2014 zize zihambelane neenkalo zokugxininisa eziyi-9 ekwenzeni ungenelelo ngoncedo oluphambili lokuphucula intsebenzo (*key improvement interventions*). I-SIP kwakhona iyinxalenye yesistim yokuphendula ngokwenzayo, kuba abayinxalenye yabasisayinayo isicwangciso bebandakanya inqununu, i-SGB kunye neSebe iWCED. Ngo-2014, izikolo kwakhona zaye zabonelela ngeSicwangciso zoMsebenzi ukuchaza ngokuthe gca amanyathelo abanokuwathatha ukufezekisa ezi thagethi zisetiweyo.

Kwinkqubo yokuBeka eSweni iSicwangciso soPhuculo lweSikolo yaqho ngekota (*quarterly School Improvement Monitoring*) yango-2013, ekuye kuqhutywe ngayo izinto eziphambili zokuxhasa ngezibonelelo zoncedo nokusebenza kakuhle kwezikolo, umz. unyulo lwee-SGB, ukulungiselela unyaka omtsha kwenziwe. Ngenxa yokuba iingxelo zifakwe ekhompnyutheni, idatha inokuthathwa isetyenziselwe ukuphucula inkxaso efumanekayo. Ngokukodwa, umzekelo, idatha ixhobise iSebe iWCED ngokwazisa kwangethuba malunga nokuziswa kweencwadi zomsebenzi (*workbooks*) ezikolweni.

2. UKULAWULA ILAHLEKO

IGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*The Accounting Officer*) (AO) leSebe leMfundo leNtshona Koloni (iSebe leMfundo leNtshona Koloni) lithatha uxanduva lokusebenzisa i-Enterprise Risk Management (ERM) ngokungqinelana neNational Treasury Public Sector Risk Management Framework (NTPSRMF) kunye ne-Enterprise Risk Management (D:ERM) kwiSebe leNkulumbuso (iSebe iDoTP)) libonelela ngenkonzo elawulwa kwandlunkulu yokunika inkxaso enobuchule kwiSebe leMfundo.

Ukuhambelana mbo ne-National Treasury Public Sector Risk Management Framework (NTPSRMF) kwanokumilisela ngaphezulu ulawulo lwelahleko kwiSebe leMfundo, uRhulumente waseNtshona Koloni (*Western Cape Government*) (WCG) uvume ngokusemthethweni uxwebhu i-ERM Policy ekubhalwe kulo injongo epheleleyo ye-WCG ngokunxulumene ne-ERM.

I-Annual ERM Implementation Strategy yenziwe ukwenzela ukuba kusetyenziswe i-WCG ERM policy kunye nokuphumeza i-Annual Enterprise Risk Management Implementation Plan kunye neenkqubo eziphambili ngokubaluleka zolawulo lwelahleko zeSebe iWCED. Oku kwenza ukuba iSebe leMfundo likwazi ukuphumeza iinjongo zalo njengeSebe leMfundo, okujoliswe kuko nezalathi zentsebenzo eziphambili, ziphucula ukwenziwa kwezigqibo ezizizo ngelahleko nokusebenzisa ngeyona ndlela enobuchule ukuhambelana mbo nowiso-mthetho oluchaphazelekayo. Lo mgaqo-nkqubo kwakhona ucacisa ngemisebenzi yabaphathi neyabasebenzi ekuzinziseni inkqubo yolawulo lwelahleko kwiSebe leMfundo kwaye uchaza malunga nowiso-mthetho olunika amathuba, imigangatho emiselweyo, iinkqubo ezisetyenziswayo, izixhobo nezibonelelo eziya kusetyenziswa ukuphumeza isicwangciso se-ERM.

IKomiti yoLawulo lweLahleko yeSebe leMfundo leNtshona Koloni (*The Western Cape Education Department Risk Management Committee*) okanye isiGqeba soLawulo sibonelela ngenkqubo yokongamela inkqubo iyonke yolawulo lwelahleko yeSebe leMfundo ize inike iingxelo ezifunekayo ezinxulumene nokwenziwa kolawulo lwelahleko. IKomiti yoPhicotho-zincwadi yongamela ngokuzimeleyo isistim yeSebe leMfundo yolawulo lwelahleko. Uphononongo lweKomiti yoPhicotho-zincwadi lwenkqubo yolawulo lwelahleko lunxulumene nenkqubela-phambili yokuqaliswa kwesicwangciso solawulo lwelahleko i-Department's Annual ERM Implementation Plan kunye neelahleko ezinkulu/iilahleko ezibalulekileyo

ekujongenwe nazo liSebe leMfundo kunye nempendulo yayo kwilahleko/kwizicwangciso ezichaphazelekayo zokusingatha ingxaki.

IKomiti yoLawulo lweLahleko

ISebe leMfundo leNtshona Koloni liseke iKomiti yoLawulo lweLahleko ukunceda iGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*Accounting Officer*) ekwenzeni imisebenzi eluxanduva lwalo emalunga nolawulo lwelahleko. Le komiti isebenza phantsi kwemimiselo yokusebenza evunywe liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali. Le Komiti ibandakanya amalungu eKomiti yeSigqeba esiLawulayo seSebe leMfundo. Ngokwemimiselo yokusebenza iKomiti kufuneka idibane amaxesha amahlanu enyakeni.

lintlanganiso zeKomiti kulo nyaka-mali uphantsi kokuqwalaselwa kwakhona zihanjwe ngolu hlobo lulandelayo:

Ilungu	Isikhundla	lintlanganiso ezicwangcisiweyo	lintlanganiso ezihanjweyo
Nks. P. Vinjevold	SG: KwiSebe leMfundo	4	3
Mnu. L. Ely	DDG: KwezoLawulo loSetyenziso lweMali	4	3
Nks. M. Harker	DDG: KwezoCwangciso lweMfundo	4	3
Mnu. B. Schreuder	DDG: KwezoLawulo lweKharithulam noVavanyo	4	3
Mnu. J. Lyners	DDG: KwezoPhuhliso noQuquzelelo lwaMaziko	4	3
Mnu. I. Carolus	CD: KwiCandelo loMlawuli oyiNtloko loLawulo lwaBasebenzi	4	3

Inkqubo yolawulo lwelahleko

Ngethuba eliphantsi kokuqwalaselwa kwakhona, iSebe iWCED lihlale ilahleko zalo ngokunxulumene nesicwangciso salo sobuchule kunye nesicwangciso sentsebenzo sonyaka. Uhlolo lwelahleko luqhutywa kwinqanaba lobuchule qho ngonyaka luze luhlaziye qho ngekota. Kwinqanaba leprogram, uhlolo lwelahleko luqhutywa qho ngekota ukwenzela ukuqwalasela kwakhona nokuhlaziya ingcaciso ngeelahleko ezikhoyo kwanokuqwalasela ilahleko ezivelayo. Iilahleko ezinkulu ezichaphazela iinjongo zihloliwe ngokweemeko zazo ezisenokwenzeka kunye nokusisiphumo sazo; izicwangciso zokunyanga ilahleko zenziwe zaze zalawulwa ngabanikazi ababelwe uxanduva lokulawula ilahleko. Iirejista zeeprogram ezijongene nelahleko zivunywa ngokusemthethweni ngumphathi weprogram ochaphazelekayo.

IKomiti yoLawulo lweLahleko (*Risk Management Committee*) ivuma ngokusemthethweni, ibeke phambili ngokobaluleko ize icebise ngaphezulu iGosa eLimele ukuPhendula ngokuSetyenziswa kweMali, ukuba zeziphi na ilahleko ezinkulu ezibe nokuncitshiswa ngokusebenzisa impendulo efanelekileyo kwilahleko/ukunyanga ilahleko ukwenzela ukuphumeza iinjongo zobuchule zesebe lemfundo kwaye le nkqubo iqhutywa qho ngekota.

Ukuchaphazeleka kokusebenza kweziko

Ulawulo lwelahleko kumaqumrhu (*Enterprise risk management*) lujike lwangowona msebenzi ubalulekileyo wabaphathi abakhulu besebe lemfundo, ngokukodwa kwinqanaba leSigqeba soLawulo (*EXCO*). Igosa elithwese uxanduva lolawulo lwelahleko (*risk champion*) liyinxalenye ye-EXCO. Ukwazisa qho ngeelahleko ezenzeka kwiinkqubo nokugxininisa ekunciphiseni ilahleko kuye kwanegalelo ekuphuculweni kokwenziwa kwenkonzo engcono ngokwezigaba ezahlukeneyo. Ukukhula ngokubhekiselele kulawulo lwelahleko kuye kwaphucuka

ekuhambeni kwethuba. Ingqwalaselo ephuculiweyo kulawulo lwelahleko iya kufumana ingqwalaselo eqhubeka okokoko.

3. UBUQHETSEBA NOBUQHOPHOLOLO

URhulumente waseNtshona Koloni wamkele ngokusemthethweni iSicwangciso eSichasene noBuqhetseba (*Anti-Corruption Strategy*) esingqina isigqibo sokunganyamezeleki nakanye (*zero tolerance*) liPhondo kobuqhetseba nobuqhophololo. ISebe leMfundo livume ngokusemthethweni iSicwangciso sokuThintela uBuqhetseba (*Fraud Prevention Implementation Plan*) nesisiqhamo seSicwangciso sokuThintela uBuqhetseba (*Fraud Prevention Plan*).

Amajelo ahlukeneyo okuchaza izityholo zobuqhetseba nobuqhophololo akho kwaye lawo acaciswe kakhulu kwiProvincial Anti-Corruption Strategy nakwiDepartmental Fraud Prevention Plan. Isityholo ngasinye esifunyenwe yiForensic Investigation Unit sirekhodwe kwiCase Management System nesetyenziswa njengesixhobo sabaphathi sokuchaza inkqubela eseyenziwe ngeekheyisi ezinxulumene nesebe lemfundo kwanokwenza iinkcukacha-manani zePhondo nezeSebe leMfundo. Thina siyabakhusela abasebenzi abahlaba umkhosi (*blow the whistle*) kwizenzo ezikrokreleka njengezibubuqhetseba, ubuqhophololo nobusela ukuba inkcazo leyo yinkcazo ekhuselekileyo (o.k.t. engenankohlakalo). Ithuba lokungazichazi igama liyanikwa kuye nawuphi na umntu onqwenela ukuchaza izenzo zobuqhetseba, ubusela nobuqhophololo kwaye kufuneka bakwenze oko ngokuza bona ubuqu, ukuba bangoobani oko kugcinwa kuyimfihlo ngumntu lowo banika inkcazo kuye.

Nje ukuba ubuqhetseba okanye ubuqhophololo buqinisekise emva kokwenziwa kophando, umsebenzi ochaphazelekayo obethatha inxaxheba kwezi zenzo uya kuthathelwa amanyathelo ngokubizelwa kwiingxoxo zoluleko. Kwiimeko zonke ezinjalo, ummeli weWCG oqalisa ngamanyathelo ezoluleko makacebise malunga nokugxothwa kwaloo msebenzi uchaphazelekayo. Apho ubungqina obubambekayo besenzo solwaphulo-mthetho buqatshelweyo, isenzo eso solwaphulo-mthetho sichazwa kwiSebe leNkonzo zaMapolisa laseMzantsi Afrika (*South African Police Services*).

Ngalo nyaka-mali, kwenziwe kwagqitywa imisebenzi yophando eyi-53 yiForensic Investigation Unit lo gama imiba eyi-21 ibhekiswe kwiSebe leMfundo ukwenzela ukuqhuba uphando lwangaphakathi. Imisebenzi yophando engamashumi amabini (20) iqinisekise ukuba bekwenzeke uBuqhetseba (*Fraud*) okanye uBuqhophololo (*Corruption*), imisebenzi yophando eyi-9 iqinisekise malunga nokwenzeka kweZitenxo kunye/okanye ukuNgathobeli (*Irregularities and/or Non-Compliance*), umsebenzi wophando oyi-1 ungqine isenzo soBusela, imisebenzi yophando eyi-2 ibonise ukuba bekungekho Buqhetseba okanye Sitenxo kwaza kwiimeko eziyi-21 uphando lokuqala alwabi nako ukungqinisa isityholo soBuqhetseba, uBusela okanye uBuqhophololo. Ekupheleni kwalo nyaka-mali, imiba eyi-28 ishiyeke kuluhlu lweekheyisi zeSebe leMfundo.

4. UKUNCIPHISA UKUNQUBANA KWEEMFUNO

Qho ngonyaka, okanye njengoko iimeko zitshintsha, amalungu enkonzo yabaphathi abakhulu kufuneka bazalise baze bangenise inkcazo 'yokungachaphazeleki ekungqubaneni kweemfuno' (*'No conflict of interest'*). Onke amalungu eBid Committee nabo bonke abasebenzi kwiCandelo lokuThengwa kweeMpahla neeNkonzo (*Supply Chain Management*) kufuneka bachaze nakuphi na ukungqubana kweemfuno. ISebe leMfundo lifuna ukuba abo bafaka izicelo zokunanisa ngenkonzo (*bidders*) ukuba bachaze ubudlelane

obusengaba bukho phakathi kwabo nomqeshi okanye nabasebenzi abachaphazelekayo. Amalungu eKomiti yoPhicotho-zincwadi kwakhona kufuneka kwakhona angenise inkcazo ka-*'No conflict of Interest'*.

5. UMGAQO WOKUZIPHATHA

Isebe lemfundo lihambelana mbo noMgaqo wokuZiphatha weNkonzo kaRhulumente (*Public Service Code of Conduct*).

Uxwebhu lomgaqo-nkqubo, *The Policy on the Acceptance of Gifts by the Office-based Officials of the Western Cape Education Department* luqokunjelwe nge-27 Matshi 2013. Lo mgaqo-nkqubo uchaza, phakathi kwezinye izinto, ngesikhokelo ngokubanzi, iRejista yeZipho, iindlela zokuzaliswa kwe*Declaration Forms, Frequently Asked Questions and a Gift Register template Policy*.

6. UKHUSELEKO LWEZEMPILO NEMIBA YEZOKUSINGQONGILEYO

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni mkhulu kwaye iSebe leMfundo lakhe ubudlelane namanye amasebe ephondo achaphazelekayo ukusingatha lo mba. Ubandakanyeko lwabahlali luhleli lungowona mba ophambili ekulweni ubundlobongela obuchaphazela ezinye zezikolo zethu ezisengozini enkulu. ISebe leMfundo kwakhona lineekhamera ii-CCTV kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo zibeke esweni intshukumo.

7. IIKOMITI ZEEPHOTHIFOLIYO

Awuzichaphazeli lo mba

8. IZIGQIBO ZE-SCOPA

IKomiti iqaphele uluvo lokuphicotho loMphicothi-zincwadi Jikelele malunga neZitetimenti zeMali zoNyaka zeSebe leMfundo, njengezingenamakhwiniba (*unqualified*) kunye neziphumo ezihambelana mbo nemithetho nemimiselo enxulumene nokuthengwa kweempahla neenkonzo nolawulo lweekhontrakhi kunye nolawulo lwenkcitho, kunye nokuba oku bekuchaza impumelelo ukususela kuphicotho-zincwadi olukhatshwa yimbono eyayichaza amakhwiniba (*qualified audit opinion*) ka-2011/12.

Le Komiti ilincomile iSebe leMfundo ngenkqubela-phambili eliyenzileyo ngokumalunga noku, ekuzimiseleni kwalo ukufumana uphicotho-zincwadi olucocekileyo ngo-2014 nangaphaya koko. Ukuphumeza oku kuzimisela nokuthintela ukubuyela emva kwesiphumo sophicotho-zincwadi, iSebe leMfundo lifanele ukusombulula ngoko nangoko nangokuzinzileyo yonke imiba ephakanyiswe nguMphicothi-ncwadi Jikelele, yiKomiti yoPhicotho-zincwadi nayile Komiti.

Le Komiti iqwalasela inyaniso yokuba i-25% yeeNkalo ezibonisa iLahleko ePhezulu ziqukwe luPhicotho-zincwadi lwaNgaphakathi, xa kuthelekiswa ne-40% yonyaka ophelileyo, yaza ngaphezulu yaqaphela ukuba kwiinkqubo zophicotho-zincwadi zangaphakathi eziyi-15 ezivunye ngokusemthethweni ukuba kuqhutywe kuzo uphicotho-zincwadi kulo nyaka-mali umiyo, eziyi-13 zenziwe zagqitywa kanye kanye.

Nazi iZigqibo zeSCOPA zonyaka-mali omiyo njengoko zandlaliwe kwitheyihibhile engezantsi.

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Amakhasi: 113 (umhlathi 7) no-175 eNgxelo yoNyaka (iZigqibo zeSCOPA)</p> <p>Inkcazelo: Le Komiti iqaphele umgaqo-nkqubo omtsha ongeNkciitho eGwenxa, engenaNzuzo nenokuDyakraza (<i>Irregular, Fruitless and Wasteful Expenditure</i>) oqulunqwe waphunyezwa liSebe leMfundo ngonyaka-mali ka-2011/12 ngenjongo yokunciphisa inkciitho egwenxa yexesha elizayo.</p>	<p>IKomiti ivumelene ukuba:</p> <p>1. ISebe leMfundo malichazele le Komiti ngokuqulathwe kumgaqo-nkqubo weSetyhula engoMgaqo-nkqubo (No 5 ka-2013, ukuphunyezwa kwawo nayo yonke impumelelo/imingeni efunyenwe ngethuba lenkqubo yophumezo.</p>	<p>ISebe iWCED likhuphe umgaqo-nkqubo ngo-2013 lanika noqeqesho kuwo onke aMagosa athwese umsebenzi woLawulo lweLahleko (<i>Loss Control Officers</i>) ngoFebruwari noMatshi 2013.</p>	<p>Oku akuyichaphazeli le ndawo</p>
<p>Ikhasi: 113 leNgxelo yoNyaka (umhlathi 5)</p> <p>Isihloko: "3.6. "Umsebenzi wophicotho-zincwadi lwangaphakathi"</p> <p>Inkcazo: Le Komiti iqaphele ngokuxhalabileyo ukuba ukubandakanyeka kokwenziwa kophicotho-zincwadi olungaphezulu belufuneka ukubandakanya ipesenti enkulu yeenkalo ekwenzeka kuzo ilahleko enkulu kwiSebe leMfundo.</p>	<p>2. ISebe leMfundo kufuneka lichazele le Komiti nobungakanani bokwenziwa kophicotho-zincwadi (kubandakanywa nesicwangciso sophicotho-zincwadi lwangaphakathi esijolise ekuqwalaseleni ilahleko) ngonyaka-mali ka-2012/13 neempumelelo/imingeni efunyenweyo, ngokukodwa ngokunxulumene neendawo ezinelahleko enkulu ezinjengezi:</p> <p>2.1 UPhuhliso loBuchule boo-Titshala – ootitshala bokufundisa imfundo eneemfuno ezizodwa;</p> <p>2.2 Inkciitho egwenxa;</p> <p>2.3 ISicwangciso soPhuculo lweSikolo – ucwangciso lwekharithulam;</p> <p>2.4 Ulondolozo lweziseko zophuhliso – izikolo eziqeshiswayo; neCentral Education Management Information System (CEMIS) kunye neDistrict Management Information System (DMIS)</p> <p>3. ISebe leMfundo malinike ingxelo ngokusebenza kophicotho-zincwadi kwiinkalo zalo zoKwenza uMsebenzi kunye nezobuchule, kubandakanywa neenkqubo eziqalisiweyo ukuqinisekisa ukuba uncitshiso lweelahleko kwezi nkalo luyenzeka.</p>	<p>Umhla wokuthathwa kwenyathelo kocwangciswa siSCOPA</p> <p>Umhla wokuthathwa kwenyathelo ocwangciswa siSCOPA</p>	<p>Oku akuyichaphazeli le ndawo</p> <p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Ikhasi: 116 leNgxelo yoNyaka (isahluko 4)</p> <p>Isihloko: "Ukusebenza ngempumelelo kwezoLawulo LwangaPhakathi ("Effectiveness of Internal Control")"</p> <p>Inkcazelo: Le Komiti iqaphele ukuba u-Ernst and Young wenze uhlobo lwe-IT General Control and Information Security Control Environments enika inkxaso i-CEMIS (Control Education Management Information System) and DMIS (District Information Management System), kwanokuba kuqaphelele ubukho bezikhewu ezikhulu. Le Komiti iqaphele ukuba ezi nkqubo zolawulo zenziwe ngabaphathi ukulawula ukufikelela kwabasebenzisi ekusebenzeni kweCEMIS ngohlobo olubhalwe phantsi lwabasebenzisi bee-akhawunti abavunyiweyo.</p>	<p>4. ISebe leMfundo malisombulule zonke izikhewu zolawulo eziqatshelwe kuhlolo lwe-Ernst and Young lize liqalise iinkqubo zokuqinisekisa ukuhambelana mbo nolawulo lokufikelela kwabasebenzisi ekhompuyutheni kumaziko achaphazelekayo (ezikolweni/kwi-ofisi yesithili).</p>	<p>Isikhokelo i-CEMIS User Access Guideline yalungiselelwa ukwamkela idatha apho kujulwa khona ingcaciso yePERSAL eqhelekileyo (regular PERSAL data dumps) njengoko kucetyiswayo. ISebe iWCED lifumene imvume yokutenxa kwimigangatho emiselweyo yesebe lemfundo ngokubhekiselele kubasebenzisi beCEMIS ezikolweni.</p>	<p>Iinkqubo zolawulo ngokubanzi nezokhuseleko ze-IT eziphuculiweyo</p>
<p>Ikhasi: 156 leNgxelo yoNyaka (umhlathi 1)</p> <p>Isihloko: "Ukuqwalaselwa kwakhona ngokubanzi kobume beemeko"</p> <p>Inkcazelo: Le Komiti iqaphele iinkxalabo zeKomiti yoPhicotho-zincwadi ngeLahleko eZikhulayo, ngaphezulu kwezo zichazwa nguMphicothi-zincwadi Jikelele, kwanokuba ezi lahleko zazifakiwe kwiSicwangciso soLawulo lweLahleko kwaye ziyinxalenye yeSicwangciso soPhicotho-zincwadi lwaNgaphakathi.</p>	<p>5. ISebe leMfundo malinike ingxelo ngokuchaphazeleka kwezemali kwiikheyisi zePILIR (Policy on Incapacity Leave and Ill Health Retirement), licacisise ngeenkqubo eziqalisiweyo ukuqinisekisa ukuba ezi kheyisi ziyancitshiswa kwixesha elizayo.</p> <p>6. ISebe leMfundo maliqinisekise ukuba lihambelana mbo nemigaqo-nkqubo ngeenkqubo ezingekhefu lokhubazeko lomhlalaphantsi wokugula (policies and procedures on incapacity leave for ill-health retirement (PILIR)).</p>	<p>Ngokungqinelana nomgaqo-nkqubo weSebe leMfundo, utitshala obambeke omnye kwiziko unokuqeshwa xa ithuba lokungayi kwakhe esikolweni lowo usesikhundleni lingaphezulu kweentsuku zomsebenzi eziyi-10. Oku kuquka ukuba kwimeko yokhubazeko olungesosigxina lukatitshala olungekho ngaphezulu kweentsuku zomsebenzi eziyi-10, ngokungqinelanayo nemimiselo yePILIR, kunokuqeshwa utitshala obambeleyo. Oku kuthetha ukuba kwikheyisi yekhefu lokhubazeko olungesosigxina lukatitshala olungaphezulu kweentsuku eziyi-10 zomsebenzi,</p>	

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
		<p>ngokwemimiselo yePILIR, kunokuqeshwa utitshala obambeleyo.</p> <p>Ikhefu elingesosigxina, liithi, ngokungqinelanayo nemimiselo yePILIR, ezivunyiweyo zethutyana ehamba nomvuzo ophелеleyo. Isigqibo sokugqibela ngemimiselo yentlawulo yenziwa kuphela xa ingcebiso esuka kuMphathi woLawulo lweMicimbi yeeNgxaki zeMpilo (<i>Health Risk Manager</i>) ifunyenwe. Iziphumo ezichaphazela ukusebenza ngqo kwemali kweemali zonyaka-mali ka-2012/2013 azinakwenziwa kuba iNkonzo kaRhulumente yaseMzantsi Afrika yonke ibingenazinkonzo zoMphathi woLawulo lweMicimbi yeeNgozi zeMpilo kwithuba le-1 Januwari 2013 kude kuyokuba nge-31 Oktobha 2013. Ukuza kuthi ga ngoku uMphathiswa weNkonzo kaRhulumente nezoLawulo akakakhuphi myalelo ngendlela emazingathwe ngayo ezi kheyisi zifunyenwe ngeli xesha lichazwe ngasentla. Ukulungelanisa ulawulo lweekheyisi zePILIR iSebe iWCED liqukumbele iMvumelwano yalo phakathi koMqeshi neMibutho yooTitshala (<i>Collective Agreement with the Educator Unions</i>) ngoDisemba 2011. Sekuqeshwe uMphathi ojongene neMicimbi yeeNgozi zeMpilo ukususela nge-1</p>	

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
		<p>Novemba 2013 neselithe iSebe iWCED labamba iintlanganiso qho ukuqinisekisa ukuhambelana mbo nalo mgaqo-nkqubo. ICandelo leMisebenzi yoLawulo lwaBasebenzi (<i>People Management Practices</i>) leSebe iWCED kwakhona libamba iintlanganiso qho zangaphakathi neentlanganiso zaqho neMibutho yooTitshala ukuqinisekisa ukuhambelana mbo nemimiselo. ISebe iWCED liqinisekisa ukuba lihambelana mbo nayo yonke imimiselo enxulumene nePILIR.</p>	
<p>Ikhasi: 164 leNngxelo yoNyaka Isihloko: "Izigqibo zeSCOPA" Inkcazelo: Le Komiti iye yalibulela kakhulu iSebe leMfundo ngokupapasha izigqibo zalo, namanyathelo alo eliwathathileyo ngokunxulumene noku, kwiNngxelo yoNyaka yalo, kodwa yaqaphela ukuba le yayingeyonkcazo echanekileyo yomsebenzi wokongamela owenziwa yile Komiti, kunyaka ophantsi kokuqwalaselwa kwakhona.</p>	<p>7. ISebe leMfundo malipapashe iikhomenti ezisekuqaleni zeKomiti, eziphathelele kweli Sebe leMfundo, le theyibhile yezigqibo noluhlu lwengcaciso lucelwe yiKomiti, kuzo zonke iNngxelo zoNyaka zexesha elizayo.</p>	<p>Kwenzeka okokoko, nokuqalisa ngokupapashwa kweNngxelo yoNyaka ka-2013/14 yeSebe leMfundo</p>	<p>Oku akuyichaphazeli le ndawo</p>
<p>Ikhasi: 181 leNngxelo yoNyaka. Isihloko: "Intlawulo egqithisileyo: yenziwa ngabaqhubi benkqubo yoMphathiswa" Inkcazelo: Le Komiti iqaphele ukuba iSebe leMfundo beliququzelela uphando ngeentlawulo ezigqithisileyo zabaqhubi babaphathiswa bamasebe ahlukeneyo ukususela kwiqela leminyaka, kwanokuba ezi ntlawulo zigqithisileyo zazithathwa liSebe njengezingabalulekanga kwiZitimenti zeMali zoNyaka (<i>Annual Financial Statements</i>).</p>	<p>8. ISebe leMfundo malichazele iKomiti ngenkqubela eyenziweyo kunye/okanye iziphumo zolu phando.</p>	<p>Isiphumo sophando sityhila ukuba bekungekho tyala belikho kwaye ke ngoko akubangakho ntlawulo engaphezulu yenzekileyo.</p>	<p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Ikhasi: 186 leNngxelo yoNyaka Isihloko: "Ukuphunyezwa kweethagethi ezicwangcisiweyo (amanqaku 20 no-21)" Inkcazelo: Le Komiti iqaphele iikhomenti zoMphicothi-zincwadi Jikelele zokuba itotali yenani leethagethi eziyi-56 ebezicwangciselwe unyaka, iithagethi eziyi-21 azikhange ziphunyezwe ngokupheleleyo kulo nyaka uphantsi kwengqwalaselo kwakhona. Oku bekumele i-37% yetotali yeethagethi ezicwangcisiweyo zonyaka eziphantsi kwengqwalaselo kwakhona. Oku bekuchazwe kumakhasi 26 - 91 yeNngxelo yoNyaka. Oku bekubangwa kakhulu yinyaniso yokuba inani lezalathi lisekelwe kuluntu kwaye luxhomekeke kwiiyantlukwano ezisebenza ngokweemfuno ezichaphazelekayo, into eyenza ukuba kube nzima ukugqiba ngeethagethi ezichanekileyo, ngaphandle kokusebenzisa idatha yamaxesha angaphambili njengeethagethi eqikelelweyo. Kwezinye iimeko imimiselo yayinxulumene ngqo nokukhula kwamanani oluntu umz. ukubonelela ngootitshala, ngezithuthi, abafundi abakwizikolo ezingahlawulisi fizi, njl. njl.</p>	<p>9. Lo mba mawubhekiswe kwiKomiti esiSigxina yokubeka esweni ngaphezulu nokuhlola kunye neSebe leMfundo.</p>	<p>Kuqhubeka okokoko, nanjengokuba kucwangcisiweyo yiKomiti esiSigxina echaphazelekayo</p>	<p>Le meko isengaqhubela phambili kwimeko yezalathi ezisekelwe kuluntu ukuba nje "okwenziweyo" kuchazwa njengobudlelane phakathi kweethagethi nokwenziweyo kanye kanye, kumanani abafundi, njl. njl.</p>
<p>Ikhasi: 188 leNngxelo yoNyaka Isihloko: "Imisebenzi yophando" (amanqaku 28 - 30) Inkcazelo: Le Komiti iphawule ukuba imiba eyi-49 yemisebenzi yobuqhetseba enxulumene nezitenxo zezemali, izityholo zobuqhophololo, ukuqesha izihlobo nezalamane (<i>nepotism</i>)</p>	<p>10. ISebe leMfundo ne-FIU mazichazele iKomiti ngenkqubela efikelelweyo kunye/okanye iziphumo zophando.</p>	<p>Umhla wokuthathwa kwenyathelo uya kucefywa siSCOPA</p>	<p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>enyakeni. Kuvulwe iikheyisi eziyi-65 ezinxulumene nezitenxo zemali, isityholo sobuqhetseba, isityholo sokuqesha izihlobo nezalamane (<i>nepotism</i>) nesityholo sobuqhetseba bokuthengwa kweempahla neenkonz, ezilishumi zazo bezisaqhubeka kweso sigaba. Iikheyisi eziyi-17 ezinxulumene nezitenxo kusetyenziso-mali, isityholo sobuqhetseba, ukuqesha izihlobo nezalamane (<i>nepotism</i>) nesityholo sobuqhetseba bokuthengwa kweempahla neenkonz, zivalwe kulo nyaka-mali umiyo, ezilishumi elinesine zazo zazinxulumene nezitenxo zobuqhetseba kunye/okanye izitenxo kusetyenziso lwemali.</p>			
<p>Ikhasi: 188 leNgxelo yoNyaka (umhlathi 27) Isihloko: "ULawulo lwezeMali noKwenziwa koMsebenzi weSebe" Inkcazelo: Le Komiti iqaphele iziphumo zoMphicothi-zincwadi zokuba iimpahla neenkonz ezinexabiso lentengo elingaphantsi kwe-R500 000 zithengwe kungakhange kufumaneke koteyishini zexabiso elifunekayo, njengoko kufunwayo nguMmiselo kaNondyebo 16A6.1. Esi ibe sisiphumo esiphindeka okwesibini ukwenzeka ukususela kunyaka odlulileyo neenkqubo eziphunyeziweyo ukusingatha iingcebiso ezenziweyo malunga noku kwiNgxelo yaBaphathi yonyaka odlulileyo zenziwe kuphela kwisiqingatha sesibini sonyaka-mali ophantsi kwengqwalaselo kwakhona.</p>	<p>11. ISebe leMfundo maliqwalasele kwakhona libeke esweni ukuthotyelwa kwemithetho nemimiselo yeSCM yokuthengwa kweempahla eziphakathi kwe-R10,000 ne-R500,000.</p> <p>12. ISebe leMfundo maliqalise ngeenkqubo zokuqinisekisa ukuba izithili zihambelana mbo neSCM.</p>	<p>Ukunciphisa ukungathotyelwa kwemigaqo-nkqubo, isebe lemfundo liqalise la manyathelo alandelayo:</p> <p>Liqeshe aMagosa oQhagamshelwano naBathengi naBathengisi kuzo zonke ii-ofisi ezazifumene uqeqesho kwimimiselo yeSCM;</p> <p>Ukusetyenziswa kwesistim yokuthenga iimpahla neenkonz ngekhompyutha; Isebe lemfundo liqalise ngoluhlu lokutshekisha omaluninisekiswa ngumgunyazisi wentlawulo ukuba imigqaliselo yowiso-mthetho noku-thengwa kweempahla neenkonz kuhanjelwene mbo nayo; laza laseka iYunithi yoLawulo yaNgaphakathi ukuqhuba uphicotho-zincwadi olulandelisayo kuzo zonke iintlawulo</p>	<p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Ikhasi: 213 leNgxelo yoNyaka Isihloko: "Umonakalo ku-5.8" Inkcazelo: ISCOPA siphawule ukuba iKomiti yoPhicotho-zincwadi seyixoxile ngeNgxelo yaBaphathi neyoMphicothi-zincwadi Jikelele nekomiti yolawulo lweSebe leMfundo. Ngokukodwa iKomiti yoPhicotho-zincwadi iqaphele ukuhla kwexabiso leempahla neemali ingxaki eqaphelekayo enxulumene neemali ezihathwe amanyathelo yiKomiti yoPhicotho-zincwadi ukulandelela oko aBaphathi bebezibophelele kuko.</p>	<p>13. ISebe leMfundo malichazele iKomiti ngamanyathelo okulungisa ilahlelo yamaxabiso ukuhla kwexabiso lee-asethi (<i>impairments</i>) neemali ezihlawulweyo (<i>Receivables</i>).</p>	<p>UMgaqo-nkqubo wezoLawulo lwaMatyala eSebe iWCED ufakelwe izilungiso ukunika ingcaciso ngokuhla kwexabiso leempahla (<i>impairments</i>).</p>	<p>Oku akuyichaphazeli le ndawo</p>
<p>Ikhasi: 222 leNgxelo yoNyaka Isihloko: "Inkcazelo yokwenza amagqabantshintshi we-1" Inkcazelo: Le Komiti iphawule ngokuxhalabisayo ukuba iSebe leMfundo lingene kwintlawulo egqithisileyo eyokufikelela ku-R52, 652 yezigidi kwaBonitas Medical Scheme ngoMatshi 2013. Ukubuyiselwa kwentlawulo, nakuba kunjalo, yamkelwe nge-10 Epreli 2013.</p>	<p>14. ISebe leMfundo malichazele iKomiti ngeenkqubo zolawulo eseziphunyeziweyo ukuqinisekisa ukuba naziphi na iintlawulo eziphazanyweyo/ eziphindwe kabini ziyaqatshelwa zithintelwe.</p>	<p>UNondyabo wePhondo uqalise inyathelo elingaphezulu ukwenzela amasebe ukuba angqiniseke izixa-mali ekufuneka zihlawulwe ngeebhanki kumaziko. Le fom isayinwa nguMlawuli okanye liSekela lakhe kwiCandelo eliKhulu loLawulo lweMali.</p>	<p>Oku akuyichaphazeli le ndawo</p>
<p>Ikhasi: 224 leNgxelo yoNyaka Isihloko: "Intlawulo zemali" Inkcazelo: Inkcitho yeSebe leMfundo ibiqulathwe kwibhajethi evunyiweyo. Nakuba kunjalo, oku kubangelwa kakhulu yinkcitho engaphantsi yeemali ezivunyiweyo kwiiprogram 1 no-8 ezingezizo iiseyivongi.</p>	<p>15. ISebe leMfundo kufuneka liphumeze iinkqubo zokuqaphela incitho engaphantsi kommiselo kwasekuqaleni.</p>	<p>ISebe leMfundo liphumeze la manyathelo alandelayo: - Ukucwangciswa kweenkonzo zokuthengwa kweempahla neenkonzu kwasekuqaleni konyaka-mali, ukubeka esweni kwenkcitho qho ngenyanga nengxelo evela kumphathi othweswe uxanduva lolawulo lwestokhwe (<i>responsibility manager</i>);</p>	<p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
		Umphathi othweswe uxanduva lolawulo lwestokhwe uya kunika ingxelo yesiqingatha sonyaka-mali ngenkcitho engaphantsi kommiselo; kunye Nokusetyenziswa kwesixesha esicuntsulelwa enye injongo (virement) kwisebe lemfundo.	

9. UTSHINTSHO OLWENZIWE KWANGAPHAMBILI KWIINGXELO ZOPHICOTHO-ZINCWADI

Isebe lemfundo licwangcisa i-*Financial Management Improvement Plan (FMIP)* egxininisa kwimiba yokungathotyelwa komgaqo-nkqubo okuphakanyiswe nguMphicothi-zincwadi Jikelele. Esi sicwangciso senziwe uqinisekiso lomgangatho kwaye uMphicothi-zincwadi kuthetha-thethwene naye malunga noku. Kwakhona kunikwa ingxelo qho kwikomiti yophicotho-zimali yesebe lemfundo malunga nenkqubela eyenziweyo.

Uhlobo lwekhwiniba (<i>nature of qualification</i>), ukuzikhwebula ekuthatheni uxanduva, okanye ukungavakalisi mbono komphicothi-zincwadi ngengxelo-mali enamakhwiniba (<i>disclaimer</i>), imbono yomphicothi-zincwadi ebonisa ukuba izititimenti zemali zigawethiwe, azinyanisekanga ukubonisa ubume bezemali (<i>adverse opinion</i>)	Unyaka-mali apho oku kuqale khona ukwenzeka	Inkqubela eseyenziweyo ekucaciseni / ekusombululeni umba
Iimpahla neenkonzo ezinxabiso lentengiso elingaphantsi kwe-R500 000 zathengwa ngaphandle kokufunyanwa kweekoteyishini zexabiso elifunekayo njengoko kufunwayo nguMmiselo kaNondyebo 16A 6.1	2012/13	Ukunciphisa ukungahambelani mbo nomgaqo-nkqubo, isebe lemfundo liqalise la manyathelo alandelayo - Kuqeshwe aMagosa oQhagamshelwano naBathengi naBathengisi (<i>Supply Chain Champions</i>) kuzo zonke ii-ofisi ezaziqeqeshwe kwimimiselo yeSCM - Ukuqaliswa kwesistim yokuthenga iimpahla neenkonzo ekhompuyutheni, - Isebe lemfundo liqalise ngoluhlu lokutshekisha intlawulo emaziqinisekiswa ngumgunyazisi wentlawulo ukuqinisekisa ukuba imiqathango yowiso-mthetho nokuthengwa kweempahla neenkonzo ithotyelwe. - Iseke iYunithi yoLawulo LwangaPhakathi ukuqhuba iinkqubo zophicotho-zincwadi olulandelayo kuzo zonke iintlawulo.
Ulawulo nosetyenziso lwemali aluthathanga manyathelo angawo ukuthintela inkciitho etenxileyo, njengoko kufunwayo sisiqendu 38(1)(c)(ii) sePFMA noMmiselo kaNondyebo 9.1.1	2012/13	Kuqaliswe ngala manyathelo alandelayo - Kuqeshwe aMagosa oLawulo loQhagamshelwano naBathengi naBathengisi kuzo zonke ii-ofisi ebezifumene uqeqesho kwimimiselo yeSCM - Kuqaliswe ngesistim yokuthengwa kweempahla neenkonzo ekhompuyutheni, - Isebe lemfundo liqalise uluhlu lokutshekisha iintlawulo emaziqinisekiswa ligosa eligunyazisayo lentlawulo ukuqinisekisa ukuba imigqaliselo yokuthengwa kweempahla neenkonzo iye yathotyelwa.

10. IYUNITHI YOLAWULO YANGAPHAKATHI

Ngo-2013/14 iYunithi yoLawulo yaNgaphakathi yenze le misebenzi elandelayo:

Iqinisekise ulawulo olululo

- Ilawule iSistim yoLawulo yaNgaphakathi eDibeneyo (*Integrated Control Internal Control System*): yalondoloza yaza yahlaziya ngokutsha iziko ledatha yeMigaqo-sikhokelo yezoMthetho (*Legal Frameworks*) nokuqinisekisa ukuphunyezwa ngokufanelekileyo kokugqithiselwa kwemigaqo-sikhokelo
- Ilondoloze irejista ye*Forensic Investigation*: yanika iingxelo ngenkqubela kwiikheyisi ze-FIU kwaNdlunkulu nakwiZithili yaza yanika ingxelo kwirejista ehlaziyiweyo ye-FIU yesebe lemfundo kwiSebe leNkulumbuso.
- Yenze imigaqo-nkqubo, imigaqo neenkqubo ezingeyunithi yolawulo yangaphakathi ebandakanya: iinkqubo nemigaqo yemisebenzi yesebe lemfundo egqityiweyo ukwenzela ukuqaphela ukuhambelana mbo nemigaqo-nkqubo
- Ibeke esweni ukuhambelana mbo nemigqaliselo: ilawule yaza yenza isixhobo esijongene nokuhambelana mbo nemigaqo-nkqubo; ihlaziye ngokutsha ngokungqinelanayo nowise-mthetho olusebenzayo ukwenzela ukuqaphela okwenzekayo kwiindawo ezingasebenzi kakuhle kwisistim yolawulo yangaphakathi
- Ihlole ukusetyenziswa ngokukoko nokuphunyezwa kwemigqaliselo yezemali: ikugqibile ukwenza iinkqubo zohlolo kwisebe; ibeke esweni ukusebenza kwaMagosa oQhagamshelwano naBathengi naBathengisi eSCM; ixhobise aMagosa oQhagamshelwano naBathengi naBathengisi eSCM kwiZithili nakwaNdlunkulu ngokusebenzisa iiseshoni zoqeqesho nokunika ingcaciso
- Ihlole iirejista zokubhala phantsi ilahleko yesebe lemfundo: ilondoloze yaza yagcina irekhodi yeengxelo zelahleko; iqhagamshelane neyunithi ye-ERM kunye ne-Internal Audit ngeelahleko zesebe lemfundo.

Ibonelele ngeeNkonzo zoQinisekiso lweMigangatho

Iququzelele i-Internal ne-External Audits: ibeke esweni inkqubela malunga neengcebiso kwingxelo yabaphathi nakwiingxelo zophicotho-zincwadi zangaphakathi; icazulule yaza yaphumeza iimpendulo zabaphathi; inike iingcaciso nengcebiso

Ichaze imiba kwikomiti yoPhicotho-zincwadi i-AC: yenze ikhomenti ngobume besicwangciso sophuculo lolawulo lwemali kwi-Audit Committee

Iqinisekise ukuphunyezwa kolawulo lokulungisa iinkqubo: inike iingxelo neerejista ngenkcitho engeyonzuzo nedyakrazayo kunye nenkcitho engagunyaziswanga (*fruitless and wasteful expenditure and unauthorized expenditure*); yenze yagqiba inkqubo elandela emva kophicotho-zincwadi ngokunxulumene nentlawulo yeevawutsha; iququzelele izigqibo zeSCOPA ukwenzela ingxelo yonyaka; yenze yagqiba ukungqinisiswa kwamaxwebhu e-MPAT.

11. UPHICOTHO-ZINCWADI LWANGAPHAKATHI NEEKOMITI ZOPHICOTHO-ZINCWADI

UPhicotho-zincwadi lwaNgaphakathi lunika iinkonzo ezizimeleyo, ukuqinisekiswa kolawulo lwelahleko olungakhokelwa luluvo kunye neenkonzo zengcebiso ezenzelwe ukongeza ixabiso nokuphucula okokoko imisebenzi yeSebe leMfundo. Kufuneka incedise iSebe leMfundo ekuphumezeni iinjongo zalo ngokuzisa inkqubo enobucule, enocwangco ukuphonononga nokuphucula ukusebenza ngempumelelo kwezokuPhatha, uLawulo lweLahleko kunye neenkqubo zolawulo (*Governance, Risk Management and Control processes*). Le misebenzi ephambili elandelayo yenziwa ngokubhekiselele koku:

- Vavanya uze wenze iingcebiso ezifanelekileyo zophuculo lweenkqubo zolawulo ekuphumezeni iinjongo zesebe lemfundo;
- Vavanya ukufaneleka nokusebenza ngempumelelo, nokufaka igalelo kuphuculo lwenkqubo yolawulo lwelahleko;
- Ncedisa iGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*Accounting Officer*) ekulondolozeni iinkqubo ezisebenza ngobuchule nangempumelelo ngokuhlola ezo nkqubo zolawulo ukuqinisekisa ukusebenza kwazo ngempumelelo nangobuchule, kunye nokwenza iingcebiso zokwandisa okanye ukuphucula;

Umsebenzi woPhicotho-zincwadi lwaNgaphakathi ogqitywe kunyaka ophantsi kokuqwalaselwa kwakhona weSebe leMfundo ububandakanya imisebenzi yoqinisekiso lokuthotyelwa komgaqo-nkqubo emi-4. Isicwangciso sophicotho-zincwadi sangaphakathi sibandakanya imisebenzi yoqinisekiso lwemigangatho emi-5. Iinkcukacha zale misebenzi zifakiwe kwingxelo yeKomiti yoPhicotho-zincwadi.

IKomiti yoPhicotho-zincwadi isekwe njengebhunga elongameleyo, elibonelela ngokongamela okuzimeleyo kwezolawulo, kulawulo lwelahleko nakwiinkqubo zolawulo kwiSebe leMfundo, ezibandakanya imisebenzi eluxanduva olunxulumene nokulandelayo:

- Umsebenzi wophicotho-zincwadi wangaphakathi;
- Umsebenzi wophicotho-zincwadi wangaphandle njengoko usenziwa nguMphicothi-zincwadi waseMzantsi Afrika;
- Ulawulo nosetyenziso lwemali yeSebe leMfundo kwanokunika ingxelo;
- Imigaqo-nkqubo yolawulo nosetyenziso lwemali yeSebe leMundo;
- Ukuqwalaselwa kwakhona kolawulo nengxelo yophicotho yoMphicothi-zincwadi Jikelele waseMzantsi Afrika;
- Ukuqwalaselwa kwakhona nokubeka esweni inkqubo enyakeni;
- Ulawulo lwelahleko lweSebe leMfundo;
- Ulawulo lwangaphakathi;
- Iinjongo esezicwangciswe kwangaphambili;
- Imisebenzi yophando malunga nolawulo nosetyenziso lwemali kakuhle kunye nophando ngokusetyenziswa gwenxa kwemali (*Ethics and forensic investigations*).

Le theyibhile ilapha ngezantsi ichaza ingcaciso echaphazela amalungu ekomiti yophicotho-zincwadi:

Igama	Iziqinisekiso zamabanga emfundo	Ngowangaphandle okanye ngowangaphakathi	Ukuba sisikhundla esikwisebe lemfundo	Umhla aqeshwe ngawo	Umhla ayeke ngawo emsebenzini	Inani leentlaganiso ezithanjweyo
Mnu Ronnie Kingwill	CA(SA)	Ngowangaphandle	N/a	01 Januwari2013	N/a	8
Profesa Estian Calitz	DCom (Economics)	Ngowangaphandle	N/a	01 Januwari 2013	N/a	3
Nks Zulpha Abrams	CA(SA) & FIIA SA, CIA	Ngowangaphandle	N/a	07 Epreli 2014	N/a	5
Mnu Linda Nene	BComm (Acc); Post Grad Diploma in Management – Corporate Governance; MDP;	Ngowangaphandle	N/a	01 Epreli 2011	N/a	8

Igama	Iziqinisekiso zamabanga emfundo	Ngowangaphandle okanye ngowangaphakathi	Ukuba sisikhundla esikwisebe lemfundo	Umhla aqeshwe ngawo	Umhla ayeke ngawo emsebenzini	Inani leentlaganiso ezithanjweyo
	CCSA; CRMA; CCP; FIASA					
Mnu Luzuko Mdunyelwa	M(Phil); M(Public Admin); Diploma: Project Management	Ngowangaphandle	N/a	01 Okt 2011	N/a	6

12. INGXELO YEKOMITI YOPHICOTHO-ZINCWADI

IKomiti yoPhicotho-zincwadi iyavuya kukunika ingxelo yayo kunyaka-mali ophele nge-31 Matshi 2014.

UMsebenzi oLuxanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi ichaza ukuba iye yathobela imisebenzi eluxanduva lwayo esusela kwiSiquendu 38(1)(a)(ii) soMthetho woLawulo lweMali kaRhulumente noMmiselo kaNondyebo 3.1.13. IKomiti yoPhicotho-zincwadi kwakhona ichaza ukuba ivume ngokusemthethweni imimiselo eqingqiweyo yokusebenza (ivunywe nge-11 Septemba 2013), njengemimiselo yokusebenza yeKomiti yoPhicotho-zincwadi, iye yalawula imicimbi yayo ngokuhambelana mbo nale miqathango kwaye iyenze yonke imisebenzi yayo njengoko ibhaliweyo apha ngaphakathi.

UkuSebenza ngeMpumelelo kweeSistim zoLawulo zaNgaphakathi

Ngokwenkqubo ejonge ekuqwalaseleni ilahleko, lo msebenzi ulandelayo wophicotho-zincwadi wangaphakathi ugqitywe ngonyaka ophantsi kokuqwalaselwa kwakhona:

- IZibonelelo zeNkxaso kuBafundi nooTitshala
- EzoLawulo nokuPhatha
- IiGranti ezikhutshwa ngeMiqathango
- ICandelo loLawulo lwaBathathi-nxaxheba abangooSomashishini (*Business Stakeholder Management*)

Iinkalo eziphambili zophuculo ziye zaqatshelwa luPhicotho-zincwadi lwaNgaphakathi ngethuba lokwenziwa komsebenzi wabo zezi zilandelayo:

- IZibonelelo zokuNika iNkxaso aBafundi nooTitshala: Kubekho ukuphucuka kolawulo lwenkqubo yokongamela usetyenziso lweencwadi zezifundo kwanokugcinwa kwabafundi ezikolweni beqhubeka ngokufunda
- EzoLawulo nokuPhatha: qalisa ngeenkqubo zokusebenza ngendlela esemgangathweni ofanayo echaza malunga nokubekwa esweni kobuchule bolawulo lwezemali ezikolweni
- IiGranti ezikhutshwa ngeMiqathango: qalisa ngeenkqubo zokusebenza ezikumgangatho ofanayo zolawulo lweHIV/Aids kunye neGranti yeTB
- ICandelo loLawulo lokuCwangcisa uKwenziwa koMsebenzi naBathathi-nxaxheba (*Business Stakeholder Management*): limisela umgaqo-sikhokelo okhokela inkqubo eya kulandelwa yokuqwalasela, ukubeka phambili ngokobaluleko, ukwakha nokuphucula ubudlelane nabathathi-nxaxheba.

Amanyathelo okulungisa iinkqubo kuvunyelwene ngawo ngabaphathi kwaye ukuphunyezwa kwawo kubekwe esweni yiKomiti yoPhicotho-zincwadi qho ngekota.

Isicwangciso sophicotho-zincwadi sangaphathi esavunywayo sigqityiwe ukwenzela unyaka ngokungaphandle kweprojekthi enye eyayigqitywe emva kokuphela konyaka-mali kwaza kwandikwa ingxelo ekupheleni kwentlanganiso yokuqwalasela kwakhona elandelayo.

IKomiti yoPhicotho-zincwadi iqwalasele umsebenzi wophicotho-zincwadi wangaphakathi, kunye nengqinisekiso enikiweyo ngababoneleli ngengqiniseko abahlukeneyo abangabanye kubandakanywa nabaphathi, iyunithi yolawulo lwangaphakathi, umsebenzi wolawulo lwelahleko kumaqumrhu (*enterprise risk management function*), umsebenzi wokuphanda ngosetyenziso-gwenxa lwemali (*forensic function*) oqaphele ukuwa phantsi kolawulo lwangaphakathi, akukho nto ebiya kuboniswa ukuwa phantsi ngokwesiseko kweesistim zolawulo lwangaphakathi kwisebe lemfundo.

IINgxelo zeNtsebenzo zoLawulo zaLapha eNyakeni nezeKota

ISebe leMfundo linike ingxelo yenyanga neyekota kuNondyebo wePhondo njengoko kufunwayo yiPFMA.

IKomiti yoPhicotho-zincwadi yanelisekile kokubhaliweyo nangumgangatho weengxelo zekota zemali nezentsebenzo ezicwangcisiweyo zaza zakhutshwa liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali leSebe leMfundo kunyaka ophantsi kwengqwalaselo kwakhona.

UHLolo lweZitetimenti zeMali

IKomiti yoPhicotho-zincwadi iye:

- yaqwalasela kwakhona yaza yaxoxa ngezitetimenti zemali zonyaka ezichaziweyo kwingxelo yonyaka, kuMphicothi-zincwadi Jikelele waseMzantsi Afrika nakwiGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*Accounting Officer*);
- yaqwalasela kwakhona ingxelo yoMphicothi-zincwadi Jikelele waseMzantsi Afrika kunye neempendulo kuyo;
- yaqwalasela kwakhona utshintsho kwimigaqo-nkqubo yolawulo losetyenziso lwemali kunye neenkqubo, apho kufanelekileyo yanika ingxelo malunga noku kwizitetimenti zemali zonyaka;
- yaqwalasela kwakhona iinkqubo zeSebe leMfundo ukuqinisekisa ukuhambelana mbo nemimiselo elawulayo yezomthetho kunye nezolawulo;
- yaqwalasela kwakhona ingcaciso ngeenjongo esekugqitywe ngazo ngaphambili njengoko kuchaziweyo kwingxelo yonyaka;
- yaqwalasela kwakhona izilungiso kokubhaliweyo (*material adjustments*) ngokubhaliweyo olususela kuphicotho-zincwadi lweSebe leMfundo kunye
- Nokuqwalaselwa kwakhona kuze apho kufanelekileyo kucetyiswe ngezinto ezinokutshintshwa kwizitetimenti zemali zethutyana (*interim financial statements*) njengoko kuchaziweyo liSebe leMfundo kwiinyanga ezintandathu eziphela nge-30 Septemba 2013.

UPhicotho-zincwadi lwaNgaphakathi

Izithuba ezikwizitraksha zophicotho-zincwadi zangaphakathi zifumana ingqwalaselo qho kwaye kwenziwa inkqubo entle ukuzalisa izithuba ezixhaswa ngemali.

Akubangakho ziphumo zangaphakathi bezingenakusonjululwa kwaza kwasetyenziswa inkqubo eyiyo ukuphumeza amanyathelo okulungisa avela kwiziphumo zophicotho-zincwadi zangaphakathi.

ULawulo lweLahleko

ISebe leMfundo lithathe uxanduva olupheleleyo nobunini bokuphunyezwa kwemethodoloji nomsebenzi we-*Enterprise-wide Risk Management (ERM)* kwaye oku kuqwalaselwa kwakhona qho ngekota yiKomiti yoPhicotho-zincwadi. Umngeni umalunga nokumiselwa kwe-*ERM* kwiSebe leMfundo liphela. IKomiti yoPhicotho-zincwadi iqaphele iqela leelahleko ezivelayo kwaye iya kuba ibeka esweni ezi zinto qho.

INGxelo yoMphicothi-zincwadi Jikelele waseMzantsi Afrika

- IKomiti yoMphicothi-zincwadi iyavumelana kwaye iyamkela imbono yoMphicothi-zincwadi Jikelele waseMzantsi Afrika ngezitetimenti zemali zonyaka, waza wacebisa ukuba iingxelo zemali zamkelwe zize zifundwe kunye nengxelo yoMphicothi-zincwadi waseMzantsi Afrika.
- IKomiti yoPhicotho-zincwadi idibene noMphicothi-zincwadi Jikelele waseMzantsi Afrika neSebe leMfundo ukuqinisekisa ukuba akukho miba ingasombululekanga evela kuphicotho-zincwadi olumiselweyo.
- IKomiti yoPhicotho-zincwadi iqwalasele kwakhona isicwangciso seSebe leMfundo sokuphunyezwa kwemiba yophicotho-zincwadi ephakanyiswe kunyaka odlulileyo qho ngekota kwaye yanelisekile kukuba imiba leyo isonjululwe ngokufanelekileyo.
- IKomiti yoPhicotho-zincwadi icebise ukuba iZitetimenti zeMali zoNyaka mazivunywe liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali nge-12 ka-Agasti 2014

Uthakazelelo

IKomiti yoPhicotho-zincwadi inqwenela ukuvakalisa uthakazelelo lwayo kuBaphathi beSebe leMfundo, kuMphicothi-zincwadi Jikelele waseMzantsi Afrika, iYunithi yoPhicotho-zincwadi yaNgaphakathi (nabo bonke abanye ababoneleli-nkonzo boqinisekiso lwemigangatho ngentsebenziswano nengcaciso abasinike yona ukwenzela ukuba sikwazi ukuqulunqa le ngxelo.



Mnu Ronnie Kingwill

USihlalo lweKomiti yoPhicotho-zincwadi yeSebe leMfundo

ISebe leMfundo

Umhla: 14 Agasti 2014



Icandelo D
**ULawulo kwiCandelo
lezaBasebenzi**

1. INTSHAYELELO

Ingcaciso equlathwe kweli candela lengxelo yonyaka imiselwe ngokuqingqiweyo nguMphathiswa weNkonzo kaRhulumente nezolawulo (*Minister for the Public Service and Administration*) kuwo onke amasebe kwinkonzo karhulumente.

2. ISISHWANKATHELO SOLAWULO LWEMICIMBI YABASEBENZIZI

2.1 UWiso-mthetho oLongamela uLawulo lwe-HR

Le ngcaciso enikiweyo kweli candelo imiselwe yiMimiselo yeNkonzo kaRhulumente (*Public Service Regulations*) (iSahluko 1, iCandelo III J.3 no-J.4)

UMthetho weMimiselo esiSiseko yeNgqesho, 1997 (uMthetho 75 ka-1997),

UMthetho wezoBudlelane eMsebenzini, 1995 (uMthetho 66 ka-1995),

UMthetho woBulungisa kwezeNgqesho, 1998 (uMthetho 55 ka-1998),

UMthetho wezeMpilo noKhuseleko eMsebenzini, 1993 (uMthetho 85 ka-1993),

UMthetho wokuBuyekezwa ngeeNgozi nokuSuleleka ziZifo eMsebenzini, 1993 (uMthetho 130 ka-1993),

UMthetho wezoMhlala-phantsi waBasebenzi bakaRhulumente, 1996 (uMpoposho 21 ka-1996),

UMthetho wezeNgqesho wooTitshala, 1998 (uMthetho 76 ka-1998),

UMthetho weNkonzo kaRhulumente, 1994 (uMpoposho 103 ka-1994), kunye

NoMgaqo-siseko weRiphabliki yaseMzantsi Afrika, 1996,

UMthetho woPhuhliso lweZakhono, 1998 (uMthetho 97 ka-1998)

UMthetho wokuKhuthaza ukuLingana nokuThintela uCalulo oLunomkhethe, 2000 (uMthetho 4 ka-2000),

UMthetho wokuKhuthaza ukuFikelela kwiNgcaciso, 2000 (uMthetho 2 ka-2000),

UMthetho wokuKhuthaza uBulungisa kwezoLawulo, 2000 (uMthetho 3 ka-2000).

Le ngcaciso ibonisa imeko yamanani okumelwa koluntu ngokwengingqi esebe lemfundo ngokohlanga, isini nokhubazeko, njengoko kufuneka kuMthetho woBulungisa kwezeNgqesho (*Employment Equity Act*) neSebe leNkonzo kaRhulumente nezolawulo.

Izikhundla ezikwizithuba ezabelwe amaziko (*post establishment*) zifuna iziqinisekiso zamabanga emfundo ahlukeneyo anjengeMatriki, isiqinisekiso samabanga emfundo sezobugcisa okanye izidanga okanye izidanga ezilandela emva kwesokuqala, kunye namanqanaba athile obuchule. UMthetho woBulungisa kwezeNgqesho ucacisa ukuba ekuqinisekiseni ukuba amaqela athile ekujoliswe kuwo (*designated groups*) amelwe ngokulungeleneyo (*equitably*) ngokodidi lomsebenzi nenqanaba kubasebenzi abaphantsi komqeshi makuthathelwe ingqalelo izizathu eziliqela kubandakanywa neqela labantu abaneziqinisekiso zamabanga emfundo ezifanelekileyo abasuka kumaqela ekujoliswe kuwo apho umqeshi kungalindeleka ngokufanelekileyo ukuba enze unyuselo-sikhundleni okanye aqeshe abasebenzi. Amanani abhaliweyo kweli candelo akazithatheli ngqalelo ezi nyaniso kwanenyaniso yokuba iinkcukacha-manani zoluntu ezichaziweyo kuBalo-bantu (*Census*) luka-2011 zibonisa ipesenti encinane kakhulu yoluntu lwaseNtshona Koloni oluneMatriki neziqinisekiso zamabanga emfundo amaziko ephakamileyo (*tertiary qualifications*). Lo mba uchaza uvimba "wabantu abaneziqinisekiso zamabanga emfundo "abantu abaneziqinisekiso zamabanga emfundo ezifanelekileyo" apho uRhulumente waseNtshona Koloni anokuqesha khona abasebenzi (njengoko kucacisiweyo nguMthetho woBulungisa kwezeNgqesho (*Employment Equity Act*)). ISebe leMfundo liyaqhubeka ngokwenza utyalo-mali kumanyathelo okwandisa uviwa wabantu abaneziqinisekiso zamabanga emfundo

ezifanelekileyo (*pool of suitably qualified people*) anokukhuphisana ngamathuba engqesho eSebe leMfundo ukwandisa ukumelwa ngokulungeleneyo (*equitable representation*) kuzo zonke iikhathegori zemisebenzi nakumanqanaba kwibutho lokusebenza.

2.2 Intshayelelo

Isishwankathelo semiba ye-HR kwiSebe leMfundo

Ulawulo lwezithuba ezabelwe iziko (*post establishment*) zesebe lemfundo lubalulekile ekuphumeleleni kwemfundo yezikolo. Isebe lemfundo likhuphe izithuba ezingaphezulu kwe-185 zonyaka wezifundo ka-2014. Ngaphezulu, isebe lemfundo liqalise ngomyinge ophuculiweyo wenani labafundi-kootitshala (*learner/educator ratio*) kwiSigaba seSiseko. Isebe lemfundo liphumelele ekwandiseni inani lalo lootitshala abasisigxina kwaye ke ngoko le nkqubo ibonise uzinzo olukhulu ngokubanzi. Kuthathwe amanyathelo ukuqinisekisa ukuba umyinge wenani labafundi-kootitshala lika-1:36 kwizikolo eziziiprayimari no-1:34 kwizikolo eziphakamileyo. Isebe lemfundo kwakhona lizibandakanye kwisicwangciso esinenjongo esigxininisa ekusasazweni kootitshala abagqithisileyo kumlinganiselo weziko bubungqina bempumelelo yoko. Ngethuba lokunika ingxelo, iSebe iWCED lilicuthile inani lootitshala abagqithisileyo kumlinganiselo weziko ngo-129.

Isebe lemfundo liqalise ngempumelelo izintlu zezithuba zootitshala ezine (*four vacancy lists*) kunyaka wesikolo ka-2013.

Misela iiphayorithi ze-HR kunyaka ophantsi kwengqwalaselo kwakhona kwakunye nokusisiphumo sezi phayorithi

Isebe lemfundo likuthatha njengephayorithi ukugaywa kwabaphathi abanobuchule ukuba baqeshwe njengeenqununu ezikolweni. Abameli besebe lemfundo abakwiiphaneli zokukhetha abagqatswa ezilolo hlobo baqaphelisile ukuqinisekisa ukuba kulandelwe inkqubo efanelekileyo.

Enye iphayorithi ibikukunciphisa inani labasebenzi abakumakhefu ethuba elongezelelweyo (*extended periods of leave*) ukwenzela ukwenza khaphukhaphu uxinzelelo lwezemali kwisebe lemfundo kuba oku kufuna ukuba kuqeshwe ootitshala abangena ezindaweni zabanye (*substitute teachers*).

Umgaqo-sikhokelo wokucwangciswa kokuqeshwa kwebutho labasebenzi kunye nezicwangciso eziphambili zokutsala nokugaya ibutho labasebenzi abanobuchule nabanako ukwenza umsebenzi

Isebe lemfundo lifumene ukuncedakala kwiinkonzo nokubakho kwabo sebeneediploma nezidanga ababefumene iskim seFunza Lushaka Bursary njengoko ilawulwa liSebe leMfundo esiSiseko likazwelonke. Ngethuba le-1 Epreli 2013 – 31 Disemba 2013, 384 (57.2%) ababefumene iibhasari zeFunza Lushaka (abaneebhasari baka-2012 ababelungele ukufakwa emsebenzini ngo-2013) kwabayi-671 abafakwe ngempumelelo. Ngethuba le-1 Januwari 2014 ukuya kutsho nge-31 Matshi 2014, bayi-284 (47%) ababefumene iibhasari zeFunza Lushaka (ababefumene iibhasari ngo-2013 ababelungele ukufakwa emsebenzini ngo-2014) kwabayi-604 ootitshala abafakwe ngempumelelo kwizithuba zootitshala. Ngokuzaliswa kwezithuba zeSMS, isebe lemfundo ligxininise kwiziphumo zovavanyo olugxininisa kubuchule abagqatswa ababefakwe kulo.

Umgaqo-sikhokelo wolawulo lwentsebenzo

Isebe lemfundo lamkele laza lathobela imigaqo-nkqubo ngokunxulumene nolawulo lwentsebenzo laza laqinisekisa ukuba bonke ootitshala, abasebenzi, ootitshala kwakunye nabasebenzi benkonzo karhulumente bakwazi kakuhle okulindelwe nguMqeshi.

Iiprogram zempilo qete yabasebenzi

Umboneleli-nkonzo wangaphandle ubonelele ngenkonzo ngokumalunga norhulumente wephondo ephela laza isebe lemfundo layamkela iprogram enjalo.

Le program inika inkxaso okokoko ngokunxulumene neemfuno zengqondo, ezeemvakalelo neemfuno zeendlela zokuphila zabasebenzi (*lifestyle needs*). Yiprogram egxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, kwingcebiso enikwa emva kwengozi (*trauma debriefing*). Le program kwakhona isingatha imiba yezempilo nempiloo qete yabasebenzi (*health and wellness of employees*) ngokusebenzisa iiNtsuku zoKwazisa ngeMpilo Qete yaBasebenzi (*Employee Health and Wellness Awareness Days*). Injongo yezi ntsuku kukukhuthaza iindlela zokuphila ezisempilweni nokwazisa ngeenkonzo iSebe iWCED elibonelela ngazo kubasebenzi balo. Ngaphezulu, uKwazisa malunga nokuKhuthaza iMpilo (*Health Promotion Awareness*) kwenzeka kwiintsuku eziphawulwe kwiKhalenda yeMpilo yeSebe lezeMpilo. Isebe lemfundo belisingathe umsitho weeNtsuku eziyi-16 zoKwazisa ngeMpilo neMpilo Qete yaBasebenzi (*16 Health and Wellness Awareness Days*) laza lanika ulwazi ngokulungiselela iiseshoni zenkxaso yasesidlangalaleni (*10 advocacy sessions*) ezingeprogram yempilo qete yabasebenzi enikwa kubasebenzi beSebe iWCED ngethuba lokunika ingxelo.

Uphuhliso lomgaqo-nkqubo

Isebe lemfundo libonelele ngamanani ezithuba ezabelwe zonke izikolo ngo-2014 phambi kokuphela kukaAgasti 2013. Oku kwenze ukuba izikolo ziqale ngexesha ucwangciso lwazo oko zikwenzela u-2013 zaza kwakhona zadala ithuba elaneleyo ezikolweni lokucela ukuba kubekho izithuba ezingaphezulu apho oko kuthathwe njengokuyimfuneko. Ukuncipha kumanani abafundi ngethuba lonyaka wesikolo kube nesiphumo esikukuba izikolo ezithile ziphele zisiba nootitshala abangaphezulu kunokuba uvuma umyinge wenani labafundi-kootitshala njengoko unyaka uqhubela phambili kwaye ngenxa yoku amanani ezithuba ezabelwe izikolo ayesekelwe kumanani angqinisiweyo abafundi ukusuka kwi-31 Januwari 2013.

Kuqaliswe nge-e-*Recruitment system* ("Recruiting the best") ukusuka ngoJanuwari 2013. Le nkqubo yenza ukuba bonke ootitshala bazalise iiprofayili zobuqu zabo kwisistim baze basebenzise elo qonga lonxibelelwano ukwenza isicelo ekhompnyutheni sezithuba ezipapashiweyo. Le nkqubo izingqine ngokwayo ngokuzisa ubuchule obukhulu ekulawuleni izicelo kwaye nesaveyi ibonise ukwaneliseka okukhulu kwabasebenzisi.

Isebe lemfundo selisebenzise i-*Pensions e-Channeling system* ukususela ngo-2013, eyenza ukuba ubani abe nako ukutsala imali yomhlala-phantsi ngekhompnyutha kwaye selilicuthile ixesha lokulibaziseka kokuhlululwa ngqo kwezibonelelo ngokubonakalayo.

Kunikwe ingqwalaselo enkulu ukuqinisekisa ukuba bonke abasebenzi abafumana umvuzo ngomsebenzi ongaphandle kwenkonzo karhulumente benza isicelo sofumana imvume yokwenjenjalo.

Ngoncedo loPhicotho-zincwadi lwaNgaphakathi (*Internal Audit*), isebe lemfundo libhale i-*Stakeholder document* ukuphucula ubudlelane obusebenza kunye nabathathi-nxaxheba bangaphandle abanjengemibutho yootitshala, iiforam zeenqununu nemibutho yamabhunga olawulo ezikolo.

Izicwangciso/iinjongo zexesha elizayo ze-HR

Ukuqaliswa kwe-e-*Recruitment system* kootitshala abasezi-ofisini kwangokunjalo nakubasebenzi benkonzo karhulumente.

Ukubonelela ngenkqubo yezicelo ezenziwa ekhompnyutheni yezithuba zootitshala abakumaziko ezikolweni ekwifomathi yekhompnyutha.

3. ULAWULO LWEENKCUKACHA-MANANI LICANDELO LOLAWULO LWEMICIMBI YABASEBENZI

3.1. Inkcitho enxulumene nezabasebenzi

Ezi theyibhile zilandelayo zishwankathela inkcitho yokugqibela enxulumene nabasebenzi ephicothiweyo ngokweprogram namacandelo omvuzo. Ngokukodwa, zicacisa malunga nokulandelayo:

- Isixa esichithwe kubasebenzi
- Isixa esichithwe kwimivuzo, kwi-ovathayim, kwi-homeowners's allowances kunye ne-medical aid.

Iprogram	Ekujoliswe kubo yile program
Iprogram 1	EzoLawulo
Iprogram 2	IMfundo yeSikolo sikaRhulumente eQhelekileyo
Iprogram 3	IMfundo yeSikolo eZimeleyo
Iprogram 4	IMfundo yeSikolo sikaRhulumente eneeMfundo eziZodwa zikaRhulumente
Iprogram 5	IiKholeji zeMfundo noQeqesho oluQhubekayo
Iprogram 6	IMfundo noQeqesho lwaBadala
Iprogram 7	UPhuhliso lweMfundo yaBasaqalayo
Iprogram 8	UPhuhliso lweZiseko
Iprogram 9	IiNkonzo eziNcedisayo neeNkonzo eziNxulumene nazo

Ittheyibhile 3.1.1 Inkcitho yezabasebenzi ngokweprogram kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

IProgram	Inkcitho iyonke (R'000)	Inkcitho yezabasebenzi (R'000)	Inkcitho yezoqeqesho (R'000)	Inkcitho yeenkonzo zoolitshala neenkonzo ezizodwa (R'000)	Inkcitho yezabasebenzi njenge-% yeNkcitho yonke	Indleko yeavareji ngomsebenzi ngamnye (R'000)	Inani labasebenzi
Iprogram 1	571 137	297 851	867	0	1.92	339.24	878
Iprogram 2	11 362 779	9 625 960	30 825	0	62.09	279.50	34 440
Iprogram 3	84 660	0	0	0	0.00	0	0
Iprogram 4	910 338	761 299	0	0	4.91	263.52	2 889
Iprogram 5	353 078	289 657	0	0	1.87	309.13	937
Iprogram 6	37 898	*963	0	0	0.01	120.38	8
		**3 148	0	0	0.02	0	0
Iprogram 7	465 535	63 142	0	0	0.41	337.66	187
Iprogram 8	1 054 312	5 446	0	0	0.04	302.56	18
Iprogram 9	662 459	***453 266	0	0	2.92	384.12	1 180
		****66 201	0	0	0.43	0	0
Inani lilonke	15 502 196	11 566 933	31 692	0	74.61	285.34	40 537

Qaphela:

- * Inkcitho yezabasebenzi enxulumene neProgram 6 (iMfundo noQeqesho lwaBadala) eya kufikelela ku-R0.963 yezigidi ibhekiselele kubasebenzi abayi-8 abaqeshwe isigxina. Inkcitho ye-avareji yabasebenzi ibhekiselele ke ngoko kuphela kubasebenzi abaqeshwe isigxina
- ** Isixa se-R3. 148 yezigidi sibonisa isixa esinxulumene nenkcitho ephathelele koolitshala abayi-39 abaqeshwe ukuba bafundise ngokweyure kumaziko e-ABET.
- *** Inkcitho yezabasebenzi enxulumene neProgram 9 (iNkonzo eziNcedisayo neeNkonzo eziNxulumene nazo) eyokufikelela kwi-R453.266 yezigidi, iphathelele kubasebenzi abaqeshwe isigxina. Inkcitho yezabasebenzi eyi-avareji ebhaliweyo ibhekiselele ke ngoko kuphela kubasebenzi abaqeshwe isigxina.
- **** Isixa se-R66.201 yezigidi sibonisa isixa malunga nenkcitho kuBavi/kwiModareyitha/kuBamakishi nakubasebenzi bezolawulo bethutyana bokunika inkxasoo [yeemvivo zeMatriki zika-2013].

Itheyibhile 3.1.2 Iindleko zabasebenzi ngokwamacandelo omvuzo kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Icandelo lomvuzo	Inkcitho ngezaBasebenzi (R'000)	I-% yetotali yenkcitho ngezabasebenzi	I-avareji yenkcitho yezabasebenzi kumsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezisezantsi (amanqanaba 1-2)	319 846	2.76	98.63	3 243
Abanezakhono (amanqanaba 3-5)	709 168	6.11	149.68	4 738
Isivéliso sabanezakhono eziphezulu (amanqanaba 6-8)	6 583 747	56.75	281.04	23 426
Abanezakhono eziphezulu zokusuphavyiza (9-12)	3 940 305	33.96	434.05	9 078
Inkonzo yabaneqhuzo nabaphathi abakhulu (amanqanaba 13-16)	48 484	0.42	932.38	##52
Inani lilonke	#11 601 550	100.00	286.20	40 537
Qaphela:				
# Inkcitho iyonke yezabasebenzi kwiitheyibhile 3.1.1. no-3.1.2 iyahluka ngenxa yeetranzakshini ezithile ezenziwa ngqo kwiBAS				
## Inani lilonke labasebenzi elibhalwe kwiitheyibhile 3.1.1 no-3.1.2 apha ngasentla kubasebenzi benkonzo karhulumente nootitshala. Inani labasebenzi abakwinqanaba lomvuzo 13 – 16 libandakanya amaGosa esiGqeba soLawulo ayi-6 aqeshwe kwiiKholeji zeMfundo noQeqesho oluQhubekayo				

Ezi theyibhile zilandelayo zinika isishwankathelo seprogram nganye (itheybhile 3.1.3) namacandelo omvuzo (itheybhile 3.1.4), yenkcitho ekungenwe kuyo ngenxa yemivuzo, i-ovathayim, isibonelelo sokuthenga indlu (*housing allowance*) noncedo lwezonyango (*medical assistance*). Kwimeko nganye, le theyibhile inika isalathiso sepesenti yebhajethi eyayisetyenziselwe ezi zinto.

Itheyibhile 3.1.3 Imivuzo, i-ovathayim, i-Home Owners Allowance ne-Medical Aid ngokweprogram yethuba le-1 Epreli 2013 ne-31 Matshi 2014

IProgram	Imivuzo		I-ovathayim		I-Home Owners Allowance		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-ovathayim njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	Isibonelelo sonyango njenge-% yeendleko zabasebenzi
Iprogram 1	237 572	2.00	3 453	0.03	8 371	0.10	13 899	0.10
Iprogram 2	7 214 260	62.20	113	0.00	217 408	1.90	402 903	3.50
Iprogram 4	553 087	4.80	105	0.00	17 783	0.20	30 875	0.30
Iprogram 5	218 780	1.90	0	0.00	6 267	0.10	11 838	0.10
Iprogram 6	11 700	0.10	0	0.00	412	0.00	679	0.00
Iprogram 7	48 462	0.40	0	0.00	1 085	0.00	2 477	0.00
Iprogram 8	3 885	0.00	0	0.00	30	0.00	7	0.00
Iprogram 9	357 900	3.10	1 840	0.02	8 606	0.10	16 329	0.10
Inani lilonke	8 645 646	74.52	5 511	0.05	259 962	2.24	479 007	4.13

Itheyibhile 3.1.4 Imivuzo, i-ovathayim, i-Home Owners Allowance kunye ne-Medical Aid ngokwecandelo lomvuzo lethuba le-1 Epreli 2013 ne-31 Matshi 2014

Icandelo lomvuzo	Imivuzo		I-ovathayim		I-Home Owners Allowance		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-ovathayim njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-Medical Aid njenge-% yeendleko zabasebenzi
Abanezakhono (amanqanaba 1-2)	224 623	1.90	125	0.00	16 010	0.10	17 025	0.10
Abanezakhono (inqanaba 3-5)	504 825	4.40	1 821	0.02	29 738	0.30	41 328	0.0
Isivéliso sabaneza-khono eziphezulu (amanqanaba 6-8)	4 908 153	42.30	2 873	0.02	145 727	1.30	283 337	2.40
Abanezakhono eziphezulu zokusu-phavayiza (9-12)	2 975 891	25.70	692	0.01	68 231	0.60	136 705	1.20
Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	32 154	0.30		0.00	256	0.00	612	0.00
Inani lilonke	8 645 646	74.52	5 511	0.05	259 962	2.24	479 007	4.13

3.2. Inggesho nezithuba

Ezi theyibhile zikweli candelo zishwankathela isikhundla malunga nengqesho kwanezithuba.

Ezi theyibhile zilandelayo zishwankathel inani lezithuba ezabelwe iziko, inani labasebenzi, ipesenti yezithuba ezingenabantu, kwanokuba ngaba bakho na abasebenzi abangaphezulu kwinani labaqeshwe kwiziko.

Le ngcaciso inikwa ngeendlela ezimbini ezahlukeneyo eziphambili:

- Iprogram (itheyibhile 3.2.1) kunye
- necandelo lomvuzo (itheyibhile 3.2.2).

Itheyibhile 3.2.1 Inggesho nezithuba ngokweprogram ukususela nge-31 Matshi 2014

Iqela labasebenzi	Iprogram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisweyo	I-% yereyithi yezithuba	Inani labantu abangaphezulu kwabaqeshwe liziko	Inani lilonke labasebenzi
Bonke abasebenzi	Iprogram 1	901	57	861	4.00	17	878
	Iprogram 2	34 131	85	34 169	0.00	271	34 440
	Iprogram 4	3 078	11	2 863	7.00	26	2 889
	Iprogram 5	1 312	153	937	2.00	0	937
	Iprogram 6	12	0	8	33.00	0	8
	Iprogram 7	15	0	187	0.00	0	187
	Iprogram 8	0	0	18	0.00	0	18
	Iprogram 9	1 309	79	1 154	12.00	26	1 180
	Inani lilonke	40 758	385	40 197	1.00	340	40 537

Ingxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Iqela labasebenzi	Iprogram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisweyo	I-% yenani lezithuba	Inani labantu abangaphezulu kwenani labaqeshwe kwiziko	Inani lilonke labasebenzi
Oofitshala	Iprogram 1	118	6	117	1.00	6	123
	Iprogram 2	27 994	1	28 188	0.00	130	28 318
	Iprogram 4	1 922	0	1 871	3.00	15	1 886
	Iprogram 5	885	0	773	13.00	0	773
	Iprogram 6	4	0	2	50.00	0	2
	Iprogram 7	15	0	187**	0.00	0	187
	Iprogram 8	0	0	1	0.00	0	1
	Iprogram 9	702	8	630	10.00	16	646
	Inani lilonke	31 640	15	31 769	0.00	167*	31 936
Abasebenzi benkonzo kaRhulumente	Iprogram 1	783	51	744	5.00	11	755
	Iprogram 2	6 137	84	5 981	3.00	141	6 122
	Iprogram 4	1 156	11	992	14.00	11	1 003
	Iprogram 5	427	153	164	62.00	0	164
	Iprogram 6	8	0	6	25.00	0	6
	Iprogram 7	0	0	0	0.00	0	0
	Iprogram 8	0	0	17	0.00	0	17
	Iprogram 9	607	71	524	14.00	10	534
	Inani lilonke	9 118	370	8 428	8.00	173	8 601

Qaphela:

* Kwimeko yooftshala abangaphezulu kunenani eliqeshwe kwiziko, kubhalwe amanani kuphela abo ftshala ababeqatshelwe ngokufanelekileyo njengabangaphezulu ngokweemvumelwano ephakathi komqeshi nomqeshwa.

** Iprogram 7: Izithuba zootitshala: bepri-prayimari ziyapheliswa nje ukuba kungabikho bantu baqeshwayo kuzo. ISebe iWCED lamkele ngokusemthethweni umgaqo-nkqubo ezithi ngawo imali ezinxulumene nezithuba ezishiywe ngabantu endaweni zazo kungena intlawulo yenkxaso-mali (subsidy payment) kwiinzame zokudala amaziko okufunda amaninzi abafundi bepri-prayimari (uPhuhliso lweMfundo yaBasaqalayo) (Early Childhood Development). Oofitshala abayi-187 abakwiprogram 7 ngaBasebenzi bePri-prayimari. Aba basebenzi bahlawulwa kwizithuba ezingaphezulu.

Malunga namaziko emfundo, inani lezithuba ezinxulumene noofitshala alithethi ukuba iziko elo lona linoofitshala abambalwa kunenani loofitshala elinelungelo lokulifumana. Libonisa kuphela ukuba izithuba zootitshala azizaliswanga isigxina. Kwimeko nganye apho isithuba singazaliswanga isigxina, ingqesho yekhontrakhi iyenziwa ukuqinisekisa ukuba onke amaziko emfundo axhobe ngokwaneleyo.

Itheyibhile 3.2.2 Ingqesho nezithuba ngokwamacandelo omvuzo ukusuka kwi-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisweyo	I-% yereyithi yezithuba	Inani labantu abangaphezulu kwinani eliqeshwe kwiziko	Inani lilonke labasebenzi
Bonke abasebenzi	Abanezakhono ezisezan-tsi (amanqanaba 1-2)	3 373	194	3 265	3.00	50	3 315
	Abanezakhono (amanqanaba 3-5)	4 257	78	3 795	11.00	66	4 646
	Isivelo sabanezakhono eziphezulu (amanqanaba 6-8)	28 875	75	29 264	0.00	172	28 651
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	4 203	38	3 823	9.00	50	3 873
	Abaphathi abakhulu (amanqanaba 13-16)	50	0	50	0.00	2	52
	Inani lilonke	40 758	385	40 197	1.00	340	40 537

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba eziXhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisweyo	I-% yereyithi yezithuba	Inani labantu abangaphezulu kwinqanaba eliqeshwe kwiziko	Inani lilonke labasebenzi
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0.00	0	0
	Abanezakhono (amanqanaba 3-5)	0	0	0	0.00	0	*785
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	27 671	0	28 145	0.00	122	27 482
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	3 969	15	3 624	9.00	45	3 669
	Abaphathi abakhulu (amanqanaba 13-16)	0	0	0	0.00	0	0
	Inani lilonke	31 640	15	31 769	0.00	167	31 936
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 373	194	3 265	3.00	50	3 315
	Abanezakhono (amanqanaba 3-5)	4 257	78	3 795	11.00	66	3 861
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 204	75	1 119	7.00	50	1 169
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	234	23	200	15.00	5	205
	Abaphathi abakhulu (amanqanaba 13-16)	50	0	49	0.00	2	51
	Inani lilonke	9 118	370	8 428	8.00	173	8 601

Qaphela:

- Ngokumalunga namaziko emfundo, inani lezithuba ezinxulumene nootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala abanelungelo lalo. Oku kuthetha ukuba izithuba zootitshala azizaliswa isigxina. Kwimeko nganye apho kukho isithuba esingazaliswanga isigxina, kuqeshwa ngekhontrakhi ukuqinisekisa ukuba onke amaziko emfundo anenani lootitshala anelungelo lokuba nalo.
- Zonke izithuba zootitshala ezenzelwe ootitshala abaneziqinisekiso zoqeqesho zemfundo ezipheleleyo (ubuncinane iMatriki neminyaka eyi-3 yoqeqesho) kumlinganiselo osezantsi wamanqanaba emivuzo 6-7. Isebe iWCED linabo ootitshala abathile abaneziqinisekiso zamabanga emfundo ezingaphelelanga kwisistim. Aba ngootitshala abayi-785 abahlawulwa imivuzo kumanqanaba omvuzo 3-5 kuba bengaziphumezi iimfuneko zezithuba ezingumlinganiselo osezantsi ukuba mazihlawulwe kumanqanaba omvuzo 6-7. Aba titshala bonke baqeshwe ngokunxulumene nezithuba ezivunyiweyo kwicandelo lomvuzo 6-8 kule theyibhile.

Ittheyibhile 3.2.3 Ingqesho nezithuba ngokwamakhondo omsebenzi abaluleke kakhulu nge-31 Matshi 2014

Ikhondo lomsebenzi obalulekileyo	Inani lezithuba ezikumaziko ezivunyiweyo	Inani lezithuba ezizalisweyo	Ireyithi yezithuba	Inani labasebenzi abangaphezulu kumlinganiselo wezithuba zeziko
n/a	n/a	n/a	n/a	n/a
Inani lilonke	n/a	n/a	n/a	n/a

Amanqaku:

- Ucazululo lweCORE, njengoko lumiselweyo yiDPISA, malusetyenziselwe ukuzaliswa kwale theyibhile.
- Amakhondo omsebenzi abalulekileyo kakhulu achazwa njengemisebenzi okanye amacandelwana afumaneka kwikhondo lomsebenzi lowo
 - apho kukho ukunqongophala kwabantu abaneziqinisekiso zamabanga emfundo nabanamava ngoku okanye abalindelekileyo kwixesha elizayo, mhlawumbi ngenxa yokuba abo bantu banezakhono nabanobuchule abafumaneki okanye bayafumaneka kodwa abazilungelanga iikhrayitheriya zengqesho ezichaphazelekayo;
 - apho abantu bafuna ulwazi olunzulu kwinkalo yesifundo ethile okanye kwisayensi okanye kwicandelo lesifundo kwaye olo lwazi lufumaneka ngokulandelwa kwenkqubo okanye izifundo ezithatha ixesha elide kunye/okanye ukufundiswa okukodwa;
 - apho ubume bentsusa bekhondo lomsebenzi bufuna ukusetyenziswa okokoko kwengqiqo yothile kwaye ubukhulu becala bufuna ukusetyenziswa kwengqondo ngokobume bawo, nelithi isebe lemfundo lifumane ubunzima kakhulu ukugaya okanye ukugcina lingaphulukani neenkonzo zabasebenzi.

3.3 UkuZaliswa kweZithuba zeSMS

litheyibhile ezikweli candela zinika ingcaciso ngengqesho nezithuba njengoko ziphathelele kumalungu eNkonzo yaBaphathi aBakhulu (*Senior Management Service*) ngenqanaba lomvuzo. Ikwanka ingcaciso ngokupapashwa nokuzaliswa kwezithuba zeSMS, izizathu zokungathotyelwa kwemimiselo yexesha esikiweyo kwanamanyathelo oluleko athathiweyo.

Itheyibhile 3.3.1 Ingcaciso ngezithuba zeSMS ukususela nge-31 Matshi 2014

Inqanaba leSMS	Inani lezithuba zeSMS kwinqanaba ngalinye		Inani lezithuba zeSMS ezizalisiweyo kwinqanaba ngalinye	I-% yezithuba zeSMS ezizalisiwayo kwinqanaba ngalinye	Inani lezithuba zeSMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zeSMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba lomvuzo 16, kodwa ingenguwo owe-HOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	100.00	0	0.00
Inqanaba lomvuzo 14	9	0	8	100.00	1	0.00
Inqanaba lomvuzo 13	36	0	40	108.00	0	13.89
Inani lilonke	50	0	53	106.00	1	100.00

Qaphela:
Amabini (2) kumalungu eSMS athwalwe ngaphezulu kwenani lezithuba zeSebe iWCED kwakunye nomntu oyi-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni kwakunye nomnye (1) othweleweyo ngokweqesho kwizithuba soLawulo lwaNgaphakathi (Internal Control post).

Itheyibhile 3.3.2 ingcaciso yesithuba seSMS ukususela nge-30 Septemba 2013

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ezizalisiweyo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ezizalisiwayo kwinqanaba ngalinye	Inani lezithuba zeSMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zeSMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	2.08	0	0.00
Inqanaba lomvuzo 16, kodwa ingelilo eleHOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	8.33	0	0.00
Inqanaba lomvuzo 14	9	0	7	14.58	2	33.33
Inqanaba lomvuzo 13	36	0	36	75.00	4	66.67
Inani lilonke	50	0	48	100.00	6	100.00

Qaphela:
Amabini (2) kumalungu eSMS aye athwala la manani ezithuba zeSebe iWCED kwakunye nomntu oyi-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni kwakunye nomnye (1) oye wathwalwa kwizithuba zoLawulo lwaNgaphakathi.

Itheyibhile 3.3.3 Ukupapashwa nokuzaliswa kwezithuba zeSMS zithuba le-1 Epreli 2013 ne-31 Matshi 2014

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ezizalisiweyo kwinqanaba ngalinye	I-% yezithuba zeSMS ezizalisiweyokwinqanaba ngalinye	Inani lezithuba zeSMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zeSMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	2.08	0	0.00
Inqanaba lomvuzo 16, kodwa ingelilo eleHOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	8.33	0	0.00
Inqanaba lomvuzo 14	9	0	7	14.58	2	33.33
Inqanaba lomvuzo 13	36	0	36	75.00	4	66.67
Inani lilonke	50	0	48	100.00	6	100.00

Amabini (2) kumalungu eSMS aye athwalwa ngokwengqesho ngaphezulu kwenani lezithuba zeSebe iWCED kwakunye nomntu oyi-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni kwakunye nomnye (1) oye wathwalwa ngokwengqesho kwizithuba zoLawulo lwaNgaphakathi.

Itheyibhile 3.3.4 Izizathu zokungathotyelwa kokuzaliswa kwezithuba ezixhaswa ngemali ezingenabantu zeSMS – Zipapashwe zingadlulanga iinyanga ezi-6 zazaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azaba namntu kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Izizathu zokuba izithuba zingabi nakupapashwa kwade kwadlula iinyanga ezintandathu
N/A

Izizathu zokuba izithuba zingabi nakuzaliswa kwade kwadlula iinyanga ezintandathu
N/A

Amanqaku

- NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.3 (*Public Service Regulations Chapter 1, Part VII C.1A.3*) amasebe makachaze injongo okanye isizathu esisiso sokungahambelani mbo nokuzaliswa kwezithuba zeSMS singadlulanga isikhokelo samaxesha amiselweyo.

Itheyibhile 3.3.5 Amanyathelo ezoluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo ukuzalisa izithuba zeSMS zingadlulng iinyanga eziyi-12 zethuba le-1 Epreli 2013 ne-31 Matshi 2014

Amanyathelo oluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo okuzaliswa kwezithuba zeSMS zingadlulanga iinyanga eziyi-12
N/A

Amanqaku

- NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.2 (*Public Service Regulations Chapter 1, Part VII C.1A.2*) amasebe makachaze injongo okanye isizathu esisiso sokungathobeli ukuzaliswa kwezithuba zeSMS ungadlulanga umgaqo-sikhokelo wamaxesha amiselweyo. Kwimeko apho ungathotyelwanga lo mmiselo, igunya lolawulo elichaphazelekayo okanye intloko yesebe lemfundo mayithathe amanyathelo oluleko afanelekileyo ngokwesiqendu 16A(1) okanye (2) soMthetho weNkonzo kaRhulumente.

3.4. UkuHlolwa koMsebenzi

Ngokulandela umgaqo-sikhokelo ogqitywe kuzwelonke, amagunya alawulayo anako ukuhlola okanye ukuhlola kwakhona (*evaluate or re-evaluate*) nawuphi na umsebenzi kwiqumrhu lawo. NgokweMimiselo, zonke izithuba ezikumanganaba omvuzo 9 nangaphezulu mazihlolwe phambi kokuba zizaliswe. Le theyibhile elandelayo ishwankathela inani lemisebenzi eyayihloliwe kwithuba lonyaka ophantsi kwengqwalaselo kwakhona. Le theyibhile kwakhona inika iinkcukacha-manani zezithuba ezifumene ukunyuselwa okanye ukuthotyelwa.

Itheyibhile 3.4.1 UkuHlolwa koMsebenzi ngokwecandelo lomvuzo kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

ICandelo loMvuzo	Itotali yenani lezithuba ukususela nge-31 Matshi 2014	Inani lezithuba ezihloliweyo	I-% yezithuba ezihloliweyo ngokwamacandelo omvuzo	Izithuba ezinyuselweyo		Izithuba ezithotyelweyo	
				Inani	I-% yenani lezithuba	Inani	I-% yenani lezithuba
Abanezakhono ezisezantsi (amanqanaba 1-2)	3 373	0	0.00	0	0.00	0	0.00
Abanezakhono (amanqanaba 3-5)	4 257	0	0.00	0	0.00	0	0.00
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	28 875	2	0.01	0	0.00	0	0.00
Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	4 203	5	0.12	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	36	1	2.78	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	9	0	0.00	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	4	0	0.00	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0.00	0	0.00	0	0.00
Inani lilonke	40 758	8	0.02	0	0.00	0	0.00

Le theyibhile elandelayo inika isishwankathelo senani labasebenzi abazikhundla zabo zinyuselweyo ngenxa yokuba izithuba abakuzo ziye zanyuselwa. Inani labasebenzi lisenokwahluka kwinani lezithuba ezonyuselweyo kuba ingengabo bonke abasebenzi abafakwe kwizithuba ezitsha kwaye ezinye zezi zithuba ziphuculiweyo kusenokwenzeka ukuba azinabantu.

Itheyibhile 3.4.2 Iprofayili yabasebenzi abazikhundla zabo ziye zonyuselwa ngenxa yokuba izithuba abakuzo ziye zanyuselwa ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Isini	ONtsundu	Um-Asiya	OweBala	OMhlophe	Inani lilonke
Ibhinqa	0	0	0	0	0
Indoda	0	0	0	0	0
Inani lilonke	0	0	0	0	0

Abasebenzi abanokhubazeko	0
---------------------------	---

Le theyibhile elandelayo ishwankathela inani leekheyisi apho amacandelo omvuzo ohlawulwayo agqithisileyo kwiigreyidi eqinisekiswa kukuhlolwa komsebenzi. Izizathu zokutenxa zinikiwe kwikheyisi nganye.

Itheyibhile 3.4.3 Abasebenzi abanamanqanaba omvuzo angaphezulu kunaleyo iqinisekiswa luhlolo lomsebenzi ngokwekhondo lomsebenzi kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Inani lilonke labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eziqinisekiswa ngokuhlolwa komsebenzi	Alikho
--	--------

Le theyibhile elandelayo inika isishwankathelo sabazuzileyo kwabangasentla ngokohlanga, isini, nokhubazeko.

Itheyibhile 3.4.4 Iprofayile yabasebenzi abanamanqanaba omvuzo aphezulu kunaleyo iqinisekiswa kukuhlolwa komsebenzi kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Inani lilonke labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eziqinisekisiweyo luhlolo lomsebenzi	Alikho
---	--------

3.5. Utshintsho kwezengqesho

Eli candelo linika ingcaciso ngotshintsho kwezengqesho ngalo nyaka-mali. Iireyithi zokumka kwabasebenzi kuze kuqeshwe abanye (*turnover rates*) kunika isalathiso sezinto ezenzekayo kwiprofayili yezengqesho yesebe lemfundo. Ezi theyibhile zilandelayo zinika isishwankathelo sokumka kuze kuqeshwe abanye abasebenzi ngokwecandelo lomvuzo nangokwama-khondo omsebenzi abaluleke kakhulu (khangela inkcazelo kumanqaku alpha ngezantsi).

Itheyibhile 3.5.1 Iireyithi zonyaka zokumka kwabasebenzi kuqeshwe abanye ngokwecandelo lomvuzo kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Inani labasebenzi kwicandelo ngalinye ukususela nge-31 Matshi 2013	Abaqeshiweyo	Ukutshintshelwa kwisebe lemfundo	Ukuqeshwa nokutshintshelwa kwisebe lemfundo	Abayekileyo emsebenzini	Ukutshintshela ngaphandle kwisebe lemfundo	Abayekileyo nabatshintshela ngaphandle kwisebe lemfundo	I-% yereyithi yabayekileyo kwaqeshwa abanye
Bontke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	3 036	1	3 037	2 806	1	2 807	7.00
	Abanezakhono (amanqanaba 3-5)	4 778	4 995	5	5 000	3 832	6	3 838	24.00
	Isiviso sabanezakhono eziphezulu (amanqanaba 6-8)	23 390	11 762	23	11 785	11 739	31	11 770	0.00
	Abanezakhono eziphezulu zokusuphavyisa (amanqanaba 9-12)	8 820	576	3	579	1 117	12	1 129	0.00
	Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	37	3	0	3	1	0	1	8.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	7	0	0	0	1	0	1	0.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	4	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0	0	0	0	0	0.00
Inani lilonke	40 124	20 372	32	20 404	19 496	50	19 546	2.00	
Coofitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0	0	0	0.00
	Abanezakhono (amanqanaba 3-5)	896	3796	0	3 796	2 562	1	2 563	138.00
	Isiviso sabanezakhono eziphezulu (amanqanaba 6-8)	22 109	11 520	14	11 534	11 493	28	11 521	0.00
	Abanezakhono eziphezulu zokusuphavyisa (amanqanaba 9-12)	8 623	542	3	545	1 089	7	1 096	0.00
	Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	0	0	0	0	0	0	0	0.00
Inani lonke	31 628	15 858	17	15 875	15 144	36	15 180	2.00	
Inkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	3 036	1	3 037	2 806	1	2 807	7.00
	Abanezakhono (amanqanaba 3-5)	3 882	1 199	5	1 204	1 270	5	1 275	0.00
	Isiviso sabanezakhono eziphezulu (amanqanaba 6-8)	1 281	242	9	251	246	3	249	0.00
	Abanezakhono eziphezulu zokusuphavyisa (amanqanaba 9-12)	197	34	0	34	28	5	33	0.00
	Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	37	3	0	3	1	0	1	8.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	7	0	0	0	1	0	1	0.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	4	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0	0	0	0	0	0.00
Inani lilonke	8 496	4 514	15	4 529	4 352	14	4 366	2.00	

Qaphela:
Ikhohlam 3 (inani labasebenzi) ibandakanya lonke uHlobo lweNqesho naBasebenzi aBaqgithisileyo kwiNani eLimiselweyo leZiko (Excess Personnel) yaye ayibandakanyi uMphathiswa. Abasebenzi benkonzo karhulumente noofitshala abangenazikhundla zisisigxina baqeshwa ngekhontrakhi ngamathuba aqingqekileyo (closed periods). Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezihlawulelwayo ezivela 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 kwekhontrakhi uthathwa njengokuyeka emsebenzini ngeenjongo zokunika ingxelo yaye oku sisizathu sokuba kubekho inani eliphezulu ngokugqithisileyo emsebenzini.

Itheyibhile 3.5.2 Ireyithi zonyaka zabasebenzi abemkayo nabaqeshwayo kwisebe lemfundo (annual turnover rates) ngokwamakhondo omsebenzi abaluleke kakhulu kwithuba le-1 Epreli ne-31 Matshi 2014

Ikhondo lomsebenzi obalulekileyo	Inani labasebenzi ekuqaleni kwithuba likaEpreli 2013	Ukuqeshwa nokutshintshelwa kwisebe lemfundo	Ukuyeka nokutshintshelwa ngaphandle kwisebe lemfundo	Ireyithi yabemkayo nabaqeshwa kwisebe lemfundo
INANI LILONKE	n/a	n/a	n/a	n/a

Le theyibhile elapha ngezantsi iqaphela izingathu ezibalulekileyo ezibangele abasebenzi balishiye isebe lemfundo.

Itheyibhile 3.5.3.1 Izingathu zokuba abasebenzi balishiye isebe lemfundo ngethuba le-1 Epreli ne-31 Matshi 2014

Iqela	Uhlobo eshiywe ngayo inkonzo	Inani labasebenzi	I-% yabo bonke abayeke emsebenzini	Inani labayeke emsebenzini njenge-% yenani lilonke labasebenzi ukususela nge-31 Matshi 2014
Bonke abasebenzi	Ukufa/ ukusweleka	131	0.7.0	0.30
	Ukuyeka emsebenzini (<i>Resignation</i>)	779	4.00	1.90
	Ukuphela kwemvumelwano yengqesho	17 671	90.40	44.00
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	15	0.10	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	44	0.20	0.10
	Ukuyekiswa emsebenzini ngenxa yokungaphili	35	0.20	0.10
	Ukuthatha umhlala-phantsi	821	4.20	2.00
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	11	0.10	0.00
	Ukutshintshelwa kwamanye amasebe enkonzo karhulumente	50	0.30	0.10
	Inani lilonke elidityanisiweyo	19 557	100.00	48.70
Oofitshala	Ukufa/ ukusweleka	76	0.50	0.20
	Ukuyeka emsebenzini (<i>Resignation</i>)	629	4.10	2.00
	Ukuphela kwemvumelwano yengqesho	13 794	90.80	43.60
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	15	0.10	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	21	0.10	0.10
	Ukuyekiswa emsebenzini ngenxa yokungaphili	21	0.10	0.10
	Ukuthatha umhlala-phantsi	588	3.90	1.90
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	11	0.10	0.00
	Ukutshintshelwa kwamanye amasebe enkonzo karhulumente	36	0.20	0.10
	Inani lilonke	15191	100.00	48.00
Abasebenzi benkonzo karhulumente	Ukufa/ ukusweleka	55	1.30	0.60
	Ukuyeka emsebenzini (<i>Resignation</i>)	150	3.40	1.80
	Ukuphela kwemvumelwano yengqesho	3877	88.80	45.60
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	23	0.50	0.30
	Ukuyekiswa emsebenzini ngenxa yokungaphili	14	0.30	0.20
	Ukuthatha umhlala-phantsi	233	5.30	2.70
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	0	0.00	0.00
	Ukutshintshelwa kwamanye amasebe enkonzo karhulumente	14	0.30	0.20
	Inani lilonke elidityanisiweyo	4366	100.00	51.40

Qaphela:
Inani "LokuPhelelwa kweMvumelwano yeNgqesho" lingakhangeleka liphezulu xa kuthelekiswa namanye amasebe karhulumente kunye nabaqeshi. 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 ezichaphazelekayo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo isigxina ngoko nangoko. Ngaphezulu, makuqatshelwe ukuba oofitshala ababambeleyo baqeshwa ezindaweni zoolitshala abasebenzisa ikhefu okanye abasekondwayo. Elona thutyana lifutshane malunga notitshala ziiveki ezimbini.

Itheyibhile 3.5.3.2 Izizathu zokuyeka kwabasebenzi emsebenzini, 1 Epreli 2013 ukuya kwi-31 Matshi 2014

Iqela	Uhlobo eshiywe ngayo inkonzo	Inani labo bonke abasebenzi	I-% yenani lilonke labayeke emsebenzini
Bonke abasebenzi	Ubudala	3	0.02
	Impilo ebuthathaka	14	0.07
	Ukufumana umvuzo oncumisayo	42	0.22
	lingxaki zekhaya	2	0.01
	Ukufudukela kwelinye ilizwe	18	0.09
	Ukuqhubela phambili ngezifundo	8	0.04
	Umtshato	7	0.04
	Uhlobo lomsebenzi	35	0.18
	Akukho sizathu (ubukhulu becala "kukuphela kwemvumelwano yengqesho")	18 725	96.60
	Amanye amasebe emfundo	1	0.01
	Omnye umsebenzi	53	0.27
	Ishishini elilelakhe	1	0.01
	Izikhhalazo zabo ubuqu	13	0.07
	Uhlengahlengiso	1	0.01
	Ukuyeka emsebenzini	556	2.85
	Ukukhulelwa	2	0.01
	Ukuziphatha kakubi	4	0.02
	IPhakheji yokuYeka eMsebenzini ngokuZithandela ekuVunyelwene ngayo	1	0.01
	Ukucuthwa kwezithuba	9	0.05
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.01
Inani lilonke elidityanisiweyo	19 496	100.00	
Ooitshala	Ubudala	2	0.01
	Impilo ebuthathaka	12	0.08
	Ukufumana umvuzo oncumisayo	33	0.22
	lingxaki zekhaya	2	0.01
	Ukufudukela kwelinye ilizwe	18	0.12
	Ukuqhubela phambili ngezifundo	8	0.05
	Umtshato	7	0.05
	Uhlobo lomsebenzi	24	0.16
	Akukho sizathu (ubukhulu becala "kukuphela kwemvumelwano yezengqesho")	14 515	95.85
	Elinye isebe lemfundo	1	0.01
	Omnye umsebenzi	38	0.25
	Ishishini elilelakhe	1	0.01
	Izikhhalazo zabo ubuqu	12	0.08
	Uhlengahlengiso	1	0.01
	Ukuyeka emsebenzini	456	3.01
	Ukukhulelwa	1	0.01
	Ukuziphatha kakubi	3	0.02
	IPhakheji yokuYeka eMsebenzini ngokuZithandela ekuVunyelwene ngayo	1	0.01
	Ukucuthwa kwezithuba	9	0.01
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	0	0.00
Inani lilonke elidityanisiweyo	15 144	100.00	
Abasebenzi benkonzo karhulumente	Ubudala	1	0.02
	Impilo ebuthathaka	2	0.05
	Ukufumana umvuzo oncumisayo	9	0.21
	lingxaki zekhaya	0	0.00
	Ukufudukela kwelinye ilizwe	0	0.00
	Ukuqhubela phambili ngezifundo	0	0.00
	Umtshato	0	0.00
	Uhlobo lomsebenzi	11	0.25
	Akukho sizathu (ubukhulu becala "kukuphela kwemvumelwano yezengqesho")	4 210	96.73
	Elinye isebe lemfundo	0	0.00
	Omnye umsebenzi	1	0.02
	Ishishini elilelakhe	15	0.34
	Izikhhalazo zabo ubuqu	0	0.00
	Uhlengahlengiso	0	0.00
	Ukuyeka emsebenzini	100	2.30
	Ukukhulelwa	1	0.02
	Ukuziphatha kakubi	1	0.02
	IPhakheji yokuYeka eMsebenzini ngokuZithandela ekuVunyelwene ngayo	0	0.00
	Ukucuthwa kwezithuba	0	0.00
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.02
Inani lilonke elidityanisiweyo	4 352	100.00	

**Itheyibhile 3.5.3.3 Izizathu zokuyeka kwabasebenzi abasisigxina emsebenzini, 1 Epreli 2013
ukuya kwi-31 Matshi 2014**

Iqela	Uhlobo eshiywe ngayo inkonzo	Inani labo bonke abasebenzi	I-% yenani lilonke labayeke emsebenzini
Bonke abasebenzi	Ubudala	3	0.41
	Impilo ebuthathaka	12	1.63
	Ukufumana umvuzo oncumisayo	36	4.88
	lingxaki zekhaya	2	0.27
	Ukufudukela kwelinye ilizwe	18	2.44
	Ukuqhubela phambili ngezifundo	8	1.08
	Umtshato	7	0.95
	Uhlobo lomsebenzi	32	4.34
	Akukho sizathu	9	1.22
	Elinye isebe lemfundo	1	0.14
	Omnje umsebenzi	48	6.50
	Ishishini elilelakhe	1	0.14
	Izikhhalazo zobuqu	12	1.63
	Ukulahla kwisikhundla	543	73.58
	Ukukhulelwa	1	0.14
	Ukuziphatha kakubi	4	0.54
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.14
	Inani lilonke elidityanisiweyo	738	100.00
OoTishala	Ubudala	2	0.33
	Impilo ebuthathaka	10	1.66
	Ukufumana umvuzo oncumisayo	30	4.99
	lingxaki zekhaya	2	0.33
	Ukufudukela kwelinye ilizwe	18	3.00
	Ukuqhubela phambili ngezifundo	8	1.33
	Umtshato	7	1.16
	Uhlobo lomsebenzi	21	3.49
	Akukho sizathu	8	1.33
	Elinye isebe lemfundo	1	0.17
	Omnje umsebenzi	35	5.82
	Ishishini elilelakhe	1	0.17
	Izikhhalazo zobuqu	11	1.83
	Ukulahla kwisikhundla	443	73.71
	Ukukhulelwa	1	0.17
	Ukuziphatha kakubi	3	0.50
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	0	0.00
	Inani lilonke elidityanisiweyo	601	100.00
Abasebenzi benkonzo karhulumente	Ubudala	1	0.73
	Impilo ebuthathaka	2	1.46
	Ukufumana umvuzo oncumisayo	6	4.38
	lingxaki zekhaya	0	0.00
	Ukufudukela kwelinye ilizwe	0	0.00
	Ukuqhubela phambili ngezifundo	0	0.00
	Umtshato	0	0.00
	Uhlobo lomsebenzi	11	8.03
	Akukho sizathu	1	0.73
	Elinye isebe lemfundo	0	0.00
	Omnje umsebenzi	13	9.49
	Ishishini elilelakhe	0	0.00
	Izikhhalazo zobuqu	1	0.73
	Ukulahla kwisikhundla	100	72.99
	Ukukhulelwa	0	0.00
	Ukuziphatha kakubi	1	0.73
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.73
	Inani lilonke elidityanisiweyo	137	100.00

Itheyibhile 3.5.3.3 Amaqela eminyaka yobudala yabasebenzi abasisigxina abayekileyo emsebenzini, nge-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Iminyaka yobudala	Ukuyeka emsebenzini kwabo bonke abasebenzi	Bebonke abasebenzi - nge-%	Ukuyeka emsebenzini kootitshala	Ootitshala - nge-%	Ukuyeka emsebenzini kwabasebenzi benkonzo karhulumente	Abasebenzi beNkonzo kaRhulumente - nge-%
Iminyaka yobudala eyi-20>	1	0.14	0	0.00	1	0.73
Iminyaka yobudala eyi-20 - 24	21	2.85	21	3.49	0	0.00
Iminyaka yobudala eyi-25 - 29	97	13.14	95	15.81	2	1.46
Iminyaka yobudala eyi-30 - 34	77	10.43	59	9.82	18	13.14
Iminyaka yobudala eyi-35 - 39	63	8.54	53	8.82	10	7.30
Iminyaka yobudala eyi-40 - 44	143	19.38	123	20.47	20	14.60
Iminyaka yobudala eyi-45 - 49	160	21.68	121	20.13	39	28.47
Iminyaka yobudala eyi-50 - 54	96	13.01	71	11.81	25	18.25
Iminyaka yobudala eyi-55 - 59	54	7.32	41	6.82	13	9.49
Iminyaka yobudala eyi-60 - 64	26	3.52	17	2.83	9	6.57
Iminyaka yobudala eyi-65>	0	0.00	0	0.00	0	0.00
Inani lilonke elidityanisiweyo	738	100	601	100.00	137	100.00

Itheyibhile 3.5.3.4 Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela ngokweandelo lomvuzo, nge-1 Apreli 2013 ukuya kwi-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiseliweyo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	4
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
Ootitshala	Lower Skilled (Levels 1-2)	0
	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 6-8)	4
	Isiveliso sabanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
Abenkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	0
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	0
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	0

Itheyibhile 3.5.4 Unyuselo-sikhundleni ngokomsebenzi obalulekileyo kwithuba le-1 Epreli ne-31 Matshi 2014

Iqela labasebenzi	Abasebenzi nge-1 Epreli 20YY	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo kumanqanaba omvuzo njenge- % yabasebenzi ngokwecandelo lomvuzo	Unyuselo ukuya kwenye inotshi kwinqanaba lomvuzo othile	Unyuselo ngenotshi njenge-% yabasebenzi ngokwecandelo lomvuzo
INANI LILONKE	n/a	n/a	n/a	n/a	n/a

Itheyibhile 3.5.5 Unyuselo-sikhundleni ngokwecandelo lomvuzo kwithuba le-1 Epreli ne-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Abasebenzi nge-31 Matshi 2013	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo kumanqanaba omvuzo njenge-% yabasebenzi ngokwecandelo lomvuzo	Unyuselo ukuya kwenye inotshi kwinqanaba lomvuzo othile	Unyuselo ngenotshi njenge-% yabasebenzi ngokwecandelo lomvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	235	7.61	2 243	72.66
	Abanezakhono (amanqanaba 3-5)	4 778	130	2.72	3 562	74.55
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	23 390	852	3.64	18 936	80.96
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	8 820	1 135	12.87	7 978	90.45
	Inkonzo yabaphathi abakhulu(amanqanaba 13-16)	49	5	10.20	33	57.14
	Inani lilonke	40 124	2 357	5.87	32 747	81.61
Ooitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0.00	0	0.00
	Abanezakhono (amanqanaba 3-5)	896	4	0.45	231	25.78
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	22 109	807	3.65	18 183	82.24
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	8 623	1 126	13.06	7 832	90.83
	Inkonzo yabaphathi abakhulu(amanqanaba 13-16)	0	0	0.00	0	0.00
	Inani lilonke	31 628	1 973	6.12	26 246	82.98
Abenkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	235	7.61	2 243	72.66
	Abanezakhono (amanqanaba 3-5)	3 882	126	3.25	3 328	85.81
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 281	45	3.51	753	58.78
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	197	9	4.57	146	74.11
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	49	5	10.20	33	57.14
	Inani lilonke	8 496	420	4.94	6 501	76.52

3.6. UBulungisa kweNgqesho (Employment Equity)

Ittheyibhile 3.6.1 Inani lilonke labasebenzi (kubandakanywa nabasebenzi abanokhubazeko) ngokweendidi zemisebenzi ezilandelayo nge-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Abaphathi abaphezulu (amanqanaba 14-16)	1	5	1	3	1	1	1	0	0	0	14
Inkonzo yabaphathi abakhulu (inqanaba 13)	3	11	1	7	5	7	0	4	0	0	38
Abaneziqinisekiso zemfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	134	657	10	308	82	175	7	101	0	1	1 475
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, isuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	596	3 753	34	981	1 431	5 121	48	2 302	3	9	14 278
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	1 223	2 631	16	632	3 986	7 746	52	3 045	74	35	19 440
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	612	2 026	3	111	400	1 929	1	163	31	16	5 292
Inani lilonke	2 569	9 083	65	2 042	5 905	14 979	109	5 616	108	61	40 537

Ittheyibhile 3.6.2 Inani lilonke labasebenzi (abanokhubazeko) kwicandelo ngalinye kula macandelo omsebenzi alandelayo nge-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	M	F	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	0	0	0	0	0	0	0	0	0	0	0
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, isuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	2	1	0	2	0	1	0	4	0	0	10
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	2	2	0	1	1	2	0	1	0	0	9
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	2	3	0	1	1	3	0	0	0	0	10
Inani lilonke	6	6	0	4	2	6	0	5	0	0	29

Itheyibhile 3.6.3 Ukugaya abasebenzi kwithuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	2	0	0	0	0	0	1	0	0	3
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	11	39	0	27	11	16	0	16	0	0	120
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	47	742	5	110	233	1 031	2	238	0	0	2 408
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (amanqanaba 4-7)	757	1 659	6	312	2 380	4 949	53	1 833	240	94	12 283
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	462	1 661	6	149	571	2 130	2	375	139	63	5 558
Inani lilonke	1 277	4 103	17	598	3 195	8 126	57	2 463	379	157	20 372

Itheyibhile 3.6.4 Unyuselo-sikhundleni ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	2	0	1	0	0	0	0	0	0	3
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	0	0	1	0	0	0	1	0	0	2
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	13	89	1	39	13	25	0	21	0	0	201
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	77	419	3	80	239	605	8	200	0	0	1 631
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	21	54	0	1	31	112	0	38	1	0	258
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	46	96	0	2	33	83	0	2	0	0	262
Inani lilonke	157	660	4	124	316	825	8	262	1	0	2 357

Itheyibhile 3.6.5 Ukuyeka emsebenzini kwithuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	1	0	0	0	0	1
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	1	0	0	0	0	0	0	0	0	1
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	18	89	0	40	17	28	0	25	0	0	217
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	66	920	8	160	307	1 300	6	378	0	0	3 145
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	733	1 666	4	301	2 316	4 804	43	1 715	261	101	11 944
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca (amanqanaba 1-3)	376	1 421	6	97	329	1 602	2	190	113	52	4 188
Inani lilonke	1 193	4 097	18	598	2 969	7 735	51	2 308	374	153	19 496

Itheyibhile 3.6.6 Amanyathelo ezoluleko ethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Inyathelo lezoluleko	Indoda				Ibhinqa				Inani lilonke
	ONtsundu	OweBala	UmNdiya	OMhlophe	ONtsundu	OweBala	UmNdiya	OMhlophe	
Ngazo zonke iintlobo	62	180	0	12	51	93	0	11	409

Itheyibhile 3.6.7 Uphuhliso lwezakhono ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Inani lilonke
	A	C	I	W	A	C	I	W	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (inqanaba 13)	3	0	0	0	0	0	0	0	3
Abaneziqinisekiso zemfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	2 028	3 015	48	988	1 873	5 445	90	1 514	15 001
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	25	161	0	151	159	485	0	0	981
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	10	27	0	2	50	127	0	61	277
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca (amanqanaba 1-3)	5	11	0	8	14	50	0	25	113
Inani lilonke ngokudityanisiweyo	2 071	3 214	48	1 149	2 096	6 107	90	1 600	16 375

Qaphela:

Akukho kungqinelana phakathi kwe- Organising Framework for Occupations (OFO) ekunike ingxelo ngayo kwii-SETA nakwiindidi zemisebenzi edweliswe ephantsi kwe- Code of Remuneration (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze- CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi.

3.7. Ukusayinwa kweMvumelwano zeNtsebenzo ngaMalungu eSMS

Onke amalungu eSMS makaqakumbele aze asayine iimvumelwano zentsebenzo engadlulanga kumgaqo-sikhokelo oqingqiweyo wexesha elithile. Ingcaciso ngokusayinwa kweemvumelwano zentsebenzo ngamalungu eSMS, izizathu zokungathobeli umgaqo-sikhokelo oqingqiweyo namanyathelo ezoluleko athathiweyo ayacaciswa apha.

Itheyibhile 3.7.1 Ukusayinwa kweMvumelwano zeNtsebenzo ngamalungu eSMS, nge-31 Meyi 2013

Inqanaba leSMS	Inani lezikhundla zeSMS ezixhaswa ngemali ngokwenqanaba ngalinye	Inani lamalungu eSMS ngokwenqanaba ngalinye	Inani leemvumelwano zentsebenzo ezisayiniweyo ngokwenqanaba ngalinye	Iimvumelwano zentsebenzo ezisayiniweyo njenge-% zamalungu zeSMS ngokwenqanaba ngalinye
UMlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	1	1	2.12
Abakwicandelo lomvuzo 16, kodwa bengezizo ii-HOD	0	0	0	0.00
Inqanaba lomvuzo 15	4	4	4	8.52
Inqanaba lomvuzo 14	9	8	8	17.02
Inqanaba lomvuzo 13	36	34	34	72.34
Inani lilonke	50	47	47	100

Itheyibhile 3.7.2 Izizathu zokungazalisekiswa kweemvumelwano zeNtsebenzo zawo onke amalungu eSMS nge-31 Meyi 2013

Izizathu
n/a

Itheyibhile 3.7.3 Amanyathelo ezoluleko athathwe ngakumalungu eSMS

Izizathu
n/a

3.8. AmaBhaso okuKhuthaza iNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo likhuphe la mabhaso okukhuthaza intsebenzo alandelayo, anikwe abasebenzi ngentsebenzo yabo ngethuba lika-2012/13, kodwa ahlawulwa kunyaka-mali ophantsi kwengqwalaselo kwakhona. Le ngcaciso inikwa ngokohlanga, isini kunye nokhubazeko (itheyibhile 3.8.1) namacandelo omvuzo (itheyibhile 3.8.2.).

Itheyibhile 3.8.1 Amabhaso okukhuthaza intsebenzo ngokohlanga, isini nokhubazeko ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Uhlanga nesini	Iprofayili yabasebenzisi beenkonzo			Iindleko	
	Inani labasebenzisi beenkonzo	Inani lilonke labasebenzi kwiqela	I-% yenani lilonke kwiqela	Iindleko (R'000)	I-avareji yeendleko (R'000) kumsebenzisi ngamnye
ONtsundu	204	1 608	12.69	1 189	5.82
Indoda	75	764	9.82	376	5.01
Ibhinqa	129	844	15.28	813	6.30
OweBala	1 065	6 016	17.70	7 333	6.89
Indoda	366	2 594	14.11	2 464	6.73
Ibhinqa	699	3 422	20.43	4 869	6.97
UmNdiya	9	27	33.33	98	10.81
Indoda	3	11	27.27	49	16.40
Ibhinqa	6	16	37.50	48	8.07
OMhlophe	262	826	31.72	2 331	8.90
Indoda	40	170	23.53	355	8.87
Ibhinqa	222	656	33.84	1 977	8.90
Abasebenzi abanokhubazeko	3	19	15.79	22	7.20
Inani lilonke	1 545	40 124	3.85	10 981	7.11

Itheyibhile 3.8.2 AmaBhaso okuKhuthaza iNtsebenzo ngokwecandelo lomvuzo ongaphantsi kwenqanaba leNkonzo yaBaphathi aBakhulu ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amacandelo omvuzo	Iprofayile yabasebenzi beenkonzo			Iindleko		
	Inani labasebenzi beenkonzo	Inani lilonke labasebenzi kwiqela	I-% yenani lilonke kumacandelo omvuzo	Iindleko (R'000)	I-avareji yeendleko (R'000) kumsebenzi ngamnye	Iindleko njenge-% yenani lilonke lenkcitho yabasebenzi
Abasebenzi benkonzo karhulumente						
Abanezakhono ezisezantsi (amanqanaba 1-2)	269	3 087	9.00	1 030	3.83	0.32
Abanezakhono (amanqanaba 3-5)	800	3 882	21.00	4 714	5.89	0.66
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	418	1 281	33.00	3 977	9.51	0.06
Abanezakhono eziphezulu zokusuphavayiza (9-12)	49	197	25.00	951	19.41	0.02
Inani lilonke	1 536	8 447	18.00	10 671	6.95	1.06

Itheyibhile 3.8.3 AmaBhaso okuKhuthaza iNtsebenzo ngokomsebenzi obalulekileyo wethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Umsebenzi obalulekileyo	IProfayile yabasebenzi beenkonzo			Iindleko	
	Inani labasebenzi beenkonzo	Inani labasebenzi	I-% yenani lilonke elenza lo msebenzi	Iindleko zizonke (R'000)	I-avareji yeendleko ngomsebenzi ngamnye
Inani lilonke	n/a	n/a	n/a	n/a	n/a

Itheyibhile 3.8.4 Amabhaso okukhuthaza intsebenzo anxulumene nentsebenzo (imali eyibhonasi), ngokwecandelo lomvuzo waBaphathi beeNkonzo zaBakhulu ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

AmaCandelo oMvuzo	IProfayile yaBasebenzi beeNkonzo			Iindleko		
	Inani labasebenzi beenkonzo	Inani labasebenzi	I-% yenani lilonke elenza lo msebenzi	Iindleko zizonke (R'000)	I-avareji yeendleko ngomsebenzi ngamnye	Iindleko njenge-% yenkcitho yabasebenzi epheleleyo
Inkonzo yabaphathi abakhulu A (inqanaba 13)	6	37	16.00	240	40.06	0.50
Inkonzo yabaphathi abakhulu beCandelo B (inqanaba 14)	0	7	0.00	0	0.00	0.00
Inkonzo yabaphathi abakhulu beCandelo C (inqanaba 15)	1	4	25.00	61	60.64	0.13
Inkonzo yabaphathi abakhulu beCandelo D (inqanaba 16)	0	1	0.00	0	0.00	0.00
Inani lilonke	7	49	14.00	301	43.00	0.63

Abasebenzi bamazwe angaphandle

Ezi theyibhile zilapha ngezantsi zishwankathela ukuqeshwa kwabasebenzi bamazwe angaphandle kwisebe lemfundo ngokwecandelo lomvuzo nomsebenzi ophambili owenziwayo.

Ittheyibhile 3.9.1 Abasebenzi bamazwe angaphandle ngokwecandelo lomvuzo kwithuba le-1 Epreli 2013 kuye kwi-31 Matshi 2014

Iqela labasebenzi	ICandelo loMvuzo	1 Epreli 2013		31 Matshi 2014		Itshintshi	
		Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% kwiCandelo loMvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	2	1.00	3	2.00	1	0.00
	Abanezakhono (amanqanaba 3-5)	57	34.00	58	34.00	1	0.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	104	61.00	100	59.00	-4	400.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7	4.00	8	5.00	1	0.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	170	100.00	169	100.00	-1	100.00
Oofitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0.00	0	0.00	0	0.00
	Abanezakhono (amanqanaba 3-5)	55	33.00	55	34.00	0	0.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	103	62.00	99	61.00	-4	133.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7	4.00	8	5.00	1	0.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	165	100.00	162	100.00	-3	100.00
Abenkonzu karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	2	40.00	3	43.00	1	50.00
	Abanezakhono (amanqanaba 3-5)	2	40.00	3	43.00	1	50.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1	20.00	1	14.00	0	0.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	0	0.00	0	0.00	0	0.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	5	100.00	7	100.00	2	100.00

Ittheyibhile 3.9.2 Abasebenzi bamazwe angaphandle ngokomsebenzi ophambili wethuba le-1 Epreli 2013 ne-31 Matshi 2014

Umsebenzi ophambili	01 Epreli 2013		31 Matshi 2014		Itshintshi	
	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% yetshintshi
Abaqeqeshelwe umsebenzi	13	7.65	14	8.28	1	-100.00
AMagcisa naBaqeqeshiweyo abanxulumene nawo	1	0.59	1	0.59	0	0.00
Oomabhalane	1	0.59	1	0.59	0	0.00
Abasebenzi ngokubanzi (labourers) nabasebenzi abanxulumene nabo	155	91.18	153	90.53	-2	200.00
Inani lilonke	170	100.00	169	100.00	-1	100.00

3.9. Ukusetyenziswa kwekhefu

I-Public Service Commission iqaphele imfuno yokubekwa esweni ngobunono kwekhefu lokugula kwinkonzo karhulumente. Ezi theyibhile zilandelayo zibonisa ukusetyenziswa kwekhefu lokugula nekhefu lokukhubazeka. Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zichaziwe.

Itheyibhile 3.10.1 Ikhefu lokugula lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

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	Iindleko eqikelelwayo (R'000) kwiintsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	18 255	15 779	86.44	2 038	7.18	9	6	5 045
	Abanezakhono (amanqanaba 3-5)	29 292	24 778	84.59	3 159	11.12	9	6	12 053
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	144 552	115 210	79.70	16 936	59.64	9	6	116 020
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	54 400	44 643	82.06	6 235	21.95	9	6	65 150
	Inkonzo yabaphathi abakhulu(amanqanaba 13-16)	154	115	74.68	31	0.11	5	3	367
	Inani lilonke	246 653	200 525	81.30	28 399	100.00	9	6	198 635
Ooflithala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	3 012	2 410	80.01	431	1.92	7	3	1 498
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	134 654	107 133	79.56	15 919	71.03	8	6	109 246
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	53 054	43 574	82.13	6 061	27.04	9	6	63 487
	Inkonzo yabaphathi abakhulu(amanqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	190 720	153 117	80.28	22 411	100.00	8	6	174 231
AbeNkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	18 255	15 779	86.44	2 038	34.03	9	6	5 045
	Abanezakhono (amanqanaba 3-5)	26 280	22 368	85.11	2 728	45.56	10	7	10 555
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	9 898	8 077	81.60	1 017	16.98	10	8	6 774
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	1 346	1 069	79.42	174	2.91	8	7	1 663
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	154	115	74.68	31	0.52	5	3	367
	Inani lilonke	55 933	47 408	84.76	5 988	100.00	9	6	24 404

Itheyibhile 3.10.2 Ikhefu lokukhubazeka (okungesosigxina nokusisigxina) lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

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-averaji yeentsuku (zokugula) zomsebenzi ngamnye	I-avareji yeentsuku (zizonke) zomsebenzi ngamnye	Iindleko ezijikelelwayo (R'000) ngeentsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	748	741	99.00	22	9.00	34	0	208
	Abanezakhono (amanqanaba 3-5)	956	955	100.00	30	12.00	32	0	383
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	3 960	3 945	100.00	133	53.00	30	0	3 168
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	2 297	2 291	100.00	65	26.00	35	0	2 702
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	100.00	0	0.00	0	0	0
	Inani lilonke	7 961	7 932	100.00	250	100.00	32	0	6 462
Ooqithshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0.00	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	28	28	100.00	3	2.00	9	0	15
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	3 395	3 381	100.00	121	64.00	28	0	2 728
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	2 286	2 280	100.00	64	34.00	36	0	2 697
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	5 709	5 689	100.00	188	100.00	30	0	5 429
Abentkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	748	741	99.00	22	35.00	34	0	208
	Abanezakhono (amanqanaba 3-5)	928	927	100.00	27	44.00	34	0	368
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	565	565	100.00	12	19.00	47	0	440
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	11	11	100.00	1	2.00	11	0	16
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	2 252	2 243	100.00	62	100.00	36	0	1 033

Le theyibhile elapha ngezantsi inika isishwankathelo sokusetyenziswa kwekhefu lonyaka. Imvumelwano ngemivuzo eyagqitywa nemibutho yabasebenzi kwi-PSCBC ngo-2000 ifuna kulawulwe ikhefu lonyaka ukuthintela amanqanaba aphezulu ekhefu eliqokelelwayo (accrued leave) lize lihlawulwe xa umsebenzi eyeka emsebenzini.

Itheyibhile 3.10.3 IKhefu loNyaka (Annual Leave) lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu ezithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu lonyaka
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	23 422	12	2 015
	Abanezakhono (amanqanaba 3-5)	36 126	13	2 745
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	24 218	9	2 652
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	30 131	12	2 496
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	1 192	24	50
	Inani lilonke	115 089	12	9 958
Ooifishala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0
	Abanezakhono (amanqanaba 3-5)	27	2	12
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	3 888	2	1 580
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	25 030	11	2 287
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0
	Inani lilonke	28 945	7	3 879
Abenkono karnhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	23 422	12	2 015
	Abanezakhono (amanqanaba 3-5)	36 099	13	2 733
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	20 330	19	1 072
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	5 101	24	209
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	1 192	24	50
	Inani lilonke	86 144	14	6 079

Qaphela:

Amalungelo ekhefu lonyaka (annual leave entitlements) nemimiselo enxulumene nooifishala obasezi-ofisini y-okulungela ikhefu lonyaka eliphakathi kweentsuku eziyi-22 neziyi-30 ngonyaka kusekelwe kwinani leminyaka besenkonzweni. Bonke ooifishala abakumaziko bathathwa njengokuba basekhefini xa iziko livaliwe.

Itheyibhile 3.10.4 Ikhefu elihlawulelwayo (Capped leave) lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu elihlawulelwayo (capped leave) ukuza kutshi ga nge-24 Disemba 2012	Inani lilonke leentsuku zekhefu elihlawulelwayo ezithathiweyo	Inani labasebenzi abasebenzisa ikhefu elihlawulelwayo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu elihlawulelwayo ukuza kutshi ga nge-24 Disemba 2013	Inani lilonke lekhefu elihlawulelwayo ukuza kutshi ga nge-24 Disemba 2013
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	24 933	1 807	49	37	641	24 933
	Abanezakhono (amanqanaba 3-5)	93 585	8 236	143	58	1 545	93 585
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	389 553	19 030	1 804	11	7 534	389 618
	Abanezakhono eziphezulu zokusupha-vayiza (9-12)	512 727	31 440	1 830	17	7 373	512 785
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	3 878	43	2	22	31	3 878
	Inani lilonke	1 024 677	60 556	3 828	16	17 124	1 024 799

e

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu elihlawulelwayo ukuza kuthi ga nge-24 Disemba 2012	Inani lilonke leentsuku zekhefu elihlawulelwayo ezithathiweyo	Inani labasebenzi abasebenzi ikhefu elihlawulelwayo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu elihlawulelwayo ukuza kuthi ga nge-24 Disemba 2013	Inani lilonke lekhefu elihlawulelwayo ukuza kuthi ga nge-24 Disemba 2013
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0	0
	Abanezakhono (amanqanaba 3-5)	1 647	611	17	36	27	1 647
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	335 522	16 957	1 724	10	6 614	335 587
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	505 204	31 106	1 821	17	7 265	505 262
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0	0	0	0
	Inani lilonke	842 373	48 674	3 562	14	13 906	842 496
Abenkono kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	24 933	1 807	49	37	641	24 933
	Abanezakhono (amanqanaba 3-5)	91 938	7 625	126	61	1 518	91 938
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	54 031	2 073	80	26	920	54 031
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	7 523	334	9	37	108	7 523
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	3 878	43	2	22	31	3 878
	Inani lilonke	182 303	11 882	266	45	3 218	182 303

Le theyibhile ishwankathela iintlawulo ezenziwe kubasebenzi ngenxa yekhefu elalingakhange lisetyenziswe.

Itheyibhile 3.10.5 Iintlawulo zekhefu zethuba le-1 Epreli 2013 ne-31 Matshi 2014

Isizathu	Isixa sisonke (R'000)	Inani labasebenzi	I-avareji yentlawulo kumsebenzi ngamnye
Iintlawulo zekhefu ngo-2013/2014 ngenxa yekhefu elingakhange lisetyenziswe kumjikelo wangaphambili	0	0	0
Iintlawulo zekhefu elihlawulelwayo ekuphelisweni kwenkonzo ngo-2013/2014	37 954	476	79 735
Iintlawulo zekhefu elihlawulelwayo ekuphelisweni kwenkonzo ngo-2013/2014	721	109	6 615
Inani lilonke	38 675	*585	66 111

Inani eliyinxenye (*nett total*) labasebenzi abayi-487 lifumene iintlawulo zekhefu – abayi-98 abasebenzi bafumene zombini iintlawulo zekhefu elihlawulelwayo neentlawulo zekhefu langoku (*current leave pay-outs*).

3.11 I-HIV/AIDS & neeProgram yokuKhuthaza ezeMpilo

Itheyibhile 3.11.1 Amanyathelo athathiweyo ukunciphisa ingozi yokusuleleka emsebenzini

Iiyunithi/iikhathegori zabasebenzi abaqatshelwe njengabasengozini yokusuleleka yiHIV nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo athathiweyo ukunciphisa ingozi
Ootitshala nabasebenzi abancedisayo (abongikazi bezikolo, abasebenzi abacocayo, ootitshala abasezilabhoratri, oomabhalana bezobunjinieli noomabhalana bezikolo)	Ibrowsha eneenkqubo emazilandelwe malunga nobungozi bokusuleleka kwabasebenzi zizifo emsebenzini. Iziko lemfundo ngalinye linekomiti yezempilo nokhuseleko.

Itheyibhile 3.11.2 Iinkcukacha zokuKhuthazwa kwezeMpilo neeProgram zeHIV/AIDS

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba ngu-ewe
1. Ngaba isebe lemfundo linegosa leSMS elityunjelwe ukuqalisa imimiselo ebalwe kwiCandelo VI E leSahluko 1 seMimiselo yaBasebenzi beNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, chaza igama nesikhundla salo.			Umlawuli weCandelo loLawulo lweMicimbi yaBasebenzi ngoBuchule (<i>Director: Strategic People Management</i>)
2. Ngaba isebe lemfundo lineyunithi okanye lityumbe abasebenzi abathile ukuba bakhuthaze impilo qete yabasebenzi bakho? Ukuba kunjalo, chaza inani labasebenzi abathatha inxaxheba kulo msebenzi nebhajethi yonyaka ekhoyo yale njongo.	X		ISebe iWCED lineeprogram ezimbini ezithile ezinjongo zazo 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 ngokuphathelele kuqeqesho nenkxaso (<i>advocacy</i>). IProgram yeMpilo Qete yaBasebenzi yeSebe iWCED inamagosa amathathu ajongene nale program kwinqanaba loMlawuli oNcedisayo, iPrakthishina yezoLawulo lweMicimbi yezaBasebenzi neIkaMabhalana weCandelo loLawulo lweMicimbi yezaBasebenzi (<i>Human Resource Clerk level</i>), ngokulandelelanayo. Ibhajethi = R1 794 580

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba ngu-ewe
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye yokuKhuthaza iMpilo Qete kuBasebenzi bakho? Ukuba kunjalo, bhala phantsi iingongoma/iinkonzo eziqaphelekayo zale program.	X		Le program inika inkxaso okokoko emalunga neemfundo zasengqondweni, ezeemvakalelo nendlela yokuphila yabasebenzi bethu. Yiprogram yokuLawula iMpilo Qete yaBasebenzi (<i>Employee Health and Wellness Management Programme</i>) egxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, kuxinzelelo (<i>stress</i>), kulawulo lwezemali, kubudlelane, kwezomthetho, kwimibandela yosapho, ukusetyenziswa gwenxa kweziyobisi notywala kwanokucebisa abasengozini. Ezi nkonzo zenziwa ngababoneleli beenkonzo babucala ukuqinisekisa ukugcinwa kwemfihlelo. Injongo yezi ntsuku kukukhuthaza impilo eyiyo nokunika ulwazi malunga neenkonzo iSebe iWCED elibonelela ngazo kubasebenzi balo. Ngaphezulu, ukuKhuthazwa koLwazi ngezeMpilo kuqhubeka ngokuhambelana neentsuku eziphawulwe kwiKhalenda engeMpilo yeSebe lezeMpilo. ISebe leMfundo liqhuba iintsuku zoKwazisa ngezeMpilo Qete yaBasebenzi (<i>Employee Health and Wellness Awareness Days</i>). Injongo yezi ntsuku kukukhuthaza indlela yokuphila esempilweni nokwazisa ngeenkonzo elizinkayo iSebe iWCED kubaqeshwa balo. Ukongeza apho, i-Health Promotion Awareness iqhubeka ngokweentsuku eziqatshelwe kwiKhalenda yeMpilo yeSebe lezeMpilo. Ngaphezulu, iintsuku zoKwazisa ngokuKhuthazwa kwezeMpilo (<i>Health Promotion Awareness</i>) ziqhubeka ngokweentsuku ezibhalileyo kwiKhalenda yeMpilo yeSebe lezeMpilo. ISebe lisingethe iintsuku eziyi-16 zeMpilo Qete yaBasebenzi (<i>Health and Wellness Awareness Days</i>) yaye zidale ukubakho kolwazi ngokwenza amalungiselelo eeseshoni eziyi-10 zeprogram yempilo qete ekubonelelwa ngayo ngabasebenzi beSebe iWCED ngethuba lokunika ingxelo.
4. Ngaba isebe lemfundo liseke (a) iKomiti (iikomiti) njengoko kubhaliweyo kwiSiqendu 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 lweMicimbi yezaBasebenzi ngoBuchule, 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 liyihlaziyile 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 Transversal policy ne-Employee Health & Wellness Transversal framework.
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 ne-AIDS ithathwe ngayo. Imiba efana yodwa ngokumalunga ne-AIDS, 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 iNgcobiso noVavanyo lweHIV (HIV Counselling and Testing) iyinxenye yovavanyo lwempilo ngokubanzi oluqhutywa ngeNtsuku zoKwazisa ngeMpilo Qete yaBasebenzi (<i>Health and Wellness Awareness Days</i>). Uthatho-nxaxheba kwi-HCT kukwi-avareji engu-40% yabo bayayo kwiintsuku zoKwazisa abasebenzi ngeMpilo Qete (<i>Awareness Days</i>). ISebe lazisa kwiNgcaciso eMfutshane yeCandelo loLawulo lweMicimbi yaBasebenzi 6 ka- 2012 iphulo leNational HIV Counselling ngenjongo yokukhuthaza bonke abasebenzi beSebe iWCED baye kuvavanyo lwe-HIV nokunika iingcebiso ngokuzithandela. Izintlu zomboneleli-nkonzo yeHCT, neTransversal HCT Screening Calendar zaziqhotyoshelwe kule ngcaciso imfutshane. Bonke abaphathi abakhulu neeNtloko zamaziko emfundo bacelwa ukuba bathathe inxaxheba kwiNational HIV Counselling campaign.	x		
8. Ingaba isebe liqulunqe amanyathelo/izalathi-nkqubela ukubeka esweni nokuhlola ifuthe layo kwiiprogram zokukhuthaza impilo qete? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi-nkqubela?	x		Iingxelo yaqho ngenyanga nangekota zifunyanwa kumboneleli-nkonzo wempilo neMpilo Qete yaBasebenzi ecacisa ukusetyenziswa kweenkonzo ezibonelelwayo.
<p>Qaphela:</p> <p>ISebe lezeMpilo liququzelela iProvincial Employee Aids Programme iSebe iWCED eyinxalenye yayo. Lo mkhomba-ndlela omalunga nezi zinto/nkonzo zibalulekileyo zilandelayo:</p> <p>Iimfundo nokunika ulwazi kwindawo yokusebenzela</p> <p>Ukwenziwa kwe-odithi ngezeHIV/AIDS emsebenzini ukuqaphela iimfuno zeziseko (<i>infrastructural needs</i>), umz. likhithi zoNcedo lokuQala liprogram zohintelo, umz. ukusasazwa kweekhondom</p> <p>Ukukhuthaza amanyathelo othintelo kwihlabathi liphela, umz. amanyathelo ezokhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo</p> <p>INgcobiso nokuVavanywa kweGazi ngokuZithandela</p> <p>Ukukhuthaza ukunika inkxaso kubasebenzi abasuleleke yiHIV/AIDS</p> <p>I-DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neMpilo qete yaBasebenzi (<i>Employee Health and Wellness Strategic Framework</i>) ugxininisa ukungqinelana umalunga noLawulo lweHIV/AIDS neThibhi okukhuthaza ukuba kwenziwe imisebenzi engundoqo ye-EH&W kwindawo yomsebenzi eyile: Ukwehisa amandla eHIV ne-AIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokunika inkxaso</p> <p>Ukuqalisa iprogram yeMpilo Qete yaBasebenzi noSuku lweMpilo Qete kwabasuleleke yiHIV kwanomsebenzi woluntu ochaphazelekileyo;</p> <p>Ukuqaliswa kweprogram yokuFundisana kooNtanga (<i>Peer Educator</i>) yabasebenzi, kujoliswe kwiindlela zokuziphatha eziyingozi</p> <p>Uncedo lwezonyango lokunyangwa nokunonotshelwa kwabasebenzi abaphila neHIV/AIDS lunikwa nguGEMS, nezinye izibonelelo zonyango nangamaziko abonelela ngezempilo esisiseko.</p>			

3.12 EzoBudlelane eMsebenzini

Itheyibhile 3.12.1 Iimvumelano phakathi komqeshi nomqeshwa ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Inani lilonke leemvumelwano phakathi komqeshi nomqeshwa	Azikho
---	--------

Le theyibhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko ezaqhutywa ngaphakathi kwisebe lemfundo kulo nyaka ophantsi kwengqwalaselo kwakhona.

Itheyibhile 3.12.2 Ukuziphatha kakubi neengxoxo zoluleko ezaqhutywayo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iziphumo zeengxoxo zoluleko	Inani	I-% yenani lilonke
Ululeko ngokuthethiswa kulungiswa iimposiso	7	1.00
Isilumkiso esenziwa ngomlomo	1	0.15
Isilumkiso esenziwa ngencwadi ebhaliweyo	7	1.00
Isilumkiso sokugqibela esenziwa ngencwadi ebhaliweyo	314	45.30
Ukunqunyanyiswa emsebenzini ngaphandle komvuzo	51	7.50
Isahlwayo sefayini	229	33.00
Ukuhliselwa esikhundleni	1	0.15
Ukugxothwa/ukuziyekela emsebenzini	46	6.60
Ukugwetyelwa	23	3.30
Ityala lirhoxisiwe	14	2.00
Inani lilonke	693	100.00

Itheyibhile 3.12.3 Iintlobo zokuziphatha kakubi ekuthethwe ngazo kwiingxoxo zoluleko ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Uhlobo lokuziphatha kakubi	Inani	I-% yenani lilonke
Ubusela, ukunyoba, ubuqhethesaba okanye isenzo sobuqhophololo ngokumalunga noviwo	1	0.20
Ukuxhaphaza umfundi ngezeso	9	2.20
Ukungathobeli okanye ukwaphula umthetho okanye nawuphi omnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	3	0.70
Ukulawula gwenxa ngabom okanye ngokungenankathalo iimali zikaRhulumente	13	3.10
Ukudlela indlala ngokungafanelekanga ezolawulo, ezoluleko okanye ukusebenza ngobuchule kweSebe leMfundo	2	0.40
Ukwamkela ingqesho yesibini kunye/okanye ukubuyekiswa ngaphandle kwemvume ebhaliweyo esuka kuMqeshi	1	0.20
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	20	4.80
Ukungabikho emsebenzini	49	11.90
Ucalulo	2	0.40
Umsebenzi ombi, ngenxa yezizathu ezingezizo ezokungaphili	7	1.70
Ngexa esemsebenzini, uphantsi kweempembelelo okanye usebenzisa iziyobisi emsebenzini	5	1.20
Ukuziphatha ngokungafanelekanga, ngokuhlazo okanye ngokungamkelekanga	70	17.10
Ukubetha, okanye ukuzama ukubetha okanye ukoyikisa ngokubetha	160	39.10
Ukuzibandakanya kuqhankqalazo lwezomsebenzi olungekho mthethweni	19	4.60
Ukwaphula umthetho wemveli okanye woburhulumente (ngobusela, ngenkohliso nangobuqhophololo)	22	5.30
Ukunganyaniseki	13	3.10
Ukunyamalala emsebenzini	13	3.10
INANI LILONKE	409	100.00

Ittheyibhile 3.12.4 Izikhalazo ezingeniweyo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Izikhalazo ezingeniweyo	Inani	I-% yenani lilonke
Inani lezikhalazo ezisonjululweyo	302	69.30
Inani lezikhalazo ezingasonjululwanga	134	130.70
Inani lilonke lezikhalazo ezingeniweyo	436	100.00

Ittheyibhile 3.12.5 Iimbambano ezingeniswe kumaBhunga ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iimbambano ezingeniswe kumaBhunga	Inani	i-% yenani lilonke
Inani leembambano apho baye bagwetyelwa	45	36.00
Inani leembambano ezichithiweyo	80	64.00
Inani lilonke leembambano ezingeniweyo	125	100.00

Ittheyibhile 3.12.6 Iintshukumo zogwayimbo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iintshukumo zogwayimbo	Inani
Inani lilonke leentsuku zomsebenzi abaphulukene nazo	1 599
Inani lilonke leendleko (R'000) zomsebenzi abaphulukene nazo	703
Isixa (R'000) esifunyezo ngenxa yomqathango ocacisa ukuba wangasebenzi wangahlawulwa (no work no pay)	703

Ittheyibhile 3.12.7 Unqunyanyiso njengenyathelo lothintelo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Unqunyanyiso njengenyathelo lothintelo	Inani
Inani labasebenzi benkonzo karhulumente abanqunyanyisiweyo	8
Inani lootitshala abanqunyanyisiweyo	7
Inani labasebenzi benkonzo karhulumente abanqunyanyisiweyo iintsuku ezigqithileyo ku-30.	7
Inani lootitshala benkonzo karhulumente abanqunyanyisiweyo iintsuku ezigqithileyo ku-90.	3
Inani leentsuku eliyi-avareji labanqunyanyisiweyo.	131
Iindleko (R'000) zonqunyanyiso	878

3.13 Uphuhliso lwezakhono

Eli candelo licacisa ngeenzame zesebe lemfundo ezimalunga nophuhliso lwezakhono.

Ittheyibhile 3.13.1 Iimfuno zoqeqesho eziqatshelweyo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iindidi zamakhondo omsebenzi	Isini	Inani labaqeshwa ukususela nge-1 Epreli 2013	Iimfuno zoqeqesho eziqatshelweyo ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abenzi-mithetho, amagosa aphezulu nabaphathi	Ibhinqa	1 572	0	1 553	0	1 553
	Indoda	2 414	0	2 075	0	2 075
Abaqeqeshiweyo	Ibhinqa	20 037	0	10 048	0	10 048
	Indoda	8 204	0	5 836	0	5 836
Amagcisa nabaqeqeshiweyo abanxulumene nabo	Ibhinqa	321	0	1	0	1
	Indoda	238	0	0	0	0
Oomabhalana	Ibhinqa	1 922	0	1 812	0	1 812
	Indoda	267	0	941	0	941
Abasebenzi abenza iinkonzo nabasebenzi bezentengiso	Ibhinqa	5	0	347	0	347
	Indoda	18	0	833	0	833
Abasebenzi abanobuchule bokulima noshishino lweentlanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0

Inxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Iindidi zamakhondo omsebenzi	Isini	Inani labaqeshwa ukususela nge-1 Epreli 2013	Iimfuno zoqeqesho eziqatshelweyo ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abasebenzi bobugcisa bezandla nemisebenzi yobugcisa bezandla enxulumene nayo	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibani boomatshini	Ibhinqa	0	0	0	0	0
	Indoda	21	0	1	0	1
Abasebenzi nabasebenzi abanxulumene nabo	Ibhinqa	2 368	0	373	0	373
	Indoda	2 737	0	482	0	482
Amakhondo omsebenzi ezakhono ezisezantsi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Inani lilonke elincinane	Ibhinqa	26 225	0	14 134	0	14 134
	Indoda	13 899	0	10 168	0	10 168
<i>Inani elincinane</i>		40 124	0	24 302	0	24 302
Abasebenzi abanokhubazeko	Ibhinqa	14	0	0	0	0
	Indoda	18	0	0	0	0

Qaphela:
Akukho kungqinelana phakathi kwe-Organising Framework for Occupations (OFO) ekwakunikwe ingxelo ngazo kwii-SETA nezinye iindidi zamakhondo omsebenzi phantsi kwe-Code of Remuneration (CORE). ISebe leMfundo lingqinelanise iindidi zamakhondo omsebenzi e-CORE aneekehathegori zamakhondo omsebenzi ze-OFO ngeenjongo zokunika ingxelo ngokuphathelele kwinani labasebenzi.

Itheyibhile 3.13.2 Uqeqesho olunikiweyo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iindidi zamakhondo omsebenzi	Isini	Inani labasebenzi ukususela nge-31 Matshi 2013	Uqeqesho ekubonelelwe ngalo ngethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono kunye nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abenzi-mithetho, amagosa nabaphathi abakhulu	Ibhinqa	1 572	0	1 663	0	1 663
	Indoda	2 414	0	1 122	0	1 122
Abaqeqeshiweyo	Ibhinqa	20 037	0	7 047	0	7 047
	Indoda	8 204	0	4 392	0	4 392
Amagcisa nabaqeqeshiweyo abanxulumene nabo	Ibhinqa	321	0	1	0	1
	Indoda	238	0	0	0	0
Oomabhalana	Ibhinqa	1 922	0	730	0	730
	Indoda	267	0	384	0	384
Abasebenzi abenza iinkonzo kunye nabasebenzi bezentengiso	Ibhinqa	5	0	0	0	0
	Indoda	18	0	0	0	0
Abasebenzi abanezakhono zolimo noshishino lweentlanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bobugcisa bezandla nabasebenzi abanxulumene nabo	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibani boomatshini	Ibhinqa	0	0	0	0	0
	Indoda	21	0	1	0	1
Abasebenzi kunye nabasebenzi abanxulumene nabo	Ibhinqa	2 368	0	102	0	102
	Indoda	2 737	0	118	0	118
Imisebenzi yabanezakhono ezisezantsi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Inani lilonke elincinane	Ibhinqa	26 225	0	9 543	0	9 543
	Indoda	13 899	0	6 017	0	6 017
<i>Inani lilonke</i>		40 124	0	15 560	0	15 560
Abasebenzi abanokhubazeko	Ibhinqa	14	0	0	0	0
	Indoda	18	0	0	0	0

3.14 Ukwenzakala emsebenzini

Ezi theyibhile zilandelayo zibonelela ngengcaciso esisiseko malunga nokwenzakala emsebenzini.

Ittheyibhile 3.14.1 Ukwenzakala emsebenzini ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iqela labasebenzi	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
BONKE ABASEBENZI	Ababefuna unyango oluqhelekileyo kuphela	101	80.00
	Ukwenzakala emqolo	13	12.87
	Unyawo/iqatha	16	15.84
	Isihlahla/Igxalaba/Ingalo/Umnwe	31	30.69
	Impumlo /Imehlo	3	2.97
	Intamo/Intloko	5	4.95
	Umenzakalo edolweni /emlenzeni	25	24.75
	lingqaqambo ezimbanjeni /Ukubethwa ufe isiqaa	6	5.94
	Amanxeba okutsha/kwisikhumba	2	1.98
	Ukhubazeko ngokudityanisiweyo lwethutyana	25	20.00
	Umenzakalo emqolo	1	0.99
	Unyawo	6	5.94
	Isihlahla/Igxalaba/Ingalo/ Umnwe	4	3.96
	Imehlo	5	4.95
	Intamo/Intloko	4	3.96
	Umenzakalo wedolo/umenzakalo womlenze	4	3.96
	Ukurhawuka kweenwele	1	0.99
	Ukhubazeko olusisigxina	0	0.00
	Ukusweleka	0	0.00
	Ukusweleka	0	0.00
Inani lilonke	126	100.00	
Ipesenti yabo bonke abaqeshiweyo			0.31
Oofishala	Ababefune ingqwalaselo yonyango kuphela	56	84.00
	Umenzakalo emqolo	5	8.93
	Unyawo	14	25.00
	Isihlahla/Igxalaba/Ingalo/Umnwe	13	23.21
	Impumlo /Imehlo	2	3.57
	Intamo/Intloko	2	3.57
	Umenzakalo edolweni/ umenzakalo emlenzeni	13	23.21
	lingqaqambo ezimbanjeni/ Ukubethwa emzimbeni /ukufa isiqaa	5	8.93
	Amanxeba okutsha/amanxeba asesikhumbeni	2	3.57
	Ukhubazeko ngokudityanisiweyo lwethutyana	11	16.00
	Umenzakalo emqolo	0	0.00
	Unyawo	3	27.27
	Isihlahla/Igxalaba/Ingalo/Umnwe	3	27.27
	Impumlo /Imehlo	0	0.00
	Intamo/Intloko	2	18.18
Umenzakalo edolweni/ umenzakalo emlenzeni	3	27.27	
Inani lilonke	67	100.00	
Ipesenti yabo bonke abaqeshiweyo			0.17
Abasebenzi benkonzo karhulumente	Ababefune unyango oluqhelekileyo kuphela	45	75.00
	Umenzakalo emqolo	8	17.78
	Unyawo	2	4.44
	Isihlahla/Igxalaba/Ingalo/Umnwe	18	40.00
	Imehlo	1	2.22
	Intamo/Intloko	3	6.67
	Umenzakalo edolweni/umenzakalo emlenzeni	12	26.67
	lingqaqambo ezimbanjeni/ Ukubethwa emzimbeni /ukufa isiqaa	1	2.22
	Ukhubazeko lwethutyana xa lulonke	14	25.00
	Umenzakalo emqolo	1	7.14
	Unyawo	3	21.43
	Isihlahla/Igxalaba/Ingalo/Umnwe	1	7.14
	Imehlo	5	35.71
	Intamo/Intloko	2	14.29
	Umenzakalo edolweni/umenzakalo emlenzeni	1	7.14
	lingqaqambo ezimbanjeni/ Ukubethwa emzimbeni /ukufa isiqaa	1	7.14
	Inani lilonke	59	100.00
Ipesenti yabo bonke abaqeshiweyo			0.15

3.15 Ukusetyenziswa kwaBacebisi (Consultants)

Ezi theyibhile zilandelayo zinika ingcaciso malunga nokusetyenziswa kwabacebisi (consultants) kwisebe lemfundo. Ngokoxwebhu lweMimiselo yeNkonzo kaRhulumente (Public Service Regulations) “umcebisi” (consultant), oko kuthetha umntu okanye umntu wasemthethweni (natural or juristic person) okanye ubulingane (partnership) onika imimiselo yemvumelwano yengqesho ethile ejongene ngokwenjongo ethile (an ad hoc basis) ngayo nayiphi na enye yezi nkonzo zoqeqesho zilandelayo kwisebe lemfundo aze afumane intlawulo esuka kuye nawo nawuphi na kwaba vimba:

- (a) Ukubonelelwa ngengcebiso yobungcali;
- (b) Ukudrafftwa kweeprohozali zokwenziwa kwemisebenzi ethile; kunye
- (c) nokwenziwa komsebenzi othile wobugcisa okanye ofuna ukusetyenziswa kwengqondo, kodwa kungabandakanywa mqeshwa wesebe lemfundo.

Ittheyibhile 3.15.1 Ingxelo ngokuqeshwa kwabacebisi (consultants) kusetyenziswa iimali ezabiweyo kwethuba le-1 Epreli 2013 ne-31 Matshi 2014

Itayitile yeProjekthi	Inani lilonke labacebisi ababesebenze kwiprojekthi leyo	Ithuba (lintsuku zokusebenza)	Ixabiso lekhontrakhi ngokweeRandi
n/a	0	0	0

Inani lilonke leeprojekthi	Inani labacebisi ngabanye	Ithuba lilonke leentsuku zokusebenza	Ixabiso lekhontrakhi ngokweeRandi
n/a	0	0	0

Ittheyibhile 3.15.2 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali ezabiweyo, ngokwe-Historically Disadvantaged Individuals (HDIs) ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Itayitile yeProjekthi	Ipesenti yobunikazi bamaqela ee-HDI	Ipesenti yabaphathi bamaqela ee-HDI	Inani laBacebisi abavela kumaqela ee-HDI asebenza kwiprojekthi
n/a	0	0	0

Ittheyibhile 3.15.3 Ingxelo ngokuqeshwa kwabacebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Itayitile yeProjekthi	Inani lilonke labacebisi ababesebenze kwiprojekthi leyo	Ithuba (lintsuku zokusebenza)	Ixabiso lekhontrakhi ngokweeRandi
n/a	0	0	0

Inani lilonke leprojekthi	Inani lilonke labacebisi	Ithuba lilonke leentsuku zokusebenza	Ixabiso lekhontrakhi lilonke ngokweeRandi

Ittheyibhile 3.15.4 Ukucazululwa kokuqeshwa kwabacebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngokwe-Historically Disadvantaged Individuals (HDIs) ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Itayitile yeProjekthi	Ipesenti yobunikazi bamaqela ee-HDI	Ipesenti yabaphathi bamaqela ee-HDI	Inani laBacebisi abavela kumaqela ee-HDI asebenza kwiprojekthi
n/a	0	0	0

3.16 IiPhakheji zokuYeka komSebenzi eMsebenzini ngokuZithandela (Severance Packages)

Itheyibhile 3.16.1 Ukukhutshwa kweephakheji zokuziyekela kwabasebenzi emsebenzini ngokuzithandela ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iqela- labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiselweyo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	4
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
Ooflithala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	4
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
ABenkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	0
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	0
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	0



ICandelo E
Ingcaciso ngezemali

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YOMPHICOTHI-ZINCWADI JIKELELE
kunyaka ophela nge-31 Matshi 2014**

INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE YEPHONDO LENTSHONA KOLONI ENGEENGXELO ZEMALI NENGCACISO YOKULAWULWA KOKUSETYENZISWA KWEBHAJETHI 5 YESEBE LEMFUNDO LENTSHONA KOLONI

UKUNIKA INGXELO NGEENGXELO-MALI

Intshayelelo

1. Ndiziphicothile ezi ngxelo-mali zeSebe leMfundo leNtshona Koloni (WCED) ezikumakhasi 190 ukuya ku-228, engxelo yolwabiwo-mali, ingxelo yobume bemali njengoko injalo nge-31 Matshi 2014, ingxelo yokusetyenziswa kwemali, ingxelo yokutshintsha kwii-*net assets*, ingxelo yokungena nokuphuma kwemali yonyaka osandula kuphela, kunye namanqakwana, asisishwankathelo semigaqo-nkqubo ebalulekileyo yokusetyenziswa kwemali kunye nenye ingcaciso ecacisayo.

Uxanduva lwegosa elimele ukuphendula ngokuphathelele ngosetyenziso lwemali olumalunga neengxelo-mali

2. Igosa elimele ukuphendula ngosetyenziso lwemali linoxanduva lokulungiswa kwezi ngxelo-mali ngokwe-*Modified Cash Standards (MCS)* emiselwe yi-Ofisi kaNondyebo kaZwelonke kunye nemimiselo eyimfuneko yoMthetho woLawulo lweMali kaRhulumente woMzantsi Afrika, 1999 (uMthetho No. 1 ka-1999) (*PFMA*) kunye noMthetho woKwahlulwa kweMali waseMzantsi Afrika, ka-2013 (Division of Revenue Act of South Africa (DoRA)), (UMthetho No. 2 ka-2013) kunye nokusingatha ulawulo lwangaphakathi njengoko igosa elimele ukuphendula ngosetyenziso lwemali limisela ukuba kuyimfuneko ukwenzela ukulungiswa kweengxelo-mali ezingenangcaciso igqwethiweyo (*material misstatement*), nokuba ngaba oko kwenzeka ngenxa yobuqhetseba (*fraud*) okanye yempazamo.

Umsebenzi oluxanduva loMphicothi-zincwadi Jikelele

3. Uxanduva lwam kukuvakalisa uluvo malunga nezi ngxelo-mali ezisekelwe kuphicotho-zincwadi lwam. Ndaye ndaqhuba uphicotho-zincwadi lwam ngokwe-*Public Audit Act of South Africa, 2004 (Act No. 25 ka-2004 (Public Audit Act) (PAA)*, ngokwesaziso ngokubanzi esikhutshwe ngokwalo Mthetho kunye neMigangatho yaMazwe ngaMazwe emalunga nophicotho-zincwadi (*International Standards on Auditing*). Loo migangatho ifuna ukuba ndingqinelane ngqo neemfuno zokwenziwa komsebenzi ongenachaphaza nesciwangciso ndize ndenze uphicotho-zincwadi ukufumana ingqinisekiso efanelekileyo malunga nokuba iingxelo-mali azinanto na igqwethiweyo).
4. Uphicotho-zincwadi lubandakanya ukwenza iinkqubo zokufumana ubungqina bophicotho-zincwadi malunga nezixa-mali ezisetyenzisiweyo kunye nokuvakaliswe kwiingxelo-mali. Iinkqubo ezikhethiweyo zixhomekeke kwindlela abona ngayo umphicothi-zincwadi, kubandakanywa nokuhlolwa kwezinto eziyingxaki ezigqwethiweyo kwiingxelo-mali, nokuba oko kwenzeka ngenxa yobuqhetseba okanye yempazamo. Ukwenza ezo nkqubo zokuhlolwa kwezinto eziyingxaki, umphicothi-zincwadi uqwalasela ulawulo lwangaphakathi olufanelekileyo kumalungiselelo equmrhu eengxelo-mali, ukwenzela ukuqulunqa iinkqubo zokuphicotha iincwadi ezifanelekileyo kwiimeko ezo,

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YOMPHICOTHI-ZINCWADI JIKELELE
kunyaka ophela nge-31 Matshi 2014**

kodwa oko kungenziwa ngenjongo yokuvakalisa uluvo ngokusebenza ngempumelelo kwenkqubo yequmrhu yolawulo lwangaphakathi. Uphicotho-zincwadi kwakhona lubandakanya ukufaneleka kwemigaqo-nkqubo yobalo-mali (*accounting policies*) esetyenziswayo kunye nokufaneleka koqikelelo lobalo-mali (*accounting estimates*) olwenziwa ngabalawuli, kwakunye novavanyo lokwandlalwa konke kweengxelo-mali.

5. Ndiyakholwa ukuba ubungqina bophicotho-zincwadi endibufumeneyo banele kwaye bufanelekile ukunika isiseko sokusekela uluvo lwam lophicotho-zincwadi.

Uluvo

- 6 Ngokoluvo lwam, iingxelo-mali zinika umfanekiso kakuhle, ngandlela zonke, wemeko yezemali yeSebe iWCED njengoko unjalo nge-31 Matshi 2014, kunye nendlela yokusebenza kwemali yalo neemali ezingenayo neziphumayo zonyaka osandula kuphela ngokwe-MCS njengoko kumiselweyo kwi-Ofisi kaNondyabo kaZwelonke kunye neemfuno ezingummiselo ze-PFMA neze-DoRA.

Ukugxininiswa kwemiba

7. Nditsalela ingqondo kule miba ilapha ngezantsi. Uluvo lwam alutshintshanga ngokunxulumene nale miba.

Ukuphindwa kwakhona kwamanani angqinelanayo

8. Njengoko kwazisiwe kwisaziso 29 seengxelo-mali, amanani angqinelanayo ange-31 Matshi 2013 abuye aphindwa kwakhona ngenxa yotshintsho lukaNondyabo kaZwelonke kwiinkqubo yokuhlela amatyala angekahlawulwa, ukuhlelwa kwakhona kwe-*disallowance accounts* neempazamo ezifunyenwe kwingxelo-mali zeSebe iWCED zango-2013-14 kunyaka ophela nge-31 Matshi 2013.
9. Njengoko kwazisiwe kwinqaku 29 seengxelo-mali, amanani angqinelanayo ange-31 Matshi 2013 abuye aphindwa kwakhona ngenxa yezilungiso kwincwadana yemigaqo ye-akhawuntingi yamasebe ngo-2013-14 ngokunxulumene neemali ezabiweyo (*commitments*).

lingxaki ezibonakalayo (*material impairments*)

10. Njengoko kwazisiwe kwinqaku 10 leengxelo-mali, isebe iWCED lifumene ii-*receivables* eziya kutsho kwizigidi eziyi-R84,1 *million* nge-31 Matshi 2014, apho imali ebenako ukuphinda ifunyanwe (*recoverables*) ifikelelele kwizigidi eziyi-R71,8 *million* is nethandabuzekayo nenikiweyo.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YOMPICOTHI-ZINCWADI JIKELELE
kunyaka ophela nge-31 Matshi 2014**

Imiba engaphezulu

11. Nditsalela ingqondo kule miba ilandelayo. Uluvo lwam alutshintshanga ngokunxulumene nale miba.

lishedyuli ezihlonyelelweyo ezingaphicothwangwa

12. Ingcaciso ehlonyelelweyo ecaciswe kumakhasi 229-236 asiyonxalenye yeengxelo-mali kwaye ichazwe njengengcaciso eyongezelelweyo. Andikhange ndiziphicothe ezi shedyuli kwaye ke ngoko andivakalisi luvo lwam ngazo.

INGXELO NGEZINYE IIMFUNO EZINGUMMISELO ZASEMTHETHWENI NEZOLAWULO

13. Ngokwe-PAA kunye nesaziso jikelele esikhutshwe ngokumalunga nayo, ndinika ingxelo ngezi ziphumo zilandelayo ezinxulumene nokwenziwa komsebenzi xa kuthelekiswa neenjongo ezichazwe kwangaphambili zeeprogram ezikhethiweyo ezichazwe kwingxelo yentsebenzo yonyaka, ukungangqinelana nemithetho nemigaqo kwakunye nolawulo lwangaphakathi. Injongo yeemvavanyo zam kukuqaphela iziphumo ekunokunikwa ingxelo ngazo njengoko zichaziwe phantsi kwisihlokwana ngasinye kodwa kungekuko ukuqokelela ubungqina ukucacisa ingqinisekiso ngale miba. Ngenxa yoko andiluvakalisi uluvo lwam okanya isigqibo sam ngale miba.

linjongo ezichazwe kwangaphambili

14. Ndenze amanyathelo okufumana ubungqina malunga nokuba luncedo kunye nokuthembeka kwengcaciso ekwingxelo yokwenziwa komsebenzi yonyaka (*annual performance report*) kwezi program zikhethiweyo zilandelayo kwingxelo yokwenziwa komsebenzi yeSebe iWCED kunyaka ophela nge-31 Matshi 2014:

- Iprogram 2: imfundo kwizikolo zikarhulumente kumaphepha 55-73

15. Ndivavanye ingcaciso yokwenziwa komsebenzo ekunikwe ingxelo ngayo ithelekiswa neekhrayitheriya xa zizonke zokuba luncedo nokuthembakala kwayo.

16. Ndikuvavanyile ukuba luncedo kwengcaciso ekwingxelo yokwenziwa komsebenzi wonyaka kunxulumene nokuba ngaba kunikwe ngokungqinelana nemigaqo yokunika ingxelo yonyaka ye-Ofisi kaNondyabo kaZwelonke nokuba ngaba ukwenziwa komsebenzi ekunikwe ingxelo ngako kuyangqinelana na neeprogram ezicwangcisiweyo. Ndikwenze novavanyo olungaphezulu ukuqinisekisa ukuba ngaba izalathi-nkqubela kunye neethagethi ezilinganisekayo (o.k.t. ukuchazwa kakuhle, ukungqinisekisa, ukutsola, ukulinganiseka nokumiselwa ixesha elithile) kwaye kufanelekile njengoko kufunwa ngokwe-*National Treasury Framework for managing programme performance information*.

17. Ndiphonononge ukuthembakala kwengcaciso ngokunxulumene nokwenziwa komsebenzi ukumisela ukuba ngaba ziyasebenza ngokusemthethweni, zichanekile kwaye ziphelele.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YOMPHICOTHI-ZINCWADI JIKELELE
kunyaka ophela nge-31 Matshi 2014**

18. Akukhange kubekho ziphumo zilulutho kwingxelo yokwenziwa komsebenzi ngokumalunga nokuba luncedo nokunyaniseka kwale ngcaciso

Umba owongezelelwayo

19. Nangona kungakhange kubekho ziphumo zilulutho kwingxelo yokwenziwa komsebenzi ngokumalunga nokuba luncedo nokunyaniseka kwale ngcaciso yokwenziwa komsebenzi, ndithi manditsalele ingqondo kulo mba ulandelayo:

Ukuphunyezwa kweethagethi ezicwangcisiweyo

20. Makufundwe ingxelo yokwenziwa komsebenzi yonyaka kumakhasi 52-53, 70-72 ; 77, 87, no-93 ukufumana ingcaciso ngokuphunyezwa kweethagethi ezicwangciselwe unyaka.

Ukungqinelana nemithetho

21. Ndiye ndenza iinkqubo zokufumana ubungqina bokuba iSebe iWCED lingqinelane na nemithetho kunye nemigaqo esebenzayo malunga nemiba yezemali, ezolawulo lwemali kunye neminye imiba enxulumene naleyo. Iziphumo endizifumeneyo malunga nokungangqinelani nemiba ethile ekwimithetho nakwimigaqo ebalulekileyo njengoko icacisiwe kwisaziso ngokubanzi ngokwe-PAA zimi zilolu hlobo lulandelayo:

Iingxelo-mali zonyaka

22. Iingxelo-mali ezangeniselwa ukuphicothwa azilungiswanga ngokungqinelana neMCS emiselwe nguNondyebo kaZwelonke njengoko oko kuyimfuneko ngokwesiqendu 40(1)(b) sePFMA. Iingxelo ezinengcaciso egqwethiweyo (*material misstatements*) kwizinto eziqatshelwe ngabaphicothi kwiingxelo-mali ezingeniswiweyo zalungiswa, yaye oko kube nesiphumo seengxelo-mali ezingenamakhwiniba (*unqualified audit opinion*).

Ukwenziwa kweenkonzo –iprogram kazwelonke yokutyisa abantwana ezikolweni (NSNP)

23. Ezinye izidlo bezingalungaiswanga ngokwemigaqo echanekileyo nangokwemenyu evunyiweyo ekucetyiswe ngayo (*recommended food specifications and approved menu*), yaye oko kuchasene ne*Division of revenue grant framework*, epapashwe kwiGazethi No. 36581 yomhla we-24 Juni 2013.

Ulawulo lwangaphakathi

24. Ndiluthathe ulawulo lwangaphakathi njengokulufanelekileyo kuphicotho-zincwadi lwam lweengxelo-mali, lwengxelo yonyaka emalunga nokwenziwa komsebenzi kunye nokungqinelana nemithetho nemimiselo. Umbandela ekunikwe ingxelo ngawo apha ngasezantsi phantsi kweziseko zolawulo lwangaphakathi iphelele kwiziphene eziqaphelekayo eziye zakhokelela kwiziphumo zokungangqinelani nemithetho nemimiselo ebandakanyiweyo kule ngxelo.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YOMPHICOTHI-ZINCWADI JIKELELE
kunyaka ophela nge-31 Matshi 2014**

Ulawulo lwezemali nokwenziwa komsebenzi

25. ISebe iWCED alikhange lizijongisise iingxelo-mali zonyaka ngokufanelekileyo ukuqinisekisa ukuchaneka nokuphelela kwazo nokuba iingcaciso zeengxelo-mali zichazwe ngokwamkelekileyo yaye zaxhaswa yingcaciso ebubungqina ethambakeleyo. Ndiqaphele ingcaciso ezigqwethekileyo (*material misstatements*) kwiingcaciso zengxelo-mali ezininzi.
26. Abalawuli ezikolweni nabaququzeleli bezithili beNSNP kwii-ofisi zezithili zemfundo abakhange bayilandele ngokuthe ngqo imigaqo-nkqubo neenkqubo zokunika inkxaso ukuziqonda kakuhle nokuzenza iinjongo zolawulo lwangaphakathi, iinkqubo nemisebenzi. ISebe iWCED alikhange liphumeze iinkqubo zokubeka esweni ukuba ingaba bekusoloko kubonelelwa ngokutya okunesondlo na kubo bonke abafundi ngokwesikhokelo i-NSNP framework.

EZINYE IINGXELO

Uphicotho olumalunga nokwenziwa komsebenzi

27. Oku kulandelayo luphicotho olumalunga nokwenziwa komsebenzi olwaqhutywa kunyaka ophantsi koqwaselo nemeko-bume iboniswa apha ngezantsi :

Uphicotho lokwenziwa komsebenzi lokulungela kukarhulumente ukunika ingxelo ngendlela asebenza ngayo

28. Ingxelo yoMphicothi-zincwadi Jikelele waseMzantsi Afrika ngokulungela kukarhulumente ukunika ingxelo ngendlela asebenza ngayo iya kwandlalwa ngo-2014. ISebe iWCED libe lelinye lamaziko ayi-61 aphicothiweyo kolu phicotho. Uphicotho olungokwenziwa komsebenzi lwagxininisa koku kulandelayo:
- Iisistim neenkqubo amasebe karhulumente azisebenzisayo ukunika ingxelo ngendlela awenza ngayo umsebenzi.
 - Isikhokelo sokunika ingxelo ngokwenziwa komsebenzi nokonganyelwa kwamasebe karhulumente.

Uphicotho lokwenziwa komsebenzi kwimfundo nophuhliso lwabantwana abasaqalayo (iprogram ye-ECD) (IBakala R)

29. Iziphumo zophicotho lokwenziwa komsebenzi kwiprogram ye-ECD ziya kubandakanywa kwingxelo yecandelo lezemfundo, eya kwandlalwa ekupheleni kuka- 2014. Olu phicotho lugxininise kusetyenziso lwezibonelelo kwiprogram ye-ECD ngendlela enoqoqosho, ngobuchule nangempumelelo.

Uphicotho lokwenziwa komsebenzi kwiprogram yemfundo noqeqesho lwabadala (AET)

30. Iziphumo zophicotho lokwenziwa komsebenzi kwiprogram ye-AET ziya kubandakanywa kwingxelo yecandelo lezemfundo, eya kwandlalwa ekupheleni kuka-2014. Olu phicotho lugxininise kusetyenziso lwezibonelelo kwiprogram ze-AET ngendlela enoqoqosho, ngobuchule nangempumelelo.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YOMPICOTHI-ZINCWADI JIKELELE
kunyaka ophela nge-31 Matshi 2014**

Imisebenzi yophando

31. Oku kulandelayo yimisebenzi yophando esaqhutywayo :

Inkcazo	Isizathu
Kunikwe ingxelo ngamatyala obuqhophololo angamashumi amathathu anesithandathu (36) amatsha kulo nyaka-mali uphantsi koqwalaselo.	Ukusetyenziswa gwenxa kwemali, izityholo zobuqhetseba (<i>alleged corruption</i>), ukuqesha nokwenzelelela izizalwana (<i>nepotism</i>) kunye nobuqhophololo ekuthengeni iimpahla neenkonzelo.
Ngamatyala angamashumi amabini anesibhozo (28) avuliweyo kungokunje naqhubekayo ngomhla wokwenziwa kwale ngxelo	Ukusetyenziswa gwenxa kwemali, izityholo zobuqhetseba (<i>alleged corruption</i>), ukuqesha nokwenzelelela izizalwana (<i>nepotism</i>) kunye nobuqhophololo ekuthengeni iimpahla neenkonzelo.

Le misebenzi yophando ilandelayo yagqitywa kulo nyaka-mali uphantsi koqwalaselo:

Inkcazo	Isizathu
Angamashumi amahlanu anesithathu (53) amatyala avalwayo ngethuba lolo nyaka-mali, yaye ayi-33 kuwo abenxulumene nobuqhophololo nezinye izenzo zobugwenxa.	Ukusetyenziswa gwenxa kwemali, izityholo zobuqhetseba (<i>alleged corruption</i>), ukuqesha nokwenzelelela izizalwana (<i>nepotism</i>) kunye nobuqhophololo ekuthengeni iimpahla neenkonzelo.

Auditor-General

EKapa
30 Julayi 2014



**AUDITOR - GENERAL
SOUTH AFRICA**

Auditing to build public confidence

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

Iprogram	Ulwabiwo ngeprogram nganye								
	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo –mali lokugqibela	Inkcitho eyiyo kanye	Umahluke	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
R'000	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Ezolawulo									
lintlawulo zaNgoku	463 324	(14 126)	(21 615)	427 583	425 088	2 495	99.4	394 870	392 708
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	72 949	20 303	-	93 252	93 252	-	100.0	99 123	99 123
lintlawulo zee-asethi ii-capital assets	58 931	(252)	(12 036)	46 643	40 543	6 100	86.9	34 682	26 921
lintlawulo kwii-asethi zezemali	18 191	(5 925)	-	12 266	12 266	-	100.0	18 236	18 236
	613 395	-	(33 651)	579 744	571 149	8 595	-	546 911	536 988
2. Imfundo kwizikolo zikaRhulumente eziqhelekileyo									
lintlawulo zaNgoku	10 712 861	(102 675)	(24 196)	10 585 990	10 577 066	8 924	99.9	9 812 838	9 798 650
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	675 184	95 242	-	770 426	770 426	-	100.0	650 209	648 456
lintlawulo zee-asethi ii-capital assets	17 516	7 433	-	24 949	15 287	9 662	61.3	4 248	3 414
	11 405 561	-	(24 196)	11 381 365	11 362 779	18 586	-	10 467 295	10 450 520
3. Iinkxaso-mali zezikolo ezizimeleyo									
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	84 932	-	(284)	84 648	84 648	-	100.0	72 321	72 321
lintlawulo kwii-asethi zezemali	-	-	-	-	-	-	-	-	-
	84 932	-	(284)	84 648	84 648	-	-	72 321	72 321
4. Imfundo kwizikolo zikaRhulumente zemfundo eneemfundo ezizodwa									
lintlawulo zaNgoku	757 589	5 422	12 024	775 035	775 035	-	100.0	681 631	677 441
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	147 508	(5 779)	(9 755)	131 974	131 974	-	100.0	131 428	131 428
lintlawulo zee-asethi ii-capital assets	2 972	357	-	3 329	3 329	-	100.0	11 232	11 232
	908 069	-	2 269	910 338	910 338	-	-	824 291	820 101
5. Imfundo noQeqesho oloQhubekayo									
lintlawulo zaNgoku	304 065	(14 389)	-	289 676	289 657	19	100.0	273 885	273 819
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	49 032	14 389	-	63 421	63 421	-	100.0	323 704	323 704
	353 097	-	-	353 097	353 078	19	-	597 589	597 523
6. Imfundo yaBadala noQeqesho									
lintlawulo zaNgoku	10 363	(5 318)	(14)	5 031	5 031	-	100.0	7 106	7 106
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	27 549	5 318	-	32 867	32 867	-	100.0	29 814	29 814
	37 912	-	(14)	37 898	37 898	-	-	36 920	36 920
7. Imfundo noPhuhliso lwaBantwana aBasaqalayo									
lintlawulo zaNgoku	135 811	(10 405)	-	125 406	125 304	102	99.9	100 000	100 000
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	320 901	10 405	8 925	340 231	340 231	-	100.0	283 894	283 894
	456 712	-	8 925	465 637	465 535	102	-	383 894	383 894
8. Uphuculo lweziseko zophuhliso									
lintlawulo zaNgoku	183 728	(4 694)	21 369	200 403	200 403	-	100.0	188 413	153 028
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	95 750	23 002	24 183	142 935	142 935	-	100.0	89 818	89 818
lintlawulo zee-asethi ii-capital assets	867 916	(18 308)	-	849 608	710 974	138 634	83.7	512 756	507 826
	1 147 394	-	45 552	1 192 946	1 054 312	138 634	-	790 987	750 672
9. Iinkonzo ezincedisayo nezinxulumene nazo									
lintlawulo zaNgoku	633 196	(8 160)	-	625 036	624 383	653	99.9	608 010	607 146
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	14 723	7 475	297	22 495	22 495	-	100.0	9 937	9 937
lintlawulo zee-asethi ii-capital assets	13 794	685	1 102	15 581	15 581	-	100.0	22 088	22 088
	661 713	-	1 399	663 112	662 459	653	-	640 035	639 171
Itotalana	15 668 785	-	-	15 668 785	15 502 196	166 589	98.9	14 360 243	14 288 110
Itotali	15 668 785	-	-	15 668 785	15 502 196	166 589	98.9	14 360 243	14 288 110
Kongezwe Iimali ezifunyenwe IiSebe				-				17 348	
Izixa kanye ngokwe- Statement of Financial Performance (Total Revenue)				15 668 785				14 377 591	
Izixa kanye ngokwe- Statement of Financial Performance (Total Revenue)					15 502 196				14 288 110

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

ULwabiwo ngokoHlelo lwezoQoqosho									
Uhlelo ngokoqoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo R'000	Ukutshints hwa kweemali R'000	Iintlawulo: R'000	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
Iintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	11 640 672	(75 951)	2 231	11 566 952	11 566 933	19	100.0	10 747 047	10 742 371
Iimpahla neeNkonzo	1 560 265	(78 394)	(14 663)	1 467 208	1 455 034	12 174	99.2	1 319 706	1 267 527
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali									
Ii-arhente zesebe nee-akhawunti	5 821	6	-	5 827	5 827	-	100.0	5 534	5 534
Amaziko angenzi ngeniso	1 452 161	128 798	23 366	1 604 325	1 604 325	-	100.0	1 605 054	1 603 326
Ezamaxhaya	30 546	41 538	-	72 084	72 084	-	100.0	79 648	79 623
Izipho nezipho-mali	-	13	-	13	13	-	100.0	12	12
Iintlawulo zee-asethi ii-capital assets									
Izakhiwo nezinye izittraksha ezingenakushenxiswa	877 056	(53 669)	-	823 387	679 706	143 681	82.6	440 415	435 485
Oomatshini nezixhobo	82 717	43 826	(9 832)	116 711	105 996	10 715	90.8	143 735	135 140
Ii-asethi ezingaphathekiyo	1 356	(242)	(1 102)	12	12	-	100.0	856	856
Iintlawulo kwii-asethi zezemali									
	18 191	(5 925)	-	12 266	12 266	-	100.0	18 236	18 236
Itotali	15 668 785	-	-	15 668 785	15 502 196	166 589	98.9	14 360 243	14 288 110

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**Ingcombolo ngeprogram 1 -EzoLawulo
kunyaka ophela nge-31 Matshi 2014**

linkcukacha ngeprogram esekelayo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo -mali lokug- qibela	Inkcitho eyiyo kanye	Umahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo -mali lokug- qibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.1 I-ofisi yoMphathiswa wezeMfundo (MEC)									
lintlawulo zaNgoku	7 025	(1 113)	-	5 912	5 912	-	100.0	5 942	5 942
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	-	25	-	25	25	-	100.0	24	24
lintlawulo zee-asethi ii-capital assets	192	(12)	-	180	180	-	100.0	374	374
1.2 IInkonzo zeZiko									
lintlawulo zaNgoku	230 038	(323)	(9 893)	219 822	219 822	-	100.0	207 763	207 763
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	2 650	323	-	2 973	2 973	-	100.0	5 257	5 257
lintlawulo zee-asethi ii-capital assets	3 288	2	-	3 290	3 290	-	100.0	4 561	4 561
lintlawulo kwii-asethi zezemali	18 191	(5 925)	-	12 266	12 266	-	100.0	18 217	18 217
1.3 Ulawulo lwezeMfundo									
lintlawulo zaNgoku	207 506	(12 435)	(9 464)	185 607	183 112	2 495	98.7	163 147	160 985
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	28 209	30 976	-	59 185	59 185	-	100.0	82 107	82 107
lintlawulo zee-asethi ii-capital assets	51 815	-	(10 934)	40 881	34 781	6 100	85.1	28 345	20 584
lintlawulo kwii-asethi zezemali	-	-	-	-	-	-	-	19	19
1.4 Uphuhliso lwezakhono zabasebenzi									
lintlawulo zaNgoku	9 496	-	(2 258)	7 238	7 238	-	100.0	8 997	8 997
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	22 705	(9 244)	-	13 461	13 461	-	100.0	-	-
lintlawulo zee-asethi ii-capital assets	-	-	-	-	-	-	-	19	19
1.5 ISisim yoLawulo lweNgcaciso yezeMfundo (I-EMIS)									
lintlawulo zaNgoku	9 259	(255)	-	9 004	9 004	-	100.0	9 021	9 021
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	19 385	(1 777)	-	17 608	17 608	-	100.0	11 735	11 735
lintlawulo zee-asethi ii-capital assets	3 636	(242)	(1 102)	2 292	2 292	-	100.0	1 383	1 383
Itotali	613 395	-	(33 651)	579 744	571 149	8 595	98.5	546 911	536 988

Iprogram 1 ngokoHlelo lwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo -mali lokug- qibela	Inkcitho eyiyo kanye	Umahluko	Inkcitho njenge-% yolwabiwo- mali lokugqibela	Ulwabiwo -mali lokug- qibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	318 020	(11 168)	(9 001)	297 851	297 851	-	100.0	247 596	247 596
Iimpahla neeNkonzo	145 304	(2 958)	(12 614)	129 732	127 237	2 495	98.1	147 274	145 112
lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
I-arhente zesebe nee-akhawunti	2	14	-	16	16	-	100.0	1	1
Amaziko angenzi ngeniso	69 609	20 042	-	89 651	89 651	-	100.0	93 191	93 191
Ezamaziko	3 338	234	-	3 572	3 572	-	100.0	5 919	5 919
Izipho neziphomali	-	13	-	13	13	-	100.0	12	12
lintlawulo zee-asethi ii-capital assets									
Oomatshini nezixhobo	57 575	(10)	(10 934)	46 631	40 531	6 100	86.9	33 826	26 065
I-Software nezinye ii-asethi ezingaphathekiyo	1 356	(242)	(1 102)	12	12	-	100.0	856	856
lintlawulo kwii-asethi zezemali	18 191	(5 925)	-	12 266	12 266	-	100.0	18 236	18 236
Itotali	613 395	-	(33 651)	579 744	571 149	8 595	98.5	546 911	536 988

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**linkcukacha ngeprogram 2 nganye- IMfundo kwiZikolo zikaRhulumente eziQhelekileyo
kunyaka ophela nge-31 Matshi 2014**

linkcukacha ngeprogram esekeleyo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshini- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Inkcitho njenge-% yolwa- biwo lokug- qibela %	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
2.1 Izikolo eziziprayimari zikarhulumente									
lintlawulo zaNgoku	6 141 906	33 330	-	6 175 236	6 175 236	-	100.0	5 804 783	5 804 783
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	410 012	10 274	-	420 286	420 286	-	100.0	383 871	383 871
lintlawulo zee-asethi ii-capital assets	40	1 797	-	1 837	1 837	-	100.0	-	-
2.2 Izikolo zikarhulumente ezizisekondari									
lintlawulo zaNgoku	4 250 481	(130 782)	(24 196)	4 095 503	4 095 503	-	100.0	3 686 495	3 686 495
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	216 617	86 804	-	303 421	303 421	-	100.0	227 819	227 819
lintlawulo zee-asethi ii-capital assets	-	1 773	-	1 773	1 773	-	100.0	650	650
2.3 Uphuhliso lwezakhono zabasebenzi									
lintlawulo zaNgoku	76 768	1 379	-	78 147	78 147	-	100.0	75 781	75 781
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	12 828	(5 883)	-	6 945	6 945	-	100.0	9 545	9 545
lintlawulo zee-asethi ii-capital assets	295	1 308	-	1 603	1 603	-	100.0	3 142	2 308
2.4 Iigranti ezikhutshwa phantsi kwemiqathango									
lintlawulo zaNgoku	243 706	(6 602)	-	237 104	228 180	8 924	96.2	245 779	231 591
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	35 727	4 047	-	39 774	39 774	-	100.0	28 974	27 221
lintlawulo zee-asethi ii-capital assets	17 181	2 555	-	19 736	10 074	9 662	51.0	456	456
Itotali	11 405 561	-	(24 196)	11 381 365	11 362 779	18 586	99.8	10 467 295	10 450 520

Iprogram 2 ngokoHlelo lwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshini- shwa kweemali	lintlawulo	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Inkcitho njenge-% yolwa- biwo lokug- qibela %	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	9 659 733	(33 773)	-	9 625 960	9 625 960	-	100.0	8 987 865	8 987 445
Iimpahla neeNkonzo	1 053 128	(68 902)	(24 196)	960 030	951 106	8 924	99.1	824 973	811 205
lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
Ii-arhente zesebe nee-akhawunti	2	(2)	-	-	-	-	-	2	2
Amaziko angenzi ngeniso	656 661	59 099	-	715 760	715 760	-	100.0	583 598	581 870
Ezamaxhaya	18 521	36 145	-	54 666	54 666	-	100.0	66 609	66 584
lintlawulo zee-asethi ii-capital assets									
Izakhiwo nezinye izitraksha ezingenakushenxiswa	9 319	(3 726)	-	5 593	546	5 047	9.8	414	414
Oomatshini nezixhobo	8 197	11 159	-	19 356	14 741	4 615	76.2	3 834	3 000
Itotali	11 405 561	-	(24 196)	11 381 365	11 362 779	18 586	99.8	10 467 295	10 450 520

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**linkcukacha ngeprogram 3 : linkxaso-mali zeZikolo eziZimeleyo
kunyaka ophela nge-31 Matshi 2014**

linkcukacha ngeprogram esekeleyo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
3.1 Isigaba sasePrayimari lintlawulo ezenziwa ngoomatshini neenkxaso-mali	46 533	796	-	47 329	47 329	-	100.0	35 406	35 406
3.2 Isigaba saseSekondari lintlawulo ezenziwa ngoomatshini neenkxaso-mali	38 399	(796)	(284)	37 319	37 319	-	100.0	36 915	36 915
Itotali	84 932	-	(284)	84 648	84 648	-	100.0	72 321	72 321

Iprogram 3 ngokoHlelo lwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
lintlawulo ezenziwa ngoo- matshini neenkxaso-mali Amaziko angenzi ngeniso	84 932	-	(284)	84 648	84 648	-	100.0	72 321	72 321
Itotali	84 932	-	(284)	84 648	84 648	-	100.0	72 321	72 321

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**linkcukacha ngeprogram 4 nganye- IMfundo kwiZikolo ezineemfundo ezizodwa
zikaRhulumente eziQhelekileyo
kunyaka ophela nge-31 Matshi 2014**

linkcukacha ngeprogram esekelayo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
4.1 IZikolo									
lintlawulo zaNgoku	757 589	5 371	12 024	774 984	774 984	-	100.0	681 631	677 441
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	147 507	(5 778)	(9 755)	131 974	131 974	-	100.0	131 428	131 428
lintlawulo zee-asethi ii- capital assets	2 972	357	-	3 329	3 329	-	100.0	11 232	11 232
4.2 Uphuhliso lwezakhono zabasebenzi									
lintlawulo zaNgoku	-	51	-	51	51	-	100.0	-	-
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Itotali	908 069	-	2 269	910 338	910 338	-	100.0	824 291	820 101

Iprogram 4 ngokoHlelo lwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	750 067	-	11 232	761 299	761 299	-	100.0	673 069	668 879
Iimpahla neeNkonzo	7 522	5 422	792	13 736	13 736	-	100.0	8 562	8 562
lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
Amaziko angenzi ngeniso	146 118	(7 823)	(9 755)	128 540	128 540	-	100.0	129 161	129 161
Ezamaxhaya	1 390	2 044	-	3 434	3 434	-	100.0	2 267	2 267
lintlawulo zee-asethi ii-capital assets									
Izakhwiwo nezinye izitraksha ezingenakushenxiswa	-	-	-	-	-	-	-	6 454	6 454
Oomatshini nezixhobo	2 972	357	-	3 329	3 329	-	100.0	4 778	4 778
Itotali	908 069	-	2 269	910 338	910 338	-	100.0	824 291	820 101

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**Iinkcukacha ngeprogram 5 nganye-IMfundo noQeqesho oluQhubekayo
kunyaka ophela nge-31 Matshi 2014**

Iinkcukacha ngeprogram esekelayo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	Iintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
5.1 Amaziko karhulumente									
Iintlawulo zaNgoku	304 065	(14 389)	-	289 676	289 657	19	100.0	273 885	273 819
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	49 032	14 389	-	63 421	63 421	-	100.0	323 704	323 704
Itotali	353 097	-	-	353 097	353 078	19	100.0	597 589	597 523

Iprogram 5 ngokoHlelo IwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	Iintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	304 065	(14 389)	-	289 676	289 657	19	100.0	273 885	273 819
Iintlawulo ezenziwa ngoomatshini neenkxaso- mali									
Amaziko angenzi ngeniso	48 798	14 363	-	63 161	63 161	-	100.0	323 285	323 285
Ezamaxhaya	234	26	-	260	260	-	100.0	419	419
Itotali	353 097	-	-	353 097	353 078	19	100.0	597 589	597 523

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**linkcukacha ngeprogram 6 nganye-IMfundo noQeqesho lwaBadala
kunyaka ophela nge-31 Matshi 2014**

linkcukacha ngeprogram esekelayo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo R'000	Ukutshint- shwa kweemali R'000	lintlawulo: R'000	Ulwabiwo -mali lokug- qibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo - mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
6.1 Amaziko oLuntu									
lintlawulo zaNgoku	10 363	(5 434)	(14)	4 915	4 915	-	100.0	7 106	7 106
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	-	91	-	91	91	-	100.0	-	-
6.2 linkxaso-mali kumaziko abucala									
lintlawulo zaNgoku	-	116	-	116	116	-	100.0	-	-
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	27 547	5 229	-	32 776	32 776	-	100.0	29 814	29 814
6.3 linkonzo zokufundisa									
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
6.4 Uphuhliso lwezakhono zabasebenzi									
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Itotali	37 912	-	(14)	37 898	37 898	-	100.0	36 920	36 920

Iprogram 6 ngokoHlelo lwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisiweyo R'000	Ukutshint- shwa kweemali R'000	lintlawulo: R'000	Ulwabiwo -mali lokug- qibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo - mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	8 921	(4 810)	-	4 111	4 111	-	100.0	5 853	5 853
Iimpahla neeNkonzo	1 442	(508)	(14)	920	920	-	100.0	1 253	1 253
lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
Amaziko angenzi ngeniso	27 549	5 092	-	32 641	32 641	-	100.0	29 814	29 814
Ezamaxhaya	-	226	-	226	226	-	100.0	-	-
Itotali	37 912	-	(14)	37 898	37 898	-	100.0	36 920	36 920

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**linkcukacha ngeprogram 7 nganye-UPhuhliso lweMfundo yaBantwana aBasaqalayo
kunyaka ophela nge-31 Matshi 2014**

linkcukacha ngeprogram esekelayo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisi- weyo R'000	Ukutshint- shwa kweemali R'000	lintlawulo: R'000	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
7.1 IBakala R kwizikolo zikarhulumente									
lintlawulo zaNgoku	92 824	(17 815)	-	75 009	75 009	-	100.0	71 757	71 757
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	208 743	8 126	6 795	223 664	223 664	-	100.0	150 708	150 708
7.2 IBakala R kumaziko oluntu									
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	52 161	1 599	-	53 760	53 760	-	100.0	43 194	43 194
7.3 UQeqesho i-Pre-grade R Training									
lintlawulo zaNgoku	40 072	8 091	-	48 163	48 163	-	100.0	28 243	28 243
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	54 860	-	2 130	56 990	56 990	-	100.0	73 007	73 007
7.4 Uphuhliso lwezakhono zabasebenzi									
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
7.5 Ii-Conditional Grants - POSE									
lintlawulo zaNgoku	2 915	(681)	-	2 234	2 132	102	95.4	-	-
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	5 136	681	-	5 817	5 817	-	100.0	16 985	16 985
Itotali	456 712	-	8 925	465 637	465 535	102	100.0	383 894	383 894

Iprogram 7 ngokoHlelo lwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisi- weyo R'000	Ukutshint- shwa kweemali R'000	lintlawulo: R'000	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	75 478	(12 336)	-	63 142	63 142	-	100.0	64 203	64 203
Iimpahla neenkxaso	60 333	1 931	-	62 264	62 162	102	99.8	35 797	35 797
lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
Amaziko angenzi ngeniso	317 586	13 550	8 925	340 061	340 061	-	100.0	283 593	283 593
Ezamaxhaya	3 315	(3 145)	-	170	170	-	100.0	301	301
Itotali	456 712	-	8 925	465 637	465 535	102	100.00	383 894	383 894

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**IProgram 8: UPuhliso lweZiseko (Infrastructure Development)
kunyaka ophela nge-31 Matshi 2014**

Iinkcukacha ngeprogram esekelayo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisi- weyo R'000	Ukutshint- shwa kweemali R'000	Iintlawulo: R'000	Ulwabiwo – mali lokug- qibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokug- qibela %	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
8.1 Ezolawulo									
Iintlawulo zaNgoku	5 321	1 663	-	6 984	6 984	-	100.0	526	526
Iintlawulo zee-asethi ii- capital assets	5 179	(2 973)	-	2 206	2 206	-	100.0	320	320
8.2 Izikolo zikarhulumente eziqhelekileyo									
Iintlawulo zaNgoku	178 407	(6 891)	21 369	192 885	192 885	-	100.0	187 779	152 394
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	95 750	20 602	24 183	140 535	140 535	-	100.0	89 818	89 818
Iintlawulo zee-asethi ii- capital assets	845 737	(17 301)	-	828 436	689 802	138 634	83.3	460 404	455 474
8.3 Imfundo kwizikolo zicarhulumente zemfundo eneemfundo ezizodwa									
Iintlawulo zaNgoku	-	487	-	487	487	-	100.0	108	108
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	-	2 400	-	2 400	2 400	-	100.0	-	-
Iintlawulo zee-asethi ii- capital assets	7 000	(2 909)	-	4 091	4 091	-	100.0	14 575	14 575
8.4 Imfundo noPuhliso lwaBantwana aBasaqalaayo									
Iintlawulo zaNgoku	-	47	-	47	47	-	100.0	-	-
Iintlawulo zee-asethi ii- capital assets	10 000	4 875	-	14 875	14 875	-	100.0	37 457	37 457
Itotali	1 147 394	-	45 552	1 192 946	1 054 312	138 634	88.4	790 987	750 672

Iprogram 8 ngokoHlelo lwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisi- weyo R'000	Ukutshint- shwa kweemali R'000	Iintlawulo: R'000	Ulwabiwo – mali lokug- qibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokug- qibela %	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
Iintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	4 471	975	-	5 446	5 446	-	100.0	456	456
Iimpahla neeNkonzo	179 257	(5 669)	21 369	194 957	194 957	-	100.0	187 957	152 572
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali									
Amaziko angenzi ngeniso	95 750	23 002	24 183	142 935	142 935	-	100.0	89 818	89 818
Iintlawulo zee-asethi ii-capital assets									
Izakhwiwo nezinye izitraksha ezingenakushenxiswa	867 737	(49 943)	-	817 794	679 160	138 634	83.0	425 133	420 203
Oomatshini nezixhobo	179	31 635	-	31 814	31 814	-	100.0	87 623	87 623
Itotali	1 147 394	-	45 552	1 192 946	1 054 312	138 634	88.4	790 987	750 672

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2014**

**linkcukacha ngeprogram 9 nganye –liNkonzo eziNcedisayo neziNxulumene nazo
kunyaka ophela nge-31 Matshi 2014**

linkcukacha ngeprogram esekelayo	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisi- weyo R'000	Ukutshint- shwa kweemali R'000	lintlawulo: R'000	Ulwabiwo – mali lokug- qibela R'000	Inkcitho eyiyo kanye R'000	Uahluko R'000	Inkcitho njenge-% yolwabiwo lokug- qibela %	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
9.1 lintlawulo eziya kwiSETA lintlawulo ezenziwa ngoomatshini neenkxaso-mali	5 811	-	-	5 811	5 811	-	100.0	5 524	5 524
9.2 linkonzo zokufundisa lintlawulo zaNgoku	477 878	(6 339)	-	471 539	471 539	-	100.0	455 082	455 082
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	8 707	5 668	-	14 375	14 375	-	100.0	3 982	3 982
lintlawulo zee-asethi ii- capital assets	13 599	671	774	15 044	15 044	-	100.0	21 789	21 789
9.3 limviwo zangaphandle lintlawulo zaNgoku	136 817	(307)	-	136 510	136 510	-	100.0	135 676	135 676
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	205	307	297	809	809	-	100.0	421	421
lintlawulo zee-asethi ii- capital assets	195	-	328	523	523	-	100.0	145	145
9.4 ligranthi ezikhutshwa phantsi kwemiqathango lintlawulo zaNgoku	18 501	(1 514)	-	16 987	16 334	653	96.2	17 252	16 388
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	-	1 500	-	1 500	1 500	-	100.0	10	10
lintlawulo zee-asethi ii- capital assets	-	14	-	14	14	-	100.0	154	154
Itotali	661 713	-	1 399	663 112	662 459	653	99.9	640 035	639 171

Iprogram 9 ngokoHlelo IwezeQoqosho	2013/14							2012/13	
	Ulwabiwo oluHlenga- hlengisi- weyo R'000	Ukutshint- shwa kweemali R'000	lintlawulo: R'000	Ulwabiwo – mali lokug- qibela R'000	Inkcitho eyiyo kanye R'000	Uahluko R'000	Inkcitho njenge-% yolwabiwo lokug- qibela %	Ulwabiwo – mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
lintlawulo zaNgoku Imbuyiselo yabaqeshwa	519 917	(450)	-	519 467	519 467	-	100.0	494 120	494 120
limphala neenkonzo	113 279	(7 710)	-	105 569	104 916	653	99.4	113 890	113 026
lintlawulo ezenziwa ngoomatshini neenkxaso-mali li-arhente zesebe nee- akhawunti	5 817	(6)	-	5 811	5 811	-	100.0	5 531	5 531
Amaziko angenzi ngeniso	5 158	1 473	297	6 928	6 928	-	100.0	273	273
Ezamazakha	3 748	6 008	-	9 756	9 756	-	100.0	4 133	4 133
lintlawulo zee-asethi ii- capital assets Izakhiwo nezinye izitraksha	-	-	-	-	-	-	0.0	8 414	8 414
ezingenakushenxiswa Oomatshini nezixhobo	13 794	685	1 102	15 581	15 581	-	100.0	13 674	13 674
Itotali	661 713	-	1 399	663 112	662 459	653	99.9	640 035	639 171

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

**INGCACISO (NOTES) EHAMBA NENGXELO-MALI YONYAKA
kunyaka ophela nge-31 Matshi 2014**

1. linkcukacha zeentlawulo nenkxaso-mali ngokoMthetho woLwabiwo (emva kweentlawulo ezitshintshwayo (Virement))

Ingcombolo ngezi tranzekhshini zingajongwa kumanqaku ngeNtlawulo yooMatshini nenkxaso-mali, amanqaku engcaciso nesiHlomelo 1 (A-C) kwiiNgxelo-mali zonyaka.

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

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

3. Ingcombolo ngeentlawulo kwii-asethi zezemali

Ingcombolo ngezi tranzekhshini ngeprogram nganye zinokujongwa kwinqaku ngeentlawulo ze-Asethi zezemali kwiiNgxelo-mali zoNyaka.

4. Ingcaciso zeeyantluko kuMaxabiso ezinto (material variances) ezivela kwizixa-mali ezaBiweyo (emva kweNtlawulo ezitshintshwayo):

4.1 Ngeprogram

	Ulwabiwo -mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Umahluko njenge- % yoLwabiwo-mali lokugqibela
	R'000	R'000	R'000	%
Igama leprogram				
Ezolawulo	579 744	571 149	8 595	1%
Imfundo kwizikolo zikarhulumente eziqhelekileyo	11 381 365	11 362 779	18 586	0%
Iinkxaso-mali zezikolo ezizimeleyo	84 648	84 648	-	0%
Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	910 338	910 338	-	0%
IMfundo noQeqesho oloQhubekayo	353 097	353 078	19	0%
IMfundo yaBadala noQeqesho	37 898	37 898	-	0%
Imfundo noPhuhliso lwaBantwana aBasaqalaayo	465 637	465 535	102	0%
Uphuculo lweziseko zophuhliso	1 192 946	1 054 312	138 634	12%
IiNkonzo ezincedisayo nezinxulumene nazo	663 112	662 459	653	0%

Inkcitho engaphantsi kweZolawulo ibangelwe lilibaziseko lokuziswa kwe-wrapping machine othengelwe icandelo lolawulo lweemviwo nenkcitho engaphantsi kuphuhliso lweziseko ngenxa yokwakiwa kweeprojekthi ii-capital projects kwizikolo zikarhulumente ezingakhange zigqitywe ukwakiwa phambi kokuphela konyaka-mali.

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

**INGCACISO (NOTES) EHAMBA NENGXELO-MALI YONYAKA
kunyaka ophela nge-31 Matshi 2014**

4.2 Uhlelo ngokoqoqosho

	Ulwabiwo –mali lokugqibela R'000	Inkcitho eyiyo kanye 2011/12 R'000	Umahluko R'000	Umahluko njenge-% yoLwabiwo lokuGqibela %
Inkcitho yalo nyaka-mali				
Imbuyiselo yabaqeshwa	11 566 952	11 566 933	19	0%
Iimpahla neeNkonzo	1 467 208	1 455 034	12 174	1%
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali				
Ii-arhente zesebe nee-akhawunti	5 827	5 827	-	0%
Amaziko angenzi ngeniso	1 604 325	1 604 325	-	0%
Ezamazakha	72 084	72 084	-	0%
Izipho neziphomali	13	13	-	0%
Iintlawulo zee-asethi ii-capital assets				
Izakhiwo nezinye izitraksha ezingenakushenxiswa	823 387	679 706	143 681	17%
Oomatshini nezixhobo	116 711	105 996	10 715	9%
Ii-asethi ezingaphathekiyo	12	12	-	0%
Iintlawulo kwii-asethi zezemali	12 266	12 266	-	0%

Inkcazo ngomahluko : Inkcitho engaphantsi koomatshini nezixhobo nezakhiwo nezinye izitraksha ezingena kushenxiswa ibangelwe lilibaziseko lokuziswa kwe-wrapping machine othengelwe icandelo lolawulo lweemviwo nenkcitho engaphantsi kuphuhliso lweziseko ngenxa yokwakhiwa kweeprojekthi ii-capital projects kwizikolo zikarhulumente ezingakhange zigqitywe ukwakhiwa phambi kokuphela konyaka-mali.

4.3 Iigranti ezikhutshwa phantsi kwemiqathango ethile

	Ulwabiwo –mali lokugqibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Umahluko njengolwabiwo- mali lokuGqibela %
Imfundo esisiseko				
I-HIV/ AIDS (Imfundo ngezakhono zobomi)	18 501	17 848	653	4%
IProgram yoKutyiswa kwaBantwana kaZwelonke (National School Nutrition Programme)	265 103	258 328	6 775	3%
Ukuxhaswa ngemali kwakhona kweeSekondari zoBugcisa (Technical Secondary School Recapitalisation Grant)	13 898	3 717	10 181	73%
I-Dinaledi Schools Grant	13 366	11 868	1 498	11%
I-Education Infrastructure Grant	960 465	821 830	138 635	14%
I-Higher Education and Training				
Ikholeji ze-FET (Further Education and Training)	125 406	125 304	102	0%
I-EPWP Integrated Grant yamaPhondo	3 000	3 000	-	0%
Ii-Social Sector EPWP Incentive Grant for Provinces	12 298	12 064	234	2%

Inkcazo ngomahluko : Inkcitho engaphantsi kwiGranti yeHIV/AIDS (Life Skills Education) Grant ibangelwe ngabathengisi abangakhange bazingenise ii-invoysi zabo ukulungiselela iintlawulo engaphelanga unyaka-mali wenkcitho-mali eyabiweyo (financial year-end for expenditure committed). Imali eyongiwe kwi-National School Nutrition Programme Grant kubangelwe liphulo elilingwayo lokunika abafundi ubisi (milk pilot) ebeliza kuqhutywa ekuqaleni kunyaka-mali 2013/14 ukuvavanya ukuba nokwenzeka kokuba kubonelelwe abafundi ngesingxobo sobisi kanye ngeveki. Ulibaziseko ekufuneni umthengisi wezinto zokufaka ubisi lube ngunobangela wokuba iphulo liqhubeke ngoNovemba 2013. Inkcitho engaphantsi kwi-Technical Secondary School Recapitalisation Grant ibangelwe lilibaziseko ekwakhiweni kweendawo zokusebenzela ii-mechanical and civil technology workshops kwakunye nolibaziseko ekuziswei kwe-hardware ye-ICT hardware nee-mechanical, electrical and civil technology toolkits kwizikolo zoBugcisa. Imali eyongiwe kwi-Dinaledi Schools Grant ibangelwe lilibaziseko kwiinkqubo zethenda zokuthengwa izixhobo ii-ICT equipment and infrastructure kwizikolo ezixhela kwizifundo ezithile apho iithenda zanikwa kuphela ngo-Apreli 2014. Inkcitho engaphantsi kwi-Education Infrastructure Grant ibangelwe lilibaziseko kwiiprojekthi ze-ASIDI ii-ASIDI capital infrastructure projects kwizikolo zikarhulumente eziqhelekileyo. Imali eyongiwe kwi-Social sector EPWP incentive grant enikwa amaphondo ubukhulu becala ibangelwe ngamabango ambalwa afunyenwe kwiikholeji zeFET malunga nokuxhotyiswa kwee-data capturers noqeqesho loncedo lokuqala lwabancedisi beepraktishina ze-ECD.

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

**INGXELO YOKUSETYENZISWA KWEMALI (STATEMENT FINANCIAL PERFORMANCE)
kunyaka ophela nge-31 Matshi 2014**

	Makuqatshelwe	2013/14 R'000	2012/13 R'000
IMALI ENGENISIWEYO			
Ulwabiwo lonyaka	1	15 668 785	14 360 243
Ingeniso yeSebe	2	-	17 348
		15 668 785	14 377 591
INGENISO EPHELELEYO			
Inkcitho			
Inkcitho yalo nyaka-mali			
Imbuyiselo yabaqeshwa	3	11 566 933	10 742 371
Iimpahla neeNkonzo	4	1 455 034	1 267 527
Inkcitho epheleleyo yalo nyaka-mali		13 021 967	12 009 898
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali			
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	6	1 682 249	1 688 495
Inkxaso-mali neentlawulo ezenziwa ngoomatshini ezipheleleyo		1 682 249	1 688 495
Inkcitho kwii-capital assets			
Ii-asethi eziphathekayo	7	785 702	570 625
Ii-asethi ezingaphathekiyo	7	12	856
Inkcitho epheleleyo kwii-capital assets		785 714	571 481
Iintlawulo kwii-asethi zezemali	5	12 266	18 236
		15 502 196	14 288 110
INGENISO ENGAPHEZULU YONYAKA			
Ungqinelwaniso lweNgeniso eNgaphezulu yonyaka			
Iimali ezabiweyo		166 589	72 133
Ulwabiwo lonyaka		166 589	72 133
Ingeniso yeSebe nee- NRF Receipts	13	-	17 348
INGENISO ENGAPHEZULU YONYAKA		166 589	89 481

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

**INGXELO YOBUME BOKUSETYENZISWA KWEMALI (STATEMENT FINANCIAL PERFORMANCE)
Kunyaka ophele nge-31 Matshi 2014**

	Makuqats helwe	2013/14 R'000	2012/13 R'000
II-ASETHI			
Ii-asethi zangoku		219 977	156 545
Iimali nezinye iindidi zemali zotyalo-mali ii-cash equivalents	8	135 869	10
Iintlawulo zangaphambili nee-advances	9	-	47
Iimali ezifunyenweyo	10	84 108	156 488
Ii-Non-current assets		15 752	15 489
Iintlawulo zotyalo-mali	11	15 752	15 489
II-SETHI EZILINANI ELIPHELELEYO		235 729	172 034
IINTLAWULO EZINGAMATYALA AFANELE UKUHLAWULWA (LIABILITIES)			
Amatyala ngoku (Current Liabilities)		170 732	102 555
Iimali ezabiweyo (voted funds) emazinikezelwe kwi-Revenue Fund	12	166 589	72 133
Iimali zesebe (departmental revenue) emazinikezelwe kwi-Revenue Fund	13	2 111	10 991
I-ovadrafti yebhanki	14	-	17 142
Iimali ezihlawulwayo (Payables)	15	2 032	2 289
AMATYALA EWONKE		170 732	102 555
II-ASETHI II-NET ASSETS		64 997	69 479
Ziboniswa :			
Zii-akhawunti zotyalo-mali kwiiprosjekthi zexesha elide (Capitalisation Reserve)		15 752	15 489
Iimali ezinokubuyiswa (Recoverable revenue)		49 245	53 990
ITOTALI		64 997	69 479

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

**INGXELO YOTSHINTSHO KWII-ASETHI IINET ASSETS
kunyaka ophele nge-31 Matshi 2014**

	Makuqats helwe	2013/14 R'000	2012/13 R'000
II-ASETHI II-NET ASSETS			
II-Capitalisation Reserve			
Imali eyibhalansi ekuqalwe ngayo		15 489	14 872
Imali ezihlawulweyo (Transfers):			
Utshintsho kwiiMali ii-Operational Funds		263	617
Ibhalansi ekugqityelwe kuyo		<u>15 752</u>	<u>15 489</u>
Iimali ezinokubuyiswa (Recoverable revenue)			
Imali eyibhalansi ekuqalwe ngayo		53 990	70 584
Imali ezihlawulweyo (Transfers):		(4 745)	(16 594)
Izixa ezingakubuyiswa nezicinyiweyo	5.2	(4 745)	(16 594)
Ibhalansi ekugqityelwe kuyo		<u>49 245</u>	<u>53 990</u>
Itotali		<u><u>64 997</u></u>	<u><u>69 479</u></u>

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

**INGXELO YOTSHINTSHO KWII-ASETHI IINET ASSETS
kunyaka ophela nge-31 Matshi 2014**

	Makuqats helwe	2013/14 R'000	2012/13 R'000
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
lirisithi		15 702 339	14 402 124
limali ezabiweyo nezifunyenweyo zonyaka	1.1	15 668 785	14 360 243
Ingeniso yeSebe efunyenweyo	2	31 736	38 351
Inzala efunyenweyo	2.3	1 818	3 530
Ukuncipha kwiiMali eziyiNtsalela kwiiMali eziyi-capital		72 170	(39 119)
Egqithiselwe kwiiMali eyiNgeniso		(114 567)	(49 028)
lintlawulo zaNgoku		(13 021 967)	(12 009 898)
lintlawulo kwii-asethi zezemali	5	(12 266)	(18 236)
lintlawulo neenkxaso-mali ezihlawulweyo		(1 682 249)	(1 688 495)
Imali engenayo nephumayo i-Net cash flow efumanekayo xa kusenziwa imisebenzi		943 460	597 348
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
lintlawulo zee-asethi ii-capital assets		(785 714)	(571 481)
Ukwanda kutyalo-mali		(263)	(617)
Imali ekhoyo kwimisebenzi yotyalo-mali		(785 977)	(572 098)
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
(Ukuncipha) kwii-asethi ezikhoyo		(4 482)	(15 977)
Imali ekhoyo kwimisebenzi yotyalo-mali		(4 482)	(15 977)
Ukuncipha kwiiMali ekhoyo kwimali ekhoyo nezinye ii-cash equivalents		153 001	9 273
liMali nee-cash equivalents ekuqaleni kwelo thuba	17	(17 132)	(26 405)
liMali nee-cash equivalents ekupheleni kwelo thuba		135 869	(17 132)

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

**IMIGAQO-NKQUBO YOKULAWULWA KWEMALI (ACCOUNTING POLICIES)
kunyaka ophela nge-31 Matshi 2014**

Isiswankathelo semigaqo-nkqubo yeze-akhawunti (accounting policies)

Iingxelo zeMali sezilungisiwe ngokwale migaqo-nkqubo ilandelayo, esesityenziswe ngokungatshintshiyo kuyo yonke imiba ii-material aspects, ngaphandle kokuba kuchazwe ngenye indlela.

Kusetyenziswe imigaqo yexabiso lemali ngokwezoqoqosho (*historical cost convention*) ngaphandle kokuba kucaciswe ngenye indlela. Abaphathi basebenzise ii-assessments and estimates ukuqulunqa iingxelo-mali zonyaka. Le nkcazo isuselwa kwingcaciso echanekileyo efanekayo ngexesha lokuqulunqwa kweengxelo-mali.

Nakuba kunjalo, apho kufanelekileyo nalapho kululutho khona ukwenjenjalo, kunikwe ingcaciso entsha ukugxininisa ukuba lulutho kweengxelo-mali 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*).

1. Indlela yamalungiselelo

Iingxelo zemali sezilungisiwe ngokwale migaqo-nkqubo ilandelayo, esesityenziswa ngokwe-Modified Cash Standard.

2. Iingxelo zemali zokusebenza kwesebe ngoku nakwixesha elizayo

Iingxelo zemali zilungisiwe ngokuluvu lokuba isebe lisebenza kakuhle yaye liya kuqhuba nakwixesha elizayo

3. Uhlobo lwemali olusetyenziswayo ukucacisa le ngxelo

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

4. Ukubhala ngokuzelelo (rounding)

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

5. Utshintsho lwemali yamanye amazwe

Ukungena nokuphuma kwemali ngenxa yokusetyenziswa kwemali yamanye amazwe (*foreign currency transactions*), loo mali itshintshwa ibe yimali eyiRandi (R) yaseMzantsi Afrika kusetyenziswa amaqondo otshintsho lwemali ngomhla wentlawulo/ wokwamkelwa kwayo.

6. Uthelekiso lwalo nyaka nebhajethi

Uthelekiso phakathi kwebhajethi eyamkelweyo yokugqibela nezixa-mali kanye kanye zeprogram nganye nezoqoqosho zibandakanyiwe kwinkcazo yolwabiwo-mali (*appropriation statement*)

7. Imali ezisetyenzisiweyo

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

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

Isixa esiyi-net amount sayo nayiphi na imali esetyenzisiweyo emazihlawulwe/okanye ezivela kwimali engenisweyo ngomhla wokunika ingxelo ziqatshelwa njengezihlawulweyo/njengezifunyenweyo kwingxelo yobume bemali (*statement of financial position*).

7.2 Ingeniso yeSebe

Yonke imali eyingeniso yesebe lemfundo (*departmental revenue*) ithathelwa ingqalelo njengengxelo yokusetyenziswa kwemali xa ifunyenwe kwaye ihlawulwa ke ngoko kwingxowa-mali eyingeniso yephondo (provincial revenue fund), ngaphandle kokuba kuchazwe ngenye indlela.

Nasiphi na isixa esiyi-net amount kwimali engenileyo ekupheleni konyaka ziqatshelwa njengezihlawulweyo kwingxelo yobume bemali (*statement of financial position*).

7.3 Ingeniso yeSebe (Accrued departmental revenue)

Ii-accruals ngokumalunga nemali yesebe engenileyo (kungabandakanywanga irhafu) zirekhodwa kumanqaku eengxelo-mali xa :

- Oku kunobangelwa mhlawumbi kukuba zonke iinzuzo zoqoqosho okanye iintlawulo ezimalunga nenkonzo ekusetyenzisweni kwemali ziya kungena kwisebe ; yaye
- Isixa semali engenileyo inokulinganiselwa ngokuthembekileyo.

Imali engenileyo eyi-accrued revenue ilinganiselwa kwixabiso elamkelekileyo lemali ethatha njengefunyenweyo.

I-Accrued tax revenue (nenzala emalunga nayo/izihlawulweyo) ilinganiselwa nezixa ezinokufunyanwa kwi-arhente eziqokelela imali.

8. Inkcitho

8.1 Imbuyiselo yabaqeshwa

8.1.1 Imivuzo nemirholo

Imivuzo nemirholo ziindleko ezichithwa kuzo zonke iingxelo zokusetyenziswa kwemali (*financial performance*) ngomhla wokuhlalulwa kwazo.

8.1.2 Iintlawulo zezentlalo

Iintlawulo zentlalo (*social contributions*) ezenziwe lisebe ukwenzela abaqeshwa abakhoyo kwisebe zicacisiwe kwiingxelo zokusetyenziswa kwezimali ekupheleni konyaka-mali.

Iintlawulo zentlalo (*social contributions*) ezenziwe lisebe ukwenzela abaqeshwa abathile balo bethuba langaphambili zihlelwa njengeentlawulo kwiingxelo zokusetyenziswa kwezimali ekupheleni konyaka-mali.

8.2 Enye inkcitho

Enye inkcitho (efana neempahla neenkonzo), iimali ezihlawulwa ngoomatshini neenkxaso-mali neentlawulo zee-capital assets) zihlelwa njengeentlawulo kwiingxelo zokusetyenziswa kwezimali ekupheleni konyaka-mali. Iincitho ihlelwa njenge-capital expense ukuba isixa esiyitotali ehlawulweyo singaphezu kwe-capitalisation threshold.

8.3 Inkcitho eyi-Accrued expenditure emayihlawulwe

I-Accrued expenditure payable irekhodwa kwingcaciso (*notes*) yengxelo-mali xa impahla zifunyanwa okanye xa, kwimeko yeenmonzo za zenzlwe isebe.

I-Accrued expenditure payable ilinganiselwa ngeendleko.

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

**IMIGAQO-NKQUBO YOKULAWULWA KWEMALI (ACCOUNTING POLICIES)
kunyaka ophela nge-31 Matshi 2014**

8.4	lingqeshiso-mhlaba (Leases)
8.4.1	lingqeshiso ezisebenzayo Inflawulo yerenti yokusetyenziswa kwezakhiwo ezenziwe ngexesha lokuphela konyaka-mali zihlelwa njengenkcitho yangoku kwingxelo yokusetyenziswa kwemali ekupheleni konyaka-mali. Iimali ii-operating lease commitments zirekhodwa kwingcaciso yoku (disclosure notes) kwiingxelo zezemali.
8.4.2	Ukuqeshisa kwezemali Inflawulo yerenti yokusetyenziswa kwezakhiwo ezenziwe ngexesha lokuphela konyaka-mali zihlelwa njengenkcitho yangoku kwingxelo yokusetyenziswa kwemali ekupheleni konyaka-mali. Ii-finance lease commitments ziyarekhodwa kwingcaciso kwiingxelo-mali yaye azhulwa phakathi kwezixa ze- capital nezenzala. Ii-Finance lease assets ezifunyenwe ekupheleni kwethuba lengqeshiso zirekhodwa yaye zilinganiselwe ngaphantsi kwe: <ul style="list-style-type: none"> • kweendleko, zibe zilixabiso elamkelekileyo le-asethi okanye • Isixa seentlawulo zengqeshiso ezizezona zicincane ezenziweyo, kubandakanywa nazo zonke iintlawulo ezenziweyo ukufumana ubunini ekupheleni kwethuba lokuqeshisa kungabandakanywanga inzala.
9.	Iimali nezinye iindidi zemali zotyalo-mali ii-cash equivalents Iimali nezinye iindidi zemali zotyalo-mali ii-cash equivalents zenziwa kwingxelo yobume bemali ngeendleko. Ii-ovadrafti zeBhanki ziboniswa ngokwahlukeneyo kwingxelo enjengoko injalo (face of the statement) kwingxelo yobume bemali. Ukulungiselela iinjongo ze-Cash Flow Statement, ii-cash and cash equivalents zenziwa yimali ekhoyo (cash on hand), iidipozithi ezigciniweyo (deposits held), nezinye iintlobo zotyalo-mali zethuba elifutshane (short-term highly liquid investments) nee-ovadrafti zebhanki.
10.	Iintlawulo zangaphambili nee-advances Izixa ezihlawulwa kwangaphambili (pre-payments and advances) zibhalwa kwingxelo yobume bemali xa isebe lifumana okanye likhupha imali. Izixa ezihlawulwa kwangaphambili (pre-payments and advances) ngoko ke zilinganiselwa ngeendleko.
11.	Iimali-mboleko neemali ezifunyenweyo Iimali-mboleko neemali ezifunyenweyo zibhalwa kwingxelo yobume bemali njengendleko idibene nenzala efunyenweyo (accrued interest), apho inzala ihlawulwa kutsalwe isixa esinganano esele sihlawulwe okanye sacinywa.
12.	Iintlawulo zotyalo-mali Iintlawulo zotyalo-mali ii-Capitalised investments ziyaboniswa kwindleko kwingxelo yobume bemali.
13.	Ukuncipha kwee-asethi zezemali Apho kukho iimpawu ezalathi ukuhla kwii-asethi zezemali, ingqikelelo yokuncipha kwixabiso elirekhodweyo ukubonisa esona zixa sichanekileyo sojikelelo seenzuzo zezoqoqoqosho zexesha elizayo ekulindeleke sifunyanwe kulo asethi, siyarekhodwa kwingcaciso yengxelo yobume bemali.
14.	Iimali ezihlawulwayo (Payables) Iimali-mboleko neemali ezihlawulwayo ziyaboniswa kwiindleko kwingxelo yobume bemali.
15.	Ii-asethi ii-net assets
15.1	Ii-akhawunti zotyalo-mali kwiiprojekthi zexesha elide (Capitalisation Reserve) Ii-akhawunti zotyalo-mali kwiiprojekthi zexesha elide ziqulethe ii-asethi zezemali (financial assets) kunye/okanye amatyala avela kwithuba elingaphambi kokwenziwa kwengxelo yobume bemali nezithathelwa ingaqalelo kwingxelo yobume bemali okokuqala kwithuba lokwenza ingxelo langoku (current reporting period). Izixa zihlawulwa kwi-akhawunti zotyalo-mali kwiiprojekthi zexesha elide xa zichaziwe kwithuba lokwenza ingxelo kwaye zihlawulwa kwi-Provincial Revenue Fund xa into ekurhweyelwana ngazo (eyi-underlying asset) itshitshiswa kuze kufunyanwe iimali ezinxulumene nayo.
15.2	Iimali ezinokubuyiswa (Recoverable revenue) Izixa zihlawulwa kwii-akhawunti zotyalo-mali kwiiprojekthi zexesha elide njengengeniso enokubuyiswa xa intlawulo yenziwe kunyaka-mali wangaphambili iba yenokubuyiswa ngulowo utyalayo (debtor) kunyaka-mali omiyo. Izixa-mali zihlawulwa kwiNgxowa-mali yeNgeniso yePhondo xa zifunyenwe okanye zihlawulwe kwingxelo yokusetyenziswa kwemali xa zicinyiwe.
16.	Ii-Capital assets
16.1	Ii-capital assets ezingakushenxiswa Ii-capital assets ezingakushenxiseka kuqala ziyarekhodwa njengendleko kwingxelo yokusetyenziswa kwemali xa zicinyiwe. Ii-capital assets ezingakushenxiseka ezifunyanwe nge-non-exchange transaction zilinganiselwa ngexabiso elamkelekileyo njngaloo mhla wokufunyanwa kwazo. Apho indleko zingenakuqinisekiswa ngokuchanekileyo, ii-asethi ezingakushenxiseka (immovable capital asset) zibhalwa ngokweR1 ngaphandle kokuba ixabiso elamkelekileyo le-asethi liqikelelwe ngokuthembekileyo. Zonke ii-asethi ezifunyenwe phambi kwe-1 Apreli 2002 (okanye ngomhla wasemva koku njengoko kuvunyiwe yi-OAG) zibhalwa ngokwe-R1. Ii-capital assets ezingakushenxiseka ngoko oko zithathwa njengendleko yaye azinakuchaphazeleka kukuhla kwamaxabiso (depreciation or impairment). Inkcitho ethi ibekho nebangelwe yi-capital asset idityaniswa kwiindleko ze-asethi ekupheleni kwe-capital project ngaphandle kokuba i-asethi engakushenxiswa ibhalwa lelinye isebe yaye kulo meko indleko zeprojekthi egqityiweyo zigqithiselwa kwelo sebe.
16.2	Ii-capital assets ezinokushenxiswa Ii-capital assets ezinokushenxiseka kuqala ziyarekhodwa njengendleko kwingxelo yokusetyenziswa kwemali xa zicinyiwe. Ii-capital assets ezinokushenxiseka ezifunyanwe nge-non-exchange transaction zilinganiselwa ngexabiso elamkelekileyo njngaloo mhla wokufunyanwa kwazo. Apho iindleko zee-capital assets ezinokushenxiseka zingekucaciswa ngokuchanekileyo, ii-capital assets ezinokushenxiseka zilinganiselwa njengexabiso elamkelekileyo yaye apho ixabiso linganakuxelwa; ii-asethi zilinganiselwe nge- R1. Zonke ii-asethi ezifunyenwe phambi kwe-1 Apreli 2002 (okanye ngomhla wasemva koku njengoko kuvunyiwe yi-OAG) zibhalwa ngokwe-R1. Ii-capital assets ezinokushenxiseka ngoko oko zithathwa njengendleko yaye azinakuchaphazeleka kukuhla kwamaxabiso (depreciation or impairment). Inkcitho ethi ibekho nebangelwe yi-capital asset idityaniswa kwiindleko ze-asethi ekupheleni kwe-capital project ngaphandle kokuba i-asethi enokushenxiseka ibhalwa lelinye isebe yaye kulo meko indleko zeprojekthi egqityiweyo zigqithiselwa kwelo sebe.
16.3	Ii-asethi ezingaphathekiyo Ii-assets ezingaphathekiyo kuqala ziyarekhodwa njengendleko kwingcaciso yengxelo yokusetyenziswa kwemali. Ii-assets ezingaphathekiyo ezifunyanwe nge-non-exchange transaction zilinganiselwa ngexabiso elamkelekileyo ngaloo mhla wokufunyanwa kwazo. Ii-asethi ezingaphathekiyo eziveliwe kwalapha kwisebe ngaphakathi (Internally generated intangible assets) zibhalwa kwingcaciso yengxelo-mali xa isebe liqala isigaba sokuqulunqa iprojekthi. Apho iindleko zee-asethi ezingaphathekiyo zingekucaciswa ngokuchanekileyo, ii-asethi ezingaphathekiyo zilinganiselwa njengexabiso elamkelekileyo yaye apho ixabiso linganakuxelwa; ii-asethi zilinganiselwe njenge- R1.

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

**IMIGAQO-NKQUBO YOKULAWULWA KWEMALI (ACCOUNTING POLICIES)
kunyaka ophela nge-31 Matshi 2014**

<p>Zonke ii-asethi ezifunyenwe phambi kwe-1 Apreli 2002 (okanye ngomhla wasemva koku njengoko kuvunyiwe yi-OAG) zibhalwa ngokwe-R1. Ii-asethi ezingaphathekiyo ngako oko zithathwa njengendleko yaye azinakuchaphazeleka kukuhla kwamaxabiso (<i>depreciation or impairment</i>).</p> <p>Inkcitho efhi ibekho nebangelwe yi-capital asset idityaniswa kwiindleko ze-asethi ekupheleni kwe-capital project ngaphandle kokuba i-asethi engaphathekiyo ibhalwa lelinye isebe yaye kulo meko indleko zeprojekthi egqityiweyo zigqithiselwa kwelo sebe.</p>
<p>17. Iimali ezibekwe bucala ukulungiselela iinjongo ezithile (Provisions) namatyala anakubakho (Contingent)</p> <p>17.1 Iimali ezibekwe bucala ukulungiselela iinjongo ezithile Iimali ezibekwe bucala ukulungiselela iinjongo ezithile zichazwa kwingcaciso xa kukho isinyanzeliso esisemthethweni okanye isinyanzeliso semvumelwano (legal or constructive obligation) zokuphulukana nezibonelelo zezoqaqosho ngenxa yezehlo zethuba langaphambili kwaye kusenokwenzeka ukuba ukuphuma kwezibonelelo njengezibonelelo zezoqaqosho kuya kuba yimfuneko ukuhlawula eso sinyanzeliso yaye kunokwenziwa uqikelelo oluthembekileyo ngeso sinyanzeliso. Le mali ibekelwe bucala ilinganisela ngolona qikelelo luchanekileyo lweemali ezifunekayo ukuhlawula lonke ityala langoko ekupheleni konyaka-mali.</p> <p>17.2 Amatyala azii-Contingent liabilities</p> <p>Amatyala azii-<i>contingent liabilities</i> abhalwa kwingcaciso yengxelo-mali xa kunokuthi kubekho isinyanzeliso esibangelwe ziziganeko zexesha elidlulileyo nobukho bawo okuya kuqinisekiswa kuphela kukwenzeka okanye ukungenzeki kwesiganeko esinye okanye ezingaphezulu ezingenakuqinisekiswa nezingena kulawulwa lisebe okanye xa kukho isinyanzeliso sangoku esingathathelwa ngqalelo kuba kungenzeka ukuba kungabikho kukhutshwa kwezibonelelo (outflow of resources) kuya kufuneka ukuhlawulwa kwembopheleleko okanye isixa sembopheleleko akunakulinganisela ngokuthembekileyo.</p> <p>17.3 Ii-Contingent assets</p> <p>Ii-asethi ezinokubakho (<i>contingent assets</i>) zirekhodiwe kwingcaciso ehamba neengxelo-mali apho kukho i-asethi enokubakho kwiziganeko zangaphambili yaye ukuba kwayo kuya kuqinisekiswa kukwenzeka nokungenzeki kwesiganeko esinye okanye ezingaphezulu ezingenakuqinisekiswa zexa elizayo apha ngaphakathi kulawulo lwesebe.</p>
<p>17.4 Iimali ezabelwe iinjongo ezithile (Commitments)</p> <p>Iimali ezabelwe iinjongo ezithile (<i>Commitments</i>) zirekhodwa ngekwendleko kwingcaciso yeengxelo-mali xa kukho imvumelwano eyi-<i>contractual arrangement</i> okanye ukuvunywa ngabaphetheyo ngendlela ekhuthaza ukuba semlindweni wokuba isebe liya kudlulisela kwamanye amaqela achaphazelekayo imisebenzi yalo yaye ngokwenjalo lithathele kulo incitho yexa elizayo eya kuba sisiphumo sokuphuma kwemali.</p> <p>18. Inkcitho engagunyaziswanga</p> <p>Inkcitho engagunyaziswanga iyabhalwa kwingxelo yobume bemali de kube lelo xesha lokuba incitho :</p> <ul style="list-style-type: none"> • Evunyiwe yiPalamente okanye yiNdlu yoWiso-mihetho yePhondo nenkxaso-mali nangezinye iimali ezinxulumene noko ezifunyenweyo ; okanye • evunyiwe yiPalamente okanye yiNdlu yoWiso-mihetho yePhondo ngaphandle kwenkxaso-mali yaye icinyiwe kulwabiwo-mali kwingxelo yosetyenziso lwemali okanye • ihlawulwe kwii-<i>receivables for recovery</i> <p>Inkcitho engagunyaziswanga ilinganisela ngesixa senkcitho eqinisekisiweyo engaqungaziswanga.</p> <p>19. Inkcitho engenanzuzo nekukudyakraza</p> <p>Inkcitho engenanzuzo nekukudyakraza iyavunywa kwingcaciso yengxelo-mali xa iqinisekisiwe. Isixa esirekhodiweyo silingana nexabiso eliyitotali lenkcitho engenanzuzo nekukudyakraza eyenzekileyo.</p> <p>Inkcitho engenanzuzo nekukudyakraza iyasuswa kwingcaciso yengxelo-mali xa isonjululwe okanye igqithiselwe kwii-<i>receivables for recovery</i>.</p> <p>Iimali ezifunyanwayo zenkcitho engenanzuzo nekukudyakraza ilinganisela ngesixa esilindeleke ukuba sifunyanwe yaye iye ngavunyanwa kwingxelo xa ihlawulwe okanye icinyiwe njengenakuphinda ifumaneki.</p> <p>20. Inkcitho engagunyaziswanga</p> <p>Inkcitho engagunyaziswanga iyarekhodwa kwingcaciso yengxelo-mali xa iqinisekisiwe. Isixa esirekhodiweyo silingana nexabiso lenkcitho engagunyaziswanga eyenzekileyo ngaphandle kokuba akunakwenzeka ukuba sixelwe, yaye kulo meko kunikwa izizathu kwingcaciso yengxelo-mali.</p> <p>Inkcitho engagunyaziswanga iyasuswa kwingcaciso xa ivunyiwe ngabanamagunya afanelekileyo yaza yabhalwa njengenokufumaneka enokubuyiswa okanye ingavunyanwa yaye ingenakubuyiseka.</p> <p>Iimali ezifunyanwayo zenkcitho engenanzuzo nekukudyakraza ilinganisela ngesixa esilindeleke ukuba sifunyanwe yaye ziyasuswa xa zihlawulwe okanye zicinyiwe njengezingenakuphinda zifumaneki.</p> <p>21. Abasebenzi bolawulo abaphambili (Key management personnel)</p> <p>Imbuyiselo ehlawulwa abasebenzi abakulawulo abaphambili (<i>key management personnel</i>) kuquka amalungelo osapho lwabo apho kufanelekileyo, ibandakanyiwe kwingcaciso yengxelo-mali.</p>

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

1. Ulwabiwo lonyaka

1.1 Ulwabiwo lonyaka

	Ulwabiwo –mali lokugqibela 2013/14 R'000	limali kanye ezifunyenweyo 2013/14 R'000	limali ezifuniweyo / ezingafunyanwanga 2013/14 R'000	Ulwabiwo Izixa ezifunyenweyo 2012/13 R'000
Iiprogram				
Ezolawulo	579 744	613 395	(33 651)	549 872
Imfundo kwizikolo zikarhulumente eziqhelekileyo	11 381 365	11 405 561	(24 196)	11 614 865
Iinkxaso-mali zezikolo ezizimeleyo	84 648	84 932	(284)	72 697
Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	910 338	908 069	2 269	892 675
Imfundo noQeqesho oloQhubekayo	353 097	353 097	-	597 589
Imfundo yaBadala noQeqesho	37 898	37 912	(14)	35 818
Imfundo noPhuhliso lwaBantwana aBasaqalaayo	465 637	456 712	8 925	429 572
Uphuculo lweziseko zophuhliso	1 192 946	1 147 394	45 552	167 155
IiNkonzo ezincedisayo nezinxulumene nazo	663 112	661 713	1 399	-
Itotali	15 688 785	15 668 785	-	14 360 243

1.2 Iigranti ezikhutshwa phantsi kwemiqathango**

	Makuq- atshelwe	2013/14 R'000	2012/13 R'000
Iigranti ezifunyenweyo zizonke	32	1 639 728	1 337 749

(** Makuqatshelwe ukuba iiGranti ezikhutshwa phantsi kwemiqathango zibandakanyiwe kwizixa ngokweNgcaciso 1.1 yolwabiwo lokugqibela)

2. Ingeniso yeSebe

Ukuthengiswa kweempahla neenkonzo ngaphandle kwee-asethi ii-capital assets	2.1	11 959	13 172
Iifayini, izohlwayo neemali ekuphulkenwe nazo	2.2	774	761
Inzala, izahlulo nerenti yemihlaba	2.3	1 818	3 530
Ii-Financial transactions kwii-asethi nasematyaleni (assets & liabilities)	2.4	19 003	24 418
Ingeniso eqokelelweyo iyonke		33 554	41 881
Kutsalwe limali ezizesebe eziqukiweyo kulwabiwo-mali	13	33 554	24 533
Ingeniso yeSebe efunyenweyo		-	17 348

**2.1 Ukuthengiswa kweempahla neenkonzo ngaphandle kwee-asethi ii-capital
assets**

Ukuthengiswa kweempahla neenkonzo eziveliswe lisebe	2	11 701	13 032
Iintengiso ziimalike zeziko		11 701	13 032
Iintengiso zezikrephu (scrap), inkunkuma nezinye izinto ezisetyenziswa ngoku		258	140
Itotali		11 959	13 172

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Maku- qatshelwe	2013/14 R'000	2012/13 R'000
2.2	lifayini, izohlwayo neemali ekuphulukenwe nazo	2	
	lifayini	774	761
	Itotali	774	761
2.3	Inzala, izahlulo nerenti yemihlaba	2	
	Inzala	1 818	3 530
	Itotali	1 818	3 530
2.4	Ii-Financial transactions kwii-asethi nasematyaleni (assets & liabilities)	2	
	limali ezifunyenweyo	13 356	14 354
	Ezinye ezifunyenweyo kubandakanywa neNgeniso enoKubuyiswa	5 647	10 064
	Itotali	19 003	24 418
3.	Imbuyiselo yabaqeshwa		
3.1	Imivuzo nemirholo		
	Umvuzo oyintsusa	8 642 942	7 997 746
	AmaBhaso eNtsebenzo	23 409	22 210
	Esuselwa kwinkonzo	26 133	17 655
	Imbuyiselo/Eyezizathu ezithile (circumstantial)	131 647	115 374
	lintlawulo ii-Periodic payments	9 046	9 672
	Eziye izibonelelo ezingatsalelwa rhafu (non-pensionable allowances)	1 229 333	1 149 943
	Itotali	10 062 510	9 312 600
3.2	lintlawulo zezentlalo		
	Igalelo lomqeshi		
	Ipenshini	1 023 142	953 398
	Ezoncedo lonyango	478 431	473 759
	I-UIF	6	9
	IBhunga iBargaining council	895	662
	limanyano zabasebenzi ezisemthethweni nemibutho	1 949	1 943
	Itotali	1 504 423	1 429 771
	Imbuyiselo yabaqeshwa	11 566 933	10 742 371
	Inani elingumndilili labaqeshwa	40 537	40 124

Amanqakwana (Sub-note 3.1) ngokumalunga ne-Compensative/circumstantial comparatives zango- 2012/13 anda ngezigidi eziyi- R6 486 million ngenxa yokuhlelwa ngokutsha kwenkcitho ngokumalunga noqeqesho loqheliso obeluphantsi koludwe lweeMpahla neeNkonzo.

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Maku- qatshelwe	2013/14 R'000	2012/13 R'000
4. limpahla neeNkonzo			
lintlawulo zoLawulo		611	803
Ukupapasha izithuba zengqesho		5 697	8 393
li-asethi ezincinane	4.1	50 739	37 175
libhasari (abaqeshwa)		4 669	4 286
Ezokulungisa ukutya (catering)*		14 265	10 552
EzoNxibelelwano		11 669	12 043
linkonzo zekhomyutha	4.2	15 844	16 339
linkonzo zaBacebisi, iikontraki nee-arhente /zababoneleli bangaphandle	4.3	342 315	306 468
Ezolonwabo		389	258
linkonzo zophicitho - ezangaphandle	4.4	11 892	10 499
li-inventri	4.5	417 486	293 327
Iingqeshiso ezisebenzayo		5 130	14 684
lintlawulo zeepropathi	4.6	260 786	249 803
Ukurenta nokuqeshisa		12 841	3 918
Ezothutho ezibonelelwe njengexalenye yemisebenzi yesebe		211 418	193 782
Ezhambo nokuxhaswa ngezimali	4.7	56 336	47 572
Iindawo neefasilithi		5 983	17 500
Uqeqesho noPhuhliso		11 995	27 024
Inkcitho yemisebenzi eyenziwayo	4.8	14 969	13 101
Itotali		1 455 034	1 267 527

Inqakwana 4.8 ngokumalunga Enye incitho yokwenziwa komsebenzi okunokuthelekiswa ukwenzela u- 2012/13 yancipha ngezigididi eziyi-R6 486 m ngenxa yokuhlelwa kwakhona kwenkcitho ngokumalunga noQeqesho loqheliso oludweliswe ngaphambili phantsi kweeMpahla neeNkonzo, ngoku ezibandakanywe phantsi kweMbuyiselo yaBasebenzi.

4.1 li-asethi ezincinane	4		
li-asethi eziphathekayo		46 214	34 175
Oomatshini nezixhobo		46 214	34 175
li-asethi ezingaphathekiyo		4 525	3 000
Itotali		50 739	37 175
4.2 linkonzo zekhomyutha	4		
linkonzo zekhomyutha zeSITA		11 321	9 423
Ababoneleli beenkonzo zekhomyutha bangaphandle		4 523	6 916
Itotali		15 844	16 339

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Makuqa- tshelwe	2013/14 R'000	2012/13 R'000
4.3 Iinkonzo zaBacebisi, iikontraki nee-arhente /zababoneleli bangaphandle	4		
IiNkonzo zoshishino nezeengcebiso		34 769	36 839
Iindleko zomthetho		6 235	3 344
Iikontraki		5 798	6 759
I-arhente kunye neenkonzo zenkxaso/ ezenziwa ngababoneleli bangaphandle		295 513	259 526
Itotali		342 315	306 468
4.4 Iinkonzo zophicitho - ezangaphandle	4		
Uphicotho lokuchaneka kweencwadi zemali (<i>Regularity audits</i>)		10 990	9 249
Uphicotho-zincwadi lwentsebenzo		219	666
Uphicotho lwekhompyutha (<i>Computer audits</i>)		683	584
Itotali		11 892	10 499
4.5 I-inventri (eNtshona Koloni KUPHELA)	4		
Izibonelelo zokuncedisa ukuFunda nokuFundisa (LTSM)		385 242	252 722
Ukutya nezibonelelo zokutya		989	852
Ezinye izinto ezizi-consumables		1 961	1 250
Izinto ezisetyenziswayo nezibonelelo		235	201
Izinto zokubhala nokuprinta		28 757	37 942
Izibonelelo ezingamayeza		302	360
Itotali		417 486	293 327
4.6 Iintlawulo zeepropathi	4		
Iinkonzo zikamasipala;		51 194	62 934
Ulonolozo nolungiso		196 932	175 846
Okunye		12 660	11 023
Itotali		260 786	249 803
4.7 Ezehambo nokuxhaswa ngezimali	4		
Iinombolo		55 964	47 559
Ezamanye amazwe		372	13
Itotali		56 336	47 572
4.8 Inkcitho yemisebenzi eyenziwayo	4		
Imibutho yootitshala, ubulungu neefzi zemirhumo		1 463	1 315
Iindleko zokufuduka (<i>Resettlement costs</i>)		2 507	1 805
Okunye		10 999	9 981
Itotali		14 969	13 101

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Makuqat- shelwe	2013/14 R'000	2012/13 R'000
5. Iintlawulo kwii-asethi zezemali			
Ezinye iintlawulo zeelahleko zezinto ezicinyiweyo	5.1	52	2 126
Amatyala acinyiweyo	5.2	12 214	16 110
Itotali		12 266	18 236
5.1 Ezinye iintlawulo zeelahleko zezinto ezicinyiweyo	5		
Ubunjani beelahleko			
Amabango ngakurhulumente		-	2
Inkcitho engaGunyaziswanga		-	1 883
Iingozi zeGaraji kaRhulumente		30	241
Inkcitho engenanzuzo nekuudyakraza		22	-
Itotali		52	2 126
5.2 Amatyala acinyiweyo			
Ubunjani bamatyala acinyiweyo	5		
Amanye amatyala acinyiweyo			
Irhafu yabaqeshwa		349	335
IMbuyiselo		9 365	10 083
Iibhasari		831	2 039
Okunye		273	569
Inzala ematyaleni		1 396	3 084
Itotali		12 214	16 110
6. Iintlawulo ezenziwa ngoomatshini neenkxaso-mali			
Ii-arhente zesebe nee-akhawunti	IsiHlomelo 1A	5 827	5 534
Amaziko angenzi ngeniso	IsiHlomelo 1B	1 604 325	1 603 326
Ezamazakha	IsiHlomelo 1C	72 084	79 623
Izipho, izipho-mali ne-sponsorships ezenziweyo	IsiHlomelo 1D	13	12
Itotali		1 682 249	1 688 495
7. Inkcitho kwii-capital assets			
Ii-asethi eziphathekayo		785 702	570 625
Izakhiwo nezinye izittrakha ezingenakushenxiswa	30	679 706	435 485
Oomatshini nezixhobo	28	105 996	135 140
Ii-asethi ezingaphathekiyo		12	856
I-Software	29	12	856
Itotali		785 714	571 481

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

7.1 Ucazululo lweemali ezisetyenzisiweyo ukufumana ii-capital assets – 2013/14

	Iimali ezabiweyo R'000	Uncedo-mali (Aid assistance) R'000	Itotali R'000
Ii-asethi eziphathekayo	785 702	-	785 702
Izakiwo nezinye izitraksha ezingenakushenxiswa	679 706	-	679 706
Oomatshini nezikhobo	105 996	-	105 996
Ii-asethi ezingaphathekiyo	12	-	12
I-Software	12	-	12
Itotali	785 714	-	785 714

7.2 Ucazululo lweemali ezisetyenzisiweyo ukufumana ii-capital assets – 2012/13

	Iimali ezabiweyo R'000	Uncedo-mali (Aid assistance) R'000	Itotali R'000
Ii-asethi eziphathekayo	570 625	-	570 625
Izakiwo nezinye izitraksha ezingenakushenxiswa	435 485	-	435 485
Oomatshini nezikhobo	135 140	-	135 140
Ii-asethi ezingaphathekiyo	856	-	856
I-Software	856	-	856
Itotali	571 481	-	571 481

8. Iimali nezinye iindidi zemali zotyalo-mali ii-cash equivalents

	Makuqat- shelwe	2013/14 R'000	2012/13 R'000
I-Akhawunti eQhelekileyo neHlanganisiweyo kaPeymasta		135 869	-
I-Cash on hand		-	10
Itotali		135 869	10

9. Iintlawulo zangaphambili nee-advances

Ezehambo nokuxhaswa ngezimali	-	47
Itotali	-	47

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Makuqat-shelwe	2013/14			Itotali R'000	2012/13 R'000
		Ngaphantsi konyaka omnye R'000	Omnye ukuya kwemithathu iminyaka R'000	Ezindala kunemin-yaka emithathu R'000		
10. Iimali ezifunyenweyo						
Amabango anokubuyiswa	10.1	6 034	-	455	6 489	18 087
	IsiHlomelo 3					
Inkcitho enokubuyiswa	10.2	4 199	-	-	4 199	58 863
Ityala labasebenzi	10.3	1 959	7 549	19 216	28 724	25 739
Abanye abanamatyala	10.4	3 250	7 644	33 802	44 696	53 799
Itotali		15 442	15 193	53 473	84 108	156 488
				Makuqat-shelwe	2013/14	2012/13
					R'000	R'000
10.1 Amabango anokubuyiswa				10		
Amasebe kaZwelonke					4 641	17 242
Amasebe ePhondo					1 007	242
Amashishini abucala					447	332
Amakhaya nemibutho engenzi nzuzo					394	271
Itotali					6 489	18 087
10.2 Inkcitho enokubuyiswa (disallowance accounts)				10		
Ii-Disallowance accounts					1 532	53 404
Umvuzo : I-Reversal Control					1 688	4 012
Umvuzo : Ityala lerhafu					959	1 447
Umvuzo : I-Garnishee order					20	-
Itotali					4 199	58 863
10.3 Ityala labasebenzi				10		
I-akhawunti yetyala					28 724	25 739
Itotali					28 724	25 739

Umlinganiselo wengqikelelo yokufana okanye umahluko malunga neemali ezifunyenweyo kunyaka-mali 2012/13 ucacisiwe kwakhona. Ii-Disallowance accounts (R53 404) bezibandakanyiwe kwixa elingaphambili phantsi kwengcaciso engu-10.4 kwaBanye aBanamatyala. Oku kungqinelana nokuhlelwa kwezi zixa kukaNondyebo kaZwelonke njengoko ezi zixa zingakathathwa njengamatyala.

Oku kukwabhekiselele nakwi-Salary: Reversal, Tax Debt & Garnishee Order accounts, ezazibandakanyiwe kwengcaciso 10.3 yeItyala laBasebenzi (Staff Debt). Oku kungqinelana nokuhlelwa kwezi zixa kukaNondyebo kaZwelonke njengoko ezi zixa zingakathathwa njengamatyala.

Umlinganiselo wengqikelelo yokufana okanye umahluko malunga neemali ezifunyenweyo kule ngcaciso ucacisiwe kwakhona. Makujongwe i-footnote ye-sub-note 10.2

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Makuqat- shelwe	2013/14 R'000	2012/13 R'000
10.4 Abanye aBnamatyala	10		
Ukophulwa kweemvumelwano		7 864	9 530
Abasebenzi bangaphambili		33 563	40 680
Igaranti zikarhulumente		488	565
Izenzo zolwaphulo-mthetho		506	1 074
Imiba ngemiba		2 240	1 915
Ukuhlawula ii-akhawunti		35	35
Itotali		44 696	53 799
Umlinganiselo wengqikelelo yokufana okanye umahluko malunga neemali ezifunyenweyo kule ngcaciso ucacisiwe kwakhona. Makujongwe i-footnote ye-sub-note 10.2			
10.5 Iingxaki kwimali ezifunyenweyo	10		
Uqikelelo lweengxaki kwiimali ezifunyenweyo		71 786	79 365
Itotali		71 786	79 365
Iingxaki kwimali ezifunyenweyo ngo-2012/13 (Ingcaciso (Disclosure Note) 28) ezifikelela kwisixa esiyi-R58 842, zaphinda zacaciswa. Oku kubangelwe lutshintsho kwindlela yokuhlela amatyala angekahlawulwa (ageing of debtors)			
11. Iintlawulo zotyalo-mali			
Ezingezizo ezangoku (Non-current)			
Izabelo nezinye ii- equity			
<i>JL Bisset Fund</i>		-	450
<i>Graham Civil Service Bursary Fund</i>		-	40
<i>Royal Reception Fund</i>		-	27
<i>School Building Fund</i>		15 752	14 972
Itotali		15 752	15 489
Ucazululo kutyalo-mali olungelulo olwangoku (non current investments)			
Imali eyibhalansi ekuqalwe ngayo		15 489	14 872
Ukongeza ngemali		263	617
Ibhalansi ekugqityelwe kuyo		15 752	15 489
12. Imali ezabiweyo (voted funds) emazinikezelwe (surrendered) kwi-Revenue Fund			
Imali eyibhalansi ekuqalwe ngayo		72 133	15 999
Ezicacisiweyo kwakhona		72 133	15 999
Iintlawulo ezihlawulwe ezikwingxelo yokusetyenziswa kwemali		166 589	72 133
Ezihlawulwe apha enyakeni		(72 133)	(15 999)
Ibhalansi ekugqityelwe kuyo		166 589	72 133

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Makuqat- shelwe	2013/14 R'000	2012/13 R'000
13. Iimali zesebe (departmental revenue) emazinikezelwe kwi-Revenue Fund			
Imali eyibhalansi ekuqalwe ngayo		10 991	2 139
Ezicacisiweyo kwakhona		10 991	2 139
Iintlawulo ezihlawulwe ezikwixelo yokusetyenziswa kwemali		-	17 348
Iimali ezizesebe eziqukiweyo kulwabiwo-mali		33 554	24 533
Ezihlawulwe apha enyakeni		(42 434)	(33 029)
Ibhalansi ekugqityelwe kuyo		2 111	10 991
14. I-ovadrafii yebhanki			
I-Akhawunti eQhelekileyo neHlanganisweyo kaPeymasta		-	17 142
Itotali		-	17 142
15. Ezihlawulwayo -ezangoku			
Ukuhlawula ii-akhawunti	15.1	1 008	1 255
Ezinye ezihlawulwayo	15.2	1 024	1 034
Itotali		2 032	2 289
15.1 Ukuhlawula ii-akhawunti	15		
Imivuzo : Ii-ACB recalls		377	617
Imivuzo : irhafu yengeniso		303	32
Imivuzo : ingxowa-mali yepenshini .		159	120
I-Salary reversal control		-	320
Umvuzo : uncedo lezonyango		53	69
Ezinye ii-akhawunti ezihlawulwayo		41	41
Imivuzo : Ityala lerhafu		75	56
Itotali		1 008	1 255
15.2 Ezinye ezihlawulwayo	15		
Imiba ngemiba		1 024	1 034
Itotali		1 024	1 034
16. Iimali engenayo nephumayo i-Net cash flow efumanekayo xa kusenziwa imisebenzi			
Iimali ii-Net surplus ngokweNxelo yoKusebenza kweMali		166 589	89 481
Ii-Add back non cash/cash movements ezingathathwa njengemisebenzi eyenziweyo (operating activities)		776 871	507 867
Ukwanda kwiimali ezifunyenweyo – ezangoku		72 380	(34 228)
Ukuncipha kwintlawulo ii-pre-payments and advances		47	(28)
(Ukuncipha) kwii-payables – ezangoku		(257)	(4 863)
Inkcitho yee-asethi ii-capital assets		785 714	571 481
Ii-surrenders kwi-Revenue Fund		(114 567)	(49 028)
Iimali ezizesebe eziqukiweyo kulwabiwo-mali		33 554	24 533
Iimali eyi-Net cash flow efumanekayo xa kusenziwa imisebenzi		943 460	597 348

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Makuqat- shelwe	2013/14 R'000	2012/13 R'000
17. Ukungqinelanisa i-cash necash equivalents ukwenzela iinjongo ze-cash flow			
I-Akhawunti eQhelekileyo neHlanganisiweyo kaPeymasta		135 869	(17 142)
Iimali ezifumanekayo emva kokuhlawulwa kweendleko (Cash on hand)		-	10
Itotali		135 869	(17 132)
18. Amatyalazi-Contingent liabilities nee-contingent assets			
Amatyalazi-Contingent liabilities			
Afanelwe ukuhlawulwa	Ubunjani		
Iigaranti zemali-mboleko yezezindlu	Abaqeshwa	IsiHlomelo 2A 573	573
Amabango ngakurhulumente		IsiHlomelo 2B 317 071	316 439
Amanye amasebe (imali eziyibhalansi zama-sebe asebenzisanayo ezingaqinisekiswa (interdepartmental unconfirmed balances		IsiHlomelo 4 23	87
Okunye		IsiHlomelo 2B 32 114	4 765
Itotali		349 781	321 864
18.1 Ii-asethi ezinokubakho (Contingent assets)			
Ubunjani bee-contingent assets			
Inlawulo engaphezulu yomqhubi womphathiswa (isonjululwe)		-	135
Itotali		-	135

Ukuphuyezwa komgaqo-nkqubo neenkqubo ze-Incapacity Leave & Ill-health Retirement (PILIR) kwarhoxiswa kwinxenye yalo nyaka-mali. I-PILIR ilungiselela ukuqeshwa kwekomiti laBapathi ii-Health Risk Managers yi-Department of Public Service and Administration (DPSA), eliya kusebenza njengababoneleli-nkonzo bamasebe ukuvavanya nokuhlola izicelo ezenziwe ngabaqeshwa. Ukuqeshwa kwabo kwalibaziseka negnxa yomngeni malunga nezomthetho osiwe kwiNkundla ePhakamileyo ochasene nenkqubo yokuqeshwa kwabo. Izigqibo ke ngoko azibanga nako ukwenziwa ngexesha kwihafu yokluqala kanyaka-mali malunga nokubasemthethweni kwezicelo ze-incapacity and/or ill-health retirement applications ezifakwe ngabaqeshwa. Ikomiti iye yasekwa ngokusesikweni nge-1 Novemba 2013. Izixa ezahlawulwa kubaqeshwa zinokufumaneka ukuba ikomiti ayizivumi ezo zicelo zingenisiweyo ze-incapacity and/or ill-health retirement ezazingeniwe phambi kokusekwa kwekomiti.

19. Iimali ezabelwe iinjongo ezithile (Commitments)			
Inkcitho yalo nyaka-mali			
Ezivunyiweyo nezeemvumelwano	958 224	751 737	
Ezivunyiweyo ezingekagqitywa kwiimvumelwano	-	-	
	958 224	751 737	
inkcitho eyi-capital expenditure			
Ezivunyiweyo nezeemvumelwano	795 450	791 378	
Ezivunyiweyo ezingekagqitywa kwiimvumelwano	-	-	
	795 450	791 378	
Itotali	1 753 674	1 543 115	

Umlinganiselo wengqikelelo yokufana okanye umahluko kwiMali ezabelwe iinjongo ezithile (Commitments) zicacisiwe kwakhona ngenxa yezilungiso kwi-Accounting Manual for Departments.
Iimali ezizi-Current commitments zimele iimvumelwano zeskim sothutho lwabafundi ekwakugqitywe ngazo kwithuba lemnyaka emihlanu. Ii-Capital commitments zimele iimvumelwano zokwakha izikolo zethuba elingaphezu konyaka ubude.

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

		Makuqat- shelwe	2013/14 R'000	2012/13 R'000
20.	li-akhawunti ezimele amatyala nezethuba elifutshane			
	Ezidweliswe ngokohlelo lwezoqoqosho	30 iintsuku	2-4 iintsuku	Itotali
	limpahla neeNkonzo	16 122	1 823	17 945
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	288	31	319
	li-Capital assets	19 725	767	20 492
	Itotali	36 135	2 621	38 756
				47 554
		Makuqat- shelwe	2013/14 R'000	2012/13 R'000
	Ezidweliswe ngokwenqanaba leprogram			
	lprogram 1		17 796	13 671
	lprogram 2		-	28 275
	lprogram 4		-	583
	lprogram 5		270	-
	lprogram 6		-	1
	lprogram 7		-	2 986
	lprogram 8		20 524	2 038
	lprogram 9		166	-
			38 756	47 554
	libhalansi eziqinisekisiweyo namasebe	IsiHlomelo 4	384	1 018
	Itotali		384	1 018
		Makuqat- shelwe	2013/14 R'000	2012/13 R'000
21.	Izibonelelo zabaqeshwa			
	Amalungelo ekhefu		122 630	123 161
	Ibhonasi yenkonzo (Itshekhi yeshumi elinesithathu)		344 890	324 492
	AmaBhaso eNtsebenzo		14 320	13 395
	Iimali ezabelwe ikhefu elihlawulelwayo (capped leave)		1 009 718	1 009 995
	Okunye		66 734	139 286
	Itotali		1 558 292	1 610 329

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

22. Iimali ezabelwe ukuqeshisa (Lease commitments)

22.1 Inkcifo yemisebenzi eyenziwayo

	li-asethi zomkhosi ezikhethekileyo	Umhlaba	Izakhiwo nezinye izittraksha ezingenakushenxi swa	Oomatshini nezixhobo	Itotali
2013/14	R'000	R'000	R'000	R'000	R'000
Kungabi semva konyaka omnye (1)	-	-	-	5 346	5 346
Ngaphantsi konyaka omnye (1) kungabi semva kweminyaka emi-5	-	-	-	1 335	1 335
Iimali eziHlawulweyo zizonke	-	-	-	6 681	6 681

	li-asethi zomkhosi ezikhethekileyo	Umhlaba	Izakhiwo nezinye izittraksha ezingenakushenxi swa	Oomatshini nezixhobo	Itotali
2012/13	R'000	R'000	R'000	R'000	R'000
Kungabi semva konyaka omnye (1)	-	-	-	2 260	2 260
Ngaphantsi konyaka omnye (1) kungabi semva kweminyaka emi-5	-	-	-	1 581	1 581
Iimali eziHlawulweyo zizonke	-	-	-	3 841	3 841

22.2 Iimali ezabelwe ukuqeshisa (Lease commitments)

	li-asethi zomkhosi ezikhethekileyo	Umhlaba	Izakhiwo nezinye izittraksha ezingenakushenxi swa	Oomatshini nezixhobo	Itotali
2013/14	R'000	R'000	R'000	R'000	R'000
Kungabi semva konyaka omnye (1)	-	-	-	22 629	22 629
Ngaphantsi konyaka omnye (1) kungabi semva kweminyaka emi-5	-	-	-	85 635	85 635
	-	-	-	14 132	14 132
Iimali eziHlawulweyo zizonke	-	-	-	122 396	122 396

	li-asethi zomkhosi ezikhethekileyo	Umhlaba	Izakhiwo nezinye izittraksha ezingenakushenxi swa	Oomatshini nezixhobo	Itotali
2012/13	R'000	R'000	R'000	R'000	R'000
Kungabi semva konyaka omnye (1)	-	-	-	20 244	20 244
Ngaphantsi konyaka omnye (1) kungabi semva kweminyaka emi-5	-	-	-	73 976	73 976
	-	-	-	16 469	16 469
Iimali eziHlawulweyo zizonke	-	-	-	110 689	110 689

Isebe lemfundo liqeshise izithuthi eziyi-514 ezivela kwiGMT ngathuba lonyaka ka- 2013/14. Iintlawulo zamihla le zihlawulwa ngenyaga, yaye zijongana neendleko zokusetyenziswa kwazo nee-capital costs ngokubhekiselele ekutshintshweni kwezithuthi, neendleko zezemali kolu ezichaphazelekayo kule mvumelwano.

	Makuqatshelwe	2013/14	2012/13
		R'000	R'000

23. Ingeniso yeSebe

li-Financial transactions kwii-asethi nasemalyaleni (assets & liabilities)	9	1 712
Itotali	9	1 712

23.1 Ingeniso yeSebe

Iimali eyibhalansi ekuqalwe ngayo	1 712	6 968
Kutsalwe Izixa ezifunyenweyo	(3 350)	(16 526)
Kongezwe : Izixa eziqatshelweyo	1 647	11 270
Ibhalansi ekugqityelwe kuyo	9	1 712

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Makuqa t-shelwe	2013/14 R'000	2012/13 R'000
24. Inkcitho engaGunyaziswanga			
24.1 Ungqinelwano lwenkcitho engagunyaziswanga			
Imali eyibhalansi ekuqalwe ngayo		32 592	29 809
Kongezwe : Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili		739	-
Kongezwe : Inkcitho engagunyaziswanga –emalunga nonyaka omiyo		4 593	6 924
Kutsalwe :limali zonyaka ongaphambili ezivunyiweyo		(27 825)	-
Kutsalwe : limali zonyaka ongaphambili ezivunyiweyo		(2 459)	(2 258)
Kutsalwe limali ezinokubuyiswa (ezingavunywanga)		-	(1 883)
Inkcitho engagunyaziswanga ezilinde ukuvunywa (condonation)		7 640	32 592
Ucazululo (analysis) olulindele ukuvunywa ngokohlelo lweminyaka yobudala (per age classification)			
Unyaka omiyo		2 134	4 744
Iminyaka engaphambili		5 506	27 848
Itotali		7 640	32 592
			2013/14 R'000
24.2 Inkcitho engagunyaziswanga –emalunga nonyaka omiyo			
Isiganeko:			
Okunye – Kusetyenziswe iintlawulo ezingachanekanga			7
Ikwuteshini ezinganelanga (<i>insufficient quotes</i>)			3 046
Iintlawulo ezongezelelweyo			23
Inkampani eziqunyanyisiweyo			1 517
Itotali			4 593
			2013/14 R'000
24.3 Iinkcukacha zenkcitho engagunyaziswanga -ezivunyiweyo			
Isiganeko:	Ezivunye (igunya lokuzivuma)		
Abathengisi abahlawulwe egameni le-Non section 21 schools eziyi-13	IGosa eliMele ukuPhendula ngoSetyenziso lweMali		971
Ukutenxa kwimigaqo kweenkonzo	IGosa eliMele yokuthengwa ukuphendula		9 036
Izitenxo kwithenda	IGosa eliMele (Izityhalo) ukuPhendula		12 145
Ikwuteshini ezinganelanga	IGosa eliMele ukuPhendula		2 723
Ukungachazwa kwenzala	IGosa eliMele ukuPhendula		3 910
Ezinye – iintlawulo ezingachanekanga	IGosa eliMele		715
Iinkampani eziqunyanyisiweyo- IGosa eliMele	ukuPhendula		761
Iintlawulo eyongezelelweyo	IGosa eliMele ukuPhendula		23
Itotali			30 284

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

		2013/14	
		R'000	
24.4	Inkcukacha zenkciitho engagunyaziswanga ephantsi kophando		
	Isiganeko:		
	Ikowuteshini ezinganelanga	5 370	
	Isibonelelo sokubambela	61	
	Ukungachazwa kwenzala	428	
	Okunye – linllawulo ezingachanekanga ezisetyenisiweyo	14	
	Imisebenzi yobuqhophololo ezirhanelekayo	433	
	Izitenxo ezirhanelekayo kwiithenda	1 334	
	Itotali	7 640	
		Makuqatshelwe	
		2013/14	2012/13
		R'000	R'000
25.	Inkciitho engenanzuzo neyilahleko		
25.1	Ungqinelwaniso lwenkciitho engenanzuzo neyilahleko		
	Imali eyibhalansi ekuqalwe ngayo	140	103
	Inkciitho engenanzuzo neyilahleko – malunga nonyaka ongaphambili	67	-
	Inkciitho engenanzuzo neyilahleko kulo nyaka-mali	687	39
	Kutsalwe Izixa ezifunyenweyo	(642)	(2)
	Inkciitho engenanzuzo neyilahleko ekusalindwe izigqibo ngayo	252	140
25.2	Ucazululo lokulinda izisombululo ngokohlelo lwezoqoqosho		
	Ekhoyo	55	39
	I-Capital	197	101
	Itotali	252	140
25.3	Ucazululo lwenkciitho engenanzuzo neyilahleko yonyaka		
	Isiganeko:		
	Inkciitho engaphezulu ekulungiseni ukutya		48
	Inzala kwintlawulo yepenshini engaphezulu ehlawulwe emva kwexesha		632
	Inzala kwii-akhawunti zikamasipala zasemva kwexesha		7
	Itotali		687
26.	Imicimbi yemali namaqela achaphazekelayo (Related party transactions)		
	1. Ii-transactions ezimalunga nezikolo zikarhulumente eziqhelekileyo zichazwa kwisiHlomelo 1B.		
	2. Apha enyakeni isebe lifumene iinkonzo kwi-Western Cape Department of Transport & Public Works (DTPW) ngolu hlobo lulandelayo:		
	- Isebe langena kwizakhiwo ezisetyenziswa yi-Western Cape DTPW ngaphandle kwentlawulo. Indawo yokupaka iimoto ebonelelwe amagosa karhulumente ngentlawulo evunyiweyo nengaxulumananga nezorhwebo.		
	- Isebe lisebenzisa iimoto zikarhulumente nezilawulwa yi- Government Motor Transport (GMT) Section yeDTPW ngokwetransakhshini ii-arm's length transaction ngokwentlawulo ezivunyiweyo nguNondyabo wePhondo.		
	3. Isebe lafumana iinkonzo zeziko kwiSebe leNkulumbuso (Department of the Premier) (DOTP) ngolu hlobo lulandelayo:		
	- I-Information and Communication Technology		
	- Uphuhliso lweZiko		
	- Uaqeqesho lwePhondo (phakathi kwamasebe)		
	- Enterprise Risk Management		
	- Uphicotho-zincwadi lwangaphakathi		
	- Uphando ngeLahleko (Forensic Investigations)		
	- IiNkonzo zoMthetho		
	- Unxibelelwano lweziko		
	4. Isebe leMfundo leNtshona Koloni lafumana iinkonzo zengcebiso ngezokhuseleko nemisebenzi yezokhuseleko yeDepartment of Community Safety kwiiPhondo leNtshona Koloni.		

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

	Inani labantus	2013/14 R'000	2012/13 R'000
27. Abasebenzi bolawulo abaphambili (Key management personnel)			
Abasezikhundleni zezopolitiko (iinkcukacha zinikwe ngezantsi)	1	1 652	1 652
Amagosa:			
Inqanaba 15 -16	5	6 722	6 316
Inqanaba 14 (kubandakanywa CFO ukuba ikwinqanaba elisezantsi)	10	8 625	7 071
Amalungu osapho angabasebenzi abaphambili kwezolawulo	10	4 035	3 846
Itotali		21 034	18 885

28. Ii-asethi ii-Tangible capital assets

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 13

	Imali eyibhalansi ekugqalwe ngayo R'000	Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili R'000	Izongezelelo R'000	Ukuchithwa kwee-asethi R'000	Ibhalansi ekugqityelwe kuyo R'000
Oomatshini nezixhobo	395 080	1 701	103 137	(62 760)	437 158
Isethi zezofutho	330 710	1 659	50 721	(12 556)	370 534
Izixhobo zekhompyutha	39 991	28	42 898	(41 204)	41 713
Ifanitshala nezixhobo	19 380	-	9 518	(9 000)	19 898
Abanye oomatshini nezixhobo	4 999	14	-	-	5 013
Ii-asethi ii-Tangible capital assets	395 080	1 701	103 137	(62 760)	437 158

28.1 Izongezelelo

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 13

	Imali eziinkozo R'000	Engeyokheshi R'000	(Iindleko ezi- miyo zoMse- benzi epham- bili eyenziwa- yo (Capital work-in-pro- gress) neen- flawulo zeng- qeshiso zeMali R'000	Ezifunyen- weyo, ezi-miyo ezingahlala- wulwanga (Unyaka o- miyo ohla- wulweyo e- zifunyenwe kunyaka on- gaphambili) R'000	Itotali R'000
Oomatshini nezixhobo	105 996	21 985	(24 844)	-	103 137
Isethi zezofutho	53 935	21 630	(24 844)	-	50 721
Izixhobo zekhompyutha	42 543	355	-	-	42 898
Ifanitshala nezixhobo	9 518	-	-	-	9 518
Ii-asethi ii-Tangible capital assets	105 996	21 985	(28 844)	-	103 137

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

28.2 Ukuchithwa kwee-asethi

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 13

	Ezithengi- selwe imali R'000	Ezishintshi- weyo okanye ezishatyalalisi weyo okanye ezicinyiweyo (scrapped) R'000	Itotali yezichithi- weyo R'000	Imali efunyen- weyo eyiyo R'000
Oomatshini nezixhobo	-	62 760	62 760	-
Isethi zezothutho	-	12 556	12 556	-
Izixhobo zekhompuyutha	-	41 204	41 204	-
Ifanitshala nezixhobo	-	9 000	9 000	-
	-	-	-	-
Ii-asethi ii-Tangible capital assets	-	62 760	62 760	-

28.3 Utshintsho ngo-2011/12

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 13

	Imali eyibhalansi ekuqalwe ngayo R'000	Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili R'000	Izongezelelo R'000	Ukuchithwa kwee-asethi R'000	Ibhalansi ekugqilyelwe kuyo R'000
Oomatshini nezixhobo	174 436	125 627	124 844	(29 827)	395 080
Isethi zezothutho	116 127	124 447	99 270	(9 134)	330 710
Izixhobo zekhompuyutha	38 171	399	17 635	(16 214)	39 991
Ifanitshala nezixhobo	16 153	-	7 706	(4 479)	19 380
Abanye oomatshini nezixhobo	3 985	781	233	-	4 999
	-	-	-	-	-
Ii-asethi ii-Tangible capital assets	174 436	125 627	124 844	(29 827)	395 080

28.4 Ii-asethi ezincinane

Utshintsho kwii-minor assets ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 2014

	Ii-asethi zomkhosi ezikhethekile yo R'000	Ii-asethi ezingaphath ekiyo R'000	Ii-asethi zemveli R'000	Oomatshini nezixhobo R'000	Ii-asethi iiBiological assets R'000	Itotali R'000
Imali eyibhalansi ekuqalwe ngayo	-	1 372	-	33 238	-	34 610
Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili	-	-	-	76	-	76
Izongezelelo	-	4 525	-	49 078	-	53 603
Ukuchithwa kwee-asethi	-	(4 525)	-	(45 727)	-	(50 252)
Itotali yee-asethi ezincinane	-	1 372	-	36 665	-	38 037
	-	-	-	-	-	-
	-	-	-	-	-	-
Ii-asethi ezincinane	-	-	-	-	-	-
Inani elipheleleyo lee-asethi ezincinane	-	-	-	146 169	-	146 169
Inani lee-asethi ezincinane kwiindleko	-	315	-	81 330	-	81 645
Inani elipheleleyo lee-asethi ezincinane	-	315	-	227 499	-	227 814

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

Utshintsho kwii-minor assets ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 2013

	li-asethi zomkhosi ezikhethekile yo R'000	li-asethi ezingaphath ekiyo R'000	li-asethi zemveli R'000	Oomatshini nezixhobo R'000	li-asethi iBiological assets R'000	Itotali R'000
Imali eyibhalansi ekuqalwe ngayo	-	1 352	-	21 352	-	22 704
Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili	-	-	-	7 911	-	7 911
Izongezelelo	-	3 000	-	36 969	-	39 969
Ukuchithwa kwee-asethi	-	(2 980)	-	(32 994)	-	(35 974)
Itotali yee-asethi ezincinane	-	1 372	-	33 238	-	34 610

	li-asethi zomkhosi ezikhethekile yo R'000	li-asethi ezingaphath ekiyo R'000	li-asethi zemveli R'000	Oomatshini nezixhobo R'000	li-asethi iBiological assets R'000	Itotali R'000
Inani lee-asethi ezincinane kwiindleko	-	315	-	38 844	-	39 159
Inani elipheleleyo lee-asethi ezincinane	-	315	-	38 844	-	39 159

28.5 li-asethi ezikushenxiswa ezicinyiweyo

li-asethi ezinokushenxiswa ezicinyiweyo (written off) kunyaka ophela nge-31 Matshi 2014

	li-asethi zomkhosi ezikhethe- kileyo R'000	li-asethi ezingaphathe kiyo R'000	li-asethi zemveli R'000	Oomatshini nezixhobo R'000	li-asethi iBiological assets R'000	Itotali R'000
li-asethi ezicinyiweyo (Assets written off)	-	-	-	5 159	-	5 159
li-asethi ezikushenxiswa ezicinyiweyo	-	-	-	5 159	-	5 159

li-asethi ezinokushenxiswa ezicinyiweyo (written off) kunyaka ophela nge-31 Matshi 2013

	li-asethi zomkhosi ezikhethe- kileyo R'000	li-asethi ezingaphathe kiyo R'000	li-asethi zemveli R'000	Oomatshini nezixhobo R'000	li-asethi iBiological assets R'000	Itotali R'000
li-asethi ezicinyiweyo (Assets written off)	-	-	-	4 828	-	4 828
li-asethi ezikushenxiswa ezicinyiweyo	-	-	-	4 828	-	4 828

29. li-asethi ii-Tangible capital assets

Utshintsho (movement) kwii-capital assets ezinokuswa eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 13

	Imali eyibhalansi ekuqalwe ngayo R'000	Ungqinelwano lonnyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili R'000	Izongezelelo R'000	Ukuchithwa kwee-asethi R'000	Ibhalansi ekugqityelwe kuyo R'000
I-Software	19 690	-	12	-	19 702
li-asethi ii-Tangible capital assets	19 690	-	12	-	19 702

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

29.1 Izongezelelo

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokwerezista yee-asethi kunyaka ophela nge-31 Matshi 13

	imali eziinkozo R'000	Engeyokheshi R'000	(Imisebenzi yokwakha esaqhutywayo ngoku) R'000	Efunyenwe- yo yangoku engekahla- wulwa (Ehlawuli-weyo yangoku) R'000	Itotali R'000
I-Software	12	-	-	-	12
Ii-asethi ii-Tangible capital assets	12	-	-	-	12

29.2

Utshintsho ngo-2011/12

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokwerezista yee-asethi kunyaka ophela nge-31 Matshi 13

	Imali eyibhalansi ekuqalwe ngayo R'000	Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili R'000	Izongezelelo R'000	Ukuchithwa kwee-asethi 2013/2014	Ibhalansi ekugqityelwe kuyo R'000
I-Software	18 834	-	856	-	19 690
Ii-asethi ii-Tangible capital assets	18 834	-	856	-	19 690

30. Ii-asethi ii-Tangible capital assets

Izongezelelo

30.1 Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokwerezista yee-asethi kunyaka ophela nge-31 Matshi 13

	imali eziinkozo R'000	Engeyokheshi R'000	(Iindleko ezi-miyo zoMse-benzi ephambili eyenziwa-ye (Capital work-in- pro-gress) neen- tlawulo zeng- qeshiso zeMali R'000	Ezifunyen- weyo, ezi- miyo ezingahla- wulwanga (Unyaka o- miyo ohla- wulweyo- zifunyenwe kunyaka on- gaphambili) R'000	Itotali R'000
Izakhiwo nezinye izitraksha ezingenakushenxiswa	679 706	-	(679 706)	-	-
Izakhiwo ekungahlawayo kuzo	679 706	-	(679 706)	-	-
Ii-asethi ii-Tangible capital assets	679 706	-	(679 706)	-	-

Makuqat-
shelwe

2012/13
R'000

31. Ukulungiswa kwempazamo yexesha langaphambili kwingcaciso esekelayo

Izixa ezithelekisekayo kwiNgcaciso zacacisa kwakhona ngolu hlobo lulandelayo:

Inkcitho yangoku R751 737, eyangaphambili R1 408 465 kunye 751 737

neNkcitho eyi-Capital expenditure R791 378, eyangaphambili R2 489 351. 791 378

Ifuthe leNef kwingcaciso

1 543 115

Izixa ezithelekisekayo kwiNgcaciso 29.1 zicaciswe kwakhona ngoku hlobo:

Kungekho ngaphezu konyaka omnye R2 260, eyangaphambili R2 201. 2 260

Emva konyaka omnye (1) yaye kungekho semva kweminyaka emi-5 - R1 581, 1 581

eyangaphambili R1 447. Olu tshintsho lubangelwe ziingqeshiso ezishiyiweyo zezithuthi zikaRhulumente (Government Garage-vehicles). -

Ifuthe leNef kwingcaciso

3 841

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

**INGCACISO (NOTES) EHAMBA NENGXELO YOKUSETYENZISWA KWEMALI
kunyaka ophela nge-31 Matshi 2014**

32. Ingxelo ngeegranti eziphuma phantsi kwemiqathango ezifunyenweyo

Igama leziko :	Ulwabiwo lwegrant					Echithiweyo				2012/13	
	Iigranti ze-Division of Revenue Act / ezePhon-do R'000	Roll Overs R'000	Ezihlen-ga-hlengis-weyo zeDoRA R'000	Ezinye ezihle-nga-hlengisi-weyo R'000	Itotali ekhoyo R'000	Isixa esifunyenwe lisebe R'000	Isixa esifunyenwe e lisebe R'000	Isixa esichithwe lisebe R'000	I-% yefumanek ayo echithwe lisebe %	I-Division of Revenue Act R'000	Isixa esifunyenwe e lisebe R'000
I-Dinledi Schools Grant	10 096	3 270	-	-	13 366	13 366	11 868	1 498	89	9 571	4 585
I-Education Infrastructure Grant	960 465	-	-	-	960 465	960 465	821 831	138 634	86	431 397	431 397
I-EPWP Integrated Grant yamaPhondo	3 000	-	-	-	3 000	3 000	3 000	-	100	1 000	1 000
IMfundo noQeqesho oloQhubekayo	351 437	-	1 660	-	353 097	353 097	353 078	19	100	597 589	597 523
I-HIV/ AIDS (Imfundo ngezakhono zobomi)	17 637	864	-	-	18 501	18 501	17 848	653	96	17 416	16 552
IProgram yoKutyiswa kwaBantwana kaZwelonke (National School Nutrition Programme)	260 538	4 565	-	-	265 103	265 103	258 328	6 775	97	245 588	236 669
I-Social Sector EPWP Incentive Grant for Provinces	12 298	-	-	-	12 298	12 298	12 064	234	98	23 924	23 903
Ukuxhaswa ngemali kwakhona kweSekondari zoBugcisa (Technical Secondary School Recapitalisation Grant)	11 884	2 014	-	-	13 898	13 898	3 717	10 181	27	11 264	9 250
Itotali	1 627 355	10 713	1 660	-	1 639 728	1 639 728	1 481 734	157 994	-	1 337 749	1 320 879

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophela nge-31 Matshi 2014**

IsiHlomelo 1A

Iingxelo zeentlawulo ezenziweyo kwii-arhente zeSebe nakwii-Akhawunti

I-akhawunti yeSebe/ ye-arhente	Izabelo ezihlawulweyo				Echithiweyo		2012/13
	Uhlahlo-mali oluHlenga- hlengisiweyo R'000	Roll Overs R'000	Uhlanga- hlengiso R'000	Itotali ekhoyo R'000	Eyiyo ehlawulweyo R'000	I-% yeemali ezikhoyo ezihlawulwe yo %	Inkcitho eyiyo kanye 2011/12 R'000
SETA:	5 811	-	-	5 811	5 811	100	5 524
SABC TV licence	10	-	6	16	16	100	10
Itotali	5 821	-	6	5 827	5 827		5 534

IsiHlomelo 1B

Iingxelo zeemali ezihlawulweyo kumaziko angenzi ngeniso (non-profit institutions)

Amaziko angenzi ngeniso	Izabelo ezihlawulweyo				Echithiweyo		2012/13
	Uhlahlo-mali oluHlenga- hlengisiweyo R'000	Ezigqithis elwe komnye unyaka R'000	Uhlanga- hlengiso R'000	Itotali ekhoyo R'000	Eyiyo ehlawulweyo R'000	I-% yeemali ezikhoyo ezihlawulwe yo %	Inkcitho eyiyo kanye 2011/12 R'000
Iimali ezihlawulweyo							
Izikolo zikarhulumente eziqhelekileyo	827 179	-	125 695	952 874	952 874	100	764 652
Izikolo ezizimeleyo	84 932	-	(284)	84 648	84 648	100	72 321
IZikolo ezinaBafundi abaneMfundo eziZodwa zeMfundo	146 119	-	(15 179)	130 940	130 940	100	129 661
Iikholeji ze-FET (Further Education and Training)	48 798	-	14 363	63 161	63 161	100	323 285
I-ABET : Amaziko abucala	27 549	-	5 092	32 641	32 641	100	29 814
ECD: Izikolo zikarhulumente	207 288	-	16 206	223 494	223 494	100	167 392
ECD: Gr R Community	52 161	-	1 599	53 760	53 760	100	43 194
ECD: Abafundi	58 136	-	4 671	62 807	62 807	100	73 007
Itotali	1 452 162	-	152 163	1 604 325	1 604 325		1 603 326

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophela nge-31 Matshi 2014**

**IsiHlomelo 1C
IiNgxelo zeeMali ezihlawulweyo kumakhaya (households)**

Udidi lwezihlawulweyo	IZABELO EZIHLAWULWEYO				ECHITHIWEYO		2012/13
	UHlahlo-mali oluHlenga- hlengisiweyo R'000	I-Roll Overs R'000	Uhlenga- hlengiso R'000	Itotali R'000	Eyiyo kanye R'000	I-% yeemali ezikhoyo ezihlawulwe yo %	Inkcitho eyiyo kanye 2011/12 R'000
Iimali ezihlawulweyo							
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Ukwenzakala emsebenzini	1 184	-	(1 078)	106	106	100	-
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Ikhefu elisisipho	12 375	-	46 825	59 200	59 200	100	55 366
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Isibonelelo somhlala-phantsi i-PST retirement benefit	4 913	-	(4 850)	63	63	100	9
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Ukuqhawula inkonzo	-	-	6 569	6 569	6 569	100	1 930
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): libhasari (abaqeshwa)	10 624	-	(6 711)	3 913	3 913	100	17 918
Amabango ngakurhulumente	1 450	-	773	2 223	2 223	100	4 400
Amakhaya -PMT/refund and remact/grace	-	-	10	10	10	100	-
Itotali	30 546	-	41 538	72 084	72 084		79 623

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophela nge-31 Matshi 2014**

IsiHlommel 1D

liNngxelo zezipho, izipho-mali (donations) neemali zenkxaso (sponsorships) ezenziweyo neemali zezaphulelo (remissions), iimali zembuyiselo (refunds) neentlawulo ezenziweyo njengezenzo zemfesane (act of grace)

Udidi lwesipho, izipho-mali minikelo okanye iimali zenkxaso	2013/14 R'000	2012/13 R'000
Ezihlawulwe ziyimali		
Iklabhu yeSoka iWCED Soccer club: Ukuxhaswa kwiindleko	13	12
Itotalana	13	12
Iimali zezaphulelo (Remissions), iimbuyiselo neentlawulo ezenziwe njengezenzo zemfesane		
New Eisleben High School – contribution towards funeral costs of learner, A Mhlawuli	10	-
Itotalana	10	-
Itotali	23	12

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophela nge-31 Matshi 2014**

IsiHlommel 2A

liNngxelo zeegaranti zezemali (financial guarantees) ezikhutshwe ukususela kwi-31 Matshi 2014 -Ezengingqi

Iziko/Ibhanki eliyigaranta (guarantor)	Igaranti emalunga	Iska i- guaranteeed capital amount esiYintusca	Incal eyibhalansi ekugqibwe kuyo 1 Aprili 2008	Il-Guarantees draw downs apka enyakeni	lithlawulo zezegaranti ezinyhbulwisa /ezivekisiweyo/ezincitshweyo/ezil khushliweyo apka enyakeni	Ukuxdyiswa kwakhona (Revolving- funds)	Ibhatalansi ekugqibwe kuyo 31 Matshi 2009	Inzala eyi-Guaranteed Interest Yonyaka ophelileyo 31 Matshi 2009	Ilithleko ezidatshelweyo / ezingebuyiswa o.k.I amabango ahlawulweyo
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Ezezindlu									
0001 – Standard Bank of S.A. Limited		-	154	83	38	-	199	-	-
0004 – Firstrand Bank Limited: First National		-	100	119	21	-	198	-	-
0017 – ABSA		-	254	-	143	-	111	-	-
0516 – Green Start Home Loans (Pty) Ltd		-	65	-	-	-	65	-	-
Itotali		-	573	202	202	-	573	-	-

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophela nge-31 Matshi 2014**

ISIHLOMELO 2B

INGXELO YAMATYALA AZII-CONTINGENT LIABILITIES UKUSUSELA NGOWE-31 MATSHI 2014

Uhlobo lwetyala (Liability)	Imali eyibhalansi ekuqalwe kuyo 1 Aprili 2008 R'000	Amatyala enziwe apha enyakeni R'000	Amatyala ahlawulweyo/ ayekiweyo/ ancitshisiweyo apha enyakeni R'000	Amatyala anokubuyiswa (Nika iinkcukacha apha ngezantsi) R'000	libhalansi ekugqityelwe kuzo 31 Matshi 2014 R'000
Amabango ngakurhulumente					
Amabango awahluka-hlukeneyo	316 439	15 429	(14 797)	-	317 071
Itotalana	316 439	15 429	(14 797)	-	317 071
Okunye					
Ii-akhawunti zikaMasipala	4 765	62 321	(34 972)	-	32 114
Itotalana	4 765	62 321	(34 972)	-	32 114
Itotali	321 204	77 750	(49 769)	-	349 185

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophela nge-31 Matshi 2014**

**IsiHlomelo 3
Amabango anokubuyiswa**

Amaqumrhu karhulumente	libhalansi eziqinisekisiweyo ezingakahlawulwa		libhalansi eziqinisekisiweyo ezingakahlawulwa		Itotali	
	31/03/2014 R'000	31/03/2013 R'000	31/03/2014 R'000	31/03/2013 R'000	31/03/2014 R'000	31/03/2013 R'000
Isebe						
ISebe leMfundo leMpuma Koloni -Empuma Koloni (EED)	-	-	594	74	594	74
ISebe leMfundo -EGauteng (JED)	-	-	98	19	98	19
ISebe leMfundo - Mntla Ntshona (NWE)	-	-	42	-	42	-
ISebe leMicimbi yeNkcubeko nezeMidlalo (WAC)	-	-	-	61	-	61
Department of the Premier WC	-	46	7	-	7	46
Department of Health (WHW)	-	14	(65)	-	(65)	14
Dept of Education - KwaZulu Natal (ZED)	-	-	66	-	66	-
Department of Community Safety	-	-	-	9	-	9
Palama	-	-	-	16	-	16
ISebe leMfundo esiSiseko (DBE)	-	-	4 622	17 226	4 622	17 226
Department of Correctional Services (DCS)	-	-	-	19	-	19
Free State Education Department	-	-	43	-	43	-
Department of Social Development (WSS)	-	-	200	-	200	-
Department of Justice & Constitutional Development	-	-	22	-	22	-
SA Police Services (SAPS)	-	-	19	-	19	-
	-	60	5 648	17 424	5 648	17 484
Amanye amaqumrhu karhulumente						
Cape Teachers' Professional Association	-	-	332	332	332	332
Government Employees Pension Fund (GEPF)	-	-	394	271	394	271
Die Burger	-	-	115	-	115	-
	-	-	841	603	841	603
Itotali	-	60	6 489	18 027	6 489	18 087

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophela nge-31 Matshi 2014**

**IsiHlomelo 4
Iintlawulo eziphakathi kwamasebe (*Inter-Departmental Payables*)**

	Ibhalansi eziqinisekisiweyo		Ibhalansi ezingaqinisekiswa		Itotali	
	31/03/2014	31/03/2013	31/03/2014	31/03/2013	31/03/2014	31/03/2013
Amaqumrhu karhulumente	R'000	R'000	R'000	R'000	R'000	R'000
AmaSebe						
Ekhoyo						
<i>Northern Cape Education Department</i>	-	54	-	-	-	54
<i>Department of Justice & Constitutional Development</i>	91	868	-	-	91	868
<i>Free State Education Department</i>	-	81	-	-	-	81
<i>Gauteng Education Department</i>	-	-	-	74	-	74
<i>Isebe lezeMisebenzi kuZwelonke (DLB)</i>	-	-	22	11	22	11
<i>Department of Basic Education</i>	-	-	-	2	-	2
<i>Government Motor Transport</i>	251	15	-	-	251	15
<i>Department of Health – Western Cape</i>	42	-	1	-	43	-
Itotali yamaSebe	384	1 018	23	87	407	1 105
Itotali yamasebe ngamasebe	384	1 018	23	87	407	1 105

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

**IZIHLOMELO KWINGXELO-MALI ZONYAKA
kunyaka ophele nge-31 Matshi 2014**

IsiHlomelo 5

UTshintsho kwiMisebenzi yoKwakha esaQhutywayo kunyaka ophele nge-31 Matshi 2014

	Imali eyibhalansi ekusqalwe ngayo R'000	<i>Current year Capital WIP</i> R'000	li-asethi ezigqityiweyo R'000	Ibhalansi ekugqityelwe kuyo R'000
Oomatshini nezixhobo	4 225	3 123	2 708	4 640
lisethi zezothutho	4 225	3 123	2708	4 640
Itotali	4 225	3 123	2 708	4 640



iziHlomelo

IsiHlomelo A: Isicwangciso i-Action Plan to 2014 neZalathi zeMvumelwano yoKwenziwa kweeNkonzo (kuZwelonke)

ISebe leMfundo esiSiseko liya kubonelela amaphondo ngengcaciso kweli candelo. Ukubonelwa ngengcaciso ngezalathi-nkqubela 16.1 to 27.2 kuxhomekeke ekufumanekeni kweziphumo zesaveyi yokubeka esweni izikolo (school monitoring survey) eqhutywa liSebe leMfundo esiSiseko. ISebe liya kuhlaziya ingcaciso ngezi zalathi-nkqubela xa ingcaciso ifumaneka.

Igama leSalathi-nkqubela	Isihloko sesalathi-nkqubela	Umthombo wedatha	Intsebenzo yeSebe (yakutshanje)
1.1	Ipesenti yabafundi beBakala 3 abaqhuba ngokwamanqanaba alindelekileyo olwazi lokufunda nokubhala kwiiMvavanyo zikaZwelonke zoNyaka zelizwe (Annual National Assessments).	ANA	49
1.2	Ipesenti yabafundi beBakala 3 abaqhuba ngokwamanqanaba ayimfuneko olwazi lokubala kwiiMvavanyo zikaZwelonke zoNyaka (Annual National Assessments).	ANA	58
2.1	Ipesenti yabafundi beBakala 6 abaqhuba ngokwamanqanaba ayimfuneko olwimi kwiiMvavanyo zikaZwelonke zoNyaka (Annual National Assessments).	ANA	63
2.2	Ipesenti yabafundi beBakala 6 abaqhuba ngokwamanqanaba ayimfuneko kwimathematika kwiiMvavanyo zikaZwelonke zoNyaka (Annual National Assessments).	ANA	33
3.1	Ipesenti yabafundi beBakala 9 abaqhuba ngokwamanqanaba ayimfuneko olwimi kwiiMvavanyo zikaZwelonke zoNyaka (Annual National Assessments).	ANA	43
3.2	Ipesenti yabafundi beBakala 9 abaqhuba ngokwamanqanaba ayimfuneko kwimathematika kwiiMvavanyo zikaZwelonke zoNyaka (Annual National Assessments).	ANA	17
4	Inani labafundi beBakala 12 abafanekileyo kwiprogram yeSidanga sokuQala kwiiMviwo zikazwelonke zikarhulumente.	NSC database	19 477
5	Inani labafundi beBakala 12 abapase imathematika.	NSC database	12 216
6	Inani labafundi beBakala 12 abapasa ifizikhali sayensi.	NSC database	8 333
7	Amanqaku angumndilili aphakathi afunyenwe kwiBakala 6 kulwimi kuvavanyo lwe-SACMEQ.	SACMEQ database	583 (2007)
8	Amanqaku angumndilili afunyenwe kwiBakala 6 kwimathematika kuvavanyo lwe-SACMEQ.	SACMEQ database	566 (2007)
9	Amanqaku emathematika eBakala 8 angumndilili afunyenwe kwi-TIMSS. SA score 348.	TIMSS database	404 (2011)
10	Ipesenti yabantwana abakubudala beminyaka eyi-7 ukuya ku-15 abahamba isikolo kumaziko emfundo.	GHS	91.9%
11.1	Ipesenti yabafundi beBakala 1 abapase iBakala R ngokumiselweyo.	ASS	65.8%
11.2	Umlinganiselo wamanani obhaliso abantwana abaneminyaka eyi-3 ukuya ku- 5. (Esi sisalathi esiyinkxalabo kwi-DBE ne-DSD.)	GHS	62.4
12.1	Ipesenti yabantwana abakubudala beminyaka eyi-9 ekuqaleni konyaka abakwiBakala 4 okanye kwelingentla.	ASS/GHS	11.6%
12.2	Ipesenti yabantwana abakubudala beminyaka eyi-9 ekuqaleni konyaka abakwiBakala 7 okanye kwelingentla.	ASS/GHS	14.5%
13.1	Ipesenti yolutsha olufumana iSatifikethi seMatriki sikaZwelonke kweso sikolo.	GHS	46.1%
13.2	Ipesenti yolutsha olufumana naliphi na ibanga lemfundo leFET. (Esi sisalathi siyinkxalabo kwiDBE neDHET)	GHS	Ayifumaneki
14	Inani looitshala abanamabanga emfundo abakubudala beminyaka eyi-30 nangaphantsi abangena kwinkonzo karhulumente njengooitshala okokuqala kulo nyaka ugqithileyo.	I-PESALI	576
15.1	Ipesenti yabafundi abakwiiklasi ezinabafundi abangekho ngaphezu ko-45.	ASS	96.6%
Idatha yokwandlelela kwizalathi apha ngezantsi ibonelwa ngesaveyio yesampula kwazwelonke eyaqhutywa liSebe leMfundo esiSiseko ngo- 2011. Kunikwe idatha yoku. Akukho ngcaciso kuzo zonke izalathi-nkqubela.			
		WC	Iinombolo
15.2	Ipesenti yezikolo apho kuzaliswa zonke izithuba ezabelwe ootitshala.	95%	90%
16.1	Umdilili weeyure ngonyaka ezichithwe ngootitshala kwimisebenzi yophuhliso looitshala.	55	39
16.2	Ipesenti yootitshala abanako ukufumana imigangatho eyeyona isezantsi kwiiMvavanyo ezingachazwanga nezisekelwe kwisampula (anonymous and sample-based assessments) zolwazi lwabo ngesifundo .	Not available	Not available
17	Ipesenti yootitshala abangekhoyo esikolweni ngosuku olungumndilili.	4%	8%
18	Ipesenti yabafundi abafunda yonke into kwikharithulam kunyaka omyo ngokusekelwe kwiiMvavanyo ezisekelwe kwisampula zerekhodi (sample-based evaluations of records) ezigcinwe ngootitshala nobungqina bemisebenzi yeprekthikhali eyenziwe ngabafundi.	Not available	Not available
19	Ipesenteji yabafundi enako ukufikelela kwiincwadi zezifundo ezifunekayo neencwadi zomsebenzi (workbooks) ukwenzela unyaka wesikolo wonke.	Not available	Not available

INgxelo yoNyaka yoNyaka-mali ka-2013/14
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
lePhondo leNtshona Koloni

Igama leSalathi-nkqubela	Isihloko sesalathi-nkqubela	Umthombo wedatha	Intsebenzo yeSebe (yakutshanje)
20	Ipesenti yabafundi ezikolweni ezineelayibrari okanye amaziko azii-media centres ayifezekisayo imigangatho ethile eyeyona isezantsi.	72	40
21	Ipesenti yezikolo ezivelisa isethi yamaxwebhu angawona mancinci ngokomgangatho ofunekayo, umzekelo ibhajethi yesikolo, isicwangciso sokuphucula isikolo, ingxelo yonyaka, irosta yokuhamba isikolo neeshedyuli zokumakisha zabafundi.	67	53
22	Ipesenti yezikolo apho iBhunga loLawulo leSikolo lihlangebezanyo neekhrayitheriya ezizezona zizezantsi ngokwempumelelo yazo.	Not available	Not available
23.1	Ipesenti yabafundi ezikolweni ezixhaswa ngemali kwelona nqanaba lizezantsi.	82	79
23.2	Ipesenti yezikolo ezifumene isethi epheleleyo yemisebenzi yolawulo lwezemali ngokusekelwe kuvavanyo lwezakhono zolawulo lwezemali.	86	76
24.1	Ipesenti yezikolo eziyithobelayo imigangatho yeziseko zophuhliso eyeyona isezantsi emiselwe kuzwelonke.	Not available	Not available
24.2	Ipesenti yezikolo eziyithobelayo imigangatho yeziseko zophuhliso eyeyona isezantsi emiselwe kuzwelonke.	Not available	Not available
25	Ipesenti yabantwana abafumana ilantshi yesikolo eyinxaso qho ngosuku lwesikolo.	45	70
26	Ipesenti yezikolo ezinotitshala omnye ubuncinane ofumene uqeqesho olukhethekileyo ekuqapheleni nasekunikeni inkxaso kwiimfuno ezizodwa.	Not available	Not available
27.1	Ipesenti yezikolo ezihanjelwe ubuncinane kabini ngonyaka ngamagosa ezithili zemfundo ukulungiselela iinjongo zokuzibeka esweni nenkxaso.	100 (own data)	Not available
27.2	Ipesenti yeenqununu zezikolo ezizireyiha njengezanelisayo iinkonzo zenkxaso kwizithili zemfundo.	90 (own data)	Not available

IsiHlomelo B: Isishwankathelol se-Nationally Determined Programme Performance Measures. Esi sidwelisa ii-National Programme Performance Measures njengoko kuvunyelwene phakathi kweSebe leMfundo esiSiseko, uNondyabo nesebe lemfundo lephondo leNtshona Koloni.

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
Inkalo yeNtsebenzo ePhambili Iprogram 1					
1.	PPM101	Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukunika idatha isistim yokulandelela ingcaciso ngabafundi kazwelonke (<i>national learner tracking system</i>)	Isikolo sikarhulumente Kubhekiswa kwizikolo eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo Imeko eqhubekayo : Makurekhodwe inani lezikolo zikarhulumente (ngokwemihla yakutshanje) ezisebenzisa i-SA SAMS ukunika idatha kwi-LURTS Ihagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kufumana uqeqesho ekusetyenzisweni kwe-SA SAMS kwikota echaphazelekayo	I-EMIS yePhondo I-Operational Data	Qho ngekota
2.	PPM102	Inani lezikolo zikarhulumente ekunokuhagamshekwana nazo ngekhompyutha (nge-imeyili)	Isikolo sikarhulumente : Kubhekiswa kwizikolo eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo Imeko eqhubekayo : Makurekhodwe inani lezikolo zikarhulumente ekunokuhagamshekwana nazo nge-imeyili ngokumalunga needatha zakutshanje ezifumanekayo. Ihagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kunikwa uqhagamshelwano lwe-imeyili kunyaka-mali ocwangcisiweyo. .	Imithombo yeDatha	Qho ngonyaka
3.	PPM103	Ipesenti yenkcitho yangoku (<i>current expenditure</i>) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (non-personnel items)	INkcitho kulo Nyaka-mali yezeMfundo: Kubhekiswa kuyo yonke inkcitho karhulumente kwizinto ezingabandakanyi mali kwezemfundo (non-capital education expenditure) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo eneemfuno ezizodwa kunye nezikolo ezizimeleyo) Kwimiba enganxulumananga nezabasebenzi Kubhekiswa kuyo yonke inkcitho karhulumente kwizinto ezingabandakanyi mali kwezemfundo (non-capital education expenditure) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo eneemfuno ezizodwa kunye nezikolo ezizimeleyo) Ukubalwa kwayo: Makwahlulwe inkcitho yangoku echithwe kwizinto ezingezizo ezabasebenzi (non-personnel items) kunyaka-mali ochaphazelekayo ngenani lilonke lenkcitho yangoku karhulumente kwimfundo ukwenzela kwalo nyaka-mali nokuyiphinda ngo-100. Imeko eqhubekayo : Makurekhodwe ingcaciso yakutshanje efunanekayo. Ihagethi: Makurekhodwe inkcitho eqikelelweyo ukwenzela unyaka-mali ocwangcisiweyo	I-CFO yePhondo	Qho ngonyaka
4.	PPM201	Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	Makufakatshele: Lo mlinganiselo awubandakanyi manani obhaliso kwizikolo zemfundo eenemfuno ezizodwa kunye nobhaliso kwiBakala R kwizikolo zikarhulumente eziqhelekileyo. Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi ababhalisileyo kwizikolo zikarhulumente eziqhelekileyo ngokwedatha zeSNAP zakutshanje (kungafakwanga manani obhaliso eBakala R) Ihagethi: Makurekhodwe inani labafundi ekulindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka-mali ekucwa-ngciselwa wona (kungafakwanga manani obhaliso eBakala R).	I-EMIS yePhondo II-SNAP Surveys	Qho ngonyaka
Inkalo yeNtsebenzo ePhambili Iprogram 2					
5.	PPM202	Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	Ulitshala: kubhekiswa kuye nabani na ofundisa, aqeqeshe omnye umntu owenza iinkonzo zoqeqesho kwezemfundo. Akubandakanywa abasebenzi abangezotitshala kwaye kubandakanywa bonke ootitshala (abaqeshwe ngokungesosigxina, ababambeleyo, njl. njl.) Imeko eqhubekayo : Makurekhodwe inani lilonke lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokwedatha ezifumanekayo zakutshanje. Ihagethi: Inani lootitshala ekulindeleke ukuba baqeshwe kunyaka-mali ocwangcisiweyo.	IPESALI yePhondo	Qho ngekota
6.	PPM203	Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	Ulitshala: kubhekiswa kuye nabani na ofundisa, aqeqeshe omnye umntu owenza iinkonzo zoqeqesho kwezemfundo. Abangezotitshala ngabo bonke abasebenzi abasezikolweni abangezotitshala. Aba babandakanya abasebenzi abancedisayo, abasebenzi bezolawulo, abasebenzi basehostele, nabasebenzi abaqeqeshiweyo abangezotitshala. Imeko eqhubekayo : Makurekhodwe inani lonke labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokwedatha efunanekayo yakutshanje. Ihagethi: Makurekhodwe inani labasebenzi abangezotitshala ekulindeleke ukuba baqeshwe kunyaka-mali ocwangcisiweyo.	IPESALI yePhondo	Qho ngekota
7.	PPM204	Inani labafundi abasezikolweni zikarhulumente eziqhelekileyo abancedakalayo kumgaqo-nkqubo omalunga "nezikolo ezingahlawulisi Fizi"	Imeko eqhubekayo : Makurekhodwe inani labafundi abancedakalayo "kumGaqa-nkqubo weZikolo ezingahlawulisi Fizi" kunyaka-mali odlulileyo. Ihagethi: Makurekhodwe inani labafundi ekulindeleke ukuba bancedakale "kuMgaqa-nkqubo weZikolo ezingahlawulisi Fizi" kunyaka-mali ocwangcisiweyo.	UMphathi weProgram yePhondo	Qho ngonyaka
8.	PPM205	Inani labafundi abaxhamlayo kwi-National School Nutrition Programme (NSNP)	Imeko eqhubekayo : Makurekhodwe inani labafundi abaxhamlayo kwi-School Nutrition Programme ngekota. Ihagethi: Makurekhodwe inani labafundi abathagethiweyo abaza kubonelelwa ngokutya kwikota echaphazelekayo	UMphathi weProgram yePhondo	Qho ngekota
9.	PPM 206	Inani labafundi abaxhamlayo kwiskim	Imeko eqhubekayo : Makurekhodwe inani labafundi abaxhamlayo kwiskim sezothutho sikarhulumente ngekota.	UMphathi weProgram	Qho ngekota

Annual Report for 2013/14 Financial Year
Vote 5: Department of Education
Province of the Western Cape

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
		sothutho lwabafundi	Ihagethi: Makurekhodwe inani labafundi abathagethiweyo abaza kubonelelwa ngokutya kwikota echaphazelekayo	yePhondo okanye uMphathi weSebe lezoThutho	
Inkalo yeNtsebenzo ePhambili Iprogram 2					
10.	PPM207	Inani labafundi abaneemfundo zemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo	Imfundo yabaneemfundo ezizodwa: Yimfundo eneemfundo ezizodwa ngokohlobo lwayo nejongene nezithintelo kwimfundo nophuhliso ezifunyanwa ngabafundi abaneemfundo zemfundo ezizodwa (kubandakanywa nabo banokhubazeko) kwizikolo zikarhulumente eziqhelekileyo. Imeko eqhubekayo : Makurekhodwe inani lonke labafundi abanemfundo eneemfundo ezizodwa abakwizikolo zikarhulumente eziqhelekileyo kunyaka-mali odlulileyo Ihagethi: Makurekhodwe inani labafundi abaneemfundo zemfundo ezizodwa ekulindeleke ukuba abhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka-mali ochwangcisiweyo MAKUQATSHELWE : Lo mlinganiselo awubandakanyi nani labafundi abaneemfundo zemfundo ezizodwa ababhalise kwizikolo zemfundo yabaneemfundo ezizodwa.	EMIS: Annual School Survey	Qho ngonyaka
11.	PPM208	Inani lezikolo ezinika inkonzo epheleleyo	Izikolo ezinika inkonzo epheleleyo: Zizikolo ezinezinto zokuncedisa ukufunda ezixhotyiswe ngokukodwa ukujongana neendidi ngeendidi zezithintelo zokufunda kwimeko yezemfundo ebandakanya bonke abafundi. Imeko eqhubekayo : Makurekhodwe inani lezikolo ezinika inkonzo ezipeleleyo (izikolo zikarhulumente eziqhelekileyo) ezazikho kunyaka-mali odlulileyo. Ihagethi: Makurekhodwe inani lezikolo ezinika inkonzo epheleleyo ekulindeleke ukuba zisekwe kunyaka-mali ochwangcisiweyo.	UMphathi weProgram yePhondo	Qho ngonyaka
12.	PPM209	Inani lezikolo ezihanjelwayo ubuncinane kanye ngekota ngumphathi wesekeke	UMphathi wesekeke: AmaSebe eMfundo amaPhondo ii-PED anamagama ahlukeneyo ale phothifoliyo Umzekelo, eGauteng, zii-IDSO. Imeko eqhubekayo : Inani lilonke lezikolo (izikolo zemfundo eneemfundo ezizodwa, izikolo ezizimeleyo nezikolo zikarhulumente eziqhelekileyo) ezazihanjelwe ngabaphathi beesekeke kwikota nganye ukunika inkaso, ukubeka esweni nokuqhagamshelana kunyaka-mali odlulileyo. Ihagethi: Inani lilonke lezikolo ekucwangciswa ukuba zityelelwe ngabaphathi beesekeke kwikota kunyaka-mali ochwangcisiweyo.	UMphathi weProgram yePhondo Iziphili	Qho ngekota
Inkalo yeNtsebenzo ePhambili Iprogram 3 : linkxaso-mali zeZikolo eziZimeleyo					
13.	PPM301	Inani labafundi abaxhaswa ngemali kwizikolo ezizimeleyo	Izikolo ezizimeleyo zizikolo ezibhalisiweyo okanye ezithathwa ngokuba zizimele ngokoMthetho weZikolo zaseMzantsi Afrika (South African Schools Act) (SASA) Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi abakwizikolo ezizimeleyo ezixhaswa ngemali kunyaka-mali odlulileyo. Ihagethi: Makurekhodwe inani lilonke labafundi abakwizikolo ezizimeleyo ezixhaswa ngemali kunyaka-mali odlulileyo.	UMphathi weProgram yePhondo	Qho ngonyaka
Inkalo yeNtsebenzo ePhambili IProgram (Izikolo ezineemfundo ezizodwa)					
14.	PPM401	Inani labafundi ababhalise kwizikolo zemfundo eneemfundo ezizodwa zikarhulumente	Izikolo zemfundo eneemfundo ezizodwa izikolo ezixhotyiselwe ukufundisa imfundo kubafundi abafuna imfundo enobunzulu nenika inkxaso engaphezulu nokuba isisigxina okanye ayisosigxina. Abafundi abahamba ezi zikolo babandakanya abo banokhubazeko ngokwasemzimbeni, ngokwasengqondweni okanye ngokweziva-mvo okanye abenze izenzo ezixhomisa amehlo kunye/ okanye abaneengxaki zeemvakalelo, nabo bangqubana nomthetho okanye abaneemfundo zabo zempilo zixakileyo baze bafune unonelelo Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi ababhalise kwizikolo zeMfundo eneemfundo eziZodwa kunyaka-mali odlulileyo. Ihagethi: Makurekhodwe inani lilonke labafundi ekulindeleke ukuba babhalise kwizikolo zemfundo eneemfundo ezizodwa kunyaka-mali ochwangcisiweyo. MAKUQATSHELWE: Lo mlinganiselo awubandakanyi abafundi abaneemfundo ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo.	I-EMIS yePhondo I-SNE SNAP	Qho ngonyaka
15.	PPM402	Inani lootiishala abaqeshwe kwizikolo zikarhulumente ezineemfundo ezizodwa zikarhulumente	kubhekiswa kuye nabani na ofundisa, aqeqeshwe omnye umntu owenza iinkonzo zoqeqesho kwezemfundo. Imeko eqhubekayo : Makurekhodwe inani lilonke lootiishala abaqeshwe kwizikolo zeMfundo eneemfundo eziZodwa kunyaka-mali odlulileyo. Ihagethi: Makurekhodwe inani lilonke lootiishala abaqeshwe kwizikolo zeMfundo eneemfundo eziZodwa kunyaka-mali ochwangcisiweyo.	IPESALI yePhondo	Qho ngekota
16.	PPM403	PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	Abasebenzi abaqeqeshiweyo abangezotitshala : Aba basebenzi bachazwa njengepharmedikhi (paramedics), oonontlalontle, abanonopheleli (caregivers), iitherapisti (therapists) neesayikholoji njl. njl. Imeko eqhubekayo : Makurekhodwe inani lilonke labasebenzi abangezotitshala abaqeshwe kwizikolo zeMfundo eneemfundo eziZodwa kunyaka-mali odlulileyo. Ihagethi: Makurekhodwe inani lilonke labasebenzi abangezotitshala abaqeshwe kwizikolo zeMfundo eneemfundo eziZodwa kunyaka-mali ochwangcisiweyo.	I-PESALI	Qho ngekota

Annual Report for 2013/14 Financial Year
Vote 5: Department of Education
Province of the Western Cape

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
17.	PPM702	Inani lezikolo zikarhulumente ezifundisa iBakala R	Imeko eqhubekayo : Makurekhodwe inani lilonke lezikolo zikarhulumente (izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) ezifundisa iBakala R kunyaka-mali odlulileyo Ihagethi: Makurekhodwe inani lezikolo zikarhulumente (kwizikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) ekulindlelele ukuba zifundise iBakala R kunyaka-mali ochwangcisiweyo.	Imithombo yeDatha	Qho ngonyaka
18.	PPM 703	Inani leepraktishina zeBakala R abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngekota.	Imeko eqhubekayo : Inani leepraktishina zeBakala R abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngekota. Ihagethi: Makurekhodwe inani loofitshala be-ECD abalindelele baqeshwe kwikota echaphazelekayo.	UMphathi weProgram yePhondo	Qho ngekota
Inkalo yeNtsebenzo ePhambili Iprogram 8					
19.	PPM801	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo samanzi	Imeko eqhubekayo : Makurekhodwe inani lezikolo ezinesibonelelo samanzi ngokwengcaciso yakutshanje efumanekayo Ihagethi: Makurekhodwe inani lezikolo eziya kunikwa amanzi kulo nyaka-mali uchwangcisiweyo	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
20.	PPM802	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo sombane	Inkcazo isikolo esinombane sibhekisa kwizikolo ezinaye nawuphi uvimba wombane kubandakanywa iipaneli zesolar neejenerayitha. Imeko eqhubekayo : Makurekhodwe inani lezikolo ezinombane ngokwengcaciso yakutshanje efumanekayo Ihagethi: Makurekhodwe inani lezikolo eziya kufakelwa umbane kunyaka-mali ochwangcisiweyo.	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
21.	PPM803	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa izibonelelo zococeko	Izibonelelo zococeko (sanitation): Kubhekiswa kuzo zonke iintlobo zeehoyilethi Imeko eqhubekayo : Makurekhodwe inani lezikolo zikarhulumente eziqhelekileyo ezinezibonelelo zococeko (iithoyilethi) ngokwengcaciso yakutshanje efumanekayo Ihagethi: Makurekhodwe inani lezikolo eziya kunikwa amanzi kulo nyaka-mali uchwangcisiweyo	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
22.	PPM804	PPM208: Inani leeklasi eziya kwakhiwa kwizikolo zikarhulumente eziqhelekileyo	Iiklasi. Ngamagumbi apho ukufunda nokufundisa kuqhubeka khona, kodwa angakhelwanga kwenza imisebenzi yokufundisa imfundo eneemfuno ezizodwa Akwabandakanyi amagumbi asetyenziswa ngabezemfundo eneemfuno ezizodwa Imeko eqhubekayo : Makurekhodwe inani lilonke leeklasi ezikhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso yakutshanje efumanekayo. Ihagethi: Makurekhodwe inani lezikolo eziya kufakelwa umbane kunyaka-mali ochwangcisiweyo. Lo mlinganiselo awuwabandakanyi amagumbi emfundo eneemfuno ezizodwa	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
23.	PPM805	PPM213: Inani lamagumbi eengcali (specialist rooms) aza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (zonke iiklasi ngaphandle kweeklasi EZIBANDAKANYA iilebhu, ii-stock rooms, i-sick bay, ikhithshi, njl.njl.)	Amagumbi asetyenziselwa okuthile Ngamagumbi akhelwe ukwenza imisebenzi yemfundo eneemfuno ezizodwa Akwabandakanyi ofisi zolawulo neeklasi (njengoko kuchaziweyo kwiPPM 804) yaye kubandakanya amagumbi anjengeelabhoratri, amagumbi okugcina isitokhwe, iindawo zabagulayo (sick bays), amakhithshi, iilayibrari, amaziko eencwadi (resource centres), njl. njl Imeko eqhubekayo : Makurekhodwe inani lilonke lamagumbi emfundo eneemfuno ezizodwa akhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso yakutshanje efumanekayo Ihagethi: Makurekhodwe inani lamagumbi asetyenziselwa okuthile aseza kwakhiwa kunyaka-mali ochwangcisiweyo.	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
Inkalo yeNtsebenzo ePhambili Iprogram 9					
24.	PPM901	Inani labaviwa boviwo lweSatifikethi seMatriki sikaZwelonke seBakala 12 (uviwo lwematriki)	Imeko eqhubekayo : Makurekhodwe inani lilonke labaviwa ababebhale uviwo lweSatifikethi seMatriki sikaZwelonke kunyaka-mali odlulileyo. Ihagethi: Makurekhodwe inani labaviwa ekulindlelele ukuba babhalisele uviwo lweSatifikethi seMatriki sikaZwelonke kunyaka-mali ochwangcisiweyo.	UMphathi weProgram yePhondo weZiko leDatha yoViwo	Qho ngonyaka
25.	PPM902	Inani labaviwa abapase iSatifikethi seMatriki	Imeko eqhubekayo : Makurekhodwe inani labaviwa beNSC abapase i-National Senior Certificate (NSC) Ihagethi: Makurekhodwe inani labafundi ekulindelek bapase iimviwo zeNSC.	UMphathi weProgram yePhondo weZiko leDatha yoViwo	Qho ngonyaka
26.	PPM903	Inani labafundi abapasele ukungenela isiDanga sokuQala kwi-National Senior Certificate (NSC)	Imeko eqhubekayo : Inani labafundi abapasele ukungenela isiDanga sokuQala kwi-National Senior Certificate (NSC) Ihagethi: Makurekhodwe inani labafundi ekulindelele bapasele ukungenela izifundo zesiDanga sokuQala kwiimviwo zeNSC ezilandelayo.	UMphathi weProgram yePhondo weZiko leDatha yoViwo	Qho ngonyaka
27.	PPM904	Inani labafundi abapase iMaths kwiimviwo zeNSC	Imeko eqhubekayo : Inani labafundi abapasele ukungenela isiDanga sokuQala kwi-National Senior Certificate (NSC) Ihagethi: Makurekhodwe inani labafundi ekulindelek bapase iimviwo zeNSC.	UMphathi weProgram yePhondo IZiko leDatha leeMviwo zeNSC	Qho ngonyaka
28.	PPM905	Inani labafundi abapase i- kwiimviwo zeNSC	Imeko eqhubekayo : Inani labafundi abapasele ukungenela isiDanga sokuQala kwi-National Senior Certificate (NSC) Ihagethi: Makurekhodwe inani labafundi ekulindelek bapase iimviwo zeNSC.	UMphathi weProgram yePhondo IZiko leDatha leeMviwo zeNSC	Qho ngonyaka
29.	PPM906	Inani labafundi beBakala 3 abapase ulwimi kwi- Annual National Assessment	Imeko eqhubekayo : Inani labafundi beBakala 3 abapase ulwimi kwi- Annual National Assessment (ANA) Ihagethi: Inani labafundi beBakala 3 abapase ulwimi kwi- Annual National Assessment (ANA)	UMphathi weProgram yePhondo ANA Database	Qho ngonyaka
30.	PPM907	Inani labafundi beBakala 3 abapase iMaths kwi-Annual National Assessment	Imeko eqhubekayo : Makurekhodwe inani labafundi beBakala 3 abapase iMaths kwi- Annual National Assessment (ANA)	UMphathi weProgram yePhondo ANA	Qho ngonyaka

Annual Report for 2013/14 Financial Year
Vote 5: Department of Education
Province of the Western Cape

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
		(ANA)	Ithagethi: Makurekhodwe inani labafundi beBakala 3 ekulindeleke bapase iMaths kwi- Annual National Assessment (ANA)	Database	
31.	PPM908	Inani labafundi beBakala 6 abapase uLwimi kwi- Annual National Assessment (ANA)	Imeko eqhubekayo : Makurekhodwe inani labafundi beBakala 6 abapase uLwimi kwi- Annual National Assessment (ANA) Ithagethi: Makurekhodwe inani labafundi beBakala 6 abapase uLwimi kwi- Annual National Assessment (ANA)	UMphathi weProgram yePhondo ANA Database	Qho ngonyaka
32.	PPM909	Inani labafundi beBakala 6 abapase iMaths kwi-Annual National Assessment (ANA)	Imeko eqhubekayo : Makurekhodwe inani labafundi beBakala 6 abapase iMaths kwi- Annual National Assessment (ANA) Ithagethi: Makurekhodwe inani labafundi beBakala 6 ekulindeleke bapase iMaths kwi- Annual National Assessment (ANA)	UMphathi weProgram yePhondo ANA Database	Qho ngonyaka
33.	PPM910	Inani labafundi beBakala 9 abapase uLwimi kwi- Annual National Assessment (ANA)	Imeko eqhubekayo : Makurekhodwe inani labafundi beBakala 9 abapase uLwimi kwi- Annual National Assessment (ANA) Ithagethi: Makurekhodwe inani labafundi beBakala 9 abapase uLwimi kwi- Annual National Assessment (ANA)	UMphathi weProgram yePhondo ANA Database	Qho ngonyaka
34.	PPM911	Inani labafundi beBakala Grade9 abapase iMaths kwi-Annual National Assessment (ANA)	Imeko eqhubekayo : Makurekhodwe inani labafundi beBakala 9 abapase iMaths kwi- Annual National Assessment (ANA) Ithagethi: Makurekhodwe inani labafundi beBakala 9 ekulindeleke bapase iMaths kwi- Annual National Assessment (ANA)	UMphathi weProgram yePhondo ANA Database	Qho ngonyaka

ISIHLOMELO C: IPROGRAM YEZALATHI ZENTSEBENZO – IZALATHI ZOBUGCISA

Akukho zalathi zintsha ngo-2013/14

PPI 1.1			
No	Isalathi soBugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Qinisekisa ngolawulo lwemali olusemgangathweni
2	Inkcazo emfutshane		Ukunika ulawulo olubanzi nenkxaso kwinkqubo yemfundo ngokungqinelana neNational Education Policy Act, Public Finance Management Act kunye neminye imigaqo-nkqubo echaphazelekayo
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Ukuthobela imigaqo-nkqubo ebekiweyo kunye nezitimenti zemali ekubhalwe kuzo iingcaciso ezingeyonyaniso (material misstatements)
		3.2 Kutheni sona sibalulekile nje?	Ukulawula ngokusemgangathweni
4	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba ngaba le ngcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Ingxelo yoMphicothi-zincwadi Jikelele emalunga nezolawulo
		4.2 Umqokeleli/umgcinini wedatha (icandelo/igama lomphathi)	Umlawuli weCandelo loLawulo lweMicimbi yezeMali (Director Financial Accounting)
		4.3 Ngaba idatha iqokelelwa njani?	Iingxelo ezikhutshwa nguMphicothi-zincwadi Jikelele
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo ngendlela yokubalwa kwesalathi	Isalathi asibalwanga
6	Okungenakwenziwa yidatha	Chaza ngayo nayiphi na idatha yesalathi, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Azikho
7	Uhlobo lwesalathi		Iziphumo (Outcomes)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Kwithagethi enqwenelekayo
12	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Umlawuli woLawulo lweMicimbi yeMali (Director Financial Accounting)

PPI 1.2			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1			Kubekho ukutenxa ngokubhekiselele kwiithenda ezingaphezulu kwe-R500 000
2	Inkcazo emfutshane		Yinkcazo yemeko apho kuye kwanxaxha khona, oko kusenziwa kungaqithiswa kwimigaqo nemimiselo yangaphakathi kwiCandelo loLawulo lokuThengwa kweeMpahla neeNkonzo (Supply Chain Management)
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Inani lezenzo zokunxaxha
		3.2 Kutheni sibalulekile nje?	Ukucacisa ngesiganeko esingacwangciswa okanye iimeko ezingakhange zilindeleke
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Iirekhodi zabaphathi beCandelo loLawulo lokuThengwa kweeMpahla neeNkonzo
		4.2 Umqokeleli/umgcinini wedatha (icandelo/igama lomphathi)	Umlawuli weCandelo loLawulo lokuThengwa kweeMpahla neeNkonzo (Director Procurement Management)
		4.3 Ngaba idatha iqokelelwa njani?	Kusetyenziswa indlela yokucina iirekhodi ngokuzibhala encwadini (Manual system of record keeping)

PPI 1.2			
No	Isalathi sobugcisa	Inkcazo	Impendulo
5	Inkqubo yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi eso sibalwa ngayo	Inani lezenzo zokunxaxha
6	Okungenakwenziwa yidatha	Qaphela nayiphi na ingxaki emalunga nesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Aziko
7	Uhlobo lwesalathi		Yimisebenzi eyenziwayo
8	Uhlobo o lokubala	Ngokudibanisa iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenekayo	Qaphela ukuba ngaba intsebenzo engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqwenekela na	Kunqwenekela intsebenzo ekumgangatho osezantsi
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Umlawuli weCandelo loLawulo lokuThengwa kweeMpahla neeNkonzo

PPI 2.1			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1			Ipesenti yabafundi abagcinwe kwinkqubo yesikolo befunda ukususela kumaBakala 10 – 12
2	Inkcazelo emfutshane		Umlinganiselo wenani (%) labafundi abangena kwibakala 10 abaqhubela phambili ukuya kutsho kwiBakala 12 kwizikolo zikarhulumente eziqhelekileyo kubafundi abangoontanga
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisatoni?	I-% engaphezulu yabafundi igcinwa kwinkqubo yemfundo kude kuyokuba libakala 12
		3.2 Kutheni sibalulekile nje?	Ibutho labasebenzi abalungiselelwe ngcono ngemfundo; ithuba elingcono labafundi; ukufikelela kwimfundo yamaziko aphakamileyo kwandisiwe; kunciphisa ireyithi yokuba sengozini kwenkxaso (kwezentlalo)
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	ISaveyi yoNyaka yeSikolo (<i>Annual School Survey</i>)
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	UMnu S. Hansraj
		4.3 Ngaba idatha iqokelelwa njani?	Icatshulwe kwi-CEMIS ukwenzela i-ASS.
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela idatha ebalwa ngayo	Inani labafundi beBakala 12 ulahlule ngenani labafundi beBakala 10 abangoontanga (kwiminyaka emi-2 engaphambili) njengepesenti.
6	Okungenakwenziwa yidatha	Qaphela nayiphi ingxaki ngesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Ukubala kwenzelwa izikolo zikaRhulumente kuphela kwaye kuxhomekeke kulawulo lwerekhodi yeyunithi ezikolweni. Ayibonisi onke amacandelo emfundo. Oku akubandakanyi kungena nokuphuma kwabafundi, ukusweleka, kunye nezinye iimeko.
7	Uhlobo lwesalathi		Isiveliso (<i>Output</i>); uBuchule; uQoqosho (<i>Economy</i>); UBulungisa (<i>Equity</i>)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	Qho ngonyaka, kunyaka odlulileyo wezifundo, kwikota yokuqala yonyaka olandelayo
10	Intsebenzo enqwenekayo	Qaphela ukuba ngaba intsebenzo engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqwenekela na	Ingaphezulu kunokuba kunqwenekela.
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Iququzelelwa zii-CD ED; idatha iqokelelwe kwenziwa ingxelo ngayo kwi- KM; Kwenziwe iinzame zokusebenzisana ezibandakanya abathathi-nxaxheba abaninzi iqokelelwe

PPI 2.2			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Inani lezikolo ezingaphezulu zikhuselwe nge-alam eqhagamshelwe kwinkonzo yempendulo kuxhotyiwe (armed response), ii-burglar bars, nee-stone guards ezisezifitleni.
2	Inkcazo emfutshane		Isalathi sinokubonisa igalelo ekunyuseni amanqanaba ezokhuseleko ezikolweni neziphumo ezithe ngqo ebudeni bethuba elichaziweyo.
3	Injongo/ Ukubaluleka	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Ibonisa imimiselo eqaliswe sisikolo ukunyusa iprofayile yayo yezokhuseleko.
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	Oku kuya kunika ingcaciso ngemimiselo efanekile ukuba iyamiselwa esikolweni.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Iingxelo zemali ezibonisa ukuthengwa kweempahla neenkonziso zizikolo ezithile.
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	Oscar Apollis
		4.3 Ngaba idatha iqokelelwa njani?	Ngaphakathi
5	Indlela yokubala	Cacisa gca nangokuthe ngqo indlela isalathi esibalwa ngayo	Inani lezikolo ezibaliweyo
6	Okungenakwenziwa yidatha	Qaphela nayiphi ingxaki engesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Azikhona
7	Uhlobo lwesalathi		Amagalelo (Inputs)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwintsebenzo ethagethiweyo iyanqweneleka na	Izikolo ezininzi zixhotyisiwe; kodwa zibalwa iziganeko ezenzekayo. Zifanele ukusebenza ngokwethagethi.
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Umququzeleli wezikolo ezikhuselekileyo kwizithili; umphathi wezikolo ezikhuselekileyo kwaNdlunkulu

PPI 2.3			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Inani leebhasari ezinikwe abafundi, kwiminyaka emine yokufunda ngokuqingqiweyo kuMaziko eMfundo ePhakamileyo.
2	Inkcazo emfutshane		Inani leebhasari ezikhutshiweyo ukwenzela abanqwenela ukuba ngootitshala bakwazi ukwamkelwa kwiinkalo zezifundo ezinqongopheleyo – zombini ezintsha neziphindwayo ukukhutshwa.
3	Injongo/ Ukubaluleka	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		3.1 Ngaba isalathi sibonisa ntoni?	Inani labafumana iibhasari.
		3.2 Kutheni sibalulekile nje?	Ukuchaza ukuba bangaphi ootitshala abatsha abasandula ukufumana iziqinisekiso zemfundo kwiinkalo zezifundo ezinqongopheleyo bayaxhotyiswa ngonyaka ukucutha imfundo. Ukuqinisekisa kokufumaneka kovimba wootitshala.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Kubantu ngabanye abaneefayile zeebhasari kunye neekhontrakhi zeebhasari.
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	UMlawuli weCandelo loLawulo lweMicimbi yaBasebenzi

Annual Report for 2013/14 Financial Year
Vote 5: Department of Education
Province of the Western Cape

PPI 2.3			
No	Isalathi sobugcisa	Inkcazo	Impendulo
		4.3 Ngaba idatha iqokelelwa njani?	Ngokulondoloza ukugcinwa kweerekhodi okusebenzayo kunye nonxibelelwano nabafumana iibhasari.
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Inani leekhonthraki zebhasari ezisebenzayo ukususela nge-31 Matshi ekupheleni konyaka-mali ochaphazelekayo.
6	Okungenakwenziwa yidatha	Qaphela nayiphi ingxaki ngedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kwesebe lemfundo	Ukukhala ngokungalindelekanga /ukungaphumeleli kwabafundi.
7	Uhlobo lwesalathi		Isiviso (<i>Input</i>)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
11	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Intsebenzo kanye kanye mayingqinelane nethagethi.
12	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ICandelo loLawulo lweMicimbi yezaBasebenzi (<i>Human Resource Management</i>)

PPI 2.4			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Isalathi setayitile		Ukungahambi kootitshala izikolo zikarhulumente eziqhelekileyo okuboniswa njenge-%
2	Inkcazo emfutshane		Ipesenti yeentsuku zomsebenzi ekuphulkenwe nazo ngenxa yokungahambi kootitshala izikolo zikarhulumente eziqhelekileyo. (isiphumo siya kubhalwa njenge-% yenani lilonke leentsuku zomsebenzi kanye kanye kunyaka wesikolo/kwikota)
3	Injongo/ Ukubaluleka	Chaza ukuba ngaba injongo ijolise ekuboniseni ntoni kwaye kutheni ibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	I-% yeentsuku zomsebenzi ekunokuphulukwana nazo ngenxa yokungahambi kootitshala isikolo ngethuba elithile lonyaka/lekota.
		3.2 Kutheni sibalulekile nje?	Ubume bemeko buncedisa ucwangciso kunye namacebo ongenelelo ngoncedo aya kwenziwa ukuphucula umgaqo-nkqubo wemfundo nenkxaso/nendlela yokuziphatha.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Kwi- PERSAL
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	ICandelo loLawulo lweMicimbi yaBasebenzi
		4.3 Ngaba idatha iqokelelwa njani?	Idatha ethathwe kwiPersal ngethuba elithile ukucacisa malunga nokungabikho kootitshala esikolweni ngethuba lekota okanye lonyaka.
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Idatha iqokelelwa ngokusebenzisa umhla wokuqalisa kwekhefu ukwenzela ukuqinisekisa ukuba ikhefu elo liwela kweyiphi na ikota Ukuba ithuba lekhefu (Ikhefu elivunyiweyo nelithatha ikota ezimbini okanye nangaphezulu) liwela ngaphandle kwethuba lokunika ingxelo, ikhefu elithathiweyo liya kufakwa kwithuba lokunika ingxelo elingqinelanayo nokuphela kwekhefu. Inani leentsuku zekhefu elithathiweyo libalwa njenge-% yenani lilonke leentsuku ezinokuba ziintsuku zomsebenzi kwikota nganye.
6	Okungenakwenziwa yidatha	Qaphela nayiphi ingxaki ngesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Kuye kwagqitha ixesha elithile phakathi kweentsuku ezithathiweyo nasekuqwalaselweni kwamaxwebhu. Kugqithe ixesha elithile ngaphezulu ekubalweni kwekhathegori njengoko iintlobo zekhefu zixolelwayo kwaye nemimiselo ekuthi kubalwe ngayo ikhefu kwimijikelo yeminyaka eyi-3
7	Uhlobo lwesalathi		Iziveliso (<i>inputs</i>)/ubuchule bokwenziwa komsebenzi
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Ixesha lokunika ingxelo	Qho ngekota	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Engezantsi
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Umlawuli oyiNtloko wezoLawulo lweMicimbi yezaBasebenzi (<i>The Chief-Director: Human Resource Management</i>)

Annual Report for 2013/14 Financial Year
Vote 5: Department of Education
Province of the Western Cape

PPI 2.5			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Ukungahambi kwabafundi izikolo zikarhulumente eziqhelekileyo okubhalwe njenge-%
2	Inkcazo emfutshane		Inani leentsuku ekuphulukenwe nazo ngenxa yokungahambi kwabafundi isikolo kwizikolo zikarhulumente eziqhelekileyo. [isiphumo siya kubhalwa njenge-% yenani lilonke leentsuku zomsebenzi kanye kanye kunyaka wesikolo/kwikota]
3	Injongo/ Ukubaluleka	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		3.1 Ngaba isalathi sibonisa ntoni?	1-% yeentsuku zomsebenzi ekunokuphulukwana nazo ngenxa yokungahambi kwabafundi isikolo ngethuba lonyaka wesikolo elithile.
		3.2 Kutheni sibalulekile nje?	Ubume bemeko buncedisa ucwangciso kunye namacebo ongenelelo ngoncedo aya kwenziwa ukuphucula umgaqo-nkqubo wemfundo nenkxaso/nendlela yokuziphatha.
4	Uvimba/ ukuqokelelwa kwedatha	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		4.1 Ngaba idatha isuka phi?	CEMIS
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	Umpathi weProjekthi yeCEMIS- kwiCandelo loLawulo loLwazi neNgcaciso (Directorate: Knowledge and Information Management)
		4.3 Ngaba idatha iqokelelwa njani?	Kwisikolo ngasinye ukuhamba kwabafundi isikolo makufakwe ekhompuyutheni qho ngekota kwinkqubo yeCEMIS ekupheleni kwikota nganye kungadlulanga iveki enye yokuqala yekota elandelayo. I-CTM kwiSithili ngasinye inokubeka esweni idatha ekwi-Eduinfosearch. Ojongene nezolawulo eH/O ukhupha iingxelo kusakuba kwenziwe isicelo, kodwa oko kujoliswe ngaphezulu ekunikeni iingxelo yekota/yonyaka malunga nokuHamba kwaBafundi iSikolo (Learner Attendance). Amanani abafundi abahamba isikolo athi emva koko anikwe njengepesenti yeentsuku ekuphulukenwe nazo ngenxa yokungahambi kwabafundi isikolo.
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Inani elidityanisiweyo labafundi abebengasihambi isikolo kuzo zonke izikolo zikarhulumente ezihambelana mbo nomgaqo-nkqubo libhalwa njengepesenti yenani elinokuba ziintsuku zokuhamba kwabafundi isikolo.
6	Okungenakwenziwa yidatha	Qaphela nayiphi ingxaki engesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Ngo-2012 izikolo eziyi-75% ziye zasilhobela isicelo esimalunga nedatha. Umngeni wokungathobeli uya kusingathwa ngo-2013 njengoko oku ngoku kusisalathi kwiZicwangciso zoPhuculo lweSikolo (School Improvement Plans). Izikolo eziye zathi rhoqo zibuyisela idatha eneempazamo ziya kuqatshelwa zize zifumane uqeqesho.
7	Uhlobo lwesalathi		Iziveliso (outputs)/ukwenziwa komsebenzi ngobuchule
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Ixesha lokunika iingxelo	Qho ngekota	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Engezantsi
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika iingxelo ngesalathi	Umlawuli oyiNtloko weCandelo loLawulo loLwazi neNgcaciso (Chief-Director: Business Intelligence Management)

PPI 2.6			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1			Amanani ootitshala kumaBakala R-12 abahamba iiprogram eziqingiweyo zoqeqesho lwekharithulam e-Cape Teaching and Leadership Institute
2	Inkcazo emfutshane		Inani lootitshala abahamba ikhosi bephangela (in-service courses) kwikhontenti yesifundo nemethodoloji yokufundisa efundiswa e-CTL, kubandakanywa iMathematika, iSayensi neLwimi. (Ukufundisa ngolawulo ngokuphangaleleyo nenkxaso kwinkqubo yemfundo ngokungqinelanayo neNational Education Policy Act, kunye neminye imigaqo-nkqubo echaphazelekayo). Ikhosi ezo zisenokuthatha iiveki ezimbini ziqhuba OKANYE usuku olunye okanye ezimbini zongenelelo ngoncedo olufutshane.
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Inani lootitshala abafumene uqeqesho kumacandelo ahlukeneyo
		3.2 Kutheni sibalulekile nje?	Ukomeleza ulwazi lwekhontenti nemethodoloji yokufundisa ipraktikhali, ejolise ekuphuculeni ukufunda nokufundisa eklasini.
4	Uvimba/Ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Iirejista zabahamba ikhosi
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	N Pasiya (iNtloko ye-Cape Teaching and Leadership Institute)

PPI 2.6			
No	Isalathi sobugcisa	Inkcazo	Impendulo
		4.3 Ngaba idatha iqokelelwa njani?	Bala amagama afakwe ekhompuytheni
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Inani lootitshala abazenze bazigqiba ngempumelelo iikhosi zabo.
6	Okungenakwenziwa yidatha	Chaza ngayo nayiphi na idatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Azikho
7	Uhlobo lwesalathi		Isivéliso (<i>Output</i>)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)
9	Ixesha lokunika ingxelo	Qho ngekota	Qho ngekota
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Izongezelelo ziyamkeleka ukuba kunako.
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Umlawuli we-CTL

PPI 2.7			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Amanani amalungu eekomiti zolawulo lwezikolo (<i>school management team members</i>) afumene uqeqesho e-CTL
2	Inkcazo emfutshane		Kurekhodwa inani lamalungu eekomiti zolawulo lwesikolo ahamba uqeqesho oluqingqiweyo ithuba leeveki eziliqela aze anikwe isatifikethi yi-CTL. Iikhosi ezimfutshane (zosuku okanye zeentsuku ezimbini) kwangokunjalo zibandakanyiwe.
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Amanani amalungu eSMT anikwe ulwazi ngeempawu zenkqubo esebenza ngeyona ndlela ekowona mgangatho ophezulu.
		3.2 Kutheni sibalulekile nje?	Izikolo ezifumana ulawulo ongekho semgangathweni zinokuphucula kukhetho lwempumelelo yazo ukuba abaphathi bazo bafumana izakhono ezitsha.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Kwiirejista zabahamba izifundo zophuhliso lwezakhono zomsebenzi
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	Umphathi weprogram. Ukurekhodwa kwabahamba iikhosi zophuhliso lwezakhono zomsebenzi
		4.3 Ngaba idatha iqokelelwa njani?	Ukubalwa kweerekhodi.
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Inani labaviwa abazigqibe ngempumelelo iikhosi zabo
6	Okungenakwenziwa yidatha	Qaphela nayiphi ingxaki engesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Azikho
7	Uhlobo lwesalathi		Isivéliso (<i>Output</i>)
8	Uhlobo lokubala	8.2 Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)
9	Ixesha lokunika ingxelo	Qaphela ukuba isalathi kuyachazwa ngaso qho ngekota, ngonyaka okanye emva kwekhefu lexesha elide	
		9.1 Qho ngekota?	Qho ngekota
		9.2 Qho ngonyaka?	
		9.3 Okunye? Kucelwa ucacise	
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Ikwithagethi
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Umlawuli we-CTL

PPI 5.1.			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1			Inani labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET
2	Itayitile yesalathi		I-NC(V) yiprogram yezifundo zeminyaka eyi-3. Iirekhodi ziya kubonisa ukuba ngubani obhalisele ezi zifundo eziya kukhokelela kwisatifikethi.
3	Inkcazo emfutshane Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Inani elithile labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET eNtshona Koloni.
		3.2 Kutheni sibalulekile nje?	Esi siqinisekiso semfundo sivula iingcango zokufumana imfundo engaphezulu kunye namathuba engqesho.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Idatha yobhaliso lwabafundi yeeKholeji zeFET
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	IiKholeji zeFET zingenisa idatha kwiSebe leMfundo ePhakamileyo noQeqesho (Department of Higher Education and Training).
		4.3 Ngaba idatha iqokelelwa njani?	Ukubalwa kweerekhodi zabafundi
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Ukubalwa kwabo babhalisele izifundo ezichazwe ngokuzibala nganye nganye ne-FTE
6	Indlela yokubala	Qaphela nayiphi ingxaki engesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Iirekhodi zigcinwa kwiiKholeji zize zinikezwe iSebe iDHET.
7	Uhlobo lwesalathi		Igalelo (Input)
8	Uhlobo lokubala	Ngokudibanisa iinkcukacha-manani phezu kwezinye (cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Imbali yesalathi	Iyafana neyeminyaka edlulileyo	Iyafana neyonyaka odlulileyo njengoMlinganiselo weProgram weNtsebenzo kazwelonke (national Programme Performance Measure)
11	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Ngokungaphezulu
12	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ISebe leMfundo ePhakamileyo noQeqesho; icandelo leKholeji yeFET eNtshona Koloni.

PPI 5.2.			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1			Inani labafundi bezifundo ze-NC(V) zeeKholeji zeFET abagqibe izifundo ezipheleleyo ngempumelelo
2	Itayitile yesalathi		I-NC(V) yiprogram yezifundo yeminyaka emi-3. Abafundi mababhale uviwo ekupheleni konyaka ngamnye. Iirekhodi ziya kubonisa ukuba ngubani olungele ukufumana isatifikethi emva kokugqiba zonke iimfuno.
3	Ukubaluleka kwenjongo	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Kukubalwa kwamanani abagqibe ngempumelelo iprogram yezifundo ekhokelela kwisiqinisekiso semfundo se-NC(V).
		3.2 Kutheni sibalulekile nje?	Le yiprogram yezifundo ebalulekileyo kwiprogram efundiswa ezikholejini.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Iirekhodi zabafundi abakwiziko ledatha leemviwo likazwelonke
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	ISebe leMfundo ePhakamileyo noQeqesho
		4.3 Ngaba idatha iqokelelwa njani?	Iirekhodi zabafundi
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Iirekhodi zabafundi ngabanye zibhalwe ngoluhlu olushwankathelweyo: KUKUBALWA kwabaviwa abaphumeleleyo.
6	Okungenakwenziwa yidatha	Qaphela nayiphi ingxaki engesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Ayikho
7	Uhlobo lwesalathi		Iziphumo (Outcomes)

PPI 5.2.			
No	Isalathi sobugcisa	Inkcazo	Impendulo
8	Uhlobo lokubala	Ngokudibanisa iinkcukacha-manani phezu kwezinye (cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Imbali yesalathi	Ifana neyesalathi seminyaka engaphambili	Ifana neyeminyaka engaphambili eyayiyiProgram yoMlinganiselo weNtsebenzo (national Programme Performance Measure)
11	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Engaphezulu
12	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ISebe leMfundo ePhakamileyo noQeqesho; icandelo leeKholeji zeFET eNtshona Koloni.

PPI 6.1.			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1			Inani labafundi ababhalise kuMaziko e-ABET karhulumente. [Inkcazo ye-ABET: zonke iiprogram zokufunda noqeqesho zabadala ukususela kwiNqanaba 1 – 4, apho i-ABET Level 4 lilingana neBakala 9 kwiziko zikarhulumente okanye kwiNqanaba leNational Qualifications Framework, njengoko kuchatshazelweyo kwiSouth African Qualifications Framework, Number 58 of 1995.]
2	Itayitile yesalathi		Irekhodi yenani lilonke labafundi (ekulindlelele ukuba babhalise) ababhalise kuMaziko eABET karhulumente kulo nyaka-mali ucwangcisiweyo.
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Irekhodi yenani lilonke labafundi (ekulindlelelele ukuba) ababhalise kuMaziko eABET karhulumente kulo nyaka-mali ucwangcisiweyo.
		3.2 Kutheni sibalulekile nje?	I-AET licandelo eliphambili kuphuhliso lwezakhono nezozoqoqosho nasekuqinisekiseni ukulungiswa kweziphene (redress) kunye nokuvula amathuba angawo.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	I-Snap kunye ne-Annual Survey
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	I-Snap kunye ne-Annual Survey zirekhodwa zize zifakwe ekhompuyutheni kwi-CEMIS.
		4.3 Ngaba idatha iqokelelwa njani?	I-Snap kunye ne-Annual Survey zirekhodwa zize zifakwe ekhompuyutheni – esi sisenzo SOKUBALA
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	I-Snap kunye neAnnual Survey zirekhodwa zize zifakwe ekhompuyutheni – esi sisenzo SOKUBALA.
6	Indlela yokubala	Qaphela nayiphi ingxaki engesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Irekhodi zigcinwa kumaziko ize idatha ifakwe ekhompuyutheni kwi-CEMIS.
7	Uhlobo lwesalathi		Ukwenziwa ngobuchule komsebenzi
8	Uhlobo lokubala	Ngokudibanisa iinkcukacha-manani phezu kwezinye (cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Imbali yesalathi	Ifana neyonyaka ongaphambili	Ifana neyonyaka ongaphambili: kwixesha elidlulileyo yayiyiProgram yoMlinganiselo weNtsebenzo kazwelonke (national Programme Performance Measure)
11	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Engaphezulu
12	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ISebe leMfundo ePhakamileyo noQeqesho; icandelwana le-AET eNtshona Koloni.

PPI 6.2.			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Inani looitshala abaqeshwe kuMaziko e-ABET karhulumente. [Inkcazo ye-ABET: Zonke iiprogram zezifundo noqeqesho zabadala zeNqanaba 1 – 4, apho i-ABET Level 4 zilingana neBakala 9 kwizikolo zikarhulumente okanye kwinqanaba le-1 leNational Qualifications Framework, njengoko kuchatshazelwe kwiSouth African Qualifications Framework level 1, Number 58 of 1995.]
2	Inkcazo emfutshane Injongo		Bala inani looitshala abaqeshwe kuMaziko e-ABET karhulumente. Qaphela: Lo mlinganiselo ubandakanya bonke ooitshala be-ABET abangesosigxina nabasisigxina (part-time and full time) (xa kubalwa ngabanye ngabanye).
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Bangaphi ooitshala abaqeshwe kuMaziko e-ABET karhulumente
		3.2 Kutheni sibalulekile nje?	Makubekho ungqinelwano lwamanani phakathi kwabafundi nabasebenzi
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	AMaziko eABET karhulumente anikeza idatha kwiCEMIS ngokusebenzisa i-Annual Survey
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	ICandelo loLawulo loLwazi neNgcaciso
		4.3 Ngaba idatha iqokelelwa njani?	Uqokelelo lwedatha ye-Annual Survey
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Bala inani looitshala abaqeshwe kuMaziko e-ABET karhulumente. Qaphela: Lo mlinganiselo ubandakanya bonke ooitshala be-ABET abangesosigxina nabasisigxina (part-time and full time)
6	Indlela yokubala	Qaphela nayiphi na ingxaki emalunga nesalathi sedatha, kubandakanya iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Iirekhodi zigcinwa kumaziko ize idatha ifakwe ekhompuyutheni kwiCEMIS
7	Uhlobo lwesalathi		Igalelo (Input)
8	Uhlobo lokubala	Ngokudibanisa iinkcukacha-manani phezu kwezinye (cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Imbali yesalathi	Ifana neonyaka odlulileyo	Ifana neonyaka odlulileyo: kwixesha elidlulileyo ibiyiProgram yoMlinganiselo weNtsebenzo kazwelonke
11	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Ephezulu
12	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ISebe leMfundo ePhakamileyo noQeqesho; icandelwana le-AET eNtshona Koloni.

PPI 7.1			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Iikhithi ze-ECD ezongezelelweyo zeZikolo zikaRhulumente eziQhelekileyo
2	Inkcazo emfutshane Injongo		Izikolo eziziprayimari eziyi-100 ezineeklasi zeBakala R zinikwe izixhobo ezisetyenziswa ngaphakathi nangaphandle ukuncedisa ekufundeni nasekufundiseni okusebenzisekayo nokunempumelelo (interactive and effective learning and teaching)
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Inani namagama ezikolo ezifumene iikhithi ze-ECD
		3.2 Kutheni sibalulekile nje?	Ukuhlaziya iziko ledatha lezikolo ezazifumene iikhithi ze-ECD ukuthintela uphinda-phindo lweenkonzo.
4	Uvimba/ ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Izintlu zeZithili (District lists)
		4.2 Umqokeleli/umgcini wedatha (icandelo/igama lomphathi)	Umpathi waMaziko eZithili we-MG ECD
		4.3 Ngaba idatha iqokelelwa njani?	Isaveyi – iziko ledatha yesithili

PPI 7.1			
No	Isalathi sobugcisa	Inkcazo	Impendulo
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Isikolo siso esibalayo
6	Indlela yokubala	Qaphela nayiphi ingxaki engesalathi sedatha, kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Ukonakaliswa kweempahla nokuqhekeza okwenzeka ezikolweni kungasisizathu sokunyamalala kweekhithi ze-ECD. Izikolo ezichatshazelwe luqhekezo zingathi ke ngoko zifune iKhithi ye-ECD engaphezulu kwaneqela lezikolo ebeziya kuba zisafuna iikhithi ze-ECD beziya kwandiswa.
7	Uhlobo lwesalathi		Ukusebenza ngobuchule, ngoqoqosho kunye nobulungisa kwezengqesho
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani (non-cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Imbali yesalathi	Sifana nesonyaka wangaphambili	Sikwithagethi
11	Intsebenzo enqwenelekayo	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ICandelo loLawulo lwaMaziko

PPI 7.2			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		likhithi ze-ECD ezingaphezulu zisiwa kwiZikolo ezizimeleyo
2	Inkcazo emfutshane		Ziyi-50 izikolo ezizimeleyo ezineeklassi zeBakata R ezininzi izixhobo zangaphakathi nangaphandle ukuncedisa ekufundeni okusebenzisekayo nokunempumelelo
3	Injongo/ Ukubaluleka	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba sibonisa ntoni isalathi?	Inani namagama ezikolo ezifumene iikhithi ze-ECD
		3.2 Kutheni sibalulekile nje?	Ukuhlaziya iziko ledatha yezikolo ezazifumene iikhithi ze-ECD kwanokuthintela uphinda-phinda lweenkonzo.
4	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi na kwaye iqokelelwe njani:	
		4.1 Ngaba isuka phi idatha?	Kwizintlu zezithili (District lists)
		4.2 Umqokeleli /umgcini wedatha/ icandelo/ igama lomphathi)	Umpathi we-IMG ECD kwiZithili
		4.3 Ngaba idatha iqokelelwa njani?	Isaveyi – iziko ledatha yesithili
5	Indlela yokubala	Cacisa ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Ngokubala okwenziwa sisikolo
6	Okungenakwenziwa yidatha	Chaza nayiphi ingxaki ngedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Ukonakaliswa kweempahla okwenzeka ezikolweni kufanele ukuba sisizathu sokunyamalala kweekhithi ze-ECD. Izikolo eziye zachatshazelwa kukuqhekeza beziya kufuna iKhithi ye-ECD engaphezulu kwaye inani lezikolo ebezisa kuba zisafuna iikhithi ze-ECD beziya kwandiswa.
7	Uhlobo lwesalathi		Ukwenza umsebenzi ngobuchule, ngoqoqosho kunye nobulungisa (equity)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kunentsebenzo ethagethiweyo enqwenelekayo	Ikwithagethi
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo yesalathi	I-CES ye-ECD ye-DIM S Fortuin

PPI 8.1			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		Inani leeprojekthi zolondolozo ezigqityiweyo.
2	Inkcazo emfutshane		Inani leeprojekthi ezigqityiweyo zolondolozo ezicwangcisiweyo zabalwa zaza zarekhodwa.
3	Injongo/ Ukubaluleka	Chaza ukuba isalathi eso siyintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Sibonisa inani lezikolo eziye zafumana ulondolozo olucwangcisiweyo lwelo xesha
		3.2 Ngaba kutheni sibalulekile nje?	Igcina konke okwenzekayo ngeenzame zeSebe iWCED ukugcina izikolo zisebenza ngeenjongo zokufunda nokufundisa.
4	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	ISebe i-DTPW, nee-arhente zokuphumeza iinkqubo zeSebe i-WCED zibonelela nge- "Practical Completion Certificates" ezibonisa ukuba iprojekthi isayiniwe.
		4.2 Umqokeleli/umgcini wedatha/icandelo/igama lomphathi	ICandelo loMlawuli oyiNtloko i-DD: ULondolozo lweZiseko zoPhuhliso (<i>Infrastructure Maintenance</i>).
		4.3 Ngaba idatha iqokelelwa njani?	Rekhoda inani lezatifiketho ezibonisa izifundo ezigqityiweyo.
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Ukubalwa kwezikolo
6	Iingxaki zokubala	Qaphela nayiphi na ingxaki emalunga nesalathi sedatha kubandakanywa iimeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Ukususela ukuba ii-arhente ezenza umsebenzi izii-arhente zangaphandle, iSebe iWCED alisoloko linolawulo ngamanani arekhodiweyo. Kwakhona, umsebenzi oceliweyo usenokungabi ngumsebenzi ophumelelayo ukwenziwa.
7	Uhlobo lwesalathi		Igalelo (<i>Output</i>); isiphumo
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Ixesha lokunika ingxelo	Qho ngekota?	X
10	Intsebenzo enqwenekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqwenekela na	Ikwithagethi
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ICandelo loMlawuli oyiNtloko i-DD: Iprophathi eziziseko zophuhliso kunye nolondolozo

PPI 9.1			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Itayitile yesalathi		I-% yabafundi abakwiBakala 3 abafumana iziphumo ezamkelekileyo kuLwimi
2	Inkcazo emfutshane		Oku kulinganisa umlinganiselo wabafundi abathatha inxaxheba kwiimvavanyo zenkqubo yemfundo zaBakala 3 (kuLwimi), abakwaziyo ukupasa iimvavanyo. Amanqaku okupasa eemvavanyo amiselwe kwi-50%.
3	Injongo/ Ukubaluleka	Cacisa ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Nga zibonisa ntoni izalathi?	Esi salathi sibonisa inqanaba ngokubanzi lobuchule babafundi abahamba isikolo kwisigaba sesiseko.
		3.2 Kutheni sibalulekile nje?	Esi salathi sibalulekile njengoko silinganisa ukusebenza ngempumelelo kwenkqubo yezemfundo kwisigaba sesiseko
4	Uvimba/Ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Iripoti yeemvavanyo zenkqubo yemfundo ngoyena vimba wedatha osisiseko. Le ripoti iqulathe inani lilonke labafundi ababhala iimvavanyo enokucazululwa komlinganiselo wabapasayo kunye nomlinganiselo wabo bangalupasiyo uvavanyo.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi	ICandelo lezoPhando lweMfundo (<i>Directorate: Research</i>)

PPI 9.1			
No	Isalathi sobugcisa	Inkcazo	Impendulo
		4.3 Ngaba idatha iqokelelwe njani?	Icatshulwa kwiripoti yokugqibela engeniswa ngababoneleli benkonzo bangaphandle abatyunjelwe ukuqhuba iimvavanyo zenkqubo yemfundo.
5	Indlela yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwa ngayo	Inani labafundi abapasa uvavanyo (i-50% nangaphezulu) liboniswa ngepesenti yenani lilonke labafundi abebekhale uvavanyo.
6	Okungenakwenziwa yidatha	Chaza nayiphi na ingxaki malunga nedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Izikolo ezinabafundi abanganeno kwabafundi abayi-5 kwiBakala 3 azithathi nxaxheba kwiimvavanyo zenkqubo yemfundo.
7	Uhlobo lwesalathi		Iziphumo (Outcomes)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqwenekela na	Intsebenzo kanye kanye ingaphezulu kunentsebenzo ethagethiweyo
11	Umsebenzi woxanduva lwesalathi	Qaphela ukuba ngaba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Ulawulo lwesalathi ngumsebenzi weSebe eLikhulu leKharithulam (Curriculum Branch) lo gama anika ingxelo malunga nesalathiso ngumsebenzi weCandelo lezoPhando lweMfundo (Directorate: Research).

PPI 9.2			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Isalathi setayitile		I-% yabafundi abakwiBakala 3 abafumene iziphumo ezamkelekileyo kwiMathematika
2	Inkcazo emfutshane		Oku kulinganisele umlinganiselo wabafundi abathatha inxaxheba kwiimvavanyo zenkqubo yemfundo zeBakala 3 (iMathematika), abanako ukupasa iimvavanyo. Amanqaku okupasa eemvavanyo amiselwe ku-50%
3	Injongo/ Ukubaluleka	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni ibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Isalathi sibonisa inqanaba ngokubanzi lobuchle babafundi abahamba isikolo kwisigaba sesiseko.
		3.2 Kutheni sibalulekile nje?	Esi salathi sibalulekile njengoko silinganisele ukusebenza ngempumelelo kwenkqubo yemfundo kwisigaba sesiseko
4	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwa njani:	
		4.1 Ngaba idatha isuka phi?	Iripoti yeemvavanyo zenkqubo yemfundo ngoyena vimba wedatha osisiseko. Le ripoti iquathe inani lilonke labafundi ababhala iimvavanyo enokucazululwa komlinganiselo wabapasayo kunye nomlinganiselo wabo bangalupasiyo uvavanyo.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi)	ICandelo lezoPhando leMfundo
		4.3 Ngaba idatha iqokelelwa njani?	Icatshulwa kwiripoti yokugqibela engeniswa ngababoneleli benkonzo bangaphandle abatyunjelwe ukuqhuba iimvavanyo zenkqubo yemfundo.
5	Inkqubo yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwe ngayo	Inani labafundi abapasa uvavanyo (i-50% nangaphezulu) liboniswa ngepesenti yenani lilonke labafundi abebekhale uvavanyo.
6	Okungenakwenziwa yidatha	Chaza nayiphi ingxaki ngedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Izikolo ezinabafundi abanganeno kwabafundi abayi-5 kwiBakala 3 azithathi nxaxheba kwiimvavanyo zenkqubo yemfundo.
7	Uhlobo lwesalathi		Iziphumo (Outcomes)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X

PPI 9.2			
No	Isalathi sobugcisa	Inkcazo	Impendulo
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Intsebenzo kanye kanye ingaphezulu kunentsebenzo ethagethiweyo
11	Umsebenzi woxanduva lwesalathi	Qaphela ukuba ngaba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Ulawulo lwesalathi ngumsebenzi weSebe eLikhulu leKharithyulam (<i>Curriculum Branch</i>) lo gama anika ingxelo ngesalathiso ngumsebenzi weCandelo lezoPhando lweMfundo (<i>Directorate: Research</i>).
PPI 9.3			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Isalathi setayifile		I-% yabafundi abakwiBakala 6 abafumene iziphumo ezamkelekileyo kulwimi
2	Inkcazo emfutshane		Oku kulinganiseka umlinganiselo wabafundi abathatha inxaxheba kwiimvavanyo zenkqubo yemfundo zeBakala 6 (uLwimi), abakwazi kupasa iimvavanyo. Amanqaku okupasa eemvavanyo amiselwe ku-50%
3	Injongo/ Ukubaluleka	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni ibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Esi salathi sibonisa inqanaba ngokubanzi lobuchule babafundi abahamba isikolo kwisigaba esiphakathi.
		3.2 Kutheni sibalulekile nje?	Esi salathi sibalulekile njengoko silinganiseka ukusebenza ngempumelelo kwenkqubo yemfundo kwisigaba sesiseko
4	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwa njani:	
		4.1 Ngaba idatha isuka phi?	Ingxelo yeemvavanyo zenkqubo yemfundo (<i>systemic tests</i>) ngoyena vimba wedatha osisiseko. Le ngxelo iqulathe inani lilonke labafundi ababhala iimvavanyo ekhatshwa kukucacululwa komlinganiselo wabapasileyo nomlinganiselo wabangalupasanga uvavanyo.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi	ICandelo lezoPhando leMfundo
		4.3 Ngaba idatha iqokelelwa njani?	Icatshulwa kwinxelo yokugqibela engeniswa ngababoneleli-nkonzo bangaphandle abatyunjelwe ukuqhuba iimvavanyo zenkqubo yemfundo.
5	Inkqubo yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwe ngayo	Inani labafundi abapasa uvavanyo (i-50% nangaphezulu) liboniswa ngepesenti yenani lilonke labafundi abebekhale uvavanyo.
6	Okungenakwenziwa yidatha	Chaza nayiphi ngxaki ngedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Iziko ezinabafundi abanganeno kwabayi-5 kwiBakala 3 azithathi nxaxheba kwiimvavanyo zenkqubo yemfundo.
7	Uhlobo lwesalathi		Iziphumo (<i>Outcomes</i>)
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Intsebenzo kanye kanye ingaphezulu kunentsebenzo ethagethiweyo
11	Isalathi sobugcisa	Qaphela ukuba ngaba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Ulawulo lwesalathi ngumsebenzi weSebe eLikhulu leKharithyulam (<i>Curriculum Branch</i>) lo gama ukunika ingxelo ngesalathi ngumsebenzi weCandelo lezoPhando leMfundo (<i>Directorate: Research</i>).

PPI 9.4			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Isalathi setayifile		I-% yabafundi abakwiBakala 6 abafumene iziphumo ezamkelekileyo kwiMathematika
2	Inkcazo emfutshane		Oku kulinganiseka umlinganiselo wabafundi abathatha inxaxheba kwiimvavanyo zenkqubo yemfundo zeBakala 6 (kwiMathematika), abakwaziyo ukupasa iimvavanyo. Amanqaku okupasa eemvavanyo amiselwe ku-50%
3	Injongo/ Ukubaluleka	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni ibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Isalathi sibonisa inqanaba ngokubanzi lobuchule babafundi abahamba isikolo kwisigaba esiphakathi.
		3.2 Kutheni sibalulekile nje?	Esi salathi sibalulekile njengoko silinganiseka ukusebenza ngempumelelo kwenkqubo yemfundo kwisigaba sesiseko
4	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwa njani:	
		4.1 Ngaba idatha isuka phi?	Iripoti yeemvavanyo zenkqubo yemfundo ngoyena vimba wedatha osisiseko. Le ripoti iqulathe inani lilonke labafundi ababhala iimvavanyo enokucazululwa komlinganiselo wabapasileyo kunye nomlinganiselo wabangalupasanga uvavanyo.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi	ICandelo lezoPhando leMfundo (<i>Directorate: Research</i>)
		4.3 Ngaba idatha iqokelelwa njani?	Icatshulwe kwinxelo yokugqibela engeniswa ngababoneleli-nkonzo bangaphandle abatyunjelwe ukuqhuba iimvavanyo zenkqubo yemfundo.
5	Inkqubo yokubala	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwe ngayo	Inani labafundi abapase uvavanyo (i-50% nangaphezulu) liboniswa ngepesenti yenani lilonke labafundi ababebhale uvavanyo.
6	Okungenakwenziwa yidatha	Chaza nayiphi na ingxaki malunga nedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Iziko ezinabafundi abanganeno kwabayi-5 kwiBakala 6 azithathi nxaxheba kwiimvavanyo zenkqubo yemfundo.
7	Uhlobo lwesalathi		
8	Uhlobo lokubala	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Ixesha lokunika ingxelo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Intsebenzo kanye kanye ingaphezulu kunentsebenzo ethagethiweyo
11	Isalathi sobugcisa	Qaphela ukuba ngaba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Ulawulo lwesalathi ngumsebenzi weSebe eLikhulu leKharithyulam (<i>Curriculum Branch</i>) lo gama ukunika ingxelo ngesalathi ingumsebenzi weCandelo lezoPhando lweMfundo (<i>Directorate: Research</i>).

PPI 9.5			
No	Isalathi setayifile	Inkcazo	Impendulo
1	Inkcazo emfutshane		I-% yabafundi abakwiBakala 9 abafumene iziphumo ezamkelekileyo kwiLwimi
2	Injongo/ Ukubaluleka		Oku kulinganiseka umlinganiselo wabafundi abathatha inxaxheba kwiimvavanyo zenkqubo yemfundo zeBakala 9 (kuLwimi), abakwaziyo ukupasa iimvavanyo. Amanqaku okupasa eemvavanyo amiselwe ku-50%
3	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni ibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Isalathi sibonisa inqanaba ngokubanzi lobuchule babafundi abahamba isikolo kwisigaba esiPhakamileyo seGET.
		3.2 Kutheni sibalulekile nje?	Esi salathi sibalulekile njengoko silinganisa ukusebenza ngempumelelo kwenkqubo yemfundo kwisigaba esiPhakamileyo seGET.
4	Inkqubo yokubala	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwa njani:	
		4.1 Ngaba idatha isuka phi?	Ingxelo yeemvavanyo zenkqubo yemfundo (<i>systemic tests</i>) ngoyena vimba wedatha osisiseko. Le ngxelo iqulathe inani lilonke labafundi ababhala iimvavanyo enokucazululwa komlinganiselo wabapasileyo nomlinganiselo wabo bangalupasanga uvavanyo.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi	ICandelo lezoPhando leMfundo (<i>Directorate: Research</i>)
		4.3 Ngaba idatha iqokelelwa njani?	Icatshulwa kwinxelo yokugqibela engeniswa ngababoneleli-nkonzo bangaphandle abatyunjelwe ukuqhuba iimvavanyo zenkqubo yemfundo.

PPI 9.5			
No	Isalathi setayitile	Inkcazo	Impendulo
5	Okungenakwenziwa yidatha	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwe ngayo	Inani labafundi abapasa uvavanyo (i-50% nangaphezulu) liboniswa ngepesenti yenani lilonke labafundi abebekhale uvavanyo.
6	Uhlobo lwesalathi	Chaza nayiphi na ingxaki malunga nedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Iziko ezinabafundi abanganeno kwabayi-5 kwiBakala 9 azithathi nxaxheba kwiimvavanyo zenkqubo yemfundo.
7	Uhlobo lokubala		Iziphumo (Outcomes)
8	Ixesha lokunika ingxelo	Ngokudibanisa iinkcukacha-manani phezu kwezinye (cumulative)	X
9	Intsebenzo enqwenelekayo	Qho ngonyaka	X
10	Isalathi sobugcisa	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Intsebenzo kanye kanye ingaphezulu kunentsebenzo ethagethiweyo
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngaba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Ulawulo lwesalathi ngumsebenzi weSebe eLikhulu leKharithyulam (Curriculum Branch) lo gama ukunika ingxelo ngesalathiso ngumsebenzi weCandelo lezoPhando leMfundo (Directorate: Research).

PPI 9.6			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Inkcazo emfutshane		I-% yabafundi abafumene iziphumo ezamkelekileyo kwiBakala 9 kwiMathematika
2	Injongo/ Ukubaluleka		Oku kulinganisele umlinganiselo wabafundi abathatha inxaxheba kwiimvavanyo zenkqubo yemfundo zeBakala 9 (kwiMathematika), abakwaziyo ukupasa iimvavanyo. Amanqaku okupasa eemvavanyo amiselwe ku-50%.
3	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutsheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Esi salathi sibalulekile njengoko silinganisa ukusebenza ngempumelelo kwenkqubo yemfundo kwisigaba sesiseko.
		3.2 Kutsheni sibalulekile nje?	Esi salathi sibalulekile njengoko silinganisa ukusebenza ngempumelelo kwenkqubo yemfundo kwisigaba sesiseko
4	Inkqubo yokubala	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwa njani:	
		4.1 Ngaba idatha isuka phi?	Ingxelo yeemvavanyo zenkqubo yemfundo (systemic tests) ngoyena vimba wedatha osisiseko. Le ngxelo iqulathe inani lilonke labafundi ababhala iimvavanyo enokucacululwa komlinganiselo wabapasileyo nomlinganiselo wabo bangalupasanga uvavanyo.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi	ICandelo lezoPhando leMfundo (Directorate: Research)
		4.3 Ngaba idatha iqokelelwa njani?	Icatshulwa kwinxelo yokugqibela engeniswa ngababoneleli-nkonzo bangaphandle abatyunjelwe ukuqhuba iimvavanyo zenkqubo yemfundo.
5	Okungenakwenziwa yidatha	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwe ngayo	Inani labafundi abapasa uvavanyo (i-50% nangaphezulu) liboniswa ngepesenti yenani lilonke labafundi abebekhale uvavanyo.
6	Uhlobo lwesalathi	Chaza nayiphi na ingxaki malunga nedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Iziko ezinabafundi abanganeno kwabayi-5 kwiBakala 9 abathathi nxaxheba kwiimvavanyo zenkqubo yemfundo.
7	Uhlobo lokubala		Iziphumo (Outcomes)
8	Ixesha lokunika ingxelo	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (non-cumulative)	X
9	Intsebenzo enqwenelekayo	Qho ngonyaka	X
10	Isalathi sobugcisa	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Intsebenzo kanye kanye ingaphezulu kunentsebenzo ethagethiweyo
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Ulawulo lwesalathi ngumsebenzi weSebe eLikhulu leKharithyulam (Curriculum Branch) lo gama ukunika ingxelo ngesalathiso ngumsebenzi weCandelo lezoPhando leMfundo (Directorate: Research).

PPI 9.7			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Inkcazo emfutshane		Izikolo ezinereyithi yokupasa apho abayi-<60% bapase iSatifikethi seMatriki sikaZwelonke
2	Injongo/ Ukubaluleka		Ukuqatshelwa kwenani lezikolo eziqhuba ngokungekho semgangathweni
3	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Isiveliso (<i>output</i>) sezikolo ezinenkqubo ekumgangatho ophantsi
		3.2 Kutheni sibalulekile nje?	Ukuqonda ukuba ngaba iinkqubo zongenelelo ngoncedo ziyanceda na ekunciphiseni iireyithi zokupasa ezingekho semgangathweni, ngokukodwa kwiindawo ezihlelekileyo.
4	Inkqubo yokubala	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwa njani:	
		4.1 Ngaba idatha isuka phi?	Kwi- IECs
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi)	Kwi-DAM
		4.3 Ngaba idatha iqokelelwa njani?	Iireyithi zokupasa zezikolo
5	Okungenakwenziwa yidatha	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwe ngayo	U- Z / W X 100 ucacisa ngereyithi yokupasa yesikolo. Apho u-Z linani labaviwa abapase ngokwekhayitheriya ezivela kumgaqo-nkqubo we-NSC. Apho u-W linani labaviwa esikolweni ababebhale izifundo eziyi-7 ngenjongo yokufumana isiqinisekiso semfundo i-NSC. Iireyithi zokupasa zazo zonke izikolo ziyahluzwa ukuqaphela izikolo ezifumene iireyithi yokupasa enganeno ko-60%.
6	Uhlobo lwesalathi	Chaza nayiphi ingxaki ngedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lwesebe lemfundo	Ayikho
7	Uhlobo lokubala		Isiveliso (<i>Output</i>)
8	Ixesha lokunika ingxelo	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Intsebenzo enqwenelekayo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Engezantsi yanqwenelekayo
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ICandelo loLawulo lweeMvavanyo (<i>Directorate Assessment Management</i>)

PPI 9.8			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Inkcazo emfutshane		Ireyithi yokupasa yeSatifikethi seMatriki sikaZwelonke
2	Injongo/ Ukubaluleka		Ipesenti yabafundi ipasa iimviwo zeSatifikethi seMatriki sikaZwelonke ngokufumana ukupasa kuLwimi lweeNkobe ngo-40% okanye ngaphezulu kwanokupasa kwizifundo ezithathu ezizezinye ngo-30% okanye ngaphezulu.
3	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Isalathi sibonisa i-% yabafundi abapase isiqinisekiso semfundo iSatifikethi seMatriki sikaZwelonke.
		3.2 Kutheni sibalulekile nje?	Sibalulekile ekuqondeni okwenziwa ngempumelelo yinkqubo yemfundo nendlela isiveliso semfundo esifumaneke ngayo.
4	Inkqubo yokubala	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwe njani:	
		4.1 Ngaba idatha isuka phi?	Idatha isuka kwi- <i>Integrated Examinations Computer System</i> , eyinkqubo kazwelonke.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi)	Mnu A Clausen
		4.3 Ngaba idatha iqokelelwa njani?	Iqulunqwa lISebe i-DBE.
5	Okungenakwenziwa yidatha	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi	Inani labafundi abapase iimviwo zeSatifikethi seMatriki sikaZwelonke ngokufumana ukupasa kuLwimi lweeNkobe ngo-40% okanye

PPI 9.8			
No	Isalathi sobugcisa	Inkcazo	Impendulo
		esibalwe ngayo	ngaphezulu baze bafumane ukupasa kwezimbini ezizezinye izifundo ngo-40 okanye ngaphezulu uze upase ezintathu ezinye izifundo ngo-30% okanye ngaphezulu kuze oko kwahlulwe ngenani labafundi ababebhale iimviwo.
6	Uhlobo lwesalathi	Chaza nayiphi na ingxaki malunga nedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lweSebe lemfundo	Idatha icatshulwa kwi-IECS; naziphi na iingxaki nge-IECS ziya kuba ngaphaya kolawulo lweSebe iWCED njengoko i-IECS iyinqubo kaZwelonke
7	Uhlobo lokubala		Iziveliso (<i>Outputs</i>)
8	Ixesha lokunika ingxelo	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Intsebenzo enqwenelekayo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Chaza ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kwentsebenzo ethagethiweyo iyanqweneleka na	Intsebenzo ekumgangatho ophezulu iyanqweneleka
11	Umsebenzi oluxanduva wesalathi	Qaphela ukuba ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	ISebe iDBE (Mnu A Clausen)

PPI 9.9			
No	Isalathi sobugcisa	Inkcazo	Impendulo
1	Inkcazo emfutshane		I-% yabafundi abalungele ukufundela izifundo zeSidanga sokuQala
2	Injongo/ Ukubaluleka		Ipesenti yabafundi epase iNSC abaphumelele ngo-50-59% okanye ngaphezulu kwizifundo ezine ezikhethwe kuluhlu lwezifundo ezityunjweyo kunye nomlinganiselo osezantsi we-30% kuLwimi lokuFunda nokuFundisa lweziko elo.
3	Uvimba/ Ukuqokelelwa kwedatha	Chaza ukuba isalathi eso yintoni injongo yaso kwaye kutheni sibalulekile nje	
		3.1 Ngaba isalathi sibonisa ntoni?	Ipesenti yabafundi abavumelekileyo ukuba bangafundela izifundo zeSidanga sokuQala
		3.2 Kutheni sibalulekile nje?	Sibalulekile ekuqondeni umgangatho wokupasa nokuqinisekisa inkqubo-phambili ukusuka kwifET ukuya kwiHE
4	Inkqubo yokubala	Chaza ukuba ingcaciso isuka phi kwaye iqokelelwa njani:	
		4.1 Ngaba idatha isuka phi?	Idatha isuka kwi-Integrated Examinations Computer System, eyinqubo kaZwelonke.
		4.2 Umqokeleli/ umgcini wedatha/ icandelo/ igama lomphathi	Mnu A Clausen
		4.3 Ngaba idatha iqokelelwa njani?	Iqulunqwa liSebe i-DoE.
5	Okungenakwenziwa yidatha	Chaza ngokucacileyo nangokuthe ngqo indlela isalathi esibalwe ngayo	Inani labafundi abapase iimviwo zeSatifikethi seMatriki sikaZwelonke ngokupasa ngo-50-59% okanye ngaphezulu kwizifundo ezine ezikhethwe kwizifundo ezityunjweyo (<i>designated subjects</i>), nomlinganiselo osezantsi ka-30% kuLwimi lokuFunda nokuFundisa lweziko lahlulwa-hlulwe ngenani labafundi ababebhale iimviwo.
6	Uhlobo lwesalathi	Chaza nayiphi na ingxaki malunga nedatha yesalathi, kubandakanywa neemeko ezinokuba ngaphaya kolawulo lweSebe lemfundo	Idatha icatshulwa kwi-IECS, naziphi na iingxaki nge-IECS ziya kuba ngaphaya kolawulo lweSebe iWCED njengoko i-IECS iyinqubo kaZwelonke
7	Uhlobo lokubala		Iziphumo (<i>Outcomes</i>)
8	Ixesha lokunika ingxelo	Ngokungadibanisi iinkcukacha-manani phezu kwezinye (<i>non-cumulative</i>)	X
9	Intsebenzo enqwenelekayo	Qho ngonyaka	X
10	Intsebenzo enqwenelekayo	Qaphela ukuba ngaba intsebenzo kanye kanye engaphezulu okanye engezantsi kunethagethiweyo iyanqweneleka	Kunqweneleka intsebenzo ekumgangatho ophezulu
11	Umsebenzi oluxanduva wesalathi	Qaphela umntu ngubani onoxanduva lokulawula nokunika ingxelo ngesalathi	Mnu A Clausen