



**URhulumente
weNtshona Koloni**

EzeMfundo

INgxelo yoNyaka 2014/2015

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ICandelo A
Ingcaciso ngokubanzi

1. INgcaciso ngokubanzi yeSebe leMfundo leNtshona Koloni (WCED)

ISebe leMfundo leNtshona Koloni (WCED) lithwele uxanduva lwezemfundo kwizikolo zikarhulumente kwiphondo, ukususela kwiBanga R ukuya kwiBanga le-12. ISebe iWCED lisebenza kwiZithili zeMfundo ezisibhozo ezinoNdlunkulu oseKapa.

Indawo	Idilesi yeposi	Ifofoni	Inombolo yefeksi
WCED Head Office	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
Metro Central	Private Bag X4, Mowbray, 7705	021 514 6700	021 514 6953
Metro East	Private Bag X23, Kuilsriver, 7579	021 900 7000	086 556 9519
Metro North	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
Metro South	Private Bag X2, Mitchells Plain, 7785	021 370 2000	021 372 1856
Cape Winelands	Private Bag X3102, Worcester, 6849	023 347 4600	023 347 2898
Eden & Central Karoo	Private Bag X3102, Worcester, 6530	044 803 8300	044 873 3428
Overberg	Private Bag X08, Caledon, 7230	028 214 7300	028 214 7400
West Coast	Private Bag X3026, Paarl, 7620	021 860 1200	021 872 5394

AmaZiko eeFoni esebe iWCED:

Imibuzo malunga nezaBasebenzi nezeMali: 0861 923 322; izikolo eziKhuselekielyo (Safe Schools): 0800 45 46 47

Iwebhusayithi: 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> (ngee-tweet ezingendaba ezinxulumene nemfundo); WCEDlearn <http://twitter.com/wcedlearn> (ngee-tweet ezinxulumene nemfundo)

Tumblr (blog)

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

Posterous (blog)

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

2. Uluhlu 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 Assessments	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

Ukususela oko ndaqeshwa kwesi sikhundla kwithuba elingaphezu konyaka elidlulileyo, eli ibilithuba elinemingeni kakhulu, kodwa likwanika umdla kananjalo, lizaliswe kukucamngca, izinto ezintsha nophuhliso.

Ndikonwabele kakhulu ukusebenzela iSebe leMfundo leNtshona Koloni ekuphuculeni iziphumo zemfundo kweli Phondo. Ndiyazingca malunga noko siye sakufumana sikunye, yaye ndisajonge enkalweni koko sisafuna ukukufezekisa.

Ukususela ngo-2009-2014, uRhulumente weNtshona Koloni ubeke isiseko sophuculo olungqingqwa lwendlela abaqhuba ngayo abafundi kunye nomgangatho wabo ngokwasesikolweni. Yinto eyaziwa ngumntu wonke eyokuba inkqubo yabafundi kulwimi, imathematika kunye neSatifikethi seMatrikhi sikaZwelonke (NSC) iye iphucuka ngokuhamba kweli thuba, yaye yonyukile ireyithi yokugcinwa kwabafundi esikolweni, lancipha inani lezikolo eziqhuba kakubi, ukuphucuka kwemisebenzi yolawulo yaye zininzi ngeyona ndlela izikolo eziye zatshintshiswa ngezinye okanye zakhiwa.

Isizathu sokuphucula okunjalo ezikolweni zethu xa zizonke yimiba ngemiba - ebekwe kwisiCwangciso sokuSebenza sika-2009, esinenjongo ephangaleleyo yokunika bonke abafundi beli phondo imfundo esemgangathweni, sicwangciso eso sisiseko sombono wethu wendawo enamathuba avuleleke kumntu wonke.

Kodwa kuya kusiba nzima nangakumbi, kule meko yangoku ngokwasemalini. Sijamelene nobunzima obuya bukhula ngokwasemalini, buxutywe namanani abafundi onyuka minyaka le. Kufuneka senze ngakumbi sisebenzisa imali eya incipha ngokuncipha. Besigqwesa kulawulo lwethu lwemali, yaye ndingathanda ukuncoma bonke abo beSebe bathe bancedisa kule nto, bekhokelwa nguSG, uPenny Vinjevold, noCFO, uLeon Ely. Le nto isenze sakwazi ukuqesha iititshala ezintsha ezingaphezu kwama-700 kulo nyaka-mali.

Njengorhulumente othatha uxanduva okwaziyo ukujongana nemiba, siye sahlaziya iinjongo esizibeke ngo-2009, nto leyo iye yanesiphumo sokwenziwa kwesiCwangciso sokuSebenza sethu esitsha.

Ngo-2015/216 siphinde sazibophelela ekuchitheni imali kwiiprojekthi, izixhobo nabantu abaya kunika bonke abafundi beli phondo imfundo esemgangathweni.

Kulo nyaka siza kuba sisazisa amaphulo amatsha amaninzi, onke angqamene ngqo nezalathisi zempumelelo yethu ezibekwe kwisiCwangciso sokuSebenza sethu, zinto ezo ezizezi:

1. Ukuphucula umgangatho kulwimi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke (iNSC), kunye
3. Nokunyusa umgangatho wokunikwa kwemfundo kwiindawo ezihlupheke kakhulu.

Siyathemba ukuba ukusetyenziswa kwendlela yethu ye-e-learning kuya kuncedisa ekufezekisweni kwezi njongo, kuqala ngokuqhagamshela izikolo zokuqala kwiWAN neLAN ngonyaka-mali ka-2015/16. Ngokuhambelana nendlela yethu ejongene nabahluphekayo, siza kuqala ngezona zikolo zihluphekileyo.

Sikwathanda ukubona ukhuphiswano olukhulu phakathi kwezikolo ukwenzela ukuphemebelela uphuculo.

Eyona njongo yethu iphambili kukunika bonke abafundi beli phondo imfundo esemgangathweni, sijolise kakhulu kwiindawo ezihlupheke kakhulu. Le nto iyabonakala kuko konke esikwenzayo nesiya kuqhuba sikwenza.

Sizingca ngokukodwa ngamaphulo ngamaphulo esiwenzileyo okuncedisana nabafundi nezikolo zethu ezihlupheke kakhulu. Ezinye izinto eziphambili ziquka ukwandiswa kwenkqubo yokutyiswa kwabantwana ezikolweni ukuze iquke izidlo ezibini ezisempilweni ngosuku, sityisa ngaphezu kwabafundi abangama-457 000 abasuka kwizikolo ezili-1028; ukunyuswa kwenkxaso yemali kwizikolo ezibhatalisayo ezifundisa abantwana beendawo ezingezozazityebi noko; ukubhatalwa kwemali engaphezu kwezigidi ezingama-R44 kwimali yembuyekazo yokunceda izikolo ngokunciphisa eminye yemingeni ezithi zijamelane nayo ngenxa yokungabhatalwa kweefizi zesikolo.

ISebe iWCED likwaqhuba nokuxhasa izikolo ezingamakhulu amabini aneshumi elinesithandathu (216) ekubhatalwa iifizi kuzo, ezanceda iindawo zoluntu oluhluphekayo, zikolo ezo zikhethe ukuba zizikolo ezihazibhataliyo iifizi xa bezinikwa ithuba lokwenza oko ngonyaka wesikolo ka-2014. ISebe iWCED likwaqhuba nokunceda abafundi abangaphezu kwama-50 000 abakwiindawo zasemaphandleni ezihlupheka kakhulu ukuba bakwazi ukusiwa babuyiswe esikolweni ngokuthi banikwe izithuthi zabafundi.

Kulo nyaka uphelileyo silinge ukusebenzisa ukuHlolwa okuSekelwe ekuKwazini ukwenza (iiCompetency Based Assessment) kuluhlu lwabagqatswa abachongelwe izithuba zobunqununu ukwenzela ukuqinisekisa ukuba kuqeshwa abona bagqatswa bafanelekileyo, kwanokuba kuchongwe iimfuno zabo zoqeqesho. Kulo nyaka, iSebe iWCED lijonge ukwandisa ukuHlolwa okuSekelwe ekuKwazini ukwenza ukwenzela ukuqeshwa kwamaSekela eeNqununu kunye neeNtloko zamaCandelo eziFundo (HODs). Ezi mvavanyo zibonakalise ukuba luncedo kakhulu kubo bonke abo bebandakanyeka kuzo.

ISebe iWCED lisaqhuba nokuphucula iindlela zalo yaye ukuvavanyelwa ukukorekisha (competency tests) kwabakorekishi ibe yenye yezinto ezintsha eziqaliswe ngo-2011 ukwenzela ukuphucula umgangatho wokukorekisha kwiimviwo zeNSC. Ezi mvavanyo zokukorekisha zenzelwa ukuhlola ulwazi lwesifundo lukatitshala/igosa lesifundo, izakhono zokukorekisha kunye nezakhono zokwenziwa nokusetyenziswa kwememorandam. Le ndlela inamacandelo amathathu yiyo esetyenzisiweyo kule minyaka mine idlulileyo yaye inika isiseko esihle sokukhetha abakorekishi abafanelekileyo. Ngo-2014, ukuvavanyelwa ukukorekisha kwenziwe kwizifundo ezili-11, ebeziquka zonke ezo zango-2013, ngokunjalo neEnglish Home Language eye yafakwa okokuqala ngo-2014.

Ndinebhongo lokwazisa ukuba iNtshona Koloni ishiyeke ikuphela kwephondo elikwaziyo ukuvavanyela ukukorekisha okulolu hlobo, ikwenza kumaqela olawulo lwesikolo ngokunjalo nakubakorekishi beNSC.

Umgangatho nokuba noxanduva zezona zinto ziphambili zokuqinisekisa uphuculo oluQhubekayo esikolweni. Abaphathi bezithili (ooDistrict Director) bethu nabo bawamkele ngenene lo mbono yaye baye benza kakuhle kakhulu, apho isithili ngasinye kwizithili zethu ezisibhozo siye safumana izinga lempumelelo elingu-80% nangaphezulu kwiNSC ka-2014, yaza iWest Coast neOverberg zaba zezona zithili zi-5 zigqwesileyo apha elizweni! Sithi huntshu kuni nonke! Siye saba buhlungu kakhulu kukushiywa kwethu nguMphathi (uDirector) wethu weMETro East, uMelvyn Caroline, ngesiqophe emva kwengulo emfutshane. Siya kuhlala simkhumbula.

Iyandivuyisa imitsi esele siyenzile kwimfundo kweli Phondo. Ndikwavuyiswa kakhulu ngumbono wemfundo waseNtshona Koloni wale minyaka mine izayo. Andiyithandabuzi into yokuba ungenelelo esiza nalo luya kuziphucula iziphumo zabafundi kunye namathuba avuleleke kubantu bethu abatsha, ngakumbi ngokubambisana namanye amasebe sisebenza kunye kwiNkqubo zePhondo eCwangciswa ngobuChule 2 (Strategic Goal 2).

Sisajonge phambili ekwenzeni iMfundo 'Ngcono siKunye', siphucula iziphumo zemfundo kunye nemfundo kule minyaka izayo. Sisonke sinakho ukuqinisekisa ukuba uyafezekiswa umbono wethu wendawo yoluntu enamathuba avulelekileyo.



Debbie Schäfer
UMphathiswa weMfundo wePhondo
URhulumente weNtshona Koloni

4. INgxelo yeGosa loCwangciso-mali

Isishwankathelo semisebenzi yesebe:

Ngo-2009 iSebe iWCED lenze laze lapapasha isicwangciso salo semiNyaka emiHlanu semfundo yaseNtshona Koloni. Kunyaka ngamnye ukususela ngo-2009 sinike ingxelo yenkqubela ezinzileyo kweso sicwangciso. Kule ngxelo yokugqibela yesicwangciso seminyaka emihlanu, sibonisa iimpumelelo zonyaka-mali ka-2014/15.

Le miba ilandelayo iye yachaphazela umsebenzi wethu ngo-2014/15: ukunyuka okukhulu kwamanani abafundi; ibhajethi eshokoxekileyo; iimeko zentlalo noqoqosho ezichaphazela ngeyona ndlela amathuba okuba abantwana abaninzi bafunde. Ezi zinto kufuneka zijongwe xa kufundwa iNgxelo yoNyaka ka-2014/15.

INgxelo yoNyaka ibekwe ngokweeprogram ezilithoba zebhajethi zawo onke amasebe emfundo ephondo. Kwiprogram nganye sinika ingxelo yenkqubela ka-2014/2015. Sikwaxela imiba apho iSebe iWCED belinokwenza ngcono nalapho belifanele ukwenza ngcono.

KwiProgram 2 ukuya ku-7 sinika ingxelo yobhaliso lomfundi kuhlobo ngalunye lwamaziko amathandathu axhaswa ngemali aze anikwe inkxaso yeSebe iWCED: iziphumo zohlolo lwangaphandle zabafundi bala maziko kunye neentlobo ngeentlobo zenkxaso enikwa abafundi, iititshala nabaphathi bala maziko.

- IProgram 2 - Izikolo zikarhulumente eziqhelekileyo
- IProgram 3 - Izikolo ezizimeleyo
- IProgram 4 - Izikolo ezineeMfundo eziZodwa zeMfundo
- IProgram 5 - IiKholeji zeFET
- IProgram 6 - AmaZiko eMfundo yabaDala
- IProgram 7 - UPuhliso lweMfundo yabasaQalayo

Ezi program zintandathu zilapha ngentla zixhomekeke kulawulo olusebenzayo nolufanelekileyo ukuze ziphumelele, ngakumbi xa sijonga ukunyuka kwenani labafundi ababhalisayo kunye nokushokoxeka kwebhajethi. Iinzame zeSebe iWCED ngokunxulumene nolawulo oluphuculweyo zixelwa kwi**Program 1**. INgxelo yale program ibonisa ukuba ibhajethi ichithwe ngokwendlela ebekucwangciswe ngayo yaye kuthathwe amanyathelo afanelekileyo ukunika izikolo nootitshala iinkonzo ezibalungiselelayo, ezibasebenzelayo nezibafaneleyo. Le nto ibifuna ucwangciso olunobunono; idatha ethembekileyo; ukukhethwa kwemigaqo-nkqubo esekelwe ngokusekelwe kubungqina; abasebenzi abazimiseleyo nabathatha uxanduva kwanokubekwa esweni nokuhlolwa okuQhubekayo.

Ukunyuka kwamanani abafundi kunye nemeko yokuba ndala kwezakhiwo zezikolo zizinto ezikhokelele ekunyukeni kakhulu kwebhajethi yamagumbi okufundela nezikolo ezitsha kwanokulungiswa kwezi zakhiwo sele zikho. **IProgram 8** icacisa amanyathelo athathiweyo ukuphucula imeko abasebenzela kuyo ootitshala nabantwana bethu.

Ukuze siqonde ukuba abantwana bethu banenkqubela abayenzayo na ekufundeni - owona mba esingawo - iSebe iWCED lisebenzisa uluhlu olwahlukeneyo lweethagethi zokuhlola, ulinganiso kunye nezixhobo zasesikolweni nezangaphandle. **IProgram 9** icacisa iimviwo neemvavanyo zangaphandle eziqhutywa liSebe iWCED.

ISebe iWCED lizamela ukunyusa ukubhaliswa nokugcinwa kwabafundi basesikolweni nabamaziko emfundo ephakamileyo bekwinkqubo zezemfundo ezifanelekileyo. Impumelelo yethu ekugcineni abafundi bekumaziko emfundi iyabonakala kule ngxelo.

Owona mngeni wethu mkhulu usekuqinisekiseni ukuba umfundi ngamnye ufumana ukufundiswa okusemgangathweni kwimeko enenkathalo nokhuseleko. Mininzi kakhulu imizekelo egqwesayo nevuselelayo emalunga nendlela abasebenzi nootitshala baseWCED abakunika ngayo oku kumawaka-waka abafundi imihla ngemihla. Siyababulela ngoku kuzimisela kwabo ngamaxeshana anzima. Umzekelo wabo uya kukhokela umsebenzi weWCED kule minyaka mihlanu izayo.

Isishwankathelo seziphumo zemali zesebe:

limali ezifunyenwe lisebe (Departmental receipts)

limali ezifunyenwe lisebe	2014/2015			2013/2014		
	Ejikelelweyo	Esona Sixa siQokelelweyo	INkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo	Ejikelelweyo	Esona Sixa siQokelelweyo	INkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo
	R'000	R'000	R'000	R'000	R'000	R'000
Ukuthengiswa kweempahla neenkonzo ngaphandle kweeasethi ezinkulu (capital assets)	13,499	11,762	1,737	11,906	11,959	(53)
lifayini, izohlwayo neemali ekuphulukenwe nazo	228	1,185	(957)	228	774	(546)
Inzala, izahlulo nerenti yemihlaba	1,998	2,216	(218)	1,998	1,818	180
li-tranzekshini zemali kwiasethi nasematyaleni (assets and liabilities)	12,502	19,526	(7,024)	26,698	19,003	7,695
Iyonke	28,227	34,689	(6,462)	40,830	33,554	7,276

Ingeniso yethu eyenziwe lisebe ixabisa i-0.2 % yebhajethi ephelileyo. Le nto ibihambelana nexabiso ebelenzelwe ibhajethi. Imithombo (sources) ephambili yengeniso yeSebe ngokwalo yile –

- Ukuqokelelwa kwamatyala abanjwa isebe lemfundo.
- Ikhomishini kwi-inshorensi kunye neemali ezitsalwa ngokomyalelo wenkundla (garnishee order deductions).
- Iimali ezihlawulelwa iinkonzo ezinxulumene neemviwo ezinjengokuphindwa kokumakishwa kwamaphepha eemviwo nezicelo zeekopi zezatifikethi zematrikhi kunye nezinye izatifikethi. Ezi ntlawulo zezi nkonzo ziqingqwa liSebe (likaZwelonke) leMfundo esisiSeko.
- Iinkonzo zokufotokopela amanye amasebe ephondo.

Zonke iintlawulo zidweliswe kwirejista yeentlawulo yaye zihlaziywa rhoqo ngonyaka ukwenzela ukulungiselela ukunyuka kwamaxabiso. Ukuqokelelwa ngokugqithisileyo (over-collection) kwiimali ezifunyanwe lisebe (departmental receipts) ngo-2014/15 zizigidi eziyi-R6.4 yaye oku kubangelwe kukuba kucinywe amatyala amaninzi kunokuba bekulindelwe, apho kuchaphazeleka khona ingeniso efunyanwayo. Onke amatyala acinywa ngokomgaqo-nkqubo wesebe wokucima amatyala. Lo mgaqo-nkqubo ufuna uluhlu lwamanyathelo aquka iinzame zokulandelela abo batyala isebe (debtors).

Inkcitho yeeProgram

Igama leProgram	2014/2015			2013/2014		
	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNga-phantsi	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNga-phantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1. Ezolawulo	666,659	661,621	5,038	579,744	571,149	8,595
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	12,156/707	12,156/526	181	11,381/365	11,362,779	18,586
3. Iinkxaso-mali zezikolo ezizimeleyo	89,845	89,845	-	84,648	84,648	-
4. Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	973,642	973,642	-	910,338	910,338	-
5. Imfundo noQeqesho oluQhubekayo	377,913	377,865	48	353,097	353,078	19
6. Imfundo esisiseko noqeqesho lwabadala	36,609	34,633	1,976	37,898	37,898	-
7. UPhuhliso lwemfundo yabasaqalayo	511,778	511,778	-	465,637	465,535	102
8. UPhuculo lweziseko zophuhliso	1,453/432	1,439/491	13,941	1,192/946	1,054/312	138,634
9. Iinkonzo ezincedisayo neenkonzo ezinxulumene nazo	759,745	755,870	3,875	663,112	662,459	653
Iyonke	17,026/330	17,001/271	25,059	15,668/785	15,502/196	166,589

ISebe lichithe i-99.85 pesenti yebhajethi ehlangahlengisiweyo (adjusted budget) ngo-2014/15. Le nkcitho ingaphantsi iye yafikelela kwizigidi eziyi-R25.059, okanye i-0.15 pesenti yebhajethi ehlangahlengisiweyo, nethi ibe kumlinganiselo omiselweyo kazwelonke (national benchmark) oziipresent ezi-2.

Izizathu zokungayichithi yonke imali zezi zilandelayo:

- Izigidi eziyi-R7.014 zesixa iEquitable Share. Esi sixa sezigidi eziyi-R7.014 singachithwanga ibisesaProgram 1: Ulawulo olubangelwe kukuthengwa nokufunwa kweenkonzo (procurement) ze-e-Education ICT nezingakwazanga ukugqitywa xa kuphela unyaka-mali kunye neProgram 6: IMfundo esisiSeko noQeqesho lwabaDala nanjengoko kuye kwafunyanwa amabango ambalwa kunokuba bekulindlekile kumaziko eAET.
- I-R0.020 yezigidi yeGranti kaZwelonke yeNkqubo yokuTyiswa kweZikolo (National School Nutrition Programme Grant). Esi sixa asisetyenziswanga yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury).
- Yi-R0.161 eyabelwe iSocial Sector EPWP Incentive Grant for Provinces. Ambalwa kakhulu amabango afunyenwe kwiikholeji zeFET okuqeqeshwa kwabachwethezi bedatha (data capturers). Esi sixa asisetyenziswanga yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury)
- Yi-R0.048 yeGranti yeMfundo noQeqesho oluQhubekayo. Esi sixa asisetyenziswanga yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury).
- Zizigidi eziyi-R13.94 ezabelwe iConditional Grant Education Infrastructure Grant (EIG), iEPWP Integrated Grant for Provinces kunye namaqithi-qithi ezeMfundo abekelwe amaziko eMOD. Ukungasetyenziswa kwemali yonke kubangelwe kukulibaziseka kweprojekthi zolwakhiwo lweziseko zophuhliso (infrastructure) ezingundoqo kwizikolo zikarhulumente eziqhelekileyo kwakunye nokulibaziseka ekuqhutyweni kweprojekthi zolungiso. Isixa sezigidi eziyi-R12.755 sibekelwe inkcitho ebingekahlawulwa ngomhla wama-31 kuMatshi ka-2015 yaye imali eseleyo engasetyenziswanga iza kubuyiselwa kwiSebe likaNondyebo kaZwelonke neyePhondo (National and Provincial Treasury).
- Zizigidi eziyi-R3.875 zeGranti yeHIV/AIDS (Life Skills Education) kunye namaqithi-qithi ezeMfundo abekelwe amaziko eMOD. Esi sixa siphelleleyo asisetyenziswanga yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke nowePhondo (National and Provincial Treasury).

Ngaphandle kwale nkxaso-mali ingasetyenziswanga ebuyiselwe kwiSebe likaNondyebo kaZwelonke, zonke imali ezingasetyenziswanga zibekelwe iiprojekthi ezicetywayo yaye sele sifakiwe isicelo sokudlulisela ezi mali kunyaka ozayo ukwenzela ukugqiba ezi projekthi kwiSebe likaNondyebo wePhondo (Provincial Treasury). Oku kuthetha ukuba ezi mali ziya kusetyenziselwa injongo ebekiweyo.

Iimali ezikhutshwa kwibhajethi yamanye amacandelo ukuya kwamanye / ezidluliselwa kunyaka ozayo (Virements/roll overs)

ISebe likaNondyebo wePhondo ivume oku kukhutshwa kwemali kwiibhajethi zamacandelo angundoqo isiwe kwamanye kwiBhajethi eVunyiweyo:

- Ukutshintshwa kwe-R7 326 000 kwiprogram 1 isiwe kwiprogram 2 ngenxa yokutshintsha kweendleko zokuphila okube phezulu kunoko bekulindelwe kunye nokudluliselwa kweemali eziziselwe iiNorms and Standards (lifizi zezikolo ezikwiNqanaba 1-3) ukwenzela ukuncedisa izikolo ezinemingeni yemali.
- Ukutshintshwa kwe-R18 971 000 kwiprogram 1 isiwe kwiprogram 8 ukwenzela ukulungiswa kweziseko zophuhliso (infrastructure) kunye nokuhlaziywa kweeholo zezikolo namabala ezemidlalo kwizikolo zikarhulumente.

- Ukutshintshwa kweR27 121 000 kwiprogram 4 isiwe kwiprogram 2 ngenxa yokutshintsha kweendleko zokuphila okube ngaphezulu kunoko bekulindelwe.
- Ukutshintshwa kwe-R10 241 000 kwiprogram 9 isiwe kwiprogram 8 ukwenzela ukulungiswa kweziseko zophuhliso (infrastructure) kunye nokuhlaziywa kweeholo zezikolo namabala ezemidlalo kwizikolo zikarhulumente.

Kucelwe ukugqithiselwa kwezi mali zilandelayo kunyaka ozayo:

- Izigidi eziyi-R12 755 zeEducation Infrastructure Grant (EIG) zicelelwa inkcitho ebingekabhatalwa ngomhla wama-31 kuMatshi ka-2015 yeeprojekthi zokwakhiwa kweziseko zophuhliso (infrastructure) ezitsha kwizikolo eziqhelekileyo zikarhulumente.

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

Isebe alikhange lenze nayiphi inkcitho engagunyaziswanga ngeli thuba liphantsi koqwalaselo. Ukunciphisa inkcitho engahambi ngokomgaqo, isebe likhethe amagosa oqhagamshelwano nabathengi nabathengisi (supply chain champions) kwicandelo ngalinye kula angama-42. La magosa oqhagamshelwano nabathengi nabathengisi aye aqeqeshwa kuzo zonke iinkalo zeSCM. Kwaqaliswa iithemplethi zeSCM, zokwenza nokulawula inkqubo nemigaqo efunekayo. Ukunciphisa izehlo zenkcitho engahambi ngokomgaqo, iYunithi yoLawulo lwaNgaphakthi yenza uphicotho-zincwadi lwasemva koku kuzo zonke iivawutsha zeentlawulo. Le yunithi inika ingxelo 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

Iinjongo ezintathu zeWCED zale minyaka mihlanu ilandelayo (2015 - 2019) zezi

1. Ukuphucula umgangatho kuliwmi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
3. Ukunyusa umgangatho wokunikwa kwemfundo kwiindawo ezihlupheke kakhulu

Ezi njongo zintathu ziya kufezekiswa ngokuthi kuqwalaselwe ezi njongo zilishumi zilandelayo

1. Ulawulo olugqwesayo oluncediswa ziinkonzo ezenziwa kwi-intanethi (online services)

ISebe iWCED linika iinkonzo ezenziwa kwi-intanethi ezikolweni, kootitshala nakubafundi. Ezi nkonzo zenziwa kwi-intanethi zijonge ukwehlisa umthwalo wolawulo ezikolweni nokuqinisekisa ngokunikwa kwezikolo izixhobo neenkonzo ezichanekileyo, ezisebenzayo nezingabizi kakhulu. Ezi nkonzo ziya kulandelelwa ngeesaveyi zokukhangela ukoneliseka kweeklayenti, kunye nokulandelelwa kwezikhhalazo.

2. Isicwangciso seminyaka emihlanu sokuphuhlisa kweetitshala

Isicwangciso seminyaka emihlanu sokuphuhlisa kweetitshala (2015 - 2019) siza kunika umgaqo-sikhokelo (framework) nescicwangciso soqeqesho lwaphambi kokusebenza lootitshala abatsha abaza kuqala ukusebenza njengootitshala kunye noqeqesho lwasemsebenzini lootitshala abasele bekhona. Olu qeqesho luya kugxila kokuthile, lufaneleke yaye baqeqeshwe ngokwenza (practical). Esi sicwangciso siya kuquka izicwangciso zootitshala abagqwesayo kunye namaqithi-qithi anikwa ootitshala abangathanda ukuphucula imfundo (qualifications) yabo, ukuziqhelisa ukufundisa (teaching practice) kunye neziphumo zokufunda.

3. Ubuchule bokulawula ikharithulam yephondo

I-WCED Language and Mathematics Strategies (ubuChulu bezolwimi neMathematika) ka-2015 ukuya ku-2019 iza kwaziswa ngo-2015. Obu buchule bujonge ukuphucula ukupasa kwabo bonke abafundi beBanga R - 12 ngokuphuhlisa ulwazi kunye nokufundiswa kwezifundo (pedagogic practices) okwenziwa ngamagosa ekharithulam, iintloko zamacandelo ezifundo kunye nootitshala; ukunika ubuncinane beseti yeLTSM kunye nokusoloko kuqhutywa nokujonga okwenziweyo kunye nokuhlola okwenziwayo, izicwangciso kunye nenkqubela. ISebe iWCED liza kwazisa nezifundo ezitsha zobuchwepheshe (technical subjects) yandise nofikelelo kwakunye nenkxaso yezifundo zokwenza ngezandla (vocational subjects). Ukucwangciselwa kakuhle kwekharithulam kuza kuqinisekisa ukuba izikolo zinika esona sicwangciso sokuqhutywa kwemfundo (education delivery plan) sendawo (geographical area) nganye.

4. Ulawulo oluhle lwezikolo

ISebe iWCED liza komeleza inkqubo yokukhangelwa, ukuchongwa nokuxhaswa kweenqununu, amasekela-nqununu kunye neentloko zamacandelo ezifundo. Iiofisi zezithili ziza kugxila ekuqinisekiseni ukuba izikolo zisebenza kangangoko yaye amaqela olawulo lwesikolo (school management teams) anika inkqubo zokufunda ezilungileyo nezisebenzayo. Oku kuquka ukujongana nokuziphatha ngendlela ecela umngeni kunye nezinye izinto eziphazamisana nenkqubo yokufundisa yeentsuku ezingama-200.

5. Ukulungiselelwa kwemfundo esekelwe kwiimfuno

ISebe iWCED liza kunika izixhobo ezifunekayo ukuze kuqhubeke ukufunda nokufundisa okufanelekileyo. Oku kuquka abasebenzi, iincwadi, izixhobo ezincedisa emsebenzini, izakhiwo ezifanelekileyo (facilities) kunye nofikelelo kwiICT.

6. Inkxaso yoluntu kunye neqonga lophuhliso lolutsha

Iprogram yokutyiswa kwezikolo, ukungahlawuliswa iifizi kunye nongenelelo lwezikolo ezikhuselekileyo zizinto ezijonge ukunika imeko yokufunda ezinzileyo eya kugcina abafundi besempilweni yaye bekhuselekile bekwasesikolweni ithuba elide kangangoko. ISebe iWCED liza kufaka igxalaba kuphuhliso lolutsha ngeendlela ezininzi yaye yenze ubambiswano nanini na xa loo nto iya kunceda abona babuthathaka.

7. Inkxaso yezikolo ezizimeleyo

Izikolo ezizimeleyo ezibhalisa abafundi abasuka kwiindawo ezihluphekileyo ziya kuxhaswa ngoncediso-mali (subsidies), iinkqubo zoqeqesho lweetitshala kunye nokutyelelwa kwezikolo. Kulindeleke ukuba zonke izikolo ezizimeleyo ezifumana uncedo-mali zibhale iimvavanyo zeWCED zonyaka zokubona inkqubo yezikolo (WCED annual systemic tests) kulwimi nemathematika.

8. Inkqubo yokunciphisa imiqobo ethintela ukufunda

ISebe iWCED liza kunika ukhathalelo namathuba kubafundi abanemiqobo ebathintelayo ekufundeni okanye abasemngciphekweni woko. ISebe iWCED liza kusebenza namanye amasebe karhulumente kunye neeNGO ekuxhaseni aba bafundi.

9. IBanga R elisemGangathweni

Ugxininiso kwixesha elizayo luya kuba sekuphuculeni umgangatho wokufunda (learning) kwiBanga R. Le nto iya kwenziwa ngokungxininisa kwizakhono zootitshala kunye nemeko yoqeqeshelo butitshala (professional status) kunye nasekuchongweni kwangoko kwabo badinga ukuncediswa ezifundweni. Injongo kukuqinisekisa ukuba unyaka weBanga R unika isiseko esisiso sokufunda.

10. Iprogram yokwakhiwa kweziseko zophuhliso (infrastructure) ezisebenzayo ukwenzela ukudala imeko yokufunda ehluphezayo

Ugxininiso kule minyaka mihlanu izayo luza kuba sekwakheni izikolo namagumbi okufundela amatsha, apho kukho imfuneko yendawo eyongezelelweyo yokufundela, ekutshintshweni kwezikolo ezenziwe ngeemathiriyeli ezingafanelekanga kwakunye nolungiso olucwangcisiweyo ukwenzela ukuba zibe zininzi izikolo nabafundi abaxhamlayo kwibhajethi yokwakhiwa kweziseko zophuhliso (infrastructure budget).

Ubambiswano phakathi kwamacandelo kaRhulumente nawaBucala

ISebe khangela lingene kulo naluphi uhlobo lwesivumelwano kweli thuba kunikwa ingxelo yalo.

Imicimbi eyekiweyo / imicimbi eza kuyekwa

Ayikho

Imicimbi emitsha okanye ecetywayo

Ngaphezu kwezi njongo zidweliswe apha ngentla, iWCED lelona sebe linkqenqeza phambili kwiNjongo eCwangcisiweyo yePhondo (Provincial Strategic Goal) (PSG) 2: Ukuphucula iziphumo zemfundo kunye namathuba ophuhliso lolutsha. Iinjongo ezintathu zokuqala zale njongo zihambelana neenjongo ezintathu zeWCED. Zezi:

1. Ukuphucula umgangatho kuliwmi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
3. Ukunyusa umgangatho wokunikwa kwemfundo kwiindawo ezihlupheke kakhulu

Iinjongo ezimbini eziseleyo zezi: "Ukunika amathuba ongezelelweyo entlalo kunye nawoqoqosho kulutsha lwethu" kunye "Nokuphucula inkxaso yosapho kubantwana nolutsha kwanokuncedisana nophuhliso".

5. INgcaciso yeMisebenzi neNgqinisekiso yokuChaneka kweNgxelo yoNyaka

Ngokolwazi nenkolo yam, ndiqinisekisa oku kulandelayo:

Lonke ulwazi namaxabiso axelwe kuyo yonke leNgxelo yoNyaka ayahambelana.

Le Ngxelo yoNyaka iphelele, ichanekile yaye ayinanto ishiyelelweyo.

Le Ngxelo yoNyaka ilungiswe ngokuhambelana nezikhokelo zengxelo yonyaka ezikhutshwe liSebe likaNondyebo kaZwelonke (National Treasury).

AmaXwebhu eNgxelo-mali oNyaka (Annual Financial Statement) (iCandelo E) alungiswe ngokwemigangatho elungisiweyo yemali eziinkozo (modified cash standard) kunye nemigaqo-sikhokelo (frameworks) efanelekileyo nezikhokelo ezikhutshwe liSebe likaNondyebo kaZwelonke (National Treasury).

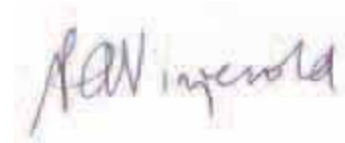
IGosa loCwangciso-mali (Accounting Officer) lijongene nokulungisa amaxwebhu engxelo-mali onyaka kunye nezigqibo ezithathiweyo malunga nolu lwazi.

IGosa loCwangciso-mali (Accounting Officer) lijongene nokuseka, kunye nokuqhuba indlela (system) yolawulo lwangaphakathi eyenzelwe ukunika uqinisekiso olufanelekileyo lwesidima nokuthembeka kwezi nkukacha zentsebenzo, iinkukacha malunga nabasebenzi kunye namaXwebhu eNgxelo-mali yoNyaka.

Abaphicothi-zincwadi bangaphandle nabo bayabandakanywa ekunikeneni uluvo oluzimeleyo malunga namaXwebhu eNgxelo-mali yoNyaka.

Ngokuluvo lwam, le Ngxelo yoNyaka ikubonisa kakuhle ukwenziwa kwemisebenzi, iinkukacha zentsebenzo, iinkukacha zabasebenzi kunye nemicimbi yezemali yesebe ngalo nyaka-mali uphele ngomhla wama-31 kuMatshi ka-2015.

Ozithobileyo



IGosa loCwangciso-mali
PA Vinjevod
31 kuMeyi ka-2015

6. INgcaciso yesiCwangciso sobuChule (Strategic Overview)

6.1 Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa kukufikelela kwezi njongo zintathu zongameleyo¹:

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

6.2 Injongo ephambili²

Ukunika imfundo esemgangathweni kubo bonke abafundi abakweli phondo ngezi ndlela zilandelayo:

- Ukucwangciselwa okupheleleyo, kunye nokulawulwa kwemfundo (education system)
- Imfundo kwizikolo eziqhelekileyo zikarhulumente
- Inxaso yezikolo ezizimeleyo
- Imfundo kwizikolo zikarhulumente zemfundo eneefuno ezizodwa
- *Imfundo noQeqesho oluQhubekayo (FET) kwiikholeji zikarhulumente zeFET*
- *Imfundo noQeqesho lwaBadala (AET) kumaziko okufunda oluntu*
- UPhuhliso lwabaNtwana abasaQalayo (ECD) kwiBanga R
- Amathuba oqeqesho eetitshala kunye nabasebenzi abangezotitshala
- Inkqubo yokutyisa ethagethiweyo kunye nezinye iindlela zokulwa nentlupheko nezokhuseleko
- Ukuxhaswa kweetitshala ngokunikwa imiqathango esisiseko yenkonzo, amaqithi-qithi kunye nenkqubo yentlalo-ntle yabasebenzi

6.3 Iimfundiso ezisisiseko

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

¹ Qaphela ukuba ziye zahlaziyelwa unyaka ka-2015 - 2019. Nazi iinjongo zalo nyaka uhlolwayo.

² Ukususela ngomhla woku-1 kuEpreli ka-2015 iMfundo noQeqesho oluQhubekayo kunye neMfundo noQeqesho lwaBadala zidluliselwe kwiSebe leMfundo ePhakamileyo noQeqesho (Department of Higher Education and Training). Ngoko ke le INgxelo yoNyaka inikwa okokugqibela kwezi program zimbini.

7. ImiThetho neZinye iziGunyaziso

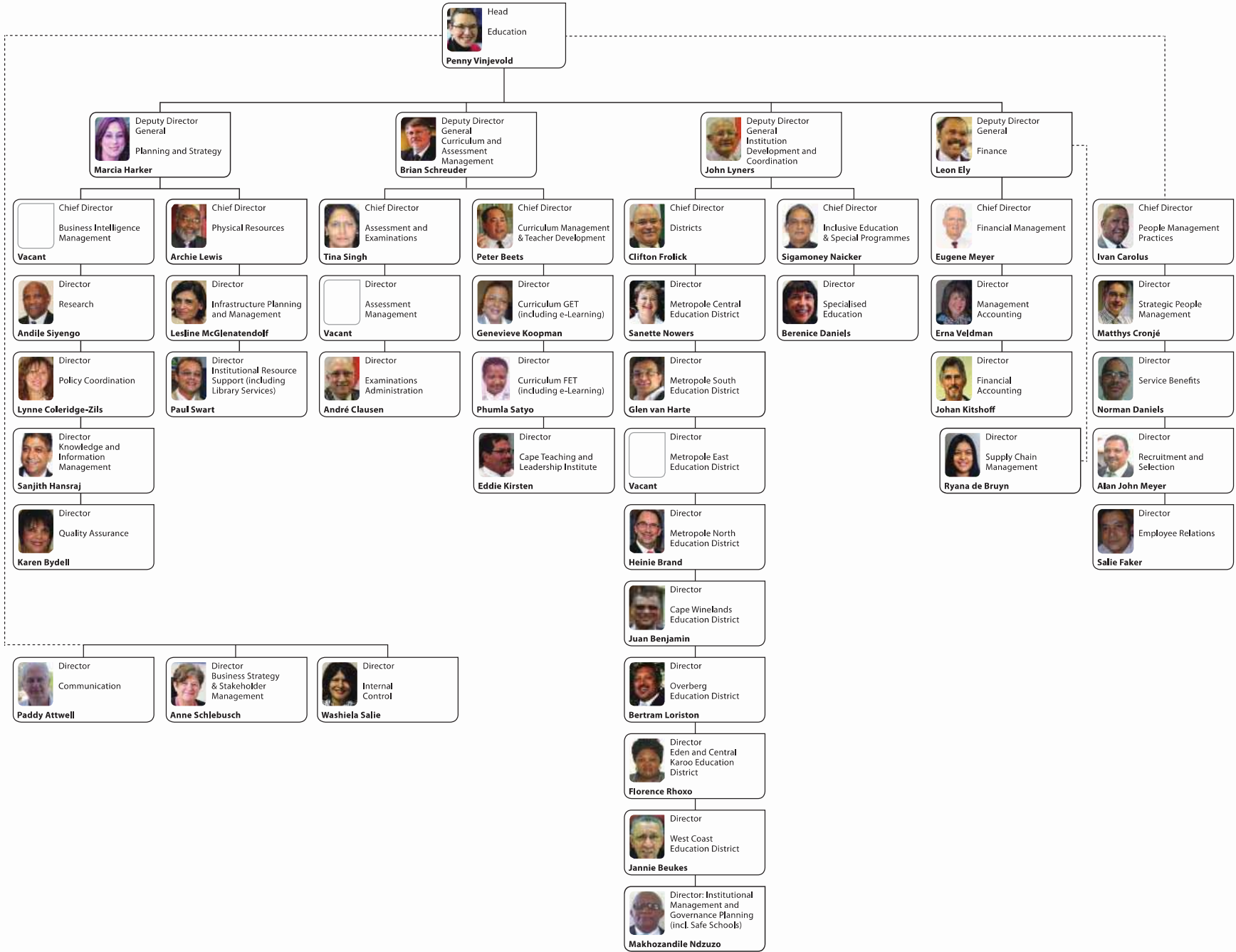
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho we-108 ka-1996)
UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (uMthetho woku-1 ka-1998)
UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho we-12 ka-1997)
UMthetho weZikolo zaseMzantsi Afrika, (SASA) 1996 (uMthetho wama-84 ka-1996);
UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (NEPA), 1996 (uMthetho wama-27 ka-1996)
UMthetho weMfundo noQeqesho oluQhubekayo kwiiKholeji, 2006, (uMthetho we-16 ka-2006)
UMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi neQhubekayo, 2001 (uMthetho wama-58 ka-2001).
UMthetho wezeNgqesho yooTitshala ka-1998, (UMthetho wama-76 ka-1998)
UMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho woku-1 ka-1999)
UMthetho woKwahlulwa kweNgeniso yoNyaka, 2012, (uMthetho wesi-5 ka-2012) (Annual Division of Revenue Act, 2012 (Act 5 of 2012))
UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo se-103 sika-1994)
UMthetho weGunya eliLawula iziQinisekiso waseMzantsi Afrika, 1995 (uMthetho wama-58 ka-1995)
UMthetho weBhunga looTitshala laseMzantsi Afrika, 2000, (UMthetho wama-31 ka-2000) (South African Council for Educators Act, (Act 31 of 2000))
UMthetho weMfundo noQeqesho lwaBadala, 2000 (uMthetho wama-52 ka-2000)

8. Ukuma kweSitraktsha seZiko eli

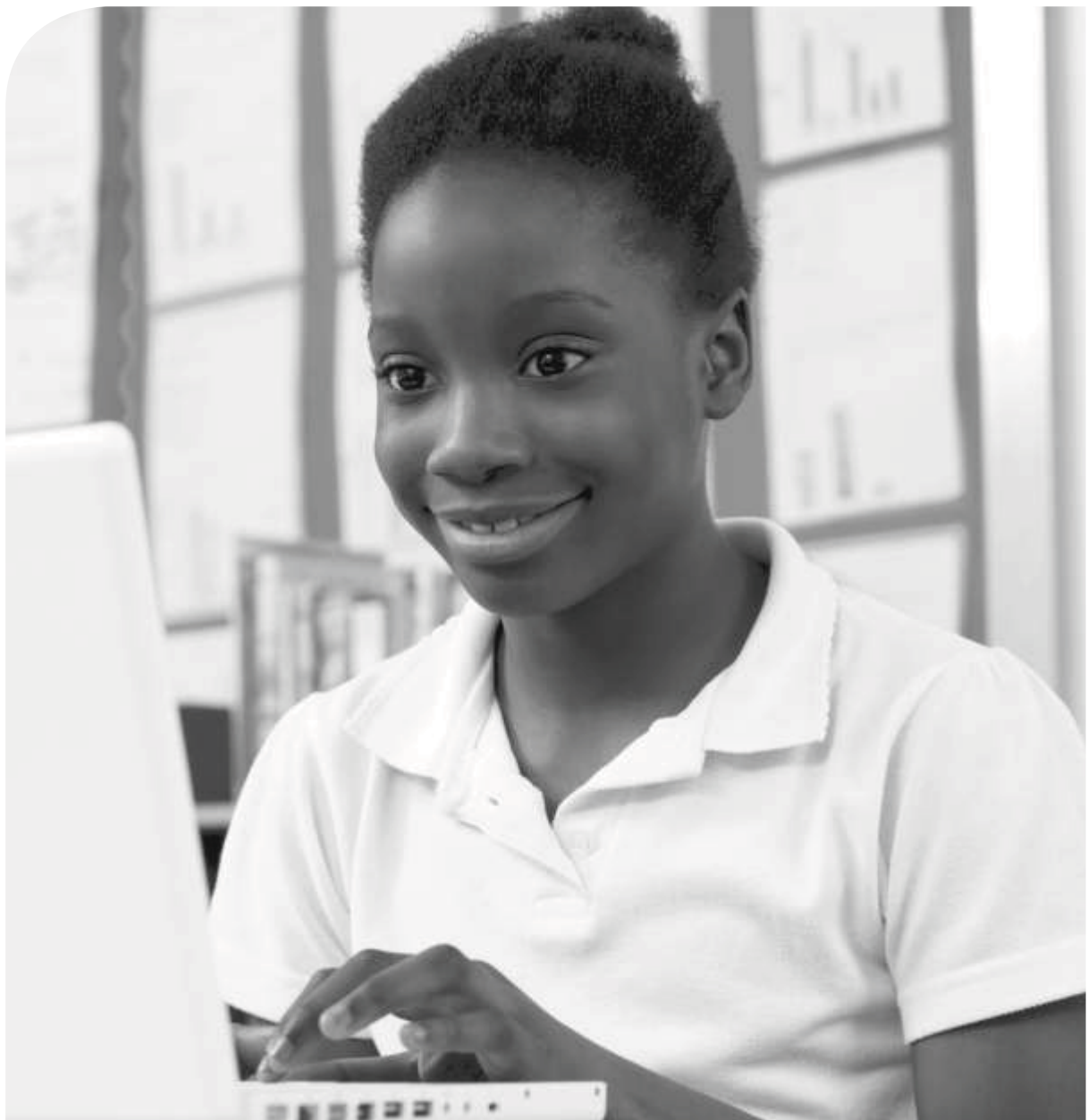
Makujongwe kwiphepha elilandelayo

9. AmaQumrhu anika iNgxelo kuMphathiswa

Awangeni ndawo



INgxeLo yoNyaka yoNyaka-mali ka-2014/15
 IBhajeThi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni



ICandelo B
Ingcaciso ngentsebenzo

1. INgxelo yoMphicothi-zincwadi Jikelele: IiNjongo eziCaciswe kwaNgaphambili (Predetermined Objectives)

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

Makufundwe iphepha 201 leNgxelo yoMphicothi-zincwadi, epapashwe njengenxalenye yeCandelo E: INgcaciso yezeMali.

2. INgcaciso ngeNtsebenzo yeSebe

2.1 IMeko eNgqonge uKwenziwa kweNkonzo

Isicwangciso sezemfundo eMzantsi Afrika iSouth African education plan siqulethwe kwi *Action Plan 2019, towards Schooling 2030*³, ngoku esele sihambelana nesiCwangciso soPhuhliso sikaZwelonke neSiphumo sikaZwelonke 1 (National Development Plan and National Outcome 1). Esi sicwangciso siqulethe iinjongo ezingama-27. Ezili-13 zokuqala zijongene neziphumo zokufunda, zize ezinye iinjongo ezili-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 zemfundo ngokungaphezulu. Zahlula-hlulwe ngokwamaphondo yaye mazingathathwa njengemida ekungenakudlulwa kuyo. Lo gama iithagethi zikazwelonke sele zimiselwe nezizethuba elide, izigaba ezibalulekileyo zigxininisa ngokubanzi kwiziphumo ezinqwenelekayo kwithuba eliphakathi (ukuya kwiminyaka emihlanu ezayo). Kumiselwe izigaba ezibalulekileyo kwiinjongo 1-13 kodwa akukamiselwa zigaba kwiinjongo 14 - 27.

Iinjongo **zeziphumo zokufunda** zezi:

- 1 ► Ukwandisa inani labafundi kwiBanga lesi-3 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala lweBanga lesi-3.
- 2 ► Ukwandisa inani labafundi kwiBanga lesi-6 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala lweBanga lesi-6.
- 3 ► Ukwandisa inani labafundi kwiBanga le-9 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala lweBanga le-9.
- 4 ► Ukwandisa inani labafundi beBanga le-12 abakufaneleyo ukungenela iprogram yesiDanga sokuQala eyunivesithi.
- 5 ► Ukwandisa inani labafundi beBanga le-12 abapasa *imathematika*.

³ Bezikade zibekelwe ukuya kufika ku-2025 kodwa zandiselwe ukuquka isicwangciso sethuba elilandelayo

linjongo **zeziphumo zokufunda** (zisaqhutywa):

- 6 ► Ukwandisa inani labafundi beBanga le-12 abapasa *iphysical science*.
- 7 ► Ukuphucula ukupasa komndilili (average) wabafundi *kwiBanga lesi-6* kwizifundo *zeelwimi*.
- 8 ► Ukuphucula ukupasa komndilili (average) wabafundi *kwiBanga lesi-6* kwimathematika .
- 9 ► Ukuphucula ukupasa komndilili (average) wabafundi *beBanga lesi-8* kwimathematika.
- 10 ► Ukuqinisekisa ukuba bonke abantwana bahlala beqhubeka ngokwenene nesikolo ubuncinane ukuya kunyaka abagqiba ngawo iminyaka eli-15.
- 11 ► Ukuphucula ukufikelela kwabantwana kwimfundo esemgangathweni yophuhliso lwabantwana abasaqalayo ukufunda (ECD) abangaphantsi kweBanga loku-1.
- 12 ► Ukuphucula ukupasa kwabafundi nokugqithela kwamanye amaBanga ukuqala kwiBanga loku-1- 9.
- 13 ► Ukuphucula ukufikelela kolutsha kwiMfundo noQeqesho oluQhubekayo (FET) ngaphaya kweBanga le-9.

linjongo zokuba kufikelelwa **njani** na kwiziphumo zokufunda ezizezi:

- 14 ► Ukugaya kunyaka ngamnye iqela elitsha lootitshala abasebatsha, abanomdla abaqeqeshwe ngokufanelekileyo ukuba bangenele umsebenzi wobutiitshala.
- 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-nkqubo se-e-Education.
- 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 zeenkono zikarhulumente kwabafundi kwimiba efana nezempilo, ukunciphisa intlupheko, inkxaso yasengqondweni neyenzentlalo (psychosocial support), ezemidlalo nezenkcubeko.

26 ► Ukwandisa inani lezikolo eziwuphumeze ngempumelelo umgaqo-nkqubo wemfundo ebandakanya bonke abafundi (inclusive education policy) nokwazi ukufikelela kumaziko abonelela ngeenkono zeengcali (specialist services).

27 ► Ukuphucula ukwandiswa kwamaxesha nomgangatho weenkono zokubeka esweni nenkxaso ebonelelwa zii-ofisi zezithili zemfundo ezikolweni ngokusetyenziswa bhetele kwemfundo i-e-Education.

Intsebenzo yeSebe iWCED kwizalathi eziqhagamshelaniswe neenjongo zikazwelonke ichazwe kwisiHlomelo A. (Iphepha 235).

IsiCwangciso seNtsebenzo yoNyaka (Annual Performance Plan) sika-2014/15 sichonge iiNkalo ezintlanu eziPhambili ekuGxilwe kuzo (Key Focus Areas). Ezine zokuqala ibe zezo zicaciswe kwinqanaba likazwelonke: i) lincwadi kubandakanywa neencwadi zokwenza umsebenzi zikazwelonke ii) amanyathelo okomeleza ikharithyulam ukunika inkxaso i-Curriculum and Assessment Policy Statements (CAPS) iii) li-Annual National Assessments, iv) Iziseko zoPhuhliso (infrastructure). ISebe iWCED longeze ugxilo lwesihlanu: liSistim nenkxaso yeziphumo zokufunda eziphuculiweyo.

Inkqubela eyenziwe yiWCED kwiiTeksti, iKharithyulam kunye neeANA iphantsi kweProgram 2. Inkqubela ngeziseko zophuhliso ichazwa kwiProgram 8 naphantsi kwengongoma 8.1 (iphepha 106) "IsiCwangciso soTyalo-mali lweZakhiwo, ulungiso nolawulo lweeasethi ("Capital investment, maintenance and asset management plan"). liNgxelo zeeSistim nenkxaso zinikwa phantsi kweProgram 1 neProgram 2.

U-2014/15 ibingunyaka ozinzileyo malunga nemiba yabasebenzi. Oku kubangele ukuba iSebe iWCED ligxininise kumsebenzi walo ongundoqo wokuphucula iziphumo zokufunda. Izixhobo, ezingabasebenzi nemali, kunye nawo onke amaphulo ongenelelo ngoncedo aye asiwa kwezo zikolo beziyidinga kakhulu inkxaso.

Ubundlobongela, ulwaphulo-mthetho neemeko zentlalo noqoqosho zizaqhubeka nokubeka uxinzelelo lweemfuno ezimandla ezikolweni, ekuhambeni isikolo nakwiWCED. ISebe iWCED linike inkxaso naphi na apho ibinakho ukuyinika khona ukwenzela ukuthomalalisa ifuthe lolwaphulo-mthetho nentlupheko.

Ngo-2014 kusetwe isistim yeintanethi eyenzelwa ukulandelela ubhaliso lwabafundi kusenzelwa abafundi abebengabhalisanga zikolweni ngo-2015 ukuba babhalise ngenombolo yobhaliso eyodwa (unique registration number). Le nto ibijonge ukuqinisekisa ukuba licacile elona nani labafundi abangekho zikolweni ukwenzela ukukhawulezisa ukubafaka ezindaweni. Nangona le sistim iye yaneengxaki ezibakho xa kuqaliswa inkqubo, iye yafaka igxalaba kulawulo oluphuculweyo lobhaliso lwabafundi ngo-2015.

Ukwanda kwemfuneko yendawo yokufunda ezikolweni zaseNtshona Koloni kuboniswa kwingxoxo ephantsi kweProgram 2.

2.2 IsiCwangciso soPhuculo loKwenziwa kweenkonzo

Isebe lisigqibile isicwangciso sokuphucula ukwenziwa kweenkonzo (SDIP). Le theyibhile ingezantsi ibonisa isicwangciso sokwenziwa kweenkonzo kunye neenkqubo esele ziphonyezwe kude ngoku.

Iinkonzo eziphambili nemigangatho

Iinkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkono wangoku/ onguwona unguwo	Umgangatho weenkono onqwenelekayo	Eyona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.	<ul style="list-style-type: none"> Abafundi Ootitshala Amagosa akwaNdlunkulu Abantu basekuhlaleni 	a)-d) Ingcaciso ngeyona mpumelelo iyiyo ayifumaneki ngenxa yokulahleka kwengcaciso njengoko ii-buffer ezigcina ingcaciso bezizele. I-WCED iqhuba inkqubo yokuthengwa kwe-PABX system entsha	<p>a) Ukunciphisa izinga leminxeba ebekwa ingaphendulwanga liye ku-10%</p> <p>b) Kwi-85% yeminxeba abantu bancedwa bagqitywe kwakumnxeba wokuqala</p> <p>c) I-10% yeminxeba idluliselwa kubaLawuli beZikolo eziKhuselekileyo (Safe Schools Coordinators) ukuze bazilandelele</p> <p>d) I-8% yeminxeba idluliselwa ukuba abantu bafumane iingcebiso ezingaphaya</p>	<p>a-d) Ayifumaneki ingcaciso malunga neyona mpumelelo ngokunxulumene nesistim yokunxulunyaniswa kweminxeba (switchboard system) yalo nyaka-mali</p> <p>I-system yokufowuna ngekhompyutha (Cyber Call system) kunye nePrivate Automatic Branch Exchange (PABX) system azikatshintshwa. I-State Information Technology Agency (SITA) igqibe inkqubo yethenda yokufumana isistim entsha equka konke. Inkqubo yeSCM iza kugqitywa kungekudala.</p>

Iinkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzongangatho wangoku/ onguwona unguwo	Umgangatho weenkonzongangatho onqwenelekayo	Eyona mpumelelo
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko aseWCED</p>	<ul style="list-style-type: none"> • Abafundi abangama-900 000 • Ootitshala abangama-31 000 • Abasebenzi bakarhulumente abangama-7 000 • Abafundi abavela kwizikolo ezili-1 500 kunye nezikolo ezizimeleyo ezili-131 • Amalungu eeBhodi eziLawula izikolo (SGB) • Amalungu asekuHlalani kuquka abazali 	<p>a) Kusekwinqubo yokufumana iPABX System entsha</p> <p>b) ICall Centre yeSafe Schools ifumene iminxeba engama-14 854. (I-77% incedwe yagqitywa kwakumnxeba wokuqala)</p> <p>c) ebisafuna oluncedo nenkxaso, ama-612 ale minxeba ebenxulumene nenzendo zolwaphulo-mthetho, ngelixa iminxeba eli-1 055 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa</p>		<p>a) ICyber Call System elawula iziko leeFowuni leZikolo eziKhuselekileyo zeWCED (WCED Safe Schools Call Centre) alikatshintshwa. Ayifumaneki ingcaciso malunga nempumelelo yalo nyaka-mali enxulumene neeSafe School Call Centre. ISaveyi yonyaka yoKwaneliseka kwaBaxumi (annual Customer Satisfaction Survey) ka-2014 irekhode uphuculo kuloo ndlela bezinikwa ngayo iinkonzo zeeSafe Schools ngo-2013</p> <p>b) ICall Centre yeSafe Schools irekhode ukuba ifumene iminxeba engama-6 464 (I-40% yayo yonke iminxeba incedwe yagqitywa kwakumnxeba wokuqala)</p> <p>c) Iminxeba engama-3 890 (i-60%) yenkqubo yezikolo eziKhuselekileyo ibisafuna oluncedo nenkxaso, i-738 izizehlo ezinxulumene nolwaphulo-mthetho; ngelixa iminxeba eli-1 097 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa</p>

Iinkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/onguwona unguwo	Umgangatho weenkonzo onqwenelekayo	Eyona mpumelelo
		d) Kwiminxeba engama-3 433 (i-23%) kuxelwe amatyala angama-394 empatho-gadalala - apho engama-52 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-228 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support). Eminye iminxeba engama-524 ibiyimibuzo emalunga neeBhodi eziLawula iZikolo		d) Kwiminxeba engama-439 yamatyala emphatho-gadalala - apho engama-39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-277 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support). Eminye iminxeba engama-538 ibiyimibuzo emalunga neeBhodi eziLawula iZikolo

Amalungiselelo eBatho Pele nabantu abenzelwa iinkonzo (Ufikelelo kuthethathethwano (consultation access) njalo njalo)

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.</p> <p>Uthethathethwano:</p> <p>a) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engenelwe yisistim iTheta Nathi engakhange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Izikhalazo ezixelwe ngaphakathi kwiWCED ziye zalawulwa ngobuchule</p>	<p>Uthethathethwano:</p> <p>a) ISaveyi yonyaka yoKwaneliseka kwabaZumi ingumthombo wothethathethwano nanjengoko kujoliswe kwiiklayenti</p> <p>b) Izikhalazo zeTheta Nathi neendlela ezizincedisayo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukuphucula la manqanaba ekunikwa ngawo iinkonzo ngoku</p> <p>c) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line</p>	<p>Uthethathethwano:</p> <p>a) UNdlunkulu uqaphele ukuhla okuncinci kwizinga lokuvunywa ngokunxulumene neminxeba yefoni kwiSaveyi yoKwaneliseka kwabaXumi ka-2014 xa ethelekisa namazinga onyaka odlulileyo</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Izikhalazo ezixelwe ngaphakathi kwiWCED ziye zalawulwa ngobuchule</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>d) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) Akukho izikhalazo zifunyenweyo</p>	<p>d) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) AbaLawuli beeSwitchibhodi (Switchboard Manager) ngabo abajongana nezikhalazo</p>	<p>d) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwa ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) Kufunyenwe izikhalazo zasesikolweni ezingama-306 kwaza kwajonganwa nazo ngempumelelo</p>
<p>Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa</p> <p>b) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa</p> <p>b) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa</p> <p>a) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>
<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Kufunyanwa izikhalazo ezisuka kubasebenzisi bakwaGolden Acre zengxinano emana isenzeka ezifunyanwa ngenyanga. Sele yenziwe inkqubo yokuthenga iintambo zeintafeyisi yokuhambisa iminxeba (Primary Rate Interface) (PRI's) ukwenzela ukujongana nale ngxaki. UMniki weeNkonzo sele enxulumene noMlawuli weSakhiwo weSakhiwo sakwaGolden Acre malunga nokufakwa kweentambo zeintafeyisi yokuhambisa iminxeba (Primary Rate Interface lines) (PRI's)</p> <p>d) Kufunyenwe izikhalazo esi-1 kuphela ngoFebruwari ka-2014 yaye siye sasonjululwa nabasebenzi baseSwitchboard ngoko nangoko. Lo mba uye wasonjululwa ngempumelelo.</p>	<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Abantu abafowunayo bayazixela iifowuni ezingaphendulwanga baze baxele nengxinano kubasebenzi baseswitchboard. Abasebenzi baseswitchboard bayazibhala izikhalazo ukuxhasa iingxelo zokulawulwa kwemiNxeba</p> <p>c) Izikhalazo zeTheta Nathi neendlela zokujongana nazo (Theta Nathi complaints and compliments mechanism) zipapashwe kwisiBhengezo seWCED seNdlela yokuNikwa kweNkonzo (WCED Service Charter) yindlela yokufaka izikhalazo malunga nendlela aziphethe ngayo amagosa karhulumente</p> <p>d) Ubukho benkonzo yeTheta Nathi buza kwaziswa (broadcast) kubaxumi ngelixa kusalindwe ukuba idluliselwe kumagosa ayo afanelekileyo</p>	<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Kufunyenwe izikhalazo ezisuka kubasebenzisi bakwaGolden Acre zengxinano emana isenzeka Sele yenziwe inkqubo yokuthenga iintambo zeintafeyisi yokuhambisa iminxeba (Primary Rate Interface) (PRI) ukwenzela ukujongana nale ngxaki</p> <p>c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>d-f) Izikhalazo zasesikolweni ezifunyenwe ngalo nyaka kunikwa ingxelo yawo ziye zasonjululwa ngoko nangoko nabasebenzi baseSwitchboard yaye zasonjululwa ngempumelelo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>e) Kufunyenwe isikhalazo esi-1 kuphela ngoFebruwari ka-2014 yaye siye sasonjululwa nabasebenzi baseSwitchboard ngoko nangoko.</p> <p>f) Akukho zikhalazo zifunyenweyo</p>	<p>e) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line</p> <p>f) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard</p>	
<p>Ukuthetha phandle nokungafihlinto:</p> <p>a) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo</p> <p>b) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngeebhokisi zeengcebiso (suggestion boxes) ngethuba lokunika ingxelo</p> <p>c) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p> <p>d) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p>	<p>a) Kwisebhusayithi yeWCED</p> <p>b) Amaziko oNxibelelwano nabaXumi aneebhokisi zeengcebiso zokufaka izimvo zabaxumi</p> <p>c) Izimvo ezifunyenwe kwiibhokisi zeengcebiso zibekwa esweni, zixelwe kuze kusetyenziswe izimvo ezifanelekileyo kwimigaqo-nkqubo yolawulo lwezoxibelelwano lweminxeba lwaseWCED (WCED telecommunication management policies)</p> <p>d) Isaveyi yonyaka yoKwaneliseka kwabaXumi ihlale izimvo ezimalunga neenkonzo zeWCED yaza yanika ithuba lohlahutyo olunzulu, iingcebiso zophuculo kunye nezikhalazo</p> <p>e) Umgqaqo-nkqubo wolawulo lonxibelelwano ngeminxeba uhlaziywa rhoqo ngonyaka</p>	<p>Ukuthetha phandle nokungafihlinto:</p> <p>a) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo</p> <p>b) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngeebhokisi zeengcebiso (suggestion boxes) ngethuba lokunika ingxelo</p> <p>c) I-4.3% yezimvo ezifunyenwe kwiSaveyi ka-2014 yoKwaneliseka kwabaXumi bezifakwe ngeWebhusayithi yeWCED, apho i-11 lazo linokuthathwa njengezikhalazo. Akukho zingcebiso ziphathekayo zibonakalisiweyo zokuphucula inkonzo</p> <p>d) I-36% yezimvo ezibonakaliswe kwiSaveyo ka-2014 yoKwaneliseka kwabaXumi ibizizikhalazo, nto leyo ibonakalisa uphuculo xa kujongwa kwiziphumo ze-59% zesaveyi yonyaka odlulileyo</p> <p>e) Umgqaqo-nkqubo weenkonzo zolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywawo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ixabiso leMali:</p> <p>a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho abasebenzi befowuni aba-4 ababekelwe ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Kusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p>	<p>Ixabiso leMali:</p> <p>a) Abantu abafowunayo abangathanda ukubuza malunga nemiba yeenkonzo zenkxaso (corporate services) (EzaBasebenzi, noLawulo lweMali) badluliselwa kwiZiko lemiNxeba leWCED ukuze bafumane uhoyo oluzimiseleyo ngeswitchboard yakhona</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho abasebenzi befowuni aba-4 ababekelwe ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Kusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgaqo-nkqubo weenkonzolawulo lonxibelelwano lweminxeba uhlaziye lwaza uhlaziyo lwavunywawo</p>	<p>Ixabiso leMali:</p> <p>a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla Isistim yePABX ayikwazanga unika iinkcukacha-manani (statistics) eziyimfuneko.</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho nomnye umsebenzi wefowuni oye wancedisa iminxeba eya kwizakhiwo zakwaNdlunkulu ngethuba lokunikwa kwale ngxelo</p> <p>d) Bekusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgaqo-nkqubo weenkonzolawulo lonxibelelwano lweminxeba uhlaziye lwaza uhlaziyo lwavunywawo</p>
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mithetho ezikolweni kumaziko aseWCED</p> <p>Uthethathethwano:</p> <p>a) Isistim yeminxeba yeintanethi (cyber call system) ayikahlaziywa okwangoku. Kodwa, kwenziwe iSafe Schools Management Systems entsha, nto leyo ikhawulezisa ukuvezwa kweenombolo zerefrensi kunye nokufakwa kweenkukacha zomntu ofowunayo ngelixa asekwintanethi</p>	<p>Uthethathethwano:</p> <p>a) Ukuyilwa nokulingwa kweenkonzo zeintanethi zokukhangela umgangatho (online rating of services)</p>	<p>Uthethathethwano:</p> <p>a) Isistim yokufowuna ngekhompyutha (Cyber Call system) kunye nePABX system azikatshintshwa. I-State Information Technology Agency (SITA) igqibe inkqubo yethenda yokufumana isistim entsha equka konke. I-WCED ilinde ukuqinisekiswa komnini webhidi (bidder) ophumeleleyo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>b) Uthethathethwano olwenziwa efowunini</p> <p>c) Kwenziwe ifomu yesaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzzo. Iza kubhengezwa (signed-off) kunyaka-mali ka-2014/15 ukuze iqhutywe de kugqitywe ukuhlaziywa kwale sistim</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zize ezo meko (cases) zilandelelwe</p> <p>e) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p> <p>f) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>g) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>b) Uthethathethwano olwenziwa efowunini</p> <p>c) Izithili zithethathethana namaqela ezikole ezikhuselekileyo (safe schools clusters)</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zize ezo meko (cases) zilandelelwe</p> <p>e) Isaveyi yonyaka yoKwaneliseka kwabaXumi ingumthombo wothethathethwano nanjengoko kujoliswe kwiiklayenti</p> <p>f) Okuboniswa yiwebhusayithi yeSithili (District website feedback)</p> <p>g) Izikhalazo zeTheta Nathi neendlela ezizincedisayo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukuphucula la manqanaba ekunikwa ngawo iinkonzozo</p>	<p>b) Kwenziwe ifomu yesaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzzo. Igqitywe yaza yavunywa ukuba ingasetyenziswa ngonyaka-mali ka-2015/16</p> <p>c) Kwenziwe ifomu yesaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzzo. Igqitywe yaza yavunywa ukuba ingasetyenziswa ngonyaka-mali ka-2015/16</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) luye lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zaza ezo meko (cases) zzalandelelwa</p> <p>e-g) Isaveyi yoKwaneliseka kwabaXumi ka-2012 - 2014 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools.</p>
<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni / ngeziko leminxeba eliphethwe ngabantu abaqeqeshiweyo (professional call centre))</p> <p>b) INombolo yomnxeba yaSimahla: Safe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ilandelelwa ngosuku lomsebenzi olulandelayo</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni / ngeziko leminxeba eliphethwe ngabantu abaqeqeshiweyo (professional call centre))</p> <p>b) INombolo yomnxeba yaSimahla: Safe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. Imibuzo erekhodwe emva kweeyure zomsebenzi</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni / ngeziko leminxeba eliphethwe ngabantu abaqeqeshiweyo (professional call centre)). INombolo yoMnxeba iShared call namba 0861 923 322</p> <p>b) INombolo yomnxeba yaSimahla yeSafe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:00 – 17:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ibilandelelwa ngosuku lomsebenzi olulandelayo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo yaye abonise imbeko</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Ukuba kuthe xa bekufakwa izikhalazo, ezi zikhalazo zifakiweyo beziqale zaxoxwa kwintlanganiso ebekiweyo elungiselelwe ukuzilungisa loo ntlanganiso ichotshelwa nabaLungelelanisi beSithili kunye nabaSebenzi baseLuntwini (District Coordinators and Fieldworkers)</p> <p>e) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo</p> <p>b) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>d) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) ezipapashiweyo zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p> <p>e) Okuboniswa kwiwebhusayithi yeSithili (District website feedback facility)</p>	<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo kwangethuba</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>e) Ukuba kuthe xa bekufakwa izikhalazo, ezi zikhalazo zifakiweyo beziqale zaxoxwa kwintlanganiso ebekiweyo elungiselelwe ukuzilungisa loo ntlanganiso ichotshelwa nabaLungelelanisi beSithili kunye nabaSebenzi baseLuntwini (District Coordinators and Fieldworkers)</p>
<p>Ukuthetha phandle nokungafihlile nto:</p> <p>a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo Khange zisetyenziswe iibhokisi zeengcebiso</p> <p>b) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p>	<p>Ukuthetha phandle nokungafihlile nto:</p> <p>a) Kwiwebhusayithi yeWCED nakumaziko okuQhagamshelana neeKlayenti (Client Contact centres) kukho iibhokisi zeengcebiso ezifanele ukufaka izimvo kuzo iiklayenti</p> <p>b) Isaveyi yonyaka yoKwaneliseka kwabaXumi ihlale izimvo ezimalunga neenkonzo zeWCED yaza yanika ithuba lolalutyo olunzulu, iingcebiso zophuculo kunye nezikhalazo</p>	<p>Ukuthetha phandle nokungafihlile nto:</p> <p>a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo Khange zisetyenziswe iibhokisi zeengcebiso.</p> <p>b) Isaveyi yoKwaneliseka kwabaXumi ka-2012 - 2014 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools.</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>c) Abalungelelanisi (co-ordinators) beeSafe School abakwinqanaba leSithili babandakanya nokwenziwa kweenkonzo zeCall Centre yeSafe Schools</p> <p>d) Abalungelelanisi beeSafe Schools zeSithili kunye nabaSebenzi baseluntwini (Safe Schools Fieldworkers) abasesithilini benza iinkonzo zeCall Centre yeSafe Schools. Ingcaciso yomsebenzi abawenzayo ihlaziyiwe ukwenzela ukufaka le miba</p>	<p>c) Abalungelelanisi (co-ordinators) beeSafe School abakwinqanaba leSithili babandakanya nokwenziwa kweenkonzo zeCall Centre yeSafe Schools</p> <p>d) Ukwaziswa kweenkonzo okwenziwa ngefowuni (Telephone marketing)</p>	<p>c) Abalungelelanisi beeSafe Schools zeSithili kunye nabaSebenzi baseluntwini (Safe Schools Fieldworkers) abasesithilini benza iinkonzo zeCall Centre yeSafe Schools. Ingcaciso yomsebenzi abawenzayo ihlaziyiwe ukwenzela ukufaka le miba</p> <p>d) Akukho kwaziswa kweenkonzo okwenziwa ngefowuni kuye kwenziwa kusetyenziswa iCall Centre yeSafe Schools kweli xesha kunikwa ingxelo yalo</p>
<p>Ixabiso leMali:</p> <p>a) ICall Centre yeSafe Schools ifumene iminxeba engama-14 854</p>	<p>Ixabiso leMali:</p> <p>a) Ngelixa abasebenzi beCall Centre bembalwa yaye inani leminxeba ebhalisiweyo imbalwa, owona msebenzi wandisa ukuxabiseka kweli ziko wenziwa eluntwini (field), ngokubambisana, kusetyenziswa iiSafety Fieldworker neePsychologist</p>	<p>Ixabiso leMali:</p> <p>a) Iminxeba engama-3 890 ebivela kwizikolo ezikhuselekileyo ibifuna olunye uncedo nenkxaso eyongezelelekileyo. Bekukho:</p> <ul style="list-style-type: none"> • Izehlo ezingama-738 ezinxulumene nolwaphulo-mthetho; • Iingxelo ezili-1 097 malunga nezikolo eziqhekeziweyo zonakaliswa; • Kwiminxeba engama-439 yamatyala emphatho-gadalala - apho engama-39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-277 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support); kunye • Neminye iminxeba engama-538 ebiyimibuzo emalunga neeBhodi eziLawula iZikolo

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>b) IiFieldworker zeeSafe Schools zilandeleda abafundi abaphuthayo esikolweni, zihlole ukuba ziintoni iingxaki zabafundi ezibangela oku kuphutha, zize zancedisane nokubuyiselwa kwabafundi esikolweni ngokubambisana nabantu abafanelekileyo abanendima abayidlalayo, njengeSebe loPhuhliso loLuntu</p> <p>c) IiFieldworker zeeSafe School zithantamisa zikhokele (mentor and coach) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) ICall Centre yeSafe Schools zibhalise izehlo ezingama-314 zokuphutha kwabafundi esikolweni, apho ezingama-285 ziye zadluliselwa esithilini ukuze iFieldworker yeSafe Schools ingenelele ngokunika uncedo IiFieldworker zeeSafe School ezingama-20 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide</p> <p>Kusekwe iindawo zokudibanela kolutsha (youth club) ezingama-78</p> <p>Iindawo ezili-101 zokuqhubela iinkqubo zeeholide ziye zalungiselela abafundi abangama-13 968</p>	<p>b) IiFieldworker zoKhuseleko zilandeleda abafundi abaphuthayo esikolweni zize zikhangele ukuba yintoni ingxaki yomfundi ebangela oku</p> <p>c) Ukunika uthantamiso nokukhokela abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) Ukuncedisa kwiiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide</p>	<p>b) IiFieldworker zeeSafe Schools zilandeleda abafundi abaphuthayo esikolweni, zihlole ukuba ziintoni iingxaki zabafundi ezibangela oku kuphutha, zize zancedisane nokubuyiselwa kwabafundi esikolweni ngokubambisana nabantu abafanelekileyo abanendima abayidlalayo, njengeSebe loPhuhliso loLuntu</p> <p>c) IiFieldworker zeeSafe School zithantamisa zikhokele (mentor and coach) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) ICall Centre yeSafe Schools zibhalise izehlo ezingama-267 zokuphutha kwabafundi esikolweni, apho ezingama-220 ziye zadluliselwa esithilini ukuze iFieldworker yeSafe Schools ingenelele ngokunika uncedo IiFieldworker zeeSafe School ezingama-23 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide</p> <p>Kusekwe iindawo zokudibanela kolutsha (youth club) ezingama-72</p> <p>Iindawo ezili-115 zokuqhubela iinkqubo zeeholide ziye zalungiselela abafundi abangama-15 485</p>

Isixhobo sokucacisa iinkcukacha zokunikwa kweenkonzo (service delivery information tool)

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
<p>Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.</p> <p>a) Bonke abantu abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiwebhusayithi ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuzo.</p>	<p>a) Bonke abantu abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiwebhusayithi ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuzo.</p>	<p>a) Bonke abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuya kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane). Ezi mbalelwano zigcinwa kwiwebhusayithi ukulungiselela bonke abenzelwa iinkonzo bafikelele kuzo</p>

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
<p>b) Iilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso</p> <p>c) I-imeyili</p> <p>d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni</p> <p>e) Khange kubekho mfuneko yokuba uMlawuli weSwitchboard anxibelelane nabantu abanikwa iinkonzo</p>	<p>b) Iilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso</p> <p>c) I-imeyili</p> <p>d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni</p> <p>e) UMLawuli weSwitchboard</p>	<p>b) Iilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter) seziko ngalinye leSithili ngasinye noNdlunkulu zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso</p> <p>c) I-imeyili</p> <p>d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni</p> <p>e) UMLawuli weSwitchboard kunye/okanye naloo Sekela-Mphathi baye banxibelelana nabantu abafumana iinkonzo abalapha esikolweni besebenzisa i-imeyili, malunga neenkonzo zefowuni ezimana ziqhawuka</p>
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko aseWCED</p> <p>a) ICall Centre yeSafe Schools inika isithili iinkcukacha-manani (statistics) zazo zonke izehlo ezibancedisa ekucwangciseni iinkqubo zophuhliso nezongenelelo ngoncedo</p>	<p>a) Iintlanganiso zamaQela (Cluster) eeSafe School</p>	<p>a) Iintlanganiso ezibekiweyo ziye zachotshelwa kunye nabaLungiseleli beSithili (District Coordinators) neeFieldworkers</p>
<p>b) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p>	<p>b) Ukuhambisa iibrowutsha emicimbini</p>	<p>b) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p>
<p>c) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p> <p>Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery)</p>	<p>c) Iitheyibhile zolwazi ezisemicimbini</p>	<p>c) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p> <p>Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery)</p>
<p>d) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p>	<p>d) Okuboniswa kwiwebhusayithi yeSithili (District website feedback facility)</p>	<p>d) ICall Centre yeSafe Schools inika isithili iinkcukacha-manani (statistics) zazo zonke izehlo ezibancedisa ekucwangciseni iinkqubo zophuhliso nezongenelelo ngoncedo</p>
<p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, ziyafumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p>	<p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, ziyafumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p>	<p>e) Inamba yeCall Centre yeeSafe Schools ibiprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, efunaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p>

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
f) Inamba yeCall Centre yeeSafe School iyavela kuzo zonke iilethahedi nezinto zokubhala (stationery) zeWCED Le namba ikwavela nakwii-metal detector eziphathwa ngesandla, ngokunjalo neebhodi ezimalunga neMpino noKhuseleko eMsebenzini (Occupational Health and Safety) (OHS) kunye neminye imibhalo exhonyiweyo (enqanda ukusetyenziswa kwezinyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo	f) Izinto ezazisa ngeenkonzo (marketing merchandise) zisasazwa rhoqo ngonyaka ukwenzela ukuphucula ukwabelana ngolwazi kunye nokwazisa ngenkonzo ethile eyaziswayo	f) Inamba yeCall Centre yeeSafe School iyavela kuzo zonke iilethahedi nezinto zokubhala (stationery) zeWCED Le namba ikwavela nakwii-metal detector eziphathwa ngesandla, ngokunjalo nezinto ezazisa iinkonzo (marketing merchandise) ezifana neebhodi ezimalunga neMpino noKhuseleko eMsebenzini (Occupational Health and Safety) (OHS) kunye neminye imibhalo exhonyiweyo (enqanda ukusetyenziswa kwezinyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo

Inkqubo yokufaka izikhalazo

Inkqubo yezikhalazo yangoku/eyiyeyona iyiyo	Inkqubo yezikhalazo enqwenelekayo	Ezona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo b) Kufunyenwe izikhalazo zasesikolweni ezingama-306 kwaza kwajonganwa nazo ngempumelelo	a) Iinkcukacha-manani zeTheta Nathi ziyaqwalaselwa zize zixelwe kuze kwenziwe amacebo okujongana kwanokuphucula loo meko ibiqhutywa b) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga	a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo b) Akukho zikhalazo zefowuni zirekhodiweyo ngendlela yokunika ingxelo (feedback mechanism) ziye zaboniswa kweli thuba
c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo	c) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard	c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo
d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo	d) Ukunikwa kwengxelo (feedback facility) kwiwebhusayithi	d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo

Inkqubo yezikhalazo yangoku/eyiyeyona iyiyo	Inkqubo yezikhalazo enqwenelekayo	Ezona mpumelelo
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko aseWCED</p> <p>a) Umlawuli woKhuseleko kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana naloo mntu/ nabo bantu bachaphazelekayo kunye/okanye nongenelelo/ amanyathelo okulungisa eConsultant yeCall Centre yeSafe Schools , loo nto isenziwa ngoqeqesho olwenziwa emsebenzini ICall Centre yeSafe Schools isebenze ngeminxeba engama-14 854, minxeba leyo ibiquka izehlo ezinxulumene nezikolo eziqhekeziweyo zonakaliswa, ulwaphulo-mthetho nobundlobongela, amaqela emigewu, impatho-gadalala kunye nemibuzo emalunga neeBhodi eziLawula iZikolo</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>a) Umlawuli woKhuseleko lweMfundo (Education Safety Manager) uqwalasela izikhalazo aze athathe amanyathelo afanelekileyo</p> <p>b) Umlawuli weCall Centre uyafumaneka ukuba ajongane nezikhalazo</p> <p>c) Ukunikwa kwengxelo (feedback facility) kwiwebhusayithi</p> <p>d) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p>	<p>a) Umlawuli woKhuseleko kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana naloo mntu/ nabo bantu bachaphazelekayo kunye/okanye nongenelelo/ amanyathelo okulungisa eConsultant yeCall Centre yeSafe Schools , loo nto isenziwa ngoqeqesho olwenziwa emsebenzini NgokweCyber Call System, iCall Centre yeSafe Schools ifumene iminxeba engama-6 460 (ezingarekhodwanga ngokupheleleyo ngenxa yeengxaki zesistim). Le minxeba ibiquka izehlo ezinxulumene nezikolo eziqhekeziweyo zonakaliswa, ulwaphulo-mthetho nobundlobongela, amaqela emigewu, impatho-gadalala kunye nemibuzo emalunga neeBhodi eziLawula iZikolo</p> <p>b-d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo. Isaveyi yoKwaneliseka kwabaXumi ka-2012 - 2014 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools.</p>

2.3 OkuQhubeka kwiZiko (organisational environment)

I-WCED inesebe lezemfundo lephondo (provincial ministry of education), undlunkulu wephondo, ii-ofisi zesithili kunye namaziko emfundo, kuquka izikolo zikarhulumente eziqhelekileyo nezemfundo eneemfuno ezizodwa kunye namaziko eECD. Ikholeji zeFET kunye namaziko oluntu okufundela kwabantu abadala (adult community learning centres) nazo zibonisiwe kule Ngxelo yoNyaka. Kodwa ke, nanjengoko kubonisiwe kule mithetho ingezantsi, ukulawulwa kweeFET neeA(B)ET kudluliselwe kwiSebe leMfundo ePhakamileyo noQeqesho (Department of Higher Education and Training) ukususela ngomhla woku-1 kuEpreli ka-2015.

Mane (4) amacandelo amakhulu, ngalinye likhokelwa liSekela Mphathi-Jikelele (Deputy Director General) kwiWCED. La masebe leloCwangciso lwezeMfundo (Curriculum Planning); eloLawulo lweKharithulam nokuHlola (Curriculum and Assessment Management); Phuhliso noQuquzelelo lwamaZiko (Institution Development and Co-ordination) kunye nelezeMali (Finance). ICandelo eliyiNtloko loLawulo lwezaBasebenzi (Chief Directorate for People Management) likwanika ingxelo ngqo kwiNtloko yeSebe, njengoko kunjalo kumaCandelo oLawulo lwangaPhakathi (Internal Control), iCandelo lezoNxibelelwano (Communication) neCandelo lokuCwangcisela uKwenziwa komSebenzi noLawulo lwaBathathi-nxaxheba (Business Strategy and Stakeholder Management).

Utshintsho kunyaka ophantsi koqwalaselo

Ukupaapshwa kwangoko nokugcwaliswa kwezithuba zengqesho ukwenzela ukuvumela utshintsho olungenamagingxi-gingxi yinxalenye yobuchule obusetyenziswa yiWCED ukwenzela ukuthibaza naliphi ifuthe elibi elinokuvula ekutshintshweni kwezitraktsha zabalawuli.

Ngo-2014/15, uye wathatha umhlala-phantsi uMphathi oyiNtloko woLawulo lwezeMali, ojongene nokongamela amacandelo amabini, eloLungiselelo lwezeMali (Financial Accounting) kunye neloCwangciso-mali yezoLawulo (Management Accounting). Endaweni yakhe kuye kwangena uMphathi: EzoCwangciso-mali yezoLawulo, oya kuqala ukusebenza ngomhla woku-1 kuEpreli ka-2015. Isithuba sakhe siye sapapashwa yaye siza kugcwaliswa ukususela ngomhla woku-1 kuJuni ka-2015.

Ngelishwa, amalungu amabini eeNkonzo zoLawulo oluPhezulu, uMphathi oyiNtloko woLawulo lobuNtloka kwezoShishino (Business Intelligence Management) kunye noMphathi weMetro East, baye basweleka ngalo nyaka uphantsi koqwalaselo. Kuye kwangena abaqeshwa abaBambeleyo kwezo zithuba, ngoku kusalindwe ukupapashwa nokuqeshwa kwabantu kwezi zithuba.

UMphathi oyiNtloko woLawulo lweKharithulam noPhuhliso looTitshala (Curriculum Management and Teacher Development) osandula kuqeshwa uye waqala emsebenzini ngoJanyuwari. Kuye kwaqhutywa udlwano-ndlebe lokuqesha umntu kwisithuba soMphathi: uLawulo lokuHlola (Director: Assessment Management), ebesisele singenamntu ngenxa yokuba umphathi wangaphambili eye wonyuselwa waya kwisithuba kUmalusi.

Isithuba soMphathi: UkuPhathwa koLawulo lwabaSebenzi (Director: People Management Administration) siye sapapashwa kuba obekuso eye wathatha umhlala-phantsi, kusenzelwa ukuba lowo uqeshiweyo abe nokusebenza phantsi kweliso lalo uhambayo phambi kokuba ahambe ngoJanyuwari ka-2016.

ISebe lijonge ukwenza imeko eqhelekayo yamaziko ajongana neengxaki nasebenzayo kwanokuphucula iinkqubo zalo zoshishino neesistim zalo. UNdlunkulu kunye neeofisi ezisibhozo zezithili zeWCED zilungiswe zayilelwa ukunika inkonzo nenkxaso ekhawulezileyo negqibeleleyo ezikolweni nakootitshala.

Ngokumalunga neziko, iSebe linenjongo yokunika

- amagosa anenkathalo, anolwazi oluphangaleleyo nakwaziyo ukunika inkxaso izikolo, ootitshala nabafundi
- ootitshala abasoloko bekho emsebenzini, abalungiselela ukufundisa nokusebenzisa iiteksti
- imali esetyenziselwa ukwandisa impumelelo nokunika uncedo kwabo bahlelelekileyo
- izikolo ezaneleyo nezikhuselekileyo
- indawo 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) nasezikholejini

Imisebenzi yeWCED – umhlaba ofikelelweyo nomlinganiselo (scale)

Abafundi	
Abafundi bamaBanga loku-1-12 kwiZikolo zikaRhulumente eziQhelekileyo bebonke	964 840
Abafundi kwiBanga R kwiZikolo zikaRhulumente eziQhelekileyo	64 140
Abafundi kwiBanga R kumaZiko aZimeleyo	17 732
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	18 571
Abafundi kwiZikolo eziZimeleyo	45 634
Abafundi kwii-FET Colleges (headcount)	71 712
Abafundi abadala	31 840
Bebonke	
Abasebenzi	
Ootitshala	32 033
Abasebenzi benkonzo bakarhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	9 118
Bebonke	41 151
Amaziko	
Izikolo zikarhulumente eziqhelekileyo	1 457
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	72
Amaziko eMfundo noQeqesho oluQhubekayo (FET)	6
Amaziko emfundo oluntu abantu abadala	308
Ii-Ofisi zezithili zemfundo	8

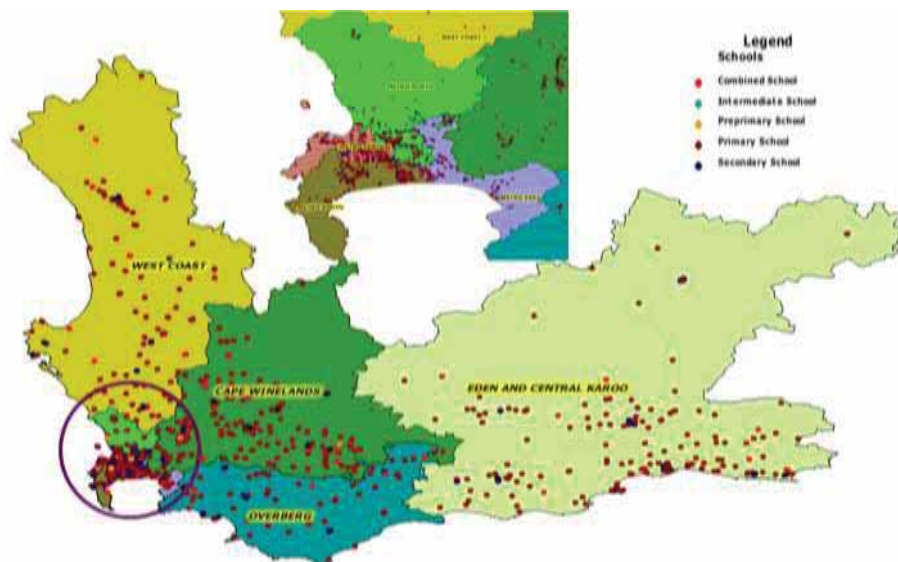
Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo) (31 Matshi 2014)

UMthombo woBhaliso lwabafundi lwango-2014: Annual Survey for schools pre-Grade R to matric)

Owolwazi malunga nootitshala: PERSAL: 2014

li-ofisi zezithili zemfundo ezisibhozo zahlulwa zibe ziisekethe ezingama-49 nezinika ngqo inkxaso ezikolweni. Izikolo zixhaswa ngabacebisi ngezekharityhulam, iingcali zeenkono zemfundo eneemfundo ezizodwa (special education professionals) (iisayikholoji, oonontlalontle, abacebisi bezibonelelo zokufunda (learning support advisers) nabalawuli bolawulo lwamaziko nolawulo (institutional management and government managers).

Indlela ezahlulwe ngayo izikolo iboniswe apha ngezantsi



ISithili		1	2	3	4	5	6	7	8	Bebonke
Cape Winelands	Izikolo	39	35	33	38	30	30	31	36	272
	Abafundi	24 864	24 760	21 714	12 612	13 786	21 598	9 808	9 586	138 728
Eden and Central Karoo	Izikolo	29	32	24	32	36	37	29		219
	Abafundi	8 733	23 330	23 009	19 696	12 212	14 185	14 151		115 316
Metro Central	Izikolo	32	44	36	35	30	33			210
	Abafundi	20 624	21 634	20 889	22 377	20 196	22 247			127 967
Metro East	Izikolo	26	23	25	23	23	26			146
	Abafundi	24 582	25 857	23 454	22 069	21 319	29 254			146 535
Metro North	Izikolo	28	28	30	27	33	31	31		208
	Abafundi	26 363	20 452	34 219	25 415	21 984	19 957	33 261		181 651
Metro South	Izikolo	34	35	28	16	17	30	30		190
	Abafundi	26 469	21 417	17 275	11 875	18 512	32 303	29 799		157 650
Overberg	Izikolo	28	30	25						83
	Abafundi	10 129	19 495	9 868						39 492
West Coast	Izikolo	25	25	23	25	31				129
	Abafundi	14 244	9 169	16 711	7 464	9 913				57 501
Xa kukonke kudibene	Izikolo	241	252	224	196	200	187	121	36	1 457
	Abafundi	156 008	166 114	167 139	121 508	117 922	139 544	87 019	9 586	964 840

2.4 Uphuhliso lwemigaqo-nkqubo ephambili neenguqu kwimithetho

a. Izikolo

UMthetho *iBasic Education Laws Amendment Act, 2011 (Act 15 of 2011)*, waqalisa ukusebenza ngomhla we-19 kuSeptemba ka-2011. Injongo yalo Mthetho, *phakathi kwezinye*, kukulungiselela imiba yokudalwa kweSebe leMfundo esisiSeko nemibandela enxulumene nayo, kukufakela izilungiso, kuMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1996 (uMthetho 27, ka-1996) (National Education Policy Act, 1996 (NEPA) (Act 27 of 1996), 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 (South African Council for Educators Act, 2000) (Act 31 of 2000) noMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi neQhubekayo, 2001 (uMthetho 58 ka-2001) (General and Further Education and Training Quality Assurance Act, 2001) (Act 58 of 2001). Lo Mthetho ukwanika imigaqo malunga neendidi ezininzi zezikolo zikarhulumente zemfundo eneemfuno ezizodwa, imisebenzi eyongezelelweyo yeenqununu zezikolo nangokuqeqeshwa kwamabhunga olawulo yimibutho yamabhunga olawulo eyaziwayo.

Ngowe-29 kuNovemba ka-2013, uMphathiswa weMfundo esisiSeko wamisela iMimiselo iRegulations Relating to Minimum Uniform Norms and Standards for Public School Infrastructure, kwiGazethi kaRhulumente No. 37081. Le Mimiselo yabhengezwa (promulgated) ngokweCandelou 5A(1)(a) loMthetho wezikolo zaseMzantsi Afrika (South African Schools Act), 1996 (uMthetho 84 ka-1996). Injongo yayo kukufuna, phakathi kwezinye izinto, ukunika eyona mimiselo nemigangatho ebubuncinane yeziseko zophuhliso zezikolo zikarhulumente ukuqinisekisa ungqinelwano nemimiselo ii-minimum uniform norms and standards ekudizayinweni nasekwakheni izikolo ezitsha kubandakanywa uhlaziyo lwezikolo nokuphuculwa kwezikolo ezikhoyo, ukupheliswa kokuba semva kumaxesha amisweyo okuphelisa ukungabikho kweziseko zophuhliso ezikolweni.

ISebe leMfundo esiSiseko lifakele izilungiso kwiMimiselo neMigangatho yeNkxaso-mali kaZwelonke *National Norms and Standards for School Funding*) ukususela ngomhla woku-1 kuEpreli ka-2011. Ezi zilungiso ziphethe umxholo wokunikwa kweemali kwezikolo ezingabizi fizi kunye nembuyiselo yokuxolelwa ekuhlawulweni iifizi (compensation for fee exemptions) kwizikolo ezibiza iifizi (uMhlathi 170A). Isilungiso samva sivumela iiMvavanyo ii-Annual National Assessments kumaBanga lesi-3 no-6 kwizikolo zikarhulumente, ukuba zisetyenziswe ngengomlinganiselo wokujonga inkqubo yabafundi kwezo zikolo zizimeleyo zikufaneleyo ukufumana inkxaso-mali.

INkcazelo ye*Kharithulam yeSizwe* iBanga R-12 iye yacokiswa yaza yahlaziywa yabekwa ngokutsha yayiNkcazelo ye*Polisi yeKharithulam nokuHlola (Curriculum and Assessment Policy Statements)* (CAPS). I-CAPS icacisa ixesha lokufundisa lesifundo ngasinye, ikhontenti, izakhono, iziXhobo zokuXhasa ukuFunda nokuFundisa (Learning and Teaching Support Materials) (LTSM) eziyimfuneko nomlinganiselo wobungakanani bamanqaku ovavanyo nemigqaliselo kuxwebhu olunye. I-CAPS iqaliswe kwisiGaba esisisiSeko nakwiBanga le-10 ngo-2012, yaye iya kuphunyezwa kwiSigaba esiPhakathi nakwiBanga le-11 ngo-2013, nakwiSigaba saBadala nakwiBanga le-12 ngo-2014.

Umgqaqo-nkqubo kazwelonke ophathelele kwiimfuno ezimiselweyo zokudlulela kwelinye ibanga nezokupasa (progression and promotion requirements) zeNational Curriculum Statement (NCS) iBanga R – 12, i-National Protocol for Assessment, Grades R – 12 nemimiselo ephathelele neNCS, yaya yaqhutywa ukwenzela ukuncedisa iCAPS.

Ngowoku-1 kuEpreli ka-2010, kuye kwaqala ukusebenza ezinye izilungiso ezenziwe kuMthetho omalunga naBantwana (*Children's Act*), 2005 (UMthetho wama-38 ka-2005). NgokweCandelo 196 (3) se-Children's Act, 2005 (UMthetho wama-38 ka-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-*The Teddy Bear Clinic for Abused Children and Another v Minister of Justice and Constitutional Development and Another*, CCT 12/13 (iThe Teddy Bear Clinic for Abused Children Nelinye iqela bemangalelana noMpathiswa wezoBulungisa noPhuhliso loMgaqo-Siseko kunye Nabanye), phakathi kwezinye izinto uMthetho i-Judicial Matters Amendment Act No. 42 of 2013, wapapashwa kwiGazethi kaRhulumente No. 37254, yomhla wama-22 kuJanuwari ka-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 (uMthetho wesi-2 ka-2000). Ezi zilungiso zichaphazela ngakumbi ezemfundo njengoko zijongene phakathi kwezinye izinto, nemithetho ethathwa yiNkundla yoMgaqo-siseko njengeniyasha amalungelo omgaqo-siseko abantwana ngokungafanelekanga, i-National Register for Sex Offenders nokucinywa kweerekhodi, nexesha elivumelekileyo lokufikelela kulwazi ngokwePublic Access to Information Act, 2000 (uMthetho wesi-2 ka-2000) (PAIA). Ikwafakela izilungiso kwiCriminal Law Amendment Act, 2007, ukwenzela ukukhuphela ngaphandle abantu abaneminyaka engaphantsi kweli-18 ekusebenzeni kwalo Mthetho.

Imimiselo yeNational Norms and Standards for School Funding, Government Gazette No. 29179 yomhla wama-31 kuAgasti ka-2006, ehlaziywe ngo-2012 ukwenzela ukulungiselela (1) ukuqatshelwa kwemiButho yeeBhodi eziLawula izikolo, emele iibhodi ezilawula izikoloz ikarhulumente, ngenjongo yokufumana inkxaso-mali; (2) Ukunikwa imali kweebhodi ezilawula izikolo njengegalelo lokuhlalawula imali zemirhumo kumbutho ozinikeleyo owaziwayo (recognized voluntary association) omele iibhodi ezilawula izikolo zikarhulumente, (3) Ukunikwa imali kwemiButho yeebhodi ezilawula izikolo ukwenzela ukunceda ngezakhono zokusebenza (capacity building).

ISebe iWCED, emva kokulandela inkqubo efanelekileyo, ithathele ingqalelo iFEDSAS kunye neGoverning Body Foundation ngokuhambelana nale Gazethi ixelwe apha ngentla. Izikolo ezifake izicelo ziyinikiwe le mali kuthethwe ngayo ku-(2) apha ngentla. Akukho Mbutho sele unikwe imali yokuwuxhasa ngale ndlela ixelwe ku-3 apha ngentla nanjengoko le mibutho ingekazifezekisi iikrayitheriya zokufumana le mali.

Amaphulo ongenelelo ngoncedo amatsha ephondo

ISiqendu 63(1) soMthetho weMfundo wePhondo leNtshona Koloni (Western Cape Provincial School Education Act), 1997 (uMthetho we-12 ka-1997), uxhobisa uMphathiswa wePhondo ngokuba enze imimiselo engqinelana noMgaqo-siseko, yaye apho kusebenzayo, ngokuxhomekeke kuyo nayiphi na imimiselo nemigangatho echatshazelwe kwisiqendu 146(2) soMgaqo-siseko. Ngenxa yoku, le mimiselo ilandelayo ilungiswe ngelo thuba lichaphazelekayo:

- 1) UkuBekwa koMsebenzi neeNkqubo zokuSekwa nokoNyulwa kwamaBhunga aMele aBafundi (Determination of the Functions and Procedures for Establishment and Election of Representative Councils of Learners) kwizikolo zikarhulumente, kuxhobisa uMphathiswa weBhondo ukuba abeke imisebenzi neenkqubo zokusekwa nokonyulwa kwamaBhunga aMele aBafundi. Ikwaphinda inike iindima nemisebenzi yamaGosa okuNxulumana nooTitshala (Teacher Liaison Officers) kunye nemisebenzi yelo gosha njengeGosa lezoNyulo (iElectoral Officer) kunyulo lwamaBhunga abaNkululeki babaFundu. ImiButho yeeBhodi eziLawula izikolo (Governing Body Associations) kunye neeForam zeeNqununi ziye zancelwa ukuba zifake izimvo zazo malunga nolo xwebhu ungedlulanga umhla wesi-2 kuSeptemba ka-2014. Izimvo ezifunyenweyo ziye zathathelwa ingqalelo lwaza olu xwebhu lwalungiswa ngokufanelekileyo. Uxwebhu lokugqibela, ulusihloko sithi Determination of the Functions and Procedures for the Establishment and Election of Representative Councils of Learners at Public Schools luye lwapapashwa ngomhla we-13 kuOkthobha ka-2014 kwiGazethi eKhethekileyo yePhondo (Provincial Gazette Extraordinary), Namba 7317, yaza yadluliselwa ezikolweni kusetyenziswa iSetyhula 0001 ka-2015.
- 2) IMimiselo iDraft Regulations relating to the Issuing of Performance Indicators Binding on Public Schools, eyenziwe yiNtloko yeCandelo leziFundo, yenzelwe ukumisela izalathin-kqubela 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 ezifundweni. Le mimiselo iyilwayo iye yapapashelwa ukuba kuhlonyulwe ngayo ngoLwesibini, umhla wama-25 kuNovemba ka-2014, kwiGazethi eKhethekileyo yePhondo (Provincial Gazette Extraordinary) Namba 7335. Umhla wokugqibela wokufakwa kwezimv ibingowama-30 kuJanyuwari ka-2015. Ziye zaqwalaselwa izimvo ezifakiweyo, yaza le mimiselo yalungiswa ngokufanelekileyo zaza izilungiso zalungiswa ngokusemthethweni (legally vetted). Uguqulo-ntetho (translation) lokugqibela luye lwaqinisekiswa umgangatho yaye imimiselo iye yagqityezelwa ukuze ifakwe kuMphathiswa ophathiswe ezemfundo kweli Phondo ukuba ayivume. Iya kuthi ipapashwe kwiGazethi yePhondo.

IsiKhokelo esingoKhuseleko lweeNdawo zokuDlalela aBafundi kwiZikolo zikaRhulumente (Guidelines on Playground Safety at Public Schools) sivunyiwe nguMphathiswa ophathiswe ezemfundo eNtshona Koloni, yaye siye sathunyelwa ezikolweni ngeSetyhula Namba 10/2014, ukungiselela ukuqhutywa kwaso ngoJulayi ka-2014. Esi sikhokelo sicacisa iindima nemisebenzi yabasebenzi ngokumalunga nokhuseleko lwabafundi kwiindawo zokudlalela abafundi, imiphezulu yeendawo zokudlalela (playground surfaces), izityalo ezinetyhefu okanye ezingafanelekanga, kwakunye nengcebiso ngokukhethwa kwezixhobo zokuncedisa kwimidlalo zeendawo zokudlalela abafundi. Siquka izihlomelo ezijongene neesaveyi zendawo engqongileyo, amanyathelo obulumko xa kuthengwa okanye kufakwa izixhobo zokuncedisa kwimidlalo zendawo yokudlalela abafundi nokuhlolwa nokulondolozwa kwezixhobo zokuncedisa kwimidlalo.

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

Kwasekwa iSebe leMfundo ePhakamileyo noQeqesho (Higher Education and Training (DHET)) ngoMeyi ka-2009 ngenjongo yokuba liya kuba lilo ekugqibeleni eliya kwenza umsebenzi kumaziko emfundo ephakamileyo, kwiikholeji zeFET, kwiiSETAs nakumaZiko eMfundo noQeqesho lwaBadala (Adult Education and Training Centre). I-DHET namasebe emfundo amaphondo basayine imigaqo yeemvumelwano (protocol agreements) ukwenzela ukulawula olu tshintsho, ukulawulwa ukuphathwa nolawulo lwethutyana kwiikholeji zeFET, yaza iDHET yamema amaphondo ukuba onyule amagosa eSebe iWCED ukuba abe ngumlawuli wokuhlengahlengiswa kwemisebenzi (function shift manager) ukwenzela ukuncedisa kolu tshintsho.

UMthetho weeKholeji zeMfundo noQeqesho oluQhubekayo (*Further Education and Training Colleges Amendment Act*), 2012 (*uMthetho wesi-3 ka-2012*), waqala ukusebenza ngomhla wesi-3 kuMeyi ka-2012, yaye ufakela izilungiso kuMthetho weeKholeji zeFET (FET Colleges Act) ka-2006 (*uMthetho we-16 ka-2006*). UMphathiswa weMfundo ePhakamileyo noQeqesho (Higher Education and Training) wawumisela kwiSaziso sikaRhulumente Namba 367, esapapashwa kwiGazethi kaRhulumente Namba 35336, yomhla we-11 kuMeyi ka-2012, nokuba eminye imigaqo yalo Mthetho (*Further Education and Training Amendment Act, 2012 (Act 3 of 2012)*), iya kuqalisa ukusebenza ngomhla wokusayinwa kwayo nguMongameli (ngowe-11 kuMeyi ka-2012 njengomhla weSaziso esikhutshwa nguMphathiswa) ngaphandle kwamaCandelo 11, 12, 13, 14, 28(3) no-32(b).

ICandelo le-14 sijjongene nezemali ezinxulumene nokwabiwa kweeGranti eziKhutshwa phantsi kweMiqathango (Conditional Grant), yaye amaCandelo 11, 12, 13, 28(3) no-32(b) ajongene nokutshintshwa kwabasebenzi ukususwa kumaSebe eMfundo amaPhondo (Provincial Education Departments) ukuya kwi-DHET ngokuxhomekeka kwimigaqo yesiqendu 197 soMthetho wezoBudlelwane phakathi komQeshi nabaSebenzi (Labour Relations Act), 1995 (*uMthetho wama-55 ka-1995*). Ezi nkqubo kufuneka ziqale zigqitywe phambi kokuba aqale ukusebenza amacandelo afanelekileyo ngalo mhla uya kucaciswa nguMphathiswa, aze abe epapashwe ngesinye iSaziso (further Notice) kwiGazethi kaRhulumente. Nakuba kunjalo, ngowama-26 kuMatshi ka-2014, UMphathiswa weMfundo ePhakamileyo noQeqesho wapapasha iSaziso (iSaziso Namba 209), kwiGazethi kaRhulumente Namba 37470, esapapasha ukuba amacandelo 13, 28(3) no-32(b) amalunga nabasebenzi, aya kuqala ukusebenza ngowoku-1 kuApreli ka-2014, logama amacandelo amalunga nabasebenzi

abakulawulo, ngokukodwa, amacandelo 14, 11 nele-12 aqala ukusebenza ngowoku-1 kuAprili ka-2013.

c. Imingeni ebangelwa 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.

3. Iinjongo eziCwangciswe ngobuChule neziJolise kwiziPhumo zokuFunda⁴

Injongo eCwangciswe ngobuChule neJolise kwiziPhumo zokuFunda 1	Ukuphucula ulwimi neMathematika kwiZikolo eziziiPrayimari
Ingcaciso yeNjongo	Makuphuculwe umgangatho wokupasa kuLwimi nakwiMathematika ukwenzela ukuba abafundi baqhube ngokwemimiselo yebanga labo ngo-2014 ngolu hlobo lulandelayo: IBanga lesi-3: ULwimi: yi-42% yabafundi ukuze kwiMathematika ibe yi-60% yabafundi. IBanga lesi-6: ULwimi: yi-37% yabafundi ukuze kwiMathematika ibe yi-33% yabafundi. IBanga le-9: ULwimi: yi-50% yabafundi ukuze kwiMathematika ibe yi-20% yabafundi. Amanqaku makalandelelwe ngovavanyo qho ngonyaka aze amaphulo ongenelelo ngoncedo ahlangahlengiswe ngokufanelekileyo.
Injongo eCwangciswe ngobuChule neJoliswe kwiziPhumo zokuFunda 2	Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke nomgangatho wokuUkwandiswa kwenani nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
Ingcaciso yeNjongo	Ukuphucula ireyithi yokupasa kwiimviwo zeNSC ngokubonelela ngeencwadi zezifundo, ngeeprogram zoqeqesho loofitshala, ulawulo nenkxaso. Iithagethi zika-2014 ngabafundi abayi-43 000 abapase iNSC ne-20 400 abapesele ukungena kwisiDanga sokuQala (Bachelor's degrees); abafundi abayi-13 200 amabapase iMathematika nabayi-8 300 amabapase iPhysical Science.
Injongo eCwangciswe ngobuChule neJoliswe kwiziPhumo zokuFunda 3	Ukunciphisa inani lezikolo eziqhuba kakubi
Ingcaciso yeNjongo	Ukupheliswa kokuqhuba kakubi kwabafundi kwiSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo (high schools): oko kukuthi, izikolo ezili-10 mazibe nereyithi yokupasa engu-<60% ngo-2014. Ukuphelisa ukuqhuba kakubi kwabafundi kwamanye amabanga njengoko kunokulinganiselwa ngokuHlola koNyaka kukaZwelonke (National Assessment) (ANA) kwibanga loku-1 – 6 nele-9 neemvavanyo zeSebe iWCED zebanga lesi-3, 6 nele-9.

⁴ Ezi thagethi zinjengoko zazinjalo kwisiCwangciso seNtsebenzo yoNyaka (Annual Performance Plan) sika-2014/15.

Inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule

ISebe iWCED lenze inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule (Strategic Plan). Ukuhlengahlengiswa kweethagethi kwacaciswa njengoko oku kuyimfuneko kwisiCwangciso zeNtsebenzo zoNyaka (Annual Performance Plans) ezichaphazelekayo.

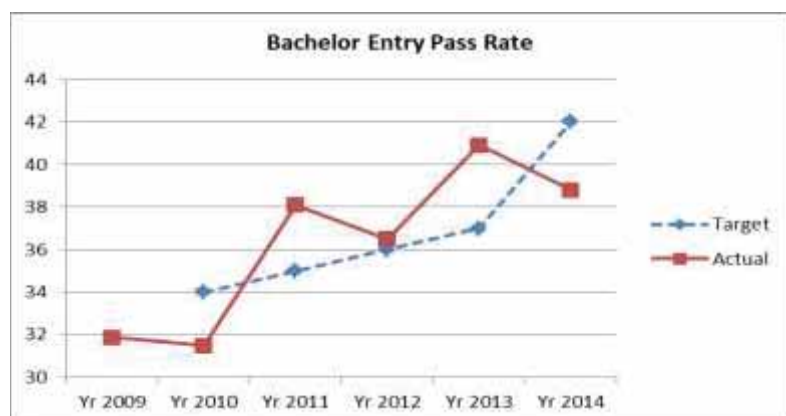
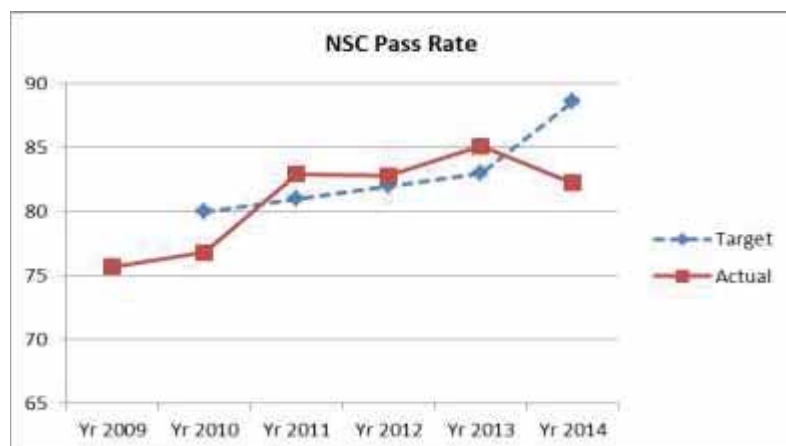
Injongo 1: Ukuphucula uLwimi neMathematika kwiZikolo eziziiPrayimari

Ezi theyibhile zingezantsi zibonisa amanqaku eemvavanyo asetyenzisiweyo ukulandelela inkqubela. Umgangatho weemvavanyo zolwimi walungiswa apha naphaya ngo-2011 ukwenzela ukwenza ukuba iimvavanyo zinike umngeni nangakumbi. Emva koo tshintsho kubekho uphuculo oluQhubekayo kwiziphumo ezisuka kwisiseko esihlengahlengisiweyo (adjusted baseline). Ngo-2009, kwakungengakabikho manqaku asisiseko (baseline score) kwiBanga le-9, ngoko ke kwalungiswa iithagethi zasekuqaleni akuba efumaneka amanqaku asisiseko.

		Nyk 2010	Nyk 2011	Nyk 2012	Nyk 2013	Nyk 2014	Ithagethi
IBanga lesi-3	Ithagethi yeMaths	40	45	50	55	60	Angahlengahlengiswanga
	Awona manqaku eMaths	48.3	47.2	51.5	55	54	
	Ithagethi yoLwimi	55	60	33	40	42	Ahlengahlengisiweyo emva kokutshintshwa kovavanyo
	Awona manqaku olwimi	54.9	30.4	38.9	37	42.4	
IBanga lesi-6	Ithagethi yeMaths	15	20	25	30	33	Angahlengahlengiswanga
	Awona manqaku eMaths	24.4	23.4	26.4	28	30.4	
	Ithagethi yoLwimi	45	50	35	37	37	Ahlengahlengisiweyo emva kokutshintshwa kovavanyo
	Awona manqaku olwimi	52.3	31.5	36.9	30	37.9	
IBanga le-9	Ithagethi yeMaths	40	42	12	15	20	Ahlengahlengisiweyo emva kolinga (pilot)
	Awona manqaku eMaths	9.4	10.4	13.9	14	14.9	
	Ithagethi yoLwimi	45	50	45	50	50	Ahlengahlengisiweyo emva kolinga (pilot)
	Awona manqaku olwimi	51.8	44.2	48.2	48	47.6	

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 iBanga le-12 ngokwento yonke kwithuba leminyaka emihlanu (2009 – 2014) ziboniswa apha ngezantsi. Ukuhla okuncinci okubonwa ngo-2014 kubonisa ukuhla kweziphumo zikazwelonke okubangelwe lungenelelo lokunyusa imigangatho yokupasa kwiSatifikethi seMatrikhi sikaZwelonke.



4. INgcaciso yeNtsebenzo yeProgram nganye

4.1 Program 1: Ezolawulo

Injongo

Ukunika ulawulo 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 zilandelayo⁵:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa wePhondo

Ukunika ulawulo jikelele kwinkqubo yezemfundo ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kuZwelonke (National Education Policy Act), uMthetho woLawulo lweeMali zikaRhulumente (Public Finance Management Act) neminye imigaqo-nkqubo

Iprogram esekelayo 1.2: IiNkonzo zeNkxaso (Corporate Services)

Ukunika iinkonzo zolawulo ezingajolisanga ngqo kwezemfundo kwinkqubo yezemfundo.

Iprogram esekelayo 1.3: ULawulo lwezeMfundo

Ukunika iinkonzo zolawulo kwezemfundo kwinkqubo yezemfundo.

Iprogram esekelayo 1.4: Uphuhliso lwaBasebenzi

Ukunika uphuhliso lwezakhono zabasebenzi kubasebenzi basezifisini.

Iprogram esekelayo 1.5: ISistim yeeNkcukacha zoLawulo lwezeMfundo (Education Management Information System) (EMIS)

Ukunika iSistim yeeNkcukacha zoLawulo lwezeMfundo ngokungqinelana noMgaqo-nkqubo kaZwelonke weNkcukacha zezeMfundo (National Education Information Policy)

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

INjongo eCwangciswe ngobuChule 1.1	Ukusa izixhobo ezingabasebenzi neziyimali kwezo zithili zemfundo nakwizikolo ezithe ngokwembali zafumana inkxaso-mali esezantsi nokuqinisekisa ulawulo lwezemali nolwabasebenzi luphela nolawulo lwezemali nolwabasebenzi (HR management).
INjongo eCwangciswe ngobuChule 1.2	Ukuphucula ukuba kuphendulwe ngokukhawuleza kwiimfuno zabenzelwa iinkonzo nokwenza umsebenzi kakuhle nangokukhawuleza kweSebe iWCED ngokugxininisa ekuphuculeni iinkqubo zemcimbi zeSebe.
INjongo eCwangciswe ngobuChule 1.3	Ukunika abakulawulo abathagethiweyo uqeqesho lwamagosa, amalungu eekomiti zolawulo zesikolo namaBhunga oLawulo eZikolo (School Governing Bodies).

⁵ Iiprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxaso-mali yeSebe likaNondyebo (Treasury fund categories). Iimali ezikwiProgram 1 zijongene neendleko ezimalunga nolawulo kwisistim.

linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Ezemali

ISebe lichithe i-99.9% yebhajethi ehlengahlengisiweyo evunyiweyo (approved adjusted budget) ka-2014/15.

Iimali zasetyenziselwa ukuhlangabezana neenjongo zesiCwangciso sokuSebenza (Action Plan) sika-2014 neenjongo ezintathu zeSebe iWCED. Yi-73.8% yebhajethi eyayabelwe imbuyiselo yabaqeshwa (compensation of employees) (CoE), nangaphezu kweebhiliyoni eziyi-R1.79 eyabelwe iiGranti eziKhutshwa phantsi kwemiqathango (Conditional Grants) ezili-9 nezinye iinkonzo ezingundoqo. ISebe iWCED lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfuno zifuna inkxaso kakhulu.

Kwaba nokongiwa imali kwiiMali zabaSebenzi (Cost of Employees) (CoE), ngokukodwa ngenxa yamanyathelo aphunyezwe ngempumelelo, anjengokunciphisa inani labasebenzi abangenazo izithuba (excess) abangesosigxina (temporary) kunye nababambeleyo.

Imali elondolozliweyo iye yasiwa ekuphuculeni iziseko zophuhliso zezikolo (school infrastructure) noncedo olunikwe izikolo ezijamelene neningeni yemali. Iimali ziye zadluliselwa ezikolweni ukwenzela ukunika izikolo ezingahlawulisi fizi, imbuyekezo yokuxolelwa ekuhlawuleni iifizi, izixhobo, nokuphungula amatyala eenkonzo zikamasipala kwanokuvulisa iitekstbhukhu zokongeza (top-up textbooks) zawo onke amaBanga.

ISebe iWCED liye laqhuba nokugxila kulawulo olufanelekileyo. UMphicothi-zincwadi Jikelele waseMzantsi Afrika kuphicotho lwakhe lwamaXwebhu eNgxelo-mali yoNyaka (Annual Financial Statements) ka-2013/14 uye wagqiba kwelokuba la maXwebhu eNgxelo anike ingxelo lungileyo kuyo yonke imiba ephathekayo (material aspects) yemeko yeemali zeSebe iWCED. I-AGSA iphinda yagqiba kwelokuba iSebe iWCED alinazibonisi zingafanelekanga ziphathekayo (material unfavourable indicators).

ICandelo lezaBasebenzi

Ulawulo lwamanani ezithuba ezabelwe ezikolo zeSebe iWCED lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. ISebe iWCED labe izithuba ezingama-31 357 xa zizonke ukulungiselela unyaka wokufunda ka-2014 ngenxa yokunyuka kobhaliso lwabafundi. ISebe iWCED landise ukwabiwa kwezithuba kuka-2015 ngezinye izithuba zootitshala ezingama-676.

Ezi theyibhile zilandelayo zinika ukwabiwa kwezithuba zomsebenzi kwiminyaka yokufunda ka-2011 ukuya ku-2015:

UNyaka wokuFunda	Izithuba ozabelweyo
2011	30 989
2012	31 091
2013	31 091
2014	31 357
2015	32 033

ISebe iWCED liyaqhubeka nokuzimisela ukuphucula umyinge (ratio) ophakathi kwabafundi: notitshala kwisiGaba esisisiSeko. ISebe iWCED liye lagcina umyinge ophakathi kwabafundi: notitshala ongu-1:36 kwizikolo zaseprayimari kunye nongu-1:34 kwizikolo eziphakamileyo (high schools) kwithuba lika-2014/15

Ukufakwa okukhulu kootitshala abangenazo zithuba zengqesho (in excess) kubaluleke kakhulu ekuqinisekiseni ukuba izakhono zakho zisetyenziswa ngeyona ndlela kwanokuba abafundi bayaxhamla. Imivuzo ehlawulwe ootitshala abangenazo izithuba zengqesho linefuthe ekuqeshweni kwabafundi abadingekayo kwamanye amaziko. Ngethuba elisusela kowoku-1 kuEpreli ka-2013 ukuya kowama-31 kuDisemba ka-2013, iSebe iWCED lanciphisa inani lootitshala abangenazo izithuba zengqesho abali-156, njengesiphumo sesicwangciso esiyiliweyo sohlengahlengiso lweetitshala.

Imiba yoMgaqo-nkqubo weKhefu lokuNgakwazi kusebenza noMhlala-phantsi othatshelwa iMpilo enkenenkene (Policy on Incapacity Leave and Ill-health Retirement) (PILIR) ijonge ukuqinisekisa ukuba eli khefu linikwa kuphela abo bafanelekileyo kulo, yaye akukho kulibaziseka kungeyomfuneko ekuhloleni ukufaneleka kwekhefu okanye akukho zintlawulo zingaphezulu zinikwa abo bangafanelekanga kweli khefu.

Ngethuba elisusela kowoku-1 kuEpreli ka-2013 ukuya kowama-31 kuDisemba ka-2013, bangama-403 abafundi ababenikwe ibhasari yeFunza Lushaka abaye bafumana iziqinisekiso zobutitshala kubafundi abangama-559, nabathe bafakwa baqeshwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo okanye ezingeso sigxina ngo-2013.

Ukuqala konyaka wesikolo ngo-2015, iSebe iWCED liye lagxila ekuqesheni ngokusisigxina ootitshala abatsha (abaquka abo bebefunde ngeBhasari iFunza Lushaka). Impumelelo yalo msebenzi wokukhangelwa kootitshala iye yaphelela ekubeni kugqibele ngokuqeshwa ootitshala abatsha abali-1 780. Bangama-2 138 bebonke ootitshala abaqeshwe ngokusisigxina ukuba baqalise ukusebenza ngomhla woku-1 kuJanyuwari ka-2015.

Ngo-2014 kuye kwawikwa ingqwalasela eyodwa kwizibhengezo nokuqeshwa kwamaSekela-Nqununu kunye neeNqununu. Ezi zithuba zibhengezwe kuluhlu ngalunye lwezintlu zezithuba zengqesho zeSebe iWCED nakwizintlu ezikhethekileyo zezithuba zengqesho kwaze yaye bezikuluhlu olubekwa phambili ukwenzela ukuqinisekisa ukuhamba kwakuhle kwenkqubo yokufakwa kwezicelo. Oku bekuthetha ukuba baye bambalwa abantu abaye babambela kwizithuba zokonyuselwa, kuye kwehla ukusetyenziswa kwabasebenzi ababambeleyo kwatsho kwaphucuka ukuzinza ezikolweni.

Ziye zomelezwa iikhrayitheriya zokuqesha kunye nenkqubo yokuqeshwa kweenqununu. kuye kwasetyenziswa isixhobo sokuHlolwa okuSekelwe ekuKwazini ukwenza (Competency Based Assessment) (CBA) ukuncedisa ekuchongweni kweNqununu ngo-2014/15. Ipesenteji ephezulu yabagqatswa abathathe inxaxheba kwiCBA njengenxalenye yenkqubo yokuKhangela nokuChongwa kwabasebenzi (Recruitment and Selection process) yenze ukuba olu hlolo lube luncedo kuphuhliso ngokolwazi lomsebenzi (professional development). INgxelo enikwa abantu abathathe inxaxheba iye yancedisa ekuphuhliseni kweziCwangciso ezisekelwe kulwazi zoPhuhliso zomntu ngamnye (informed individual Development Plans) zeenqununu ezisandula kuqeshwa. ISebe iWCED liphinde lafumana izicelo ezivela kwiiNqununu esele zisebenza, zokwenza iCBA ukwenzela ukuzancedisa ekuphuhliseni izakhono zokusebenza ngokuphucukileyo kwamaziko abawalawulayo.

ISebe iWCED likwinkqubo yokukhangela iinkcukacha (profiling) zezithuba zengqesho zamaSekela-Nqununu kunye neeNtloko zamaCandelo eziFundo ukwenzela ukwenza isixhobo seCBA sezi zithuba ngo-2015.

Idatha engokuqeshwa kweenqununu ezintsha ekule theyibhile ingezantsi yeyethuba elisusela kowoku-1 kuEpreli ka-2013 – kowama- 31 kuMatshi ka-2014 yaye ibonisa abo baqeshwe kuzo zonke izikolo zikarhulumente.

IiNqununu ezintsha ngonyaka ngamnye							
IZithili	Inani elipheleleyo lezikolo	2010	2011	2012	2013	2014	Zizonke
Cape Winelands	272	22	20	10	19	25	96
Eden & Central Karoo	219	13	12	9	27	32	93
Metro Central	210	30	14	6	24	38	112
Metro East	146	21	6	10	12	29	78
Metro North	208	16	10	16	14	30	86
Metro South	190	18	8	8	5	25	64
Overberg	83	9	5	4	9	18	45
West Coast	129	13	11	5	15	14	58
Zizonke	1,457	142	86	68	125	211	632

Ingcaciso noNxibelelwano (Information and Communication)

ISistim enguNdoqo yeeNkcukacha zoLawulo lweMfundo (Central Education Management Information System) (CEMIS)

Ngo-2014/15, iSistim yeeNkcukacha zeSebe iWCED (WCED Information System) (CEMIS) iye yaphuculwa nangakumbi ukulungiselela ukuxhasa inamba elandileyo leenkqubo zoshishino ezenziwa ekhompuyutheni (automated business processes). Idlale indima enkulu ekulandeleleni ubhaliso lwabafundi. INGoko ke iCEMIS idlale indima enkulu ekuxhaseni, ekukhokeleni nasekomelezeni ukwenziwa kwezigqibo ngobuchule. Njengoko bekunjalo kwithuba langaphambili, i-CEMIS iye yazixhasa ngokungqalileyo iinkqubo zeemviwo, nolawulo lokuhlola kunye neenkqubo zobhaliso; ngokuxhomekeke ekubeni kusetyenziswe idatha yokuqonda ukufakwa (allocation) kwabasebenzi yaye ibisetyenziselwa iisaveyi ezenziwa kwi-intanethi kwizikolo zikarhulumente eziqhelekileyo nezemfundo eneemfuno ezizodwa. Ukulandelelwa rhoqo kwamanani obhaliso abafundi ezikolweni kuye kwazinceda zonke iinkqubo zokucwangcisa.

Ngo-2014, i-CEMIS iye yaphinda kwakhona yasetyenziselwa zizikolo ukuodola iincwadi zeCAPS zezifundo nezokusebenzela (CAPS textbooks and workbooks). Le nkqubo yokusetyenziswa kweintanethi iye yaba yimpumelelo ngokumalunga nexesha, umsebenzi owenziwayo kunye nendleko kwakunye nokubeka esweni inkqubela yayo. Izicelo zasekhompuyutheni (automated applications) zokubuyiswa kweentlawulo zokuxolelwa ekuhlawuleni iifizi kwizikolo ziye zaphuculwa, yaye oko kubangele ukwenzela izinto ekuhlani nangakumbi, ukulawula nokunika ingxelo ngokungaphezulu. Ukwaziswa kwi-intanethi malunga (online notification) zokubekwa kweMimiselo neMigangatho, ukufakwa kwabasebenzi kwizithba zengqesho, kunye neziphumo zokuhlola, nazo ziye zaphucula unxibelelwano nezikolo zaza zazinceda kwizicwangciso zazo. Isixhobo sokuqwalasela izikolo ngeekota (quarterly school monitoring tool) siye sasetyenziswa ngamagosa ezithili ukulandelela inkqubela ngemiba ekhethekileyo exhalabisayo ngokusebenzisa iEduInfoSearch. Izicwangciso zokuphuculwa kwezikolo zika-2014 ziye zafakwa kwiCEMIS. ISebe iWCED liphinde lalinga imodyuli yeeNkcukacha zoLawulo loKwamkelwa kwabaFundi eZikolweni (School Admission Management Information module) kwiCEMIS zaza zanceda izikolo nezithili ngokufaka abafundi ezikolweni ngo-2015.

ISistim yeeNkcukacha zoLawulo lweSithili (District Management Information System) (DEMIS) nayo iyasetyenziswa kuzo zonke izithili zemfundo ezisi-8 ukwenzela ukucwangciselela nokushicilela iingxoxo eziye zachotshelwa ngethuba lotyelelo kwanokushicilela izivumelwano nemiba efuna ukulandelelwa.

Ngo-2013, iSebe iWCED liye lalinga ukusetyenziswa kwe-automated e-Recruitment system. Zonke izithuba ebezingenamntu ngo-2014/15 ziye zapapashwa ngesistim ekwi-intanethi (online system). Xa kungoku bangama-37 091 abasebenzisi abasele bebhalisile kule sistim yaye bangam-21 470 abasebenzisi abazigcwalisileyo iiprofayile zabo kwisistim.

Unxibelelwano

Amajelo eendaba abonakalise umdla omkhulu kumsebenzi weSebe iWCED ngo-2014/15. Zibe ngama-4 280 iingxelo ezipapashwe kwiifomathi ezahlukeneyo (okushicilelweyo, kwirediyo, nakwithivi) ngezemfundo eNtshona Koloni.

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

Bekukho i) iphulo loBhaliso lika-2015 (Enrolment 2015) lokucenga abazali ukuba babhalise abantwana babo kwangoko xa beza kuqala ukuya kwisikolo esiyiprayimari okanye kwisikolo esiphakamileyo, okanye ukuba batshintsha isikolo. ii) Iphulo loLwimi neMathematika (Language and Mathematics campaign) ekuqaleni kuka-2015 eliyebeliqhutyelwa ukucacisela abazali ukuba benze njani ukuncedisa ekuphuhliseni izakhono zabantwana babo ekufundeni, ekubhaleni nakwimathematika. ISebe iWCED lihambise ngaphezu kwe-110 000 yeZikhokelo zaBazali beBanga loku-1 (Grade 1 Parents' Guides) njengenxalenye yeli phulo. iii) ISebe iWCED liye lazisa malunga nonyulo luka-2015 lweebhodi ezilawula ezikolweni ngoFebruwari nasekuqaleni kukaMatshi ka-2015 ukwenzela ukukhuthaza abazali ukuba bazigqatsele unyulo yaye bavote.

La maphulo asebenzise irediyo, iibhlabhodi, amaphetshana, izibhengezo kumaphephandaba asekuhlaleni, ukubhengeza ngokubhala iitekisi ngaphandle kunye nakwimiyalezo yamajelo onxibelelwano (social media messaging).

ISebe iWCED liye lavelisa iindidi ezininzi zezinto ezipapashiweyo ngo-2014/15, kubandakanywa i-"lingcebiso ezikusa empumelelweni" ("Tips for Success") isikhokelo seBanga le-10 ukuya kwele-12; izongezelelo ezincedisa abafundi beMatrikhi ekulungiseleleni iimviwo (Matric Revision supplements) ezinikwa bonke abaviwa abaza kuchophela iimviwo zeNSC; izongezelelo zokunika inkxaso kwiBanga le-10 (Grade 10 support supplements) ezisekelwe kwimibuzo ebuzwa qho kunye nemixholo ephambili (key concepts); i-Citizen's Report; iphephandaba leSebe iWCED, *iEducation Update*; Isikhokelo saBazali seBanga loku-1; nephetshana leendaba labasebenzi eliphuma rhoqo ngeeveki ezimbini (bi-weekly newsletter), *iWCED@work*.

Inani labantu abangena kwiwebhusayithi yeSebe iWCED liqhubekile nokukhula. I-avareji yaqho ngenyanga iye inyuke nge-15% ukusuka kwi-109 312 ngo-2013/14 yaya kwi-126 235 ngo-2014/15. Le webhusayithi iye yatsala umdla kubantu abangaphezu kwezigidi eziyi-1.5 abaye bayityelela ngo-2014/15, xa ithelekiswa nabangaphezulu nje kwezigidi eziyi-1.3 abebeyityelele ngonyaka ongaphambili.

Iwebhusayithi ekwi-intanethi enika inkxaso yabafundi beMatrikhi beSebe iWCED (WCED's online Matric Support) isaqhuba nokutsala umdla. Le webhusayithi iquka unxulumano (links) olwenziwa nezifundo ezifutshane ezingaphezu kwama-3000 ezikuYoutube zeJografi, iMathematika, iPhysical Sciences kunye neLife Sciences. Ezi vidiyo ziye zatsala ababukeli abali-157 870 abebesele bezibukele ngowama-20 kuJanyuwari ka-2015.

IiNkonzo zeeKlayenti zeSebe iWCED (WCED Client Services) zenza iziko lokuFumana ulwazi ngokuya ngeNyawo (Walk-in Centre), iziko labaTyeleli (Visitor's Centre) kunye neZiko lemiNxeba (Call Centre). IWalk-in Centre ifumene iavareji yabatyeleli abangama-2 335 ngenyanga, ngelixa iVisitors' Centre iye yafumana iavareji yabatyeleli abangama-834 ngenyanga. ICall Centre ifumene iminxeba engama-7 708 ngenyanga.

ISaveyi yoKwaneliseka kwabaXumi beSebe iWCED (ECED Customer Satisfaction Survey) iye yaqhutywa unyaka wesithandathu ngo-2014. Isampule ebisenziwa kuyo isaveyi ibisisiqingatha sazo zonke izikolo zephondo, nto leyo ibisenzeka okokuqala. Kwiminyaka emihlanu edlulileyo bekusenziwa isampule yomyinge wesihlanu esinye (one fifth) sezikolo ngonyaka. Kunyaka ngamnye, kuquka u-2014, imibuzo yophando (questionnaire) ibigcwaliswa ngootitshala abahlanu, abakumanqanaba ohlukeneyo ezithuba zengqesho, kwisikolo ngasinye.

Xa iyonke le milinganiselo (ratings) ibonisa ukuphucuka okuqhubayo kumanqanaba endlela ekucingwa ukuba zinikwa ngayo iinkonzo, ukususela oko kwaqhutywa isaveyi yokuqala.

Abaphenduleyo ngokwesikhundla ngasinye somsebenzi ngo-2014		
Isikhundla somsebenzi	Zizonke	%
Inqununu	393	23%
ISekela-Nqununu	239	14%
INTloko Candelo leziFundo	337	19%
UTitshala oPhezulu	165	10%
UTitshala	533	31%
Omnye	64	4%
	1731	100%

Abaphenduleyo ngokweminyaka yaMava ngo-2014		
Udidi lwamava	Abasebenzi	%
Ngaphantsi kweminyaka emi-5	132	8%
Iminyaka emi-5 - 10	157	9%
Iminyaka eli-11 - 19	250	14%
Iminyaka engama-20 - 30	725	42%
Ngaphezu kweminyaka engama-30	467	27%
Xa bebonke bedibene	1731	100%



Ukumelwa kukuphendula

Onke amagosa athweswe uxanduva lokumelwa kukuphendula okubonakaliswe ziingcaciso zemisebenzi (job descriptions) zawo kunye nezivumelwano zentsebenzo (performance agreements). 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.

NgoFebruwari ka-2014 nango-2015, zonke izikolo zigcwalise iziCwangciso zokuPhucula iZikolo (School Improvement Plans) (SIPs) ebezicwaliswa kwi-intanethi, zinethagethi yeminyaka emi-3. Ezi SIP zicacisa amanyathelo aya kuthathwa sisikolo ngasinye ukufezekisa iithagethi ezibekwe kwiSIP yaso. Ixabiso lesicwangciso sophuhliso esenziwa kwi-intanethi lelokuba zonke izikolo zigxininisa kungenelelo loncedo lophuculo oluphambili (key improvement interventions). IiSip zikwayinxalenye yendlela yokumelwa kukuphendula (accountability system), nanjengoko abo basayina esi sicwangciso iyinqununu, iSGB neSebe iWCED.

Ngo-2014, iSebe iWCED liye laqalisa inkqubo yoQwalaselo loPhuculo lweZikolo (School Improvement Monitoring) olwenziwa ngekota, olunxulumene neziCwangciso zoPhuculo lweZikolo (School Improvement Plans). I-SIM ka-2014/15 iye yandelela ukusetyenziswa kweencwadi zezifundo (textbooks) neencwadi zokusebenzela (workbooks) kunye nemiba ephambili yokufumana izixhobo ezincedisa ukuqhuba kakuhle komsebenzi wesikolo. Ngenxa yokuba iingxelo zifakwe kwi-intanethi, idatha inokufunyanwa yaye isetyenziselwe ukunika inkxaso ekhawulezileyo. Ngokukodwa, idatha yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa kweencwadi zokusebenzela (workbooks) kunye neencwadi zezifundo (textbooks) ezikolweni.

Ukuthweswa uxanduva lokumelwa kukuphendula kwandiswe ngeendima zokongamela ezidlalwa liSebe likaNondyabo wePhondo nokaZwelonke (Provincial and National Treasury) . Onke amacandelo aphantsi kweSebe 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 lokuza kwenziwa. ISebe leNkulumbuso lenza umsebenzi wokongamela iiprojekthi eziphambili zeWCED ezithi zilandelelwe ngenkqubo ye-Provincial Dashboard kunye ne-toolkit yeeprojekthi zeonline Biz. Iinkqubo zophicotho lwangaPhakathi nolwangaPhandle (Internal and External Audit processes) zilawula 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 elijongene neziphumo zokufunda. Eli qumrhu linika isiqinisekiso seziphumo zeSatifikethi seMatrikhi sikaZwelonke. Umsebenzi wabo uquka ukumodareyithwa kweenkqubo zokuhlola nezeemviwo eNtshona Koloni.

Ngokufanayo nawo onke amanye amasebe karhulumente kwilizwe ngokubanzi, iSebe iWCED liye lathatha inxaxheba kwinkqubo yokubeka esweni kazwelonke, isiXhobo sokuHlola ukuSebenza kwabaLawuli (Management Performance Assessment Tool) (MPAT) enamacandelo ama-4 olawulo: UCwangciselu lokuSebenza (Strategic Planning), imiCimbi yabaSebenzi (Human Resources), ukuLawula noThatha uXanduva (Governance and Accountability) kunye noLawulo lwezeMali (Financial Management). I-MPAT ijonge ukujonga ukuba amasebe akayilandeli na imimiselo, ayayilandela na okanye asebenza kakuhle kwezi nkalo. ISebe iWCED ifumene amanqaku akwinqanaba lesibini ngobuphezulu kuzwelonke kwicandelo lo-"Lawulo nokuthatha uXanduva" ("Governance and Accountability" (kumasebe amakhulu).

Iprogram yoVavanyo lweSikolo Siphela (Whole School Evaluation), eqhuba iintsuku ezi-3 okanye ezi-5, ngokuxhomekeke kubungakanani besikolo, isekelwe kwiinkalo ezilithoba ezihlolwayo ezicaciswe kumgaqo-nkqubo weWSE: Ukusebenza kweSikolo okungundoqo; ubuNkokeli, ulawulo nonxibelelwano (management and communication); ukuPhatha nobudlelane (Governance and relationships); uMgangatho wokufunda nokufundisa nophuhliso lootitshala (Quality of teaching and learning and educator development); uKufundiswa kweKharithulam nokunikwa kwezixhobo (Curriculum provisioning and resources); ukuPasa kwabafundi; Ukhuseleko lweZikolo, uKhuseleko nokuziphatha; iZiseko zoPhuhliso zeSikolo (School infrastructure) naBazali nabahlali (Parents and community). Izikolo zinikwa iikhowudi ngokwemilinganiselo (ratings) yeWSE. Zili-127 izikolo ezihlolwe ngo-2014/15. Okufunyanisiweyo kuye kwasasazwa kuluhlu lweengxelo ezongeza kwiingxelo ezinzulu ezizimeleyo, ezinikwe eso sikolo kuthethwa ngaso.

Konyulwe iBhunga lezeMfundo (Education Council), lokunika uMphathiswa wezeMfundo eNtshona Koloni iingcebiso malunga nezemfundo, elonyulwe ngokweMimiselo enxulumene neBhunga lezeMfundo kwiPhondo leNtshona Koloni (The Regulations relating to the Education Council for the Province of the Western Cape). Ngo-2014 eli Bhunga liye ladibana amaxesha amane laza lanika iingcebiso umphathiswa wephondo kunye neSebe iWCED kwimiba ephathelele kwezemfundo, kuquka imithetho nemimiselo. Eli Bhunga liye laligqiba ithuba ebelonyulelwe lona ekupheleni kuka-2014. Kukhethwe ibhunga elitsha ngokwale mimiselo, yaye sele yenziwe intlanganiso yokulibeka ngokusesikweni.

IiNjongo eziCwangciswe ngobuC hule (Strategic Objectives)

IProgram 1					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 101: Inani lezikolo zikarhulumente ezisebenzisa iisistim zolawulo lokuphathwa kwezikolo (school administration management system) (esekhompuyutheni) ukunika idatha kwisistim kazwelonke yokulandelela abafundi (national learner tracking system)	1 459	1531	1524	-7	Kuba esi salathi silinganisa ukusetyenziswa kwesistim zizikolo ezinabafundi ababhalisiweyo (registered learners) kuphela ekunokunikwa ingxelo yazo. Bezilithoba izikolo ebezibhaliswe ngokusesikweni kodwa bezingenabafundi ekupheleni konyaka-mali. Ibizezi: Izikolo ezi-4 zezibhedlele (Red Cross, iGroote Schuur, iTygerberg neMaitland Cottage Home), izikolo ezi-4 eziqhelekileyo zikarhulumente ezingenabafundi (iBlouville Primary, iVleesbaai NGK Primary, iLangedoc VGK Primary, iVergelegen VGK

IProgram 1					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IFhagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukufhantsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
					Primary) kunye nesikolo esineemfuno ezizodwa zemfundo (iEureka Jeugsentrum). Isikolo esi-1 esivaliweyo (iCamps Bay Preparatory). Esinye isikolo esitsha esineemfuno ezizodwa zemfundo (iLangerugskool) nezikolo ezitsha eziqhelekileyo zikarhulumente (iProtea Heights Academy, iVan Wyksvlei Primary School, iHighbury Primary School, iProtea Heights Primary School, iParliament Street Primary) ezivulwe ngeli xesha lale ngxelo. Zingama-67 izikolo ezineemfuno ezizodwa zemfundo zize zibe li-1457 izikolo eziqhelekileyo zikarhulumente ezisebenzisa le sistim - zili-1524 zizonke. I-100% yezikolo ezivuliweyo zisebenzisa isistim yekhompyutha (electronic system) ukufaka idatha kwisistim kazwelonke yokulandelela abafundi (national learner trackign system).
PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (ngeimeyile)	1 459	1531	1524	-7	Jonga kule ngcaciso ingentla. I-100% yezikolo ezivuliweyo kungaqhagamshelwana nazo ngeimeyile.
PPM103: Ipesenti yenkcitho yangoku (current expenditure) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (non-personnel items)	21.52%	23.11%	19.42%	- 3.69%	Akufikelelwanga kwithagethi ngenxa yesixa esikhulu sebhajethi esisetyenziselwe ukubuyiselwa kweentlawulo ebangelwe ubukhulu becala luphuculo lohlengahlengiso lweemeko zengqesho neye yangaphezulu kunolo belulindelekile, ngokunjalo nokukhula kwenani lwezithuba zootitshala.

IProgram 1					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukufshintsha kusukwe kwithagethi eCwangciselw eyo kuyiwe kwEyona	Izimvo malunga notshintsho
PPM 104: Inani lwezihlandlo zotyalelo olwenziwa nguMlawuli weSekethe ezikolweni	Ezitsha	9 845	9471	374	Izihlandlo ezingama-374 zotyalelo obelulungiselelwe ukwenziwa ezikolweni ziye zarhoxiswa okanye zahlehliswa. Ezinye izihlandlo zotyalelo ezongezelelweyo ziye zenziwa ezikolweni ebezineemfuno ezingxamiseke kakhulu.

Izalathi zentsebenzo

Azikho

Isicwangciso sokoyisa ezo 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 zokubangqamanisa neemfuneko zezo zikolo.
- Ukukhangela, ukuchongwa nokuqeshwa kweenqununu (uqwalasela ukuphucula iikhrayitheriya noqeqesho lweSGB ngokumalunga noku; amathuba oqeqesho abo banqwenela ukuba ziinqununu)
- Ukuqwalasela ukuqeshwa nokunikwa inkxaso kweNtloko zeZifundo namaSekela-Nqununu ezikolweni
- Uqeqesho lweelitshala namagosa njengoko kuyimfuneko
- IziCwangciso zoPhuculo lweZikolo (School Improvement Plans), iziCwangciso zoPhuculo lweZithili (District Improvement Plans) noQwalaselo loPhuculo lweZikolo (School Improvement Monitoring)
- Ukusetyenziswa ngokupheleleyo kweenkqubo ze-intanethi (online) ukulungiselela ukukhawulezisa ukuqeshwa ngokukhawuleza kwizithuba nokunikwa kweenkonzo
- Inkqubo yokuxolelwa kwintlawulo yeefizi kwizikolo ezikumaNqanaba 4 no- 5
- Uncedo kwizikolo ngokumalunga netyala likamasipala
- Iyunithi yolawulo lwangaphakathi emayibonelele ngengxelo ngokuQhubekayo kubaphathi ngokumalunga nokungathotyelwa kwemimiselo
- Ukuhlolwa kweenkqubo zokwenziwa komsebenzi njengoko kuyimfuneko
- Ukuqinisekisa uphuculo lomgangatho oluQhubekayo ekusetyenzisweni kweenkqubo zokuchongwa kwabathengisi nokuthengwa kweempahla neenkonzo zikarhulumente
- Ukuhlaziya kwazo zonke iirejista zeeasethi qho ngekota

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukuxulumanisa intsebenzo nebhajethi

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

- Ukulawulwa kwabasebenzi beSebe iWCED, ukukhangelwa kootitshala kunye nabasebenzi bakarhulumente, uphuhliso lwabasebenzi kunye nolawulo lwentsebenzo, intlalo-ntle yabasebenzi kunye nobudlelwane phakathi komqeshi nabasebenzi.
- IsiCwangciso soBuchule seSebe iWCED, iingxelo zekota ezimalunga nokuma kweziko eli, nendlela eziqhuba ngayo izikolo neNngxelo yoNyaka yeSebe iWCED
- Ukwenziwa kwamaxwebhu ezicwangciso zezemali nawokunika ingxelo, kuquka iiNgqikelelo zeNgeniso neNkcitho yePhondo (Estimates of Provincial Revenue and Expenditure) (EPRE), iingxelo zoqwalaselo olwenzeka lwaphakathi enyakeni (in-year monitoring) (IYM) olwenzeka qho ngenyanga, neengxelo-mali zethutyana nezonyaka (interim and annual financial statements).
- Ukuthengwa kwee-asethi, iimpahla neenkonzelo
- Ukulungiswa kwerejista yee-asethi zeSebe iWCED
- Iintlawulo eziya kubathengisi zingadlulanga iintsuku ezingama-30
- Ukulungiswa nokuphuhliswa nangakumbi iSistim engundoqo yeeNkcukacha zoLawulo lweMfundo (Central Education Management Information System)

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiw o-mali lokugqib ela	Inkcitho Eyayo	Inkcitho (eGqithis ileyo) / eNgaph antsi	Ulwabiw o-mali lokugqi bela	Inkcitho Eyayo	Inkcitho (eGqithi sileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
1.1 IOfisi yomPhathiswa wePhondo (MEC)	6,504	6,504	-	6,117	6,117	-
1.2 IiNkonzo zeNkxaso (Corporate Services)	264,120	264,120	-	238,351	238,351	-
1.3 ULawulo lwezeMfundo	361,789	356,751	5,038	285,673	277,078	8,595
1.4 Uphuhliso lweZakhono zaBasebenzi	1,330	1,330	-	20,699	20,699	-
1.5 ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)	32,916	32,916	-	28,904	28,904	-
Iyonke	666,659	661,621	5,038	579,744	571,149	8,595

4.2 IProgram 2: Imfundo kwizikolo zikarhulumente

Injongo

Ukunika imfundo kwizikolo zikarhulumente eziqhelekileyo ukususela kwiBanga loku-1 ukuya kwiBanga le-12 ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), 1996 noXwebhu lweNgcaciso yeMiba 6 (White Paper 6) emalunga nemfundo equkanisayo.

Iprogram yezeMfundo kwiZikolo eziQhelekileyo zikaRhulumente iqulethe ezi program zisekelayo zilandelayo⁶:

Iprogram esekelayo 2.1: IZikolo eziziiPrayimari zikaRhulumente

Ukunika izikolo eziziiprayimari ezikhethekileyo eziqhelekileyo zikarhulumente izixhobo ezifunekayo kwinqanaba leBanga loku-1 ukuya kwelesi-7.

Iprogram esekelayo 2.2: IZikolo eziziSekondari zikaRhulumente

Ukunika izikolo ezizisekondari ezikhethekileyo eziqhelekileyo zikarhulumente izixhobo ezifunekayo kwinqanaba leBanga lesi-8 ukuya kwele-12.

Iprogram esekelayo 2.3: Uphuhliso lweCandelo lezabaSebenzi

Ukunika iinkonzo zesebe uphuhliso lwezemfundo nolunye uphuhliso kootitshala nakwabangezotitshala kwizikolo zikarhulumente eziqhelekileyo.

Iprogram esekelayo 2.4: IiGranti eziKhutshwa phantsi kwemiQathango ethile

Ukunika iiprojekthi eziphantsi kweProgram 2 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango (conditional grants).⁷

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 2 Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)	
Iinjongo eCwangciswe ngobuChule 2.1	Ukuqinisekisa ukuba ootitshala baxhotyiselwe ukufundisa ngokuthi baye kuphuhliso loqeqesho oluQhubekayo
Iinjongo eCwangciswe ngobuChule 2.2	Ukuqinisekisa ukuba ziyaphuculwa iziphumo zolwimi nemathematika ngokusa ezona zixhobo zizezona zininzi (ezingabasebenzi neziyimali) kwiminyaka emithathu yokuqala yokuhamba isikolo.
Iinjongo eCwangciswe ngobuChule 2.3	Ukuqinisekisa ulawulo olugqwesileyo lwezikolo
Iinjongo eCwangciswe ngobuChule 2.4	Ukuqinisekisa ukuba iklasi nganye iineteksti ezininzi.
Iinjongo eCwangciswe ngobuChule 2.5	Ukunika iiprogram zokutya namanye amanyathelo okulwa nentlupheko nawokhuseleko athagethiweyo
Iinjongo eCwangciswe ngobuChule 2.6	Ukuqinisekisa ukuba kuziswa ootitshala ukwenzela ukuba kungqinelwane neempawu eziboniswa ngamanani abemi (demographic trends) kwezo ndawo bakuzo.

⁶ Iiprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxaso-mali yeSebe likaNondyabo (Treasury fund categories). Iimali ezikwiProgram 2 zinikelwe ukujongana nebhajethi engundoqo kwiSebe iWCED yaye iquka imivuzo yootitshala, iziseko zophuhliso (infrastructure) kunye neendleko zokunikwa kwezixhobo (resourcing) kunye nenkqubo yokutyiswa kwezikolo.

⁷ Iinkonzo zasesikolweni zezemidlalo, ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ungena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Le theyibhile ingezantsi ibonisa ukunyuka okupheleleyo okungama-65 386 kumanani abafundi kumjikelo weminyaka eli-12 (2003 - 2014). Into eqaphelekileyo kukukhula okukhulu ekubhalisweni kwabafundi beBanga loku-1 kweli thuba kunye nokuphucuka kokugcineka kwabafundi besesikolweni phakathi kweBanga le-10 nele-12.

Owona mba mnye mkhulu ufuthela lonke ucwangciso nolungiselelo (provisioning) kwezemfundo ngulowo wokubhaliswa kwabafundi. Ukwanda kwamanani obhaliso lwabafundi kule minyaka yakutsha nje kukhokelele kuxinzelelo olukhulu lwendawo yokufundela nabasebenzi kwiindawo ezithile. Kwangaxeshanye kubekho ukungazinzi kwamanani kwezinye iindawo zephondo.

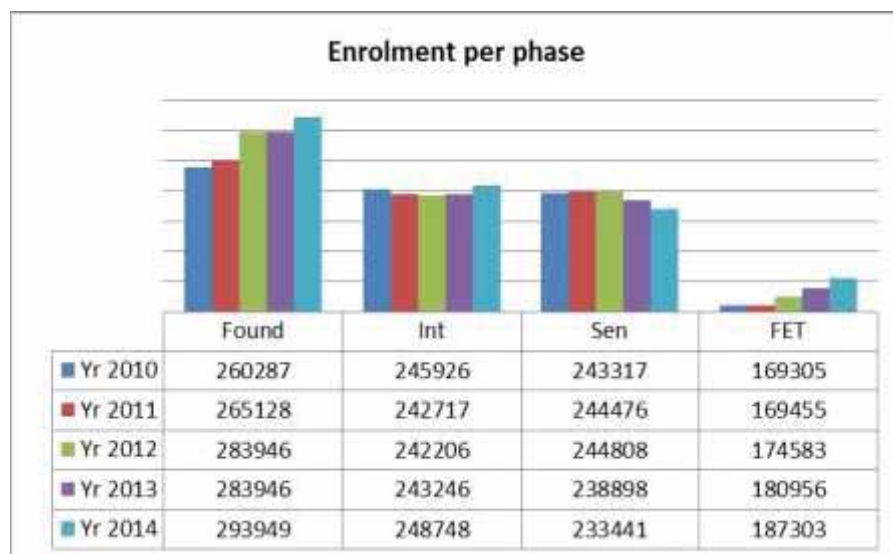
Ukukhula kwamanani kwisiGaba esisisiSeko, okunxulumene nezinga eliphezulu lenzala kunye nabafundi abafudukela kweli phondo, zizinto ezibangela uxinzelelo ekunikweni kweetitshala, iindawo zokufundela (facilities) kunye nezixhobo zokuhlangabezana nale mfuneko. Kwangaxeshanye, ukuphucuka kokupasa kwabafundi kwisiGaba seFET kufuna ootitshala bokufundisa kwizifundo ezikhethekileyo (specialised subjects).

Ukwenzela ukomeleza ucwangciso, iSebe iWCED lisebenzise idatha yeSaveyi yamaKhaya Jikelele (General Household Survey data) kunye nokucacululwa kwezinye izinto ezibonakala kule datha ukwenzela ukuncedisana nezo ngqikelelo zobhaliso lwabafundi eziyinxalenye engundoqo yokuqhuba iinkonzo zezemfundo kweli phondo.

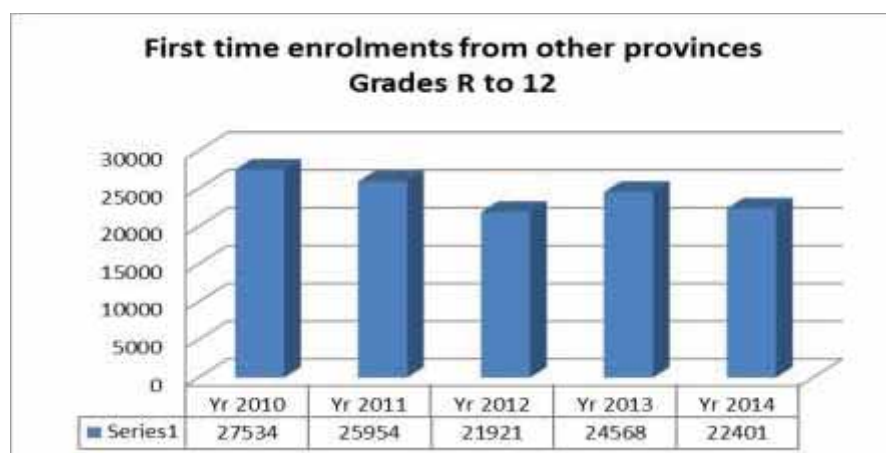
UNyaka	Bng 1	Bng 2	Bng 3	Bng 4	Bng 5	Bng 6	Bng 7	Bng 8	Bng 9	Bng 10	Bng 11	Bng 12	Bebonke
2003	86 916	82 454	75 931	66 033	82 383	92 341	84 514	81 154	73 200	81 739	51 746	39 644	898 055
2004 ⁸	104 105	82 130	81 489	76 781	66 060	82 574	89 614	85 053	78 964	80 756	54 199	39 451	921 176
2005	93 515	94 231	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
2014	106 917	97 647	89 385	90 617	81 441	76 690	74 727	76 000	82 714	75 838	64 619	46 846	963 441

UMthombo weDatha: 2014: Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners).

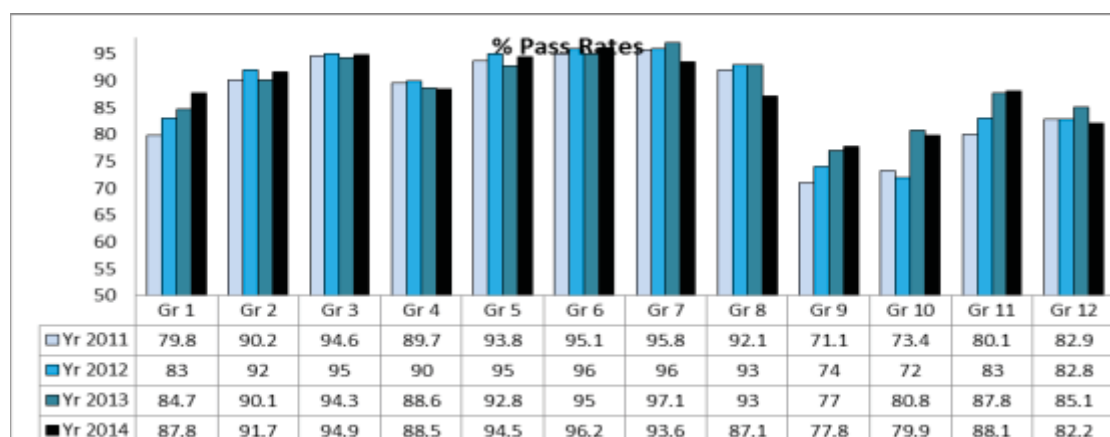
⁸ Iipatheni zamanani obhaliso zichatshazelwa lutshintsho kwinqanaba likazwelonke, kwiBanga loku-1 umgaqo-nkqubo wokwamkelwa kwabafundi esikolweni ngo-2000, owavumela ukuba izikolo zibhalise kuphela abafundi abaneminyaka esixhenxe kubhaliso lokuqala. Ngenxa yoku amanani obhaliso eBangala loku-1 aba ngaphantsi kuneminyaka edlulileyo. Ekubeni kutshintshwe iimfuno zeminyaka yobhaliso kwakhona ngo-2004, kwabuyela kwiminyaka yangaphambili, kubekho ukunyuka kumanani obhaliso kwakhona. Oku kubonisiwe kule theyibhile.



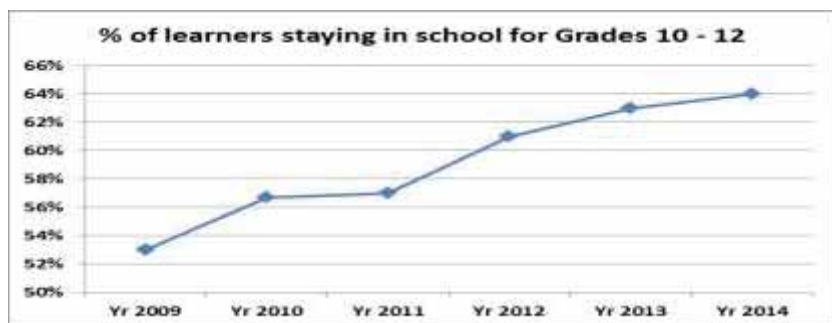
Ukufudukela kwabantu kuhlala kusiba negalelo elibonakalayo kumanani obhaliso kuze kufake noxinzelelo kwiindawo zokufundela zabafundi.



Amazinga okupasa ango-2014 abonisa ifuthe elihle lobuchule bokuphucula abafundi abapasayo. Ngokukodwa kula mabanga mabini anelona zinga liphezulu lokuphinda ibanga, iBanga loku-1 nele-9, liye laphucuka izinga lokupasa.



Ngo-2014 amanani obhaliso abonisa uphuculo kumanani abafundi ababhalisela iBanga le-12 njengepesenti yenani leqela elinye nelo belibhalisele iBanga le-10. ISebe iWCED ligxile kakhulu ekugcinweni kwabafundi besesikolweni. Amanyathelo ajonge ukugcina abafundi besesikolweni aquka ukuqwalaselwa kokukhethwa kwezifundo ekupheleni kweBanga le-9, ukunikwa ingcebiso ezingcono malunga neentlobo zamakhono omsebenzi ezinokukhethwa kunye nokukhetha ikhono elithile, nokomelezwa kwenkxaso kwizifundo okunikwa kwinqanaba lezikolo eziphakamileyo. Izikolo nezithili zimisele iithagethi ezingqalileyo zokwandisa amanani abafundi abapasayo namanani abafundi ababuyela esikolweni kunyaka olandelayo.



IziPhumo zeeMvavanyo

Izikolo zaseprayimari

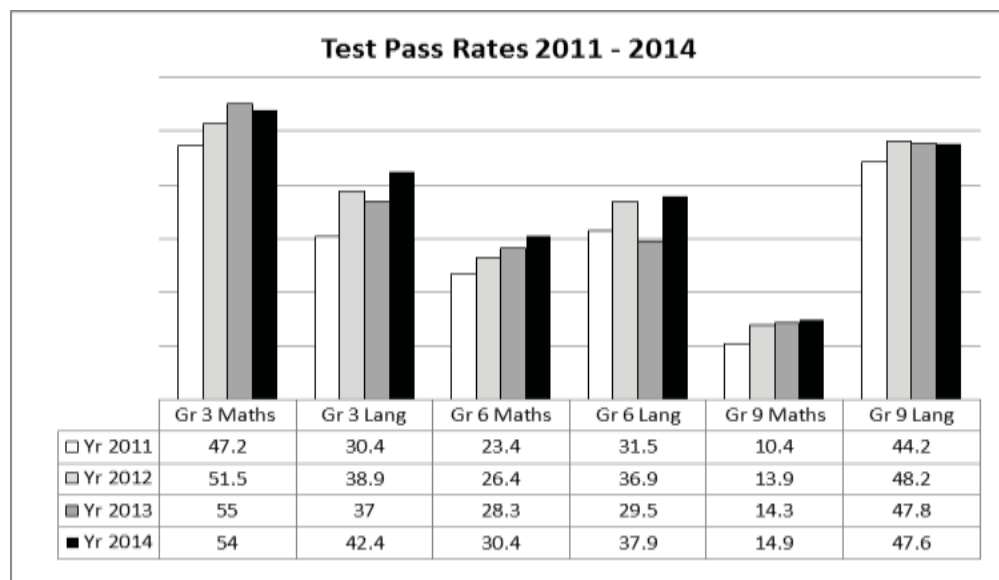
Zimbini iiseti zeemvavanyo zenkqubo (systemic tests) zoLwimi nezeMathematika ezikolweni zaseNtshona Koloni - iimvavanyo zaseNtshona Koloni kunye noHlolo lonyaka lukaZwelonke (Annual National Assessments) (ANAs).

ISebe iWCED lilandelela umgangatho wemfundo yeZikolo zasePrayimari lisebenzisa inkqubo yokuvavanywa kwenkqubo (systemic testing) kweBanga lesi-3, 6, nele-9 kuLwimi nakwiMathematika. Ezi mvavanyo ziquka imiba emiselweyo (standardized items) nokubhala okwandisiweyo kwabafundi kwabafundi (extended learner writing) yaye zisetwa zikwalungiselelwa ngaphandle.

Iimvavanyo ezilungiselelweyo zeSebe iWCED bezibhalwa ngoOkthoba ka-2014 yaye iziphumo ziye zathunyelwa ezikolweni kwiveki yokuqala yekota yokuqala yokuvulwa kwezikolo ngo-2015. Ezi ziphumo ziye zasetyenziswa zizikolo ukucwangcisa izifundo zazo zonyaka kwanokwenza iziCwangciso zazo zoPhuculo lweSikolo kwaneethagethi zabo. Ngaphezulu, ezi ziphumo ziye zasetyenziswa zizithili xa zicwangcisa inkxaso efanelekileyo yezikolo.

IziPhumo zeeMvavanyo ezilungiselelweyo zeBanga lesi-3, 6, nele-9 zaseWCED zango-2014- IZikolo zikaRhulumente eziQhelekileyo						
	IBanga lesi-3		IBanga lesi-6		IBanga le-9	
	IMathematika	ULwimi	IMathematika	ULwimi	IMathematika	ULwimi
Ababhalileyo	85 623	85 610	72 214	72 198	71 345	71 266
Abapasileyo	46 236	36 299	21 953	27 363	10 630	33 923
I-% yabapasileyo	54%	42.4%	30.4%	37.9%	14.9%	47.6%
AmaNqaku anguMyinge	52%	45%	41.4%	43.2%	28.7%	50.3%

Iziphumo zeemvavanyo zango-2011-2014 zibonise ukuzinza (modest) kodwa zisiya ziphucuka kwiziphumo zeMathematika kwiBanga lesi-6 nele-9. Ukuhla kweZinga lokuPasa kuLwimi ngo-2013 kuphinde kwabuyekezwa ngo-2014 ngokunyuka ngo-5.4% kwiBanga lesi-3 nango-8.4% kwiBanga lesi-6.



ukususela ngo-2009 iDBE yenze iimvavanyo ezilungiselelweyo zeBanga loku-1 - 6 nele-9, ezibizwa ngokuba uHlolo loNyaka lukaZwelonke (Annual National Assessments). Ezi mviwo zisetwa ngaphandle kodwa zilungiselelwe zize zimakishwe zizikolo. Iimvavanyo ziimvavanyo zokukhetha impendulo phakathi kwezinye.

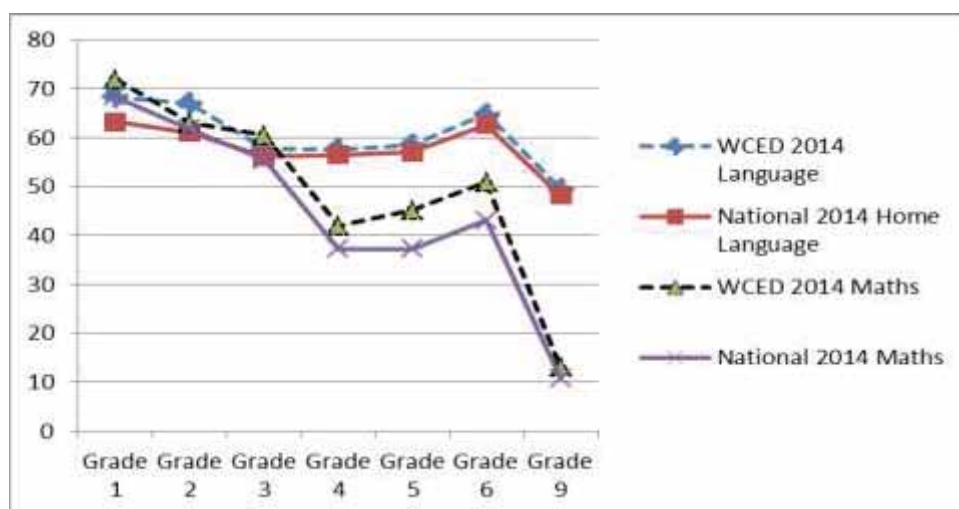
Uhlolo loNyaka lukaZwelonke luye lwabhalwa ngoSeptemba eMzantsi Afrika jikelele. Zili-1 458 izikolo eziqhelekileyo zikarhulumente, zingama-83 izikolo ezizimeleyo ezixhaswa ngurhulumente zize zibe li-17 izikolo zemfundo eneemfundo ezizodwa eziye zathatha inxaxheba eNtshona Koloni. Uhlolo loNyaka lukaZwelonke luka-2014 lubhalwe ngabafundi abangama-612 276 beBanga loku-1 - 6 nele-9. Amaphepha amakishwe ngootitshala ezikolweni, kwaza emva koko kwaphinda kwamakishwa amaphepha amathathu kwisifundo ngasinye kwiklasi nganye yesikolo ngasinye ngootitshala abebedibene kwindawo enye.

I-DBE iqeshe iiarhente yokuphonononga yangaphandle (external evaluation agency) ukuba inike ingxelo malunga nokuthembeka kwamanqaku eANA. ENtshona Koloni kukhethwe izikolo ezingama-246 njengezikolo "zokuQinisekisa uANA" ("Verification ANA" schools). Kumakishwe ngokuzimeleyo amaphepha abafundi abangama-25 kwisifundo ngasinye kuso ngazinye kwezi zikolo zingama-246 bezikhethiwe, amanqaku afakwa yiarhente yokuphonononga yangaphandle. Iziphumo ziye zaxelwa kwingxelo yonyaka njengenxalenye yobuchule bokumisela nangakumbi uhlolo.

Iziphumo zika-2014 (iPesenti eyiAvereji) zoHlolo loNyaka lukaZwelonke zinikwe kule theyibhile ingezantsi:

	WCED 2014 ULwimi	ULwimi lwaseKhaya lukaZwelonke ngo-2014	WCED 2014 IMathematika	IMathematika kaZwelonke ka-2015
IBanga loku-1	68.4	63.2	71.9	68.4
IBanga lesi-2	67.0	61.1	63.0	61.8
IBanga lesi-3	57.9	56.2	60.5	55.5
IBanga lesi-4	57.6	56.5	41.9	37.3
IBanga lesi-5	58.5	57.1	45.2	37.3
IBanga lesi-6	64.8	62.7	50.9	43.1
IBanga le-9	49.5	48.3	13.0	10.8

Olu thelekiso lubonisa ukuba iziphumo zeSebe iWCED zingaphezulu kancinci kwiavereji kazwelonke yaye ziqhubeka zilolo hlobo. Oku kuboniswa ngemifanekiso (graphic version) kwedatha kukwabonisa ukungalingani kweemvavanyo zamabanga ngamabanga.



ISatifikethi seMatrikhi sikaZwelonke

Uthelekiso lweziphumo zeNSC zeWCED zango-2009 - 2014						
UNyak a	Ababha lileyo	Abapasil eyo	I-% yokup asa	Abapasele isiDanga	I-% yabapasele isiDanga	Izikolo ezinereyithi yokupasa e- <60%
2009	44 931	34 017	75.7	14 324	31.9	85
2010	45 783	35 139	76.8	14 414	31.5	78
2011	39 988	33 146	82.9	15 215	38.1	30
2012	44 700	36 992	82.8	16 319	36.5	26
2013	47 636	40 558	85.1	19 477	40.9	23
2014	47 709	39 237	82.2	18 524	38.8	31

U-2014 ibingunyaka wesixhenxe weemviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC). ISebe iWCED ifumene ireyithi yokupasa eyi-82.2%. Kuphumelele abaviwa abangama-39 237, apho abali-18 524 bapase ngendlela ebibavumela ukuba bafunde iprogram yeSidanga. Abafundi abangama-11 265 bayipasile iMathematika baza abangama-7 865 bapasa iPhysical Sciences.

ISebe iWCED iza kuqhuba nokugxininisa kumanani abafundi ababhala baze baphumelele iimviwo zabo zeSatifikethi seMatrikhi sikaZwelonke. IziCwangciso zoPhuculo lweziThili zigxile kule nto yaye zineendlela nezicwangciso zokwenza zokuxhasa ukuba babe baninzi abafundi abahlala esikolweni de bafikelele kwiBanga le-12.

UPhuhliso looTitshala

INkcazelo yePolisi yeKharityhulam nokuHlola (CAPS) iqalisiwe kwiBanga lesi-7-9 nakwele-12 ngo-2014, yaye iSebe iWCED inike ootitshala uqeqesho kwibanga ngalinye. Ngo-2014, inkxaso yesithili iye yagxila kwizikolo neetitshala ezidinga uncedo kakhulu.

Ootitshala

Lonke uqeqesho lootitshala luxhaswa yiprogram yenkxaso eqhubeka eklasini.

ULwimi neMathematika

Ngo-2009 iSebe iWCED liqalise isicwangciso soqeqesho nenkxaso esilungiselelwe ulwimi neMathematika. Le program, eyenzelwa ootitshala beBanga loku-1 – 6 iye yaqhutywa ngolu hlobo lulandelayo:

Unyaka woku-1 (2009): izikolo zokuqala ezingama-250	IQela loku-1 (izikolo ezili-125) uQeqesho kwiNyumeresi olwenziwe ngeeholide zikaJuni IQela lesi-2 (izikolo ezili-125) uQeqesho kwiLitheresi olwenziwe ngeeholide zikaJuni Inkxaso eqhubekayo ezikolweni (izikolo ezingama-250) lincwadi zamabali neeLTSM (izikolo ezingama-250)
Unyaka wesi-2 (2010): izikolo zokuqala ezingama-250 ezikunyaka wesibini woqeqesho	IQela loku-1 (izikolo ezili-125) uQeqesho kwiLitheresi olwenziwe ngeeholide zikaJuni IQela lesi-2 (izikolo ezili-125) uQeqesho kwiNyumeresi olwenziwe ngeeholide zikaJuni Inkxaso eqhubekayo ezikolweni (izikolo ezingama-250) lincwadi zamabali neeLTSM (izikolo ezingama-250)
Unyaka wesi-6 (2014): izikolo zesithathu ezingama-250	IQela lesi-5 (izikolo ezili-125) uQeqesho kwiMathematika olwenziwe ngeeholide zikaJuni IQela lesi-6 (izikolo ezili-125) uQeqesho kuLwimi olwenziwe ngeeholide zikaJuni

IProgram yoLwimi neMathematika eyenziwe ngo-2014 inike izikolo zaseprayimari ezingama-250 uqeqesho olungqingqwa kunye nenkxaso yasesikolweni. Le nkxaso ibiquka iindlela zokufunda (reading scheme), izixhobo zokuncedisa ekufundweni nasekufundisweni imathematika (mathematics equipment) kunye nezinye iimathiriyeli.

Ootitshala besiGaba esisisiSeko, isiGaba esiPhakathi nesiGaba esiPhezulu banikwe iikhosi zoqeqesho ezingama-35 kunye neesemina neenkomfa ezili-12 ebeziqhutyelwa eCape Teaching and Leadership Institute (CTLE). Ukongeza kuqeqesho loLwimi neMathematika, kuye kwakho iikhosi zeMfundo eQukanisayo (Inclusive Education), ukusetyenziswa kweICT kunye noqeqesho lwaLawuli beZikolo (School Management). Bali-1 702 ootitshala abaye kwezi khosi zethuba leveki ukuya kwezimbini kulo nyaka-mali. Babe ngama-3 220 bebonke ootitshala abafumene uqeqesho kwiikhosi, iisemina neenkomfa ze-CTLI kulo nyaka-mali.

AbaLawuli beZikolo (kuquka neenqununu)

Ngo-2014 iSebe iWCED linike uqeqesho nenkxaso kubalawuli bezikolo abangenamava, abadinga ukuxhaswa nangakumbi (mentoring), okanye abo bazimisele ukuqhubeka nokuziphuhlisa ngokwasezifundweni. Iikhosi zabalawuli bezikolo ziye zagxininisa kwizihloko ezabandakanya iiNdima neMisebenzi yamaSekela-nqununu (Roles and Responsibilities of Deputy Principals), iiNdima neMisebenzi yeeNtloko zamaCandelo eziFundo (Roles and Responsibilities of Heads of Departments), iiNqununu ezibonisa umdla nolangazelelo (Aspiring Principals), iiNkokeli zeZikolo ezibonisa umdla nolangazelelo (Aspiring School Leaders), uQhelaniso lweeNqununu ezisanda kuqeshwa (Induction of Newly Appointed Principals), uqeqesho lweeKomiti zoLawulo lweZikolo (School Management Teams) naBasetyhini abaNgena baPhathe kwiZikhundla zoLawulo nezobuNkokeli (Women In and Into Management and Leadership Positions).

IProgram yeZakhono zaseMsebenzini (Workplace Skills Programme)

Kubekelwe bucala imali elingana ne-1% kwimali yemivuzo (payroll) yeSebe iWCED, ngokwesiCwangciso seZakhono zaseMsebenzini (Workplace Skills Plan) ukuphucula izakhono nobuchule babo bonke abasebenzi beSebe iWCED. Bangama-12 516 abasebenzi abaxhamle kwiikhosi ezimfutshane nolunye uqeqesho ngo-2014/15.

Iziqinisekiso zemfundo ezivunyiweyo (Accredited qualifications)

Iikhosi zokufundiswa apho kuthagethwa okuthile (targeted formal courses), ezifana ne-Advanced Certificate in Education (ACE) ezigxininisa kuBunkokeli eSikolweni ziye zasiwa kumaziko emfundo aphakamileyo. Ezi khosi ziye zaxhaswa ngemali liSebe iWCED zisenzela ukuphucula umgangatho wobunkokeli nolawulo ezikolweni. Baye bali-114 ootitshala abaye babhalisela iACE ngo-2014/15.

INkxaso eNikiweyo

Ezemali

Iimali ebekelwe iMimiselo nemiGangatho (*Norms and Standards*) yolwabiwo-mali ezikolweni zilinganiselwa ngokweemfuno ukwenzela ukuba izikolo zabahlali abangathathi ntweni zabelwe imali engaphezulu.

Kwixa elingaphambili, izikolo ezikumaNqanaba 1 - 3 zifumene imilinganiselo ehambelana nokuhlupheka (pro-poor weighting). Izixa “ngomfundi ngamnye” ezihlawulwe izikolo zikarhulumente kumaNqanaba kaZwelonke (National Quintiles) 1, 2 no-3 ziye zenziwa zalingana ukususela ngo-2013/14; ngamanye amazwi, izikolo ze-NQ 2 no-3 ziye zafumana isixa-mali sifanayo nesezikolo eziku-NQ 1.

Izabelo zeethagethi zikazwelonke			
	2013/14	2014/15	2015/16
INqanaba 1	R1 010	R1 059	R1 116
INqanaba 2	R1 010	R1 059	R1 116
INqanaba 3	R1 010	R1 059	R1 116
INqanaba 4*	R 550	R 831	R 879
INqanaba 5*	R 239	R 317	R 335
* <i>lindleko eziphakathi kuzo zonke izikolo</i>			

Imeko yeefizi	Inani elipheleleyo lezikolo
Ezingabizi fizi	885
Izikolo ezibiza iifizi	570
Xa zizonke zidibene	1 455⁹

Enye yezinto ezibalulekileyo ezibe ntsha ngo-2014 ibe kukwanda kweprogram yezikolo ezingabizi fizi. Izikolo ezingama-216, ezinabafundi abangama-172 541, ezikwiNqanaba 4 no-5 ziye zaba zizikolo “Ezingabizi Fizi” , kuba ziye zafaka izicelo zokubekwa kwimeko yokungabizi fizi.

Izikolo ezibiza iifizi zesikolo zinokwenza isicelo sokubuyiselwa iintlawulo apho bangenako ukuhlawula iifizi abazali abaxolelweyo ekuhlawuleni iifizi. Ngo-2014, zizigidi ezingama-R44 ezihlawulelwe ukuxhasa ukuxolela abafundi abangama-104 657 bezikolo ezingama-713 ukuba bangazihlawuli iifizi.

⁹ Qaphela ukuba izikolo ezitsha zilungiselelwa (accounted for) ngokwahlukileyo

Iiteksti, kubandakanywa neencwadi zokusebenzela (workbooks)

Ngo-2015, iSebe leMfundo esisisiSeko kuZwelonke linike iincwadi zokusebenzela (workbooks) ngoku hlobo lulandelayo:

Izifundo	AmaBanga
ULwimi lwaseKhaya (HL), isiNgesi uLwimi lokuQala oloNgezelelweyo (FAL), iMathematika neZakhono zoBomi	IsiGaba esisisiSeko (IBanga R - 3)
IMathematika, uLwimi lwaseKhaya nesiNgesi uLwimi lokuQala oloNgezelelweyo	IsiGaba esiPhakathi (IBanga lesi-4 - 6)
IMathematika	IsiGaba esiPhezulu (IBanga lesi-7 - 9)

Ukusetyenziswa kweencwadi zokusebenzela (workbooks) kuxhaswa yaye kubekwe esweni ngamagosa eSebe iWCED.

ISebe iWCED linenjongo yokunika iincwadi zezifundo (textbooks) ezingqinelaniswe neCAPS kumfundi ngamnye kuzo zonke izifundo. NgoJulayi ka-2014 izikolo ziodole iincwadi zezifundo zokongeza (top up textbooks) ngenxa yokukhula kwamanani abafundi. Imali echithwe ekongezeni iincwadi zezifundo iye yafikelela kwizigidi ezingama-R69.

NgoFebruwari ka-2015 izikolo ziphindwe zanikwa ithuba lokuodola iincwadi ezongezwayo zezifundo ngenxa yokunyuka kwamanani obhaliso. Imali echithwe kule projekthi iye yafikelela kwizigidi ezili-R16.

Izikhokelo zemimiselo nemigangatho yeSebe iWCED (WCED norms and standards) zicebisa ukuba ngaphezu kwe-40% yesabelo sisonke sezixhobo kufanele sibekelwe ukuthenga i-LTSM, apho i-10% yayo emayigcinelwe imathiriyeli yaselayibrari. Ezi zikhokelo izikhokelo sikwacacisa nokuba umfundi ngamnye makabe nencwadi yesifundo ngasinye nokuba istokhwe semathiriyeli yelayibrari yesikolo kufanele sandiswe qho ngonyaka de inani elipheleleyo lezinto eziselayibrari libonise umgangatho ophakathi (standard) wezinto (items) ezili-10 ngomfundi ngamnye.

Umgqaqo-sikhokelo (framework) wokulawulwa nokubuyiswa kweencwadi zezifundo (textbooks) ngabafundi saqaliswa ngoNovemba ka-2013 ukuqinisekisa ukuba abafundi bayazibuyisa iincwadi zezifundo ekupheleni konyaka wokufunda ukuze ezo ncwadi ziphinde zisetyenziswe kwakhona qho ngonyaka. Izinga langoku elixeliweyo lokubuyiswa kwezi ncwadi ngu-90%.

Iziseko zophuhliso (infrastructure)

Isicwangiso sika-2014 seziseko zophuhliso sibeke phambii ezi nkalo zophuhliso zilandelayo:

- Ukwakhiwa kwezikolo ezitsha ukwenzela ukulwa noxinzelelo lweendawo zokufundiela
- Ukutshintsha izikolo ezikhoyo okanye amagumbi okufundela awawakhiwe ngezixhobo zokwakha ezingekho mgangathweni
- Ulondolozo nolungiso lwezakhiwo
- Ukunikwa kwamagumbi okufundela eBanga R

Ngaphezulu, ukunikwa nokusetyenziswa kwamagumbi okufundela ethutyana (mobile classrooms) kuye kwahlala kuyimfuneko ukwenzela ukulungiselela iimfuno zamagumbi okufundela ezingxamisekileyo nezingacwangciselwanga.

Ukukhula okuqhubelekayo kwamanani abafundi, okumalunga nama-20 000 ngo-2014 nango-2015 kufake uxinzelelo kulungiselelo lweziseko zophuhliso. INgxelo ephangaleleyo malunga nokunikwa kweziseko zophuhliso ikwiProgram 8 naphantsi kweNgongoma 8.1. Bamalunga nama-50 000 abafundi abathuthwayo ukuya nokubuya esikolweni yonke imihla, ukuba isikolo esikufutshane sikubude bomgama weekhilomitha ezi-5 nangaphezulu yaye kufuneka uncedo.

IiProgram yeZikolo eziPhakamileyo

IProgram yeZikolo eziPhakamileyo (High School Programme) ijolise ekwandiseni amanani abafundi abapasa iSatifikethi seMatriki sikaZwelonke nokunciphisa inani lezikolo ezingaqhubi kakuhle. IProgram yenkxaso jikelele (general support programme) ijongana nawo onke amabanga ezikolo eziphakamileyo. Ngo-2014, iprogram yeZikolo eziPhakamileyo iye yasebenzisa indlela eyahlukileyo yokuxhasa izikolo eziphakamileyo kweli phondo. Kuye kwayiwa kancinci ngokwenkxaso kwezo zikolo zipaselwe ngabafundi abangaphezu kwe-90% kunyaka odlulileyo; yaphakathi inkxaso ejolise kwisifundo ngasinye kwizikolo ezifumene izinga lokupasa elingu-70% - 89% kwaza kwanikwa inkxaso enkulu yesikolo sonke kwezo zikolo zipaselwe ngabafundi abangaphantsi kuka-70%.

NgoJanyuwari ka-2015, iSebe iWCED liye lahlalutya iziphumo zeSatifikethi seMatriki sikaZwelonke kwisikolo ngasinye, kwisifundo ngasinye nakwiphepha lemibuzo ngalinye. Kuye kwenziwa izicwangciso ezineethagethi ezijoliswe kwisikolo ngasinye nakwisifundo ngasinye, ngokusekelwe kolo hlalutyo. Kuye kwamiselwa iithagethi ngokwesikolo nangokwesithili ngasinye, zona ebezibekelwe amanani okupasa abafundi abanokwamkelwa kwisifundo zezidanga zokuqala (B-degrees). Ngokomgaqo-nkqubo omtsha wenkqubela phambili (progression policy) osetyenziswe kwisiGaba seFET, abafundi abangama-5 139 abangalipasanga iBanga le-11 baye bonyuselwa basiwa kwiBanga le-12 ekuqaleni kuka-2015. Aba bafundi bafumana inkxaso eyodwa.

Kukho inkqubo yokuncedisana nabafundi (tutoring programme), esebenzisa iingcaphephe zeetitshala eziphuma kweli Sebe iWCED nangaphandle. Kuboniswe izifundo ezidluliswa ngeintanethi (telematics) kwizikolo ezili-147 ngo-2014 baza abacabisi bezeKharityhulam (Curriculum Advisers) banika inkxaso emandla kwezo zikolo bezifumene impumelelo engaphantsi kweavareji yephondo kwisifundo ezibhaliselwa kakhulu ngabafundi (high enrolment subjects). Umfundi ngamnye weBanga le-12 unikwe incwadana yeengcebiso zokufunda kunye nomqulu wemibuzo yeemviwo.

Ngo-2014 izithili zisebenzise ithempleyithi efanayo yeziCwangciso zoPhuculo lweZithili, ebijolise ekuphuculeni izinga lokupasa kwiBanga le-9, 11 nele-12 (kuqhutyekwa nephulo eliqalwe ngo-2012). Izikolo eziqhuba kakubi kwisifundo ezibhaliselwa kakhulu ngabafundi ziye zachongelwa inkxaso ejoliswe kwisifundo.

Ukufunda kwi-intanethi (e-learning)

Iprojekthi yeWide Area Network yephondo inike isiseko seprojekthi yokufunda kwi-intanethi efikelele kwinqanaba lokuqaliswa ngo-2014, apho izikolo ezingama-248 zixhamle ku-"magumbi okufundela aneintanethi" ("smart classrooms" (jonga iinkcukacha apha ngezantsi).

Ubume (scope) bale projekthi buquka:

IProjekthi yeWide Area Network (WAN) – iprojekthi kaRhulumente wePhondo
IProjekthi yeLocal Area Network (LAN) – iprojekthi yeSebe iWCED
IProjekthi yokuKhumbuza ngolwazi lwekhompyutha (computer Refresh Project) kwiTeknoloji yeeAplikheyishini zeKhompyutha (Computer Applications Technology), iTeknoloji yezolwazi (Information Technology) kunye nobuNjineli, iGrafikhi noYilo (Engineering, Graphic and Design) (CAT/IT/EGD)
IProjekthi iEdulab computer Refresh inika izikolo iteknoloji yangoku nefanelekileyo ukwenzela ukuba abafundi bakwazi ukufikelela ngqo kwitekoloji kwimeko elungiselwe iICT.
IProjekthi yeKlasi ezinelintanethi (Smart Classroom Project) inka izikolo iteknologi yangoku nefanelekileyo. Le teknoloji inesixhobo sikatitshala sokusebenzisa ikhompyutha (teacher computing device), isixhobo sikatitshala sokuprojektha (teacher projection device), isixhobo sikatitshala sokunxibelelana nabafundi (teacher interactive device) kunye nesixhobo sokubonisa (visualizer device) esikwaziwa njengekhamera yamaxwebhu (document camera)). Uninzi lwale teknoloji alusebenzisi ntambo zombane yaye iyaphatheka ngendlela yokuba uyakwazi ukuyipakisha uhambe nayo (pack-up-and-go mobility).
IProjekthi yeKhathalogu yeziXhobo zelintanethi (e-Resources Catalogue Project) yiprojekthi engemixholo efumaneka kwi-intanethi (online digital content).
IProjekthi yeSistim yoLawulo lokuFunda (Learning Management System) (LMS) iquka uvimba wezixhobo zasekhompyutheni (digital resources repository) yaye ijonge ukunika oofitshala, abafundi nabazali izixhobo zokufunda nokufundisa zeintanethi (digital).

Ukuxhaswa nokuwongwa kootitshala

ISebe iWCED liqhubekile nokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala ngokwabo. Kwangaxeshanye, iSebe iWCED liye lagxila ekunciphiseni uxinzelelo kootitshala ekwenzeni imisebenzi yezolawulo (administrative) ukuquqa kwiiwekshophu neentlanganiso. Iikhalenda zoCwangciso (Planning Calendars), ezidwelise imihla ebalulekileyo, efana nalowo wokuqalwa nokugqitywa kweemviwo, neminye imihla ebekiweyo yezolawulo, ziye zathunyelwa ezikolweni kwakhona ngo-2014 ukunceda izikolo kwangoko ekucwangciseni u-2015.

NgoNovemba ka-2014 kuye kwabanjwa uMbhiyozo we-15 weeMbaso zootitshala abaGqwese kwiPhondo ngoNyaka (15th Annual Provincial Teaching Awards Ceremony), apho bekubhiyozelwa kukwawonga iimpumelelo zootitshala kweli Phondo. Ezimbasa bezinikwa ootitshala emva kwenkqubo eyenziwe ngobunono yokuhlaza nokuqhuba udliwano-ndlebe lokukhetha aba titshala. Ezi mbasa ziwonga impumelelo neziqalo ezitsha kumacandelo ali-9 – ootitshala BeBanga R, iiMfuno ezizodwa zeMfundo, m iSikolo sasePrayimari, iSikolo saseSekhondari; ukuGqwesa kwiTeknoloji (ukufunda nokufundisa okuphuculiweyo), iMathematika, ubuNkokeli beSikolo sasePrayimari; ubuNkokeli beSikolo saseSekhondari kunye nembasa yeMpumelelo yoBomi bonke. Ootitshala ababini baseNtshona Koloni bagqithele kwisigaba sokuwongwa ngamaBhaso kaZwelonke ango-2014 okuwonga ootitshala.

IiBhodi eziLawula iZikolo

Ukulungiselela unyulo lweeSGB luka-2015 lwangoMatshi ka-2015, kuye kwasekwa iqela lonyulo lwephondo ukuba liqwalasele le nkqubo yonyulo. Umsebenzi wokuqala wesi sitraktsha silungiselelayo *Ibikukubeka iiNkqubo eziza kulandelwa ekuSekeni nasekoNyulweni kweeBhodi eziLawula eZikolweni zikaRhulumente (Determination of the Procedures for the Establishment and Election of Governing Bodies at Public Schools)*. Oku Kubekwa kweenkqubo (*Determinations*) kwenze ukuba izikolo zikwazi ukungalandeli intlanganiso yokukhethwa kwabagqatswa nokonyula zitsho zifake isicelo sokubamba unyulo lwemini yonke. Izikolo ezingamashumi amathandathu anesine zifake izicelo zonyulo lwemini yonke.

Unyulo lweeSGB oluthembekileyo lwephondo lubaluleke kakhulu ekuqinisekiseni ngezitraktsha zolawulo ezikwaziyo ukuthatha uxanduva ezikolweni. Iinqununu namaqela onyulo lwezikolo baye baqeqeshwa ziifisi zezithili ukulungiselela unyulo olukhululekileyo nolufanelekileyo ezikolweni. Ukwenzeka ukukhuthaza ukuthatha inxaxheba okuphangaleleyo, ngethuba lonyulo kuye kwasetyenziswa amaphulo ohlukeneyo obuchule bokukhuthaza abazali ukuba bathathe inxaxheba. Obu buchule bebuquka iiphamflethi, izibhengezo zerediyo nezamaphephandaba kunye neengxoxo. Ngaphezulu, imiButho yeeSGB, awona mahlakani abalulekileyo kulawulo olufanelekileyo, iye yancedisa ekudaleni imeko yokuba abantu bazi malunga nokubaluleka kokuthatha inxaxheba kolu nyulo.

Iimfuno zayo zifuna ukuba kubekho ikhoram eyaneleyo yabazali abaza konyula iSGB. Ukuba ayikho ikhoram kunyulo lokuqala, kuya kubizwa intlanganiso yesibini.

Inani elipheleleyo lezikolo	Inani lezikolo olube yimpumelelo kuzo unyulo	Inani lempumelelo yonyulo lokuqala	Inani lempumelelo yonyulo lwesibini	Inani lezikolo eziye zaqwalaselwa ngeli thuba
1 516	1 508	710	804	388

Umgqaqo-sikhokelo (framework) woqeqesho lweeSGB weminyaka emithathu wephondo uye ayilwa ngo-2014 kusetyenziswa iindlela ezahlukeneyo zoqeqesho. Ezona nkalo zingundoqo zika-2015 zezi (i) ukuqonda iindima noxanduva lweeSGB, kuquka umahluko phakathi kolawulo nokuphatha (management and governance), (ii) umgqaqo-siseko weeSGB kunye nokuqonda indlela yokuziphatha (code of conduct) kweeSGB eziphethayo, (iii) ucwangciselelo lophuhliso, ukwenziwa kwebhajethi kunye nokunyuswa kwengxowa (fundraising) yesikolo, kunye (iv) nokukhankaselwa nokukhethwa kwabasebenzi besikolo.

UkuTyiswa kwabantwana esikolweni

Ngo-2014/15 iNkqubo kaZwelonke yokuTyisa iZikolo (National School Nutrition Programme) (NSNP) inike abatyise abafundi abangama-456 520 (abebengama-438 883 ngo-2014) ukutya okusempilweni yonke imihla kwizikolo zasePrayimari, ezeeMfuno ezizodwa zeMfundo nezaseSekondari ebezithagethiwe ezili-1 028 (ebezili-1 027 ngo-2014). Ababenzi beNSNP benzalwe iivekshophu ezimalunga nemiba yezabasebenzi ngokuphathelene namavolontiya asebenza ngokutya (volunteer food handlers) (VFHs) - umzekelo, uqeqesho malunga nokwenzakalela emsebenzini, igesi yokubasa nezicimi-mlilo. IiVFH ziphinde zaqeqeshelwa ukhuseleko lokutya negesi yokubasa nococeko, ukulungisa ukutya kunye nobungakanani obusetyenziswayo (portion sizes). Kwenziwe iivekshophu zoqeqesho ezingamashumi amabini anesibini (22) ekuvelisweni okutya, kusenzelwa iititshala, abazali nabafundi abangama-463. Kuye kwaphakwa isidlo sakusasa phambi kokungena kwesikolo phakathi kuka-7.30 no-8:00 kusasa saza isidlo esingundoqo saphakwa lingedlulanga i-12:30.

Izikolo eziKhuselekileyo

Iprogram iSafe Schools Programme inendlela engunxantathu (three-pronged approach) (i) ULawulo loLwaphulo-mthetho ngokunikwa kweendlela ezingundoqo zokhuselo (core security mechanisms), (ii) iiProgram zokuxhasa iinguqu zendlela yokuziphatha nendlela yokucinga (behavioural and attitudinal change) (iii) liNdlela ezibandakanya isikolo sonke nokunxibelelana neearhente ezichaphazelakayo ezincedisa ekwenzeni imeko ekhuselekileyo yasesikolweni.

ISebe iWCED liqhuba iziko lemiNxeba leZikolo eziKhuselekileyo (Safe Schools Call Centre), elinika unxibelelwano lwefowuni olumahala, noluyimfihlo kubafundi, abazali nootitshala abafuna uncedo, iingcebiso nengcaciso emalunga ethile. Kukhuthazwa ukuba abafowunayo bafowunele inombolo yamahlala engu- 0800 45 46 47 ngokunxulume noku kulandelayo: liMeko/iingxaki eziNgxamisekileyo, ubuNdlobongela bemiGewu, uMothuko omkhulu, uLwaphulo-mthetho eSikolweni, iMpatho-gadalala neMibuzo ngokuBanzi.

Abafonayo banikwa ingcaciso efowunini (telephonic debriefing) kwiimeko zeefowuni ezingxamisekileyo kuze kwiimeko zeefowuni ezingangxamisekanga, apho kuyimfuneko, bathunyelwe kwii-arhente ezinika iingcebiso (counselling agencies) zeSebe leMfundo leNtshona Koloni, ii-arhente ezingekho phantsi kolawulo lukarhulumente nemibutho yasekuhlaleni. IZiko lwemiNxeba leZikolo eziKhuselekileyo liye lafumana iminxeba engaphezu kwama-14 000 kwithuba lekhalenda yonyaka ka-2014. Iifowuni ezingama-3 890 kwezi fowuni bezifuna ukulandelelwa nenkxaso. Engama-738 kule minxeba ibizizihlo ezinxulumene nolwaphulo-mthetho. Kuye kwaxelwa iimeko ezingama-439 zempatho gadalala, apho iminxeba engama-277 ibifuna iingcebiso zeengcali nenkxaso ngokwasengqondweni (counselling and psychological support). Inxaso ngokwasengqondweni yabasebenzi ikwanikwa phantsi kweNkqubo yeNtlalo-ntle yabaSebenzi yeSebe yaye ikwasebenza njenkxaso eyongezelelweyo yeNkqubo yeZikolo eziKhuselekileyo.

Eli Ziko lemiNxeba liqokelela lize lihlahlutye idatha yephondo jikelele. Kusetyenziswa iinkcukacha-manani ukunika uthintelo, ungenelelo kunye neendlela zokujongana nemingeni (reactive strategies).

Zizikolo ezongezelelweyo ezingamashumi amahlanu eziye zafumana iindlela ezingundoqo zokhuselo (iigeyithi ezizivulekelayo (motorized gates); iigeyithi zokubeka esweni abahambi ngeenyawo (pedestrian monitoring gates); iilalam eziqhagamshelwe kwiinkonzo zoonogada abaxhobileyo (armed response); ucingo oluhlabayo kunye ne-mesh wire; ukufakelwa kweentsimbi emacangweni) ngo-2014/15. Kuye kwalungiswa iingcingo kwizikolo ezisemngciphekweni omkhulu kwaza kwanikwa nokhuseleko lwangeeholide, apho bekuyimfuneko. Kunikwe uqeqesho olumalunga neMpilo noKhuseleko kwakunye noLawulo lweNtlekele eMsebenzini (Occupational Health and Safety and Disaster Management), ngokunjalo noqeqesho olumalunga nomgaqo-nkqubo wokuvavanyelwa iziyobisi kunye nokuvavanyelwa iziyobisi. Izixhobo ezivunyiweyo zokuvavanyela iziyobisi ziye zanikwa kwiimeko ezixhomisa amehlo, ngokudibene neenkqubo zokusetsha nokuhlutha iziyobisi. Izikolo ezikhethiweyo ziye zanikwa izikhangeli-ziyobisi eziphathwa ngesandla (hand held metal detectors). Kukho izicwangciso zokuthintela ulwaphulo-mthetho zezithili zemfundo, izicwangciso zolawulo lolwaphulo-mthetho nezeeprojekthi ezithile (ukusetyenziswa gwenxa kweziyobisi, uphuhliso lolutsha, ukusonjululwa kweengxabano, ulawulo lokhuseleko) ngokusebenzisana namasebe karhulumente nee-NGOs.

Ukongeza kweli Ziko lemiNxeba leZikolo eziKhuselekileyo nenkxaso yeendlela zokhuselo, ngo-2014/15 iSebe iWCED linike abafundi iinkqubo zezemfundo lisenzela ukukhuthaza izenzo ezakhayo ezifana nezemidlalo, ubugcisa, imidlalo yeqonga nolwazi malunga namakhono exesha elizayo (future careers). Ezi program ziye zagxila kutshintsho lwendlela yokucinga okanye indlela yokuziphatha; iindlela zobugcisa nezakhayo zokujongana nolawulo lweengxabano; kunye noqeqesho kuthetha-thethwano. Kuye kwaqeshwa ii-fieldworker zokhuseleko ukwenzela ukuxhasa izikolo ngeekomiti zokhuseleko ezikolweni nangezicwangciso zokhuseleko ezikolweni; ukuseka inkxaso kunye/okanye neenkqubo zokuthintela kwanokuba yimizekelo emihle (positive role models) nabacebisi abathantamisayo (mentors) ezikolweni.

IiFieldworker zoKhuseleko eZikolweni zilandelela abafundi abaphuthayo esikolweni zize zikhangele ukuba yintoni ingxaki yomfundi ebangela oku. Zikunika uthantamiso (mentoring) nokukhokela (coaching) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo. IiFieldworker zoKhuseleko zancedisa kwiiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide neyokuphuma kwesikolo. Le projekthi ijonge ukugxininisa ukuziphatha kakuhle neengcinga ezakhayo ngokuthathwa abafundi abasemngciphekweni basiwe kwizittraksha ezifanelekileyo zezemfundo nokuphuhlisa izakhono zokuqhuba iiprojekthi zoluntu.

Njengenxalenye yenkqubo kaRhulumente waseNtshona Koloni yokulwa nendlela yokuziphatha engeyiyo, nokunika amathuba amahle angamanye kulutsha, iSebe leMicimbi yeNkcubeko nezeMidlalo (Department of Cultural Affairs and Sport) (DCAS), lisebenzisana neSebe iWCED, baqalise inkqubo yeMOD (uThatho-nxaxheba, amaThuba nofikelelo kwakunye noPhuhliso) (Mass participation, access to Opportunity and Development) kwizikolo ezili-181 kwizithili zemfundo zosibhozo. Amaziko angama-98 kula asekwke kwizikolo zaseprayimari. Ezi nkqubo ziqhutywa emva kokuphuma kwesikolo yaye zinika abafundi amathuba okuprekhtiza imidlalo nokuthatha inxaxheba kwezinye izenzo zokuphuhlisa izakhono zabo. Zombini ezi program, eyeZikolo eziKhuselekileyo (Safe Schools) kunye neyoKhuliso lweziKolo (School Enrichment) zeSebe iWCED ziyaqhagamashelana namaziko azii-MOD.

Ukuxhasa inkqubo yeeMOD, iSebe iWCED ngo-2014

1. Ilawule yaxhasa ubhaliso lwamaziko eeMOD ukuze athathe inxaxheba kwimiDlalo yamaQela eZikolo (School Sports Leagues)
2. Ixhase ukuqhutywa kwemidlalo yamaqela ezikolo ephakathi kwamaqela esikolo ngasinye nephakathi kwezikolo (intra and inter school sports leagues)
3. Ibeke esweni ukusetyenziswa kwezixhobo zokuncedisa emsebenzini ezinikwa amaziko eMOD
4. Iqinisekise ukuba amaziko eeMOD ayafikeleleka kwizikolo eziwangqongileyo
5. Inikise ngeeseti zetshezi (chess) ezingama-2400
6. Yenze ukuba izikolo eziPhakamileyo ezili-18 neZikolo zasePrayimari ezingama-25 zikwazi ukuthenga ifanitshala nezixhobo zokuncedisa ekufudneni ezixabisa izigidi ezili-R16 ukuxhasa izenzo ezinikwa kumaZiko eMOD. Oku kuye kwaquka izixhobo zokuncedisa kwimidlalo nezinto ezifana needatha projektha zokuxhasa ukufunda.

Kuye kwafikelelwa kwisivumelwano phakathi kweSebe iWCED neSebe lemiCimbi yeNkcubeko nezemiDlalo ukwenzela ukubambisana kwiiprojekthi zeziseko zophuhliso (infrastructure) zezemidlalo yezikolo ezenziwa kumaZiko eeMOD. Oku kuquka ukwakhiwa nokulungiswa kweeholo zezikolo, amabala ezemidlalo, izixhobo zokuncedisa ekudlalweni kwemidlalo yesikolo kunye nabancedisi babafundi abanezidanga (graduate tutors).

Inxalenye yemali eyabelwe iziko leMOD iye yabekelwa ukwenziwa kweziseko zophuhliso ezingohlobo lweeholo zezikolo ngonyaka-mali ka-2014/15. Iye yandiswa le nkqubo ikhoyo yokwakhiwa kweeholo zezikolo. Kuye kwakhethwa izikolo ezisixhenxe eziza kucwangciselwa zakhelwe ngo-2014/15 kusetyenziswa iArchway Foundation, yaye ulwakhiwo luya kugqitywa ngo-2015/16. Zezi:

1. Manenberg Senior Secondary (Metro Central)
2. Robinvale High School (Metro North)
3. Hillwood Primary School (Metro South)
4. Phakamisani Primary School (Eden/Central Karoo)
5. Cavalleria Primary School (Metro East)
6. De Kruine Secondary School (Winelands)
7. Helderkrui Primary School (Metro East)

Ngaphezu kwezi holo zezikolo zisi-7, ucwangciso lwezinye iiholo zezikolo ezi-6 luqale ngo-2014/15 lusenziwa liSebe lezoThutho nemiSebenzi kaRhulumente (Department of Transport and Public Works). Ezi holo zi-5 zezezi zikolo:

1. Iingcinga Zethu Secondary School (Cape Winelands)
2. Nomlinganiselo Primary School (Metro South)
3. Firgrove Primary School (Metro East)
4. Highlands Primary School (Metro South)
5. Riebeeck-Wes Primary School (West Coast)
6. Murraysburg Primary School (Eden/Central Karoo)

Inkxaso-mali yeziko leMOD iye yanikelwa nokuhlaziya amabala ezemidlalo. Ulwakhiwo luqale kwiprojekthi yaseBernadino Heights Secondary School ngo-2014/15 yaye luya kugqitywa ngonyaka-mali ka-2015/16. Izikolo ezingabamelwane, iWatsonia Primary School neCavalleria Primary School nazo ziza kuxhamla kule projekthi.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukushintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	948 595	960 000	964 840	4 840	Kuye kwagqithiswa kwithagethi ngenxa yezizathu ezahlukeneyo. Izizathu ziquka ukuphucuka kwezinga lokugcinwa kwabafundi besesikolweni, amanani aphezulu abafundi abangapasanga ababuyelwa ukuphinda unyaka, abafundi abongezelekileyo abanabazali abathuthela eNtshona Koloni kunye nokunyuka kwamamanani obhaliselo lweBanga loku-1.
PPM202: Inani loofitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente	28 265	28 364	28 946	582	ISebe lonyuse inani elipheleleyo lezithuba zika-2014/12015 zootitshala ngama-676. ISebe likwaqeshe iititshala zethutyana ngokweCandelo 6A no6B loMthetho wokuQesha kooTitshala (Employment of Educators' Act) zazizithuba ezisisigxina, nto leyo ikhokelele ekwehleni kwenani loofitshala abakwiikhontrakthi.
PPM203: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente	6 007	6 356	6 115	-241	Izithuba zengqesho zaseofisini (vacant public service posts) zibhengezwe kuluhlu l lwezithuba zengqesho zika-2015 yaye izithuba ezisisigxina ziya kuqala ukususela ngomhla woku-1 kuEpreli ka-2015.
PPM204: Inani labafundi abakwizikolo eziqhelekileyo zikarhulumente ezixhamla kumgaqo-nkqubo "weZikolo eziNgabizi Fizi" ("No Fee School" policy)	554 523	538 600	554 523	15 923	Kusetyenziswe inani elibhengezwe kwigazethi, ngokusekelwe kwisaveyi iSNAP ka-2014 (2014 SNAP survey). Inani labafundi abafanelekileyo lingaphezu kwelo liqikelelweyo (projection). Eli nani lisekelwe kubhaliso nezizathu zokugqithisa kwithagethi zinganxulunyaniswa nengxoxo ephantsi kukaPPM201 (apha ngentla).

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithageathi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithageathi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM205: Inani labafundi abaxhamla kwiProgram yokuTyiswa kweziKolo kaZwelonke (National School Nutrition Programme) NSNP)	438 883	445 000	456 520	11 520	Abafundi abongezelelekileyo abafanelekileyo babhalisile kwizikolo ezifanele ukuxhamla. Eli nani lisekelwe kubhaliso nezizathu zokugqithisa kwithageathi zinganxulunyaniswa nengxoxo ephantsi kukaPPM201 (apha ngentla).
PPM206: Inani labafundi abaxhamla kuthutho lwabafundi (scholar transport)	50 209	50 000	52 558	2 558	Abafundi abongezelelekileyo abafanelekileyo baye bagunyaziswa ukuba basebenzise izithuthi zabafundi (learner transport). Le nkonzo inxulunyaniswa namanani abafundi abafanelekileyo. Eli nani lisekelwe kubhaliso nezizathu zokugqithisa kwithageathi zinganxulunyaniswa nengxoxo ephantsi kukaPPM201 (apha ngentla).
PPM207: Inani labafundi abaneemfuno ezizodwa zemfundo ababhaliswe kwizikulo eziqhelekileyo zikarhulumente	6 319	6 150	5 794	356	Amanani angaphantsi kwethageathi ngenxa yohlengahlengiso oluQhubekayo ekukhethweni kwabafundi abaneemfuno ezizodwa zemfundo nanjengoko isiya ifakwa ngokufakwa inkqubo entsha yokuHluzwa, ukuChongwa, ukuHlolwa nokuXhaswa kwabafundi (Screening, Identification, Assessment and Support) (SIAS).

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	kusukwe kwithagethi eCwangciselwe yo kuyiwe kwEyona Mpumelelo ka-	Izimvo malunga notshintsho
PPM208: Inani lezikolo ezenza zonke iinkonzo zokufundisa ezinika inkxaso kubafundi abanemiqobo ethintela ukufunda	8	40	40	0	Kuye kwafikelelwa kwithagethi.

2.2. Izalathi zentsebenzo

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPI 2.1. Ipesenti yabafundi abagcinwe besesikolweni ukususela kwiBanga le-10 - 12	63%	64%	64%	0	Kuye kwafikelelwa kwithagethi.
PPI 2.2. Ukungahambi sikolo kootitshala kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%	3%	4%	3%	1%	Kubekwe iindlela zokulawula oku ukwenzela ukulawula nokubeka esweni ukuthathwa kwekhefu kumaziko kusetyenziswa iSistim yokuJonga iindlela zokuLawula aBantu (People Management Practices System) (ebisakwaziwa njengeSistim yokuLawulwa kwamaKhefu athathwa ngabaSebenzi (Human Capital Leave Management Sytem)).
PPI 2.3. Ukungahambi sikolo kwabafundi kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%	5.96%	7%	6.02%	0.98%	Ziqhutyiwe iindlela zolawulo oluQhubekayo (ongoing controls).

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukuyila nokuqhuba izicwangciso zokwenza (strategies) ezitsha zephondo ukwenzela ukuphucula ulwimi nemathematika
- Ugxilo kwizicwangciso zoPhuculo lweziKolo neZithili kugxininiswa nangakumbi kwiBanga loku-1, 9 nele-11.
- Ukuqhubeka neProgram yeZikolo eziPhakamileyo
- Ukubeka esweni ukusetyenziswa kweencwadi zezifundo (textbooks) kumagumbi okufundela
- Ukuqhutywa koqeqesho lootitshala oluthagethiweyo
- Ukuxhaswa kolawulo lwemali ezikolweni
- Ukungqanyaniswa kwendima nefuthe lokutshintsha kwezinto ephondweni (provincial game changer) kwi-e-learning nto leyo iza kuza nofikelelo kwi-intanethi, i-smart classes kunye namathuba okufunda aphuculiweyo ezikolweni.
- Ukungqanyaniswa kunye nokuxhaswa kwamaZiko eMOD kunye nokutshintsha kwezinto ezenziwa lulutsha ukuphuma kwesikolo ephondweni kubanjiswene neSebe lezeNkcubeko nezemiDlalo nezoPhuhliso lwezeNtlalo.
- Ukusebenza namanye amasebe noomasipala ukuxhasa ukhuseleko esikolweni, ukugcinwa kwabafundi beqhuba esikolweni, ukuhamba isikolo kunye neenkqubo ezilungiselelwe ulutsha olusemngciphekweni

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

- ukwandisa inani lezithuba zootitshala zika-2014 zibe ngama-31 357
- Ukunika iincwadi zezifundo (textbooks), izikhokelo zootitshala kunye neencwadi zokufunda ezingundoqo (core readers) ukwenzela ukuxhasa ukuqhutywa kweCAPS kwisigaba esiphezulu (iBanga lesi-7 - 9) neBanga le-12
- Ukunika imiMiselo nemiGangatho (Norms and Standards allocations) kwizikolo eziqhelekileyo zikarhulumente
- Ukunika ukutya okunezakhazimba abafundi abakudingayo
- Ukwandisa iprogram yezikolo ezingahlawuli fizi (no-fee schools)
- Ukugcina iprogram yokubuyezwa kwabo baxolelwa ekuhlawuleni iifizi
- Ukugcina iprogram yezikolo ezikhuselekileyo

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiwo- mali lokugqibela	Inkcitho Eyayo	Inkcitho (eGqithis ileyo) / eNgaph antsi	Ulwabiwo- mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithis ileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
2.1 IZikolo zasePrayimari zikaRhulumente	7,276,039	7,276,039	-	6,597,359	6,597,359	-
2.2 IZikolo zaseSekondari zikaRhulumente	4,489,245	4,489,245	-	4,400,697	4,400,697	-
2.3 UPuhliso lweZakhono zaBasebenzi	76,011	76,011	-	86,695	86,695	-
2.4 Iigranti ezikhutshwa phantsi kwemiqathango ethile	315,412	315,231	181	296,614	278,028	18,586
Zizonke	12,156/707	12,156/526	181	11,381/365	11,362,779	18,586

4.3 Iprogram 3: Iinkxaso-mali kwizikolo ezizimeleyo

Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act).

Iprogram yeZikolo ezizimeleyo iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 3.1: Isigaba sePrayimari Ukunika inkxaso kwizikolo ezizimeleyo kwinqanaba leBanga loku-1 ukuya kwelesi-7.

Iprogram esekelayo 3.2: Isigaba seSekondari Ukunika inkxaso kwizikolo ezizimeleyo kwinqanaba leBanga lesi-8 ukuya kwele-12.

Iinjongo ezicwangciswa ngobuchule (Strategic Objectives)

INjongo eCwangciswa ngobuchule 3.1	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa ngemfundo esemgangathweni kubafundi bezi zikolo
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Iinjongo ezicwangciswa ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Zonke izikolo ezingama-230 ezibhalisiweyo ezizimeleyo eNtshona Koloni ziyenzile iSavey yoNyaka yeZikolo (Annual School Survey) ka-2014. Bebangama-45 634 abafundi kwezi zikolo zingama-230. Kwezi zikolo, i-40% okanye abafundi abangama-18 024 bebebhalise kwizikolo ezizimeleyo ezixhaswa ngemali ngurhulumente. Abangama-11 478 bebebhalise kwizikolo zaseprayimari ezixhaswa ngemali ngurhulumente yaye abangama-6 546 bekwizikolo eziphakamileyo ezixhaswa ngurhulumente.

IziPhumo zeeMvavanyo

ImiMiselo eNxulumene noBhaliso, ukuXhaswa ngemali, kweZikolo ezizimeleyo (ngaphandle kweZikolo zasePriPrayimari), ifuna ukuba isikolo esizimeleyo sithathe inxaxheba kuHlolo loNyaka lukaZwelonke (Annual National Assessments) kunye/okanye uvavanyo lwenkqubo yezikolo (systemic testing) lweSebe iWCED ukwenzela ukuba zifaneleke ukuba zibe nokufumana inkxaso-mali. Zibe ngama-74 ezibhale iimvavanyo zeBanga lesi-3, zangama-64 ezabhale iimvavanyo zeBanga lesi-6 zaza zangama-43 ezibhale iimvavanyo zeBanga le-9.

Amanqaku ezikolo ezizimeleyo ezifumana inkxaso-mali nezingafumani inkxaso-mali zinikwe kule theyibhile ingezantsi. Qaphela ukuba le sampule ayibonisi ukumelwa kwazo zonke izikolo (representative sample) nanjengoko ezinye izikolo zikhethe ukuthatha inxaxheba ngelixa kwezinye ukuthatha inxaxheba kunyanzelekile.

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inxaxheba ngo-2014									
IBanga	ILitheresi/ULwimi								
	Izikolo			Abafundi			Izinga lokupasa		
	2012	2013	2014	2012	2013	2014	2012	2013	2014
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	1 222	1 381	1 416	54.9	51.7	56.0
IBanga lesi-3 kwezingafumani nkxaso-mali	27	27	28	779	844	979	85.2	88.6	86.7
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	1 009	1 068	1 074	67.0	61.4	65.0
IBanga lesi-6 kwezingafumani nkxaso-mali	22	24	25	705	807	873	95.1	91.2	92.1
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	1 229	1 333	1 155	82.3	82.7	84.6
IBanga le-9 kwezingafumani nkxaso-mali	17	18	16	799	787	789	95.1	96.6	97.0

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inxaxheba ngo-2014									
Ibanga	INyumeresi/iMathematika								
	Izikolo			Abafundi			Izinga lokupasa		
	2012	2013	2014	2012	2013	2014	2012	2013	2014
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	1 222	1 381	1 416	62.8	65.8	68.6
IBanga lesi-3 kwezingafumani nkxaso-mali	27	27	28	779	844	979	91.7	93.6	92.5
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	1 009	1 068	1 074	47.8	50.2	50.3
IBanga lesi-6 kwezingafumani nkxaso-mali	22	24	25	705	807	873	89.1	86.7	84.3
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	1 229	1 333	1 155	26.8	26.2	31.2
IBanga le-9 kwezingafumani nkxaso-mali	17	18	16	799	787	789	73.4	76.1	73.8

Iziphumo zezikolo ezizimeleyo kwiSatifikethi seMatriki sikaZwelonke ngo-2014 zezi zilandelayo:

IziPhumo zeNSC zezikolo ezimeleyo zeNtshona Koloni: 2014				
Ababhalileyo	INani labaPasileyo	IPesenti yabaPasileyo	INani (Abafaneleke kukufunda isiDanga)	(I-% (Abafaneleke kukufunda isiDanga)
2353	2218	94.3%	1514	64.3%

Bebeli-176 abafundi bezikolo ezili-14 zaseNtshona Koloni ababhale iimviwo ezisetwe yiBhodi yeeMviwo eziZimeleyo (Independent Examination Board).

Uphuhliso loofitshala

Ngo-2014, ootitshala bezikolo ezizimeleyo baye kwiiwekshophu zekharithulam ezohlukeneyo nebeziququzelelwa zii-ofisi zezithili zemfundo zeSebe iWCED. Ootitshala bezikolo ezizimeleyo baye baqeqeshwa kwiCAPS liSebe iWCED.

INkxaso enikiweyo

Kutyelelwe izikolo ezizimeleyo ezili-151 ukwenzela ukuzinika inkxaso kulawulo, kwikharithulam nasekuphathweni kwazo apha ekuhambeni konyaka ka-2014/15.

Ukongeza apho, kumsebenzi owenziwa qho ngonyaka ukulungiselela le njongo, iqela lamagosa eSebe iWCED liye latyelela izikolo ezingama-99 ngoFebruwari ka-2015 ukuze linike uqwalaseko:

- Ukufezekiswa kweemfuno zesaveyi (Survey compliance) - iAnnual School Survey (ASS) neSnap Survey (SS)
- Ubhaliselo lweCEMIS
- I-akhreditheyishini kUmalusi
- Ukufezekiswa kweemfuno zezemali (Financial compliance) – inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi
- Ukwanela nokufaneleka kwamagumbi okufundisela
- Ukufundiswa kwekharithulam
- Ukwanela nokuchaneka kweziXhobo eziXhasa ukuFunda nokuFundisa (Learning and Teaching Support Materials) (LTSM)
- Ubhaliselo lweSACE
- Ukurhoxa kwabasebenzi emsebenzini
- IiSistim zokuLawula iNtsebenzo (Performance Management Systems)
- Uphuhliso lwabasebenzi
- Indlela abaqhuba ngayo abafundi
- Iziphumo zoHlolo loNyaka lukaZwelonke (ANA) kunye neemvavanyo zeSebe iWCED zenkqubo yeBanga lesi-3, 6 nele-9 (WCED systemic test results)

Imo engundoqo yenkxaso enikwa izikolo ezizimeleyo ziinkxaso-mali (subsidies). Iinkxaso enikwa izikolo ezizimeleyo ezifanelekileyo yi-60%, 40%, 25%, 15% okanye 0% yenkcitho yephondo eqikelelweyo kubafundi (provincial per capita expenditure for learners) (PAEPL) kwizikolo zikarhulumente eziqhelekileyo. I-PAEPL yango-2014/15 ibe yi-R10 915 (Kwizikolo zaseprayimari) ne-R13 183 (Kwizikolo zaseseKondari) ngokulandelelanayo. Ngo-2014/15 iSebe iWCED lihlawule iinkxaso-mali kwizikolo ezili-100, nebeziquka isikolo esinye esitsha. Iintlawulo zenziwe kwangethuba nangokwemithetho echaphazelekayo.

ISebe iWCED likhuthaza zonke izikolo ezizimeleyo ezixhaswa ngemali ukuba iinkxaso-mali zazo zizisebenzise ekuthengeni iiLTSM (60%); iinkonzo zikamasipala (municipal services) (20%) neemfuno zokwenziwa komsebenzi (operational needs) (20%).

ISebe iWCED likwaphande izikhalazo ezivela eluntwini kunye/okanye nasebazalini malunga neZikolo eziZimeleyo ngokunxulumene neefizi zesikolo, iinkqubo zololuleko ezingabonisi bulungisa (unfair disciplinary processes), ukungaqhubi kakuhle ezifundweni, ukungalawulwa kakuhle kwezikolo kunye nokuqhuba kwesikolo zingabhaliswanga. Kwintlanganiso neenqununu nabanini bazo zonke izikolo ezizimeleyo ezifumana inkxaso-mali, ebibanjwe ngoFebruwari ka-2015 kuye kwaxoxwa ngokungaqhubi kakuhle kwezikolo kunye kwancokolwa nangezona nkqubo zinokuziphumelelisa ezi zikolo. Uhlalutyo lweANA, iimvavanyo zeNkqubo (Systemic tests) kunye neziphumo zeNSC nazo ziye zaxoxwa kule ntlanganiso. Kuye kwafuneka ukuba izikolo ezingaqhubi kakuhle zinike izicwangciso zophuculo ezineethagethi zika-2015.

ISebe iWCED iye yadibana neDBE kunye noMalusi, ngoMatshi ka-2015, ukuze kuxoxwe malunga nokudityaniswa kweenkqubo zobhaliso nezeakrheditheyishini yezikolo ezizimeleyo. Le ntlanganiso ibichotshelwe nazizitraktsha ebezimele izikolo ezizimeleyo zaseMzantsi Afrika.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 3					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM301: Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo	18 502	18 600	18 024	576	Ubhaliso lwezikolo ezizimeleyo ngumba ogqitywa ngabazali yaye mba lowo iSebe iWCED ingenalawulo ekulawulweni kwawo (management control). Kuye kwakho isikolo esizimeleyo esiye savala kweli thuba kunikwa ingxelo yalo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukunika inkxaso ezinikeleyo eyandisiweyo kwiZikolo eziZimeleyo ezifumene umyinge wokupasa ongaphantsi kwezinga lokupasa lephondo kwiNSC
- Ukuxhasa zonke izikolo eziZimeleyo ezitsha neziqhuba ngaphantsi kwenqanaba elilelona liphezulu.
- Ukuqwalasela yonke imibuzo nezikhalazo malunga nokuqhutywa kwemimiselo.

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukuxulumanisa intsebenzo neebhajethi

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

- linkxaso-mali ezinikwe izikolo ezizimeleyo ezinika imfundo esemgangathweni kubantwana abahlelelekileyo.

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiwo -mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabiwo -mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
3.1 IsiGaba sePrayimari	49,358	49,358	-	47,329	47,329	-
3.2 IsiGaba seSekondari	40,487	40,487	-	37,319	37,319	-
Zizonke	89,845	89,845	-	84,648	84,648	-

4.4 Iprogram 4: IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa

Injongo:

Ukunika imfundo enyanzelekileyo kwizikolo zikarhulumente eneemfuno ezizodwa ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act) noXwebhu lweNgcaciso yeMiba 6 (White Paper 6) emalunga nemfundo ebandakanya bonke abafundi.

Iprogram yezeMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa iqulethe ezi program zisekelayo zilandelayo¹⁰:

Iprogram esekelayo 4.1: Izikolo

Ukunika izixhobo kwizikolo zemfundo eneemfuno ezizodwa.

Iprogram esekelayo 4.2: UPuhhliso lweCandelo lezabaSebenzi

Ukunika iinkonzo zesebe uphuhliso lwezemfundo nolunye uphuhliso kootitshala nakwabangezotitshala kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa.

Iprogram esekelayo 4.3: IiGranti eziKhutshwa phantsi kwemiQathango

Ukunika iiprojekthi eziphantsi kweProgram 4 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango (conditional grants).

Iinjongo eziCwangcise ngobuChule (Strategic Objectives)

INjongo eCwangcise ngobuChule 4.1	Ukwandisa uthatho-nxaxheba lwezifundo nezentlalo lwabo bonke abafundi kwinkqubo elandelwayo nekharityhulam yamaziko emfundo kwanokunciphisa imiqobo ethintela ukufunda (Education White Paper 6)
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Iinjongo ezicwangcise ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Ngo-2014 iSebe leWCED belinezikolo zemfundo eneemfuno ezizodwa ezingama-72, zinabafundi abaneemfuno zemfundo ezizodwa abangama-18 571. Kwezi zikolo, ezili-18 zizikolo zezakhono zize zezi-4 zibe zizikolo zezibhedlele.

IziPhumo zoVavanyo lweZikolo zeMfundo eneeMfuno eziZodwa

Ngo-2014, bebeli-135 abaviwa abavela kwizikolo zemfundo eneemfuno ezizodwa ababhale iSatifikethi seMatriki sikaZwelonke, nabathe bapasa ngezinga lokupasa elingu-96%. Abayi-28% kwabo bapasileyo baye bakulungela ukwamkelwa ukufundela isiDanga sokuQala.

¹⁰ Iinkonzo zasesikolweni zezemidlalo, ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ungena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

Ngabafundi abangama-310 kwizikolo ezili-17 ababhale uHlolo loNyaka lukaZwelonke. Izinga lokupasa laba bafundi libe ngu-77%.

Uphuhliso lweZakhono zootitshala

ISebe leMfundo eSisiseko libekele bucala unyaka ka-2013 njengoNyaka wokuDityaniswa kwemfundo (Year of Inclusion) ukwenzela ukulungiselela ukwanda kweMfundo eDibeneyo (Inclusive Education) kwiminyaka elandelayo.

Ngo-2014, iSebe iWCED liye laqhuba iNkqubo yoPhuhliso lweZakhono zaBasebenzi lisenzela ukuxhasa ukwanda kweMfundo eDibeneyo. Le nkqubo iqale ngezikolo ezikhethiweyo ezinika inkonzo epheleleyo (full-service)/ezidibeneyo, amaziko ezixhobo zemfundo abekelwe izikolo zemfundo eneemfundo ezizodwa kunye nabasebenzi abaxhasayo abayiqeqeshelweyo le nto. Olu qeqesho luye lwagxila kumgaqo-nkqubo weMfundo eDibeneyo kunye namaxwebhu ezikhokelo, uXwebhu lweNgcaciso yeMiba 6 (White Paper 6) kunye neziKhokelo zeCAPS zeZikolo ezineNkonzo ePheleleyo eDibanisayo / AmaZiko okuNcedisa kwiMfundo eMfundo eneeMfundo eziZodwa kunye noKwahluka kwaBafundi (Guidelines for Full-Service Inclusive Schools, Special School / Resource Centres and Learner Diversity in CAPS). Ezi zikolo zikhethiweyo zinika inkonzo epheleleyo (full-service)/ezidibanisayo zikwaqeqeshwe nakwimodeli yoKhathalelo neNkxaso yokuFundisa nokuFunda (Care and Support for Teaching and Learning model).

Ngo-2015 izikolo ezibekwa phambili (flagship) ezinika inkonzo epheleleyo/ezidibanisayo ziye zanika iiwekshophu malunga nokuqhuba kakuhle kweMfundo eDibanisayo (Inclusive Education good practice) . Izihloko zeewekshophu beziquka "IMfundo eDibanisayo kungakhange kuchithwe mali" ("Inclusive Education at no cost") kunye ne-"ziXhobo zaseKhompyutheni ezilungiselelwe ukuQukwa kwaBafundi beeNtlobo zonke" ("Digital Devices for Inclusion"). AmaZiko eziXhobo zeZikolo ezineeMfundo eziZodwa (Special School Resource Centres) ziye zanika iiwekshophu kwiinkalo eziziingcali kuzo, umz. iNkubazeko eNxulumene nokuFunda okuThile, uLwazi lwamaGama, oLunye uHlolo (Specific Learning Disability, Phonological Awareness, Alternative Assessment).

Kuqhutywe ikharithulam yoLwimi loMjeki lwaseMzantsi Afrika (South African Sign Language (SASL) kuzo zonke izikolo ezihlanu zeSebe iWCED zemfundo yeemfundo ezizodwa ezilungiselelwe abaNgevayo (special schools for the Deaf) kusetyenziswa iSASL. NgoOkthobha ka-2014, bonke ootitshala nabaNcedisi bootitshala beSASL baye baqeqeshwa liSebe leMfundo esisiSeko. Uqeqesho oluqhubelekayo olwenzelwa esikolweni (on-going in-house training) liye lanikwa ezi zikolo zihlanu, ngokunjalo noqeqesho olwenziwa ngamaZiko eMfundo ePhakamileyo (Higher Education Institution, qeqesho olo luqale ngoJanyuware ka-2015.

Uqeqesho lwabafundi bamaziko aphakamileyo abaqeqeshelwa iECD kwiSouth African Sign Language luye lwaqaliswa ngo-2015 kwiiKholeji zeFET ezintlanu zaseNtshona Koloni.

Izikolo ezibini zabaNtwana abaNgaboniyo eziseNtshona Koloni ziye zafumana iteknoloji yabafundi abasukela kwiBanga lesi-4 ukuya kwiBanga le-12, qeqesho olo ibilokuncedisana nokufikelela kwiiLTSM zeBraille ekupheleni kuka-2013. Abafundi nootitshala bazo zozibini ezi zikolo zabaNgaboniyo, eAthlone nasePioneer, bafumene uqeqesho kwitekoloji ngo-2014 lusenziwa malunga neApex Praille note laptop. Umbhexeshi wale nkqubo, ongaboniyo, uye waxhasa abafundi egumbini lokufundela laso ngasinye kwezi zikolo.

Ngo-2015 abasebenzi beenkonzo ezikhethekileyo (specialised support services staff) besithili nesekele benzelwe iwekshophu yokwaziswa malunga nokuNgakwazi ukuThetha naBanye (Autism Spectrum Disorder) (ASD) baza abameli bezikolo ezinabafundi nabazali abaneASD benzelwa uqeqesho olunzulu olumalunga nokuchonga, ukuqonda nokuvavanyela ukuNgakwazi ukuThetha naBanye.

Uqeqesho lootitshala abakwizikolo eziqhelekileyo lokubenza bakwazi ukuchonga nokujongana neemfundo ezizodwa/nemiqobo ethintela ukufunda/ukushiyeke ezifundweni (learning backlogs) luye lwanikwa ngo-2014/15 lusenziwa ngabasebenzi beeNkonzo zeNkxaso eKhethekileyo (Specialised Support Services) kwiiofisi zezithile naseCTLI. Okukuye kwaquka ukuqeqeshwa kootitshala kungenelelo loncedo kulwimi nemathematika olugxile kwiBanga R nakwiBanga loku-1. Olu qeqesho beluquka ukuphuhlisa izakhono zendlela abeva nababona ngayo abafundi (learners' auditory and visual perceptual skills), kunye nokuphucula ukusetyenziswa kwamalungu amakhulu namancinci omzimba (gross and fine motor-co-ordination). Onke la maphulo ongenelelo lokunceda ebejonge ukuphucula ulwimi nemathematika yabafundi. Uqeqesho kuKhathalelo neNkxaso yokuFundisa nokuFunda beluquka imixholo ebigxile ekuxhaseni abafundi abaye behlelwa zizinto eziboyikisayo (trauma).

Amaphulo ongenelelo oluncedayo aye achongwa kwaza kwenziwa iikhosi zoqeqesho okanye zanikwa abanye abaqeqeshi bangaphandle (outsourced) ukuze zijongane nemingeni yendlela yokuziphatha ezikolweni, umzekelo, uqeqesho kuLawulo lwamaGumbi okuFundela, ukuKhulisa ukuZithemba, ukuNqanda ukuVuyelelana kwabafundi, ubuLungisa obuBuyisa uXolo, uLawulo lweeNgxabano, ukuziPhatha kaKuhle kunye nokuBuyisela iMeko eyiyo yeSikolo (Reclaiming School Environments).

NgoDisemba ka-2014, kuye kwabhegezwa kwigazethi uMgaqo-nkqubo wokuHluzwa, ukuChongwa, ukuHlola nenkxaso (Screening, Identification, Assessment and Support) (SIAS). Zonke izicelo zexesha elizayo ezifakwayo zeZikolo ezineeMfundo eziZodwa zeMfundo ziya kufuna uxwebhu lwamaNqanaba eNkxaso (Levels of Support document), nolusekelwe kumgaqo-nkqubo ohlaziyiweyo weSIAS. Uqeqesho kwiSIAS luya kuqala ngo-2015, luqala kwizikolo zeenkonzo ezipheleleyo/ezidibanisayo kunye namaziko ezixhobo zokuxhasa izikolo ezineemfundo ezikhethekileyo zemfundo (special school resource centres) yaye kule minyaka izayo zonke izikolo ziza kuqeqeshwa.

INkxaso eNikiweyo

Ngo-2014, ugxininiso belusekuqhutyweni okuqhubekayo kwesicwangciso esineengongoma ezilishumi seSebe iWCED sokomeleza inkxaso yemfundo ekhethekileyo (*strengthening specialised education*). Imiba emihlanu ephambili ngo-2014/15 ibiyile:

- UPhuhliso lweZakhono zaBasebenzi kwiMfundo eDibanisayo
- Ukuphuhliswa kwezikolo eziqhelekileyo zibe zizikolo ezineenkonzoz ezipheleleyo/ezidibanisayo (Full-service/inclusive schools)
- Ukuguqulwa kweZikolo zeeMfundo eneeMfundo eziZodwa zibe ngamaZiko eziXhobo zeMfundo yeZikolo ezineeMfundo eziZodwa (Special School Resource Centres) ngokunjalo nokomelezwa kweZikolo zeMfundo eneeMfundo eziZodwa
- Ukwandisa izakhono zeli sebe (capacity of the system) ekujonganeni nemiqobo ethintela ukufunda ukuze liquke iintlobo ezahlukeneyo zabafundi nangakumbi
- Ukukhuthaza ubambiswano phakathi kwamacandelo ukwenzela ukuphucula inkxaso noqukaniso (inclusion)

Inkxaso eqhubekayo yaseNtshona Koloni inika inqanaba eliphantsi lenkxaso kwizikolo eziqhelekileyo zikarhulumente/zisiqhelo, inkxaso ephakathi kwizikolo ezinika iinkonzoz ezipheleleyo/ezidibanisayo kunye nenqanaba eliphezulu lenkxaso kwizikolo zeMfundo eneeMfundo eziZodwa. Kuye kwagxilwa ekwandisweni nangakumbi wemfundo edibanisayo kwanokusekwa kwezitraktsha zenkxaso eziqinisekisa ngokufikelela nangakumbi kwimfundo kwabafundi abanemiqobo ethintela ukufunda abakwizikolo zikarhulumente zemfundo eneeMfundo eziZodwa kunye nezikolo eziqhelekileyo zabafundi.

Ngo-2014/15 iSebe iWCED liye lasiqhuba esi sicwangciso

- (1) amaqela enkxaso ezithili neesekethe, aquka iisayikholojisti, oonontlalonte, iitheraphisti, abacebisi bezikolo zemfundo eneeMfundo eziZodwa kunye nenkxaso yokufunda
- (2) ukomeleza izikolo ezingama-24 zemfundo ezineemfundo eziZodwa ukuze zibe ngamaziko axhasayo (resource centres)
- (3) ukuxhasa iiyunithi zeELSEN/iiKlasi zeNkxaso (*Resource Classes*) kwizikolo ezili-107 eziqhelekileyo zikarhulumente.
- (4) ukuguqulwa kwezikolo ezingama-40 eziqhelekileyo zikarhulumente zibe zizikolo ezineenkonzoz ezipheleleyo/ezidibanisayo (Full-service/inclusive schools)
- (5) ukusekwa kwamaqela enkxaso eyenzelwa ezikolweni.

Inkxaso yeZikolo zeMfundo eneeMfundo eziZodwa

UXwebhu lweNgcaciso yeMiba yeMfundo 6 (Education White Paper 6): Ukwakhela kwiSistim yeMfundo eDibanisayo noQeqesho (Inclusive Education and Training System) ifuna uphuculo olusemgangathweni lweZikolo zeMfundo eneeMfundo eziZodwa (qualitative improvement of Special Schools). Olu Xwebhu lweNgcaciso yeMiba (White Paper) lukwagxininisa ukuguqulwa okuthatha amanqanaba ngamanqanaba kweZikolo zeMfundo eneeMfundo eziZodwa zibe ngamaZiko okuXhasa izikolo zeMfundo eneeMfundo eziZodwa (Special School Resource Centres). Emva kokuba ziguqulwe ezi zikolo kufuneka zinike inkxaso kwizikolo ezizingqongileyo.

ISebe iWCED igqibe ulingo (pilot) lweminyaka emithathu lokufakwa kweSouth African Sign Language (SASL) njengesifundo ngoOkthobha ka-2013. I-De la Bat Special School Resource Centre yiyo ebisindleke le projekthi yephondo yeSouth African Sign Language. Ubuchule obufunyenweyo kuye kwabelwana ngabo nezinye izikolo zabaNgevayo ezisephondweni kusetyenziswa iSASL njengoLwimi lokuFunda nokuFundisa (Language of Learning and Teaching) (LoLT). Iziphumo zayo ziye zafakwa nakwiprojekthi yeDBE SASL kazwelonke. iziXhobo zokuXhasa ukuFunda nokuFundisa ezazenzelwe le projekthi ngoku zisetyenziswa kuzo zonke izikolo zabaNgevayo kwiphondo ezisebenzisa iSASL njengeLOLT. Zonke izikolo zeSebe iWCED ziye zanikwa ubuncinane bomqulu wezixhobo zenkxaso (resource pack) kwiBanga R kunye nakwisiGaba esisisiSeko aza onke amagumbi okufundela eSASL ziye zafakelwa iteknoloji yokuqhutywa ngempumelelo kweSASL. Okungaphakathi kulo mqulu wezixhobo zokuxhasa kuye kwanikwa neeklasu zeepriskuli (pre-school) ukwenzela ukukhulisa ukuphuhla kwangoko kulwimi. Abasebenzi beeECD zabaNgevayo (Deaf ECD practitioners) baye baqeshwa njengabaNcedisi babaNgevayo (Deaf Assistants). Ngenxa yamanyathelo athathiweyo kulingo lwaseDe La Bat, iSebe iWCED liye lakwazi ukuqalisa iSASL kwiGaba esisisiSeko nakwiBanga lesi-8 ngo-2014 ukulungiselela isicwangciso sikazwelonke sika-2015. *Inkxaso ebhekiswa, nekwaniwa ngamaZiko aXhasa ngoNcedo kwiZikolo zeMfundo eneeMfundo eziZodwa (Special School Resource Centres).*

Kukho izikolo zeMfundo eneeMfundo eziZodwa ezingama-24 ezimana ukutshintshwa ngokwandayo zibe ngamaZiko aXhasa ngoNcedo kwiZikolo zeMfundo eneeMfundo eziZodwa. Amaqela okuqhuba amaphulo angeMfundo Jikelele eDibanisayo (General Inclusive Education outreach teams), asekelwe kumaZiko aXhasa ngoNcedo kwiZikolo zeMfundo eneeMfundo eziZodwa, aye anika inkxaso kootitshala babafundi abakumagumbi okufundela esiqhelo (mainstream classes) ngo-2014/15. Ezinye izikolo zeMfundo eneeMfundo eziZodwa ezithathu ezongezelelweyo ziye zenza ukuba kubekho abasebenzi bokuqhuba amaphulo kweli thuba.

Ezinye izikolo zeMfundo eneeMfundo eziZodwa ezingenamaqela okuqhuba amaphulo, nazo ziye zancedisa kwizikolo ezikufutshane ngokuqhuba iiwekshophu neeklinikhi ezikwezi zikolo kunye namanye amaphulo ongenelelo loncedo achaphazelekayo. Umzekelo, iCarel Du Toit Centre, iqhuba iiwekshophu zootitshala abanabafundi abangeva kakuhle eziklasini zabo.

Ngo-2013/14 kuye kwanikwa abafundi abafuna izixhobo zokubancedisa ukufikelela kwikharithulam uluhlu lwezixhobo zeAlternative and Augmentative Communication Devices (AAC). IiTheraphisti zeZithili zichonge amaZiko eNkxaso kwiZikolo zeMfundo eneeMfundo eziZodwa ukwenzela ukuseka iiyunithi ezinezixhobo ze-ACC. Kuye kwasekwa iAAC enye kwisithili ngasinye phakathi ku-2014 zaza zamiselwa ngokusesikweni ngoFebruwari ka-2015. La maziko aza kuncedisa ekuchongeni esona sixhobo seemfundo zabafundi sifanelekileyo.

Inkxaso kwiZikolo zobuChule

Zili-18 izikolo zobuChule zibe zibe zihlanu izikolo zeMfundo eneeMfuno eziZodwa ezineeyunithi zezakhono.

Izifundo ezifundiswa kwiZikolo zobuChule ziquka ezi: Ancillary Health Care, Automotive Repair and Maintenance, Automotive Spray Painting, Arts and Crafts, Beauty and Nail Technology, Basic Welding and Metalwork, Bricklaying and Plastering, Educare, Hairdressing, Hospitality Studies, Household Maintenance, Mixed Farming, Needlework and Clothing, Office Administration, Upholstery and Woodworking.

Ootitshala beZikolo zobuChule banikwe uqeqesho kwizifundo nekharityhulam yezakhono ezitsha zeminyaka emine (new four year academic and skill curriculum), ngokunjalo noqeqesho ekwahlukeni kwekharityhulam (curriculum differentiation).

Kukho ubambiswano oluQhubekayo neSebe loPhuhliso loQeqesho nezoKhenketho (Department of Economic Development and Tourism) ukuxhasa iNkqubo yabo yokujonga ukuFanela uMsebenzi (Occupational Readiness Programme) kabafundi abagqiba iprogram yeminyaka emine kwiZikolo zobuChule. Iiwekshophu kwZikolo zobuChule ezikhethiweyo ziakhredithwa yiNational Assessment and Moderation Body.

Ngo-2014/15 izihlandlo zotyalelo zoHlolo lweSikolo siPhela (Whole School Evaluation) ziye zaqhutywa kwiZikolo ezili-9 zobuChule. Ukongeza kwiikhrayitheriya ezisetyenziwa kwizikolo eziqhelekileyo, umsebenzi weenkono zenkxaso yeengcali (specialist support services) ziye zahlolwa. Kuye kwabanjwa iintlanganiselo zolandelego nezikolo kusenzelwa ukuxoxa malunga neziphumo zophando zengxelo yeWSE.

Inkxaso enikwa abantwana abanenkubazeko enzulu yasengqondweni

Ngo-2014, amaqela amane aye anika inkxaso yamathuba ngamathuba kumaZiko angama-47 oKhathalelo lwabantwana abaneeMfuno eziZodwa (Special Care Centres) abanenkubazeko enzulu yasengqondweni. Kwenziwe iprothokholi yenkxaso ngokubambisana neSebe leMfundo, elezeMpilo, eloPhuhliso loluntu nelezoThutho nemiSebenzi kaRhulumente. Ezi nkxaso ziquka: (i) ukwenziwa kweenkqubo zokubakhuthaza, (ii) ukufuna izixhobo zokuxhasa (resource materials), (iii) ukuqhutywa kweewekshophu ezilungiselelwe abalawuli bamaziko, abakhathaleli nabazali (iv) iindlela zokujongana neemfuno zomzimba, zemfundo nezengqiqo yasentlalweni (psycho-social) zabantwana, kunye (nokuhlolwa kwanokudluliselwa kwabafundi abafakwe kwizikolo ezingafanelekanga nabafuna ukudluliselwa kwiZikolo zeMfundo eneeMfuno eziZodwa.

Inkxaso enikwa izikolo zeNkonzo ePheleleyo/Izikolo ezidibeneyo

Esinye sezicwangciso eziphambili ekwenziweni kwesistim yemfundo edibeneyo apho bonke abafundi bafikelelayo kwinkxaso kukuguqulwa okuya kwenziwa ngokwezigaba kwezikolo eziqhelekileyo zikarhulumente kwisithili ngasinye/kwisekethe nganye/kwiklasta nganye zibe zizikolo zenkonzo epheleleyo/izikolo ezidibeneyo. Iqela lokuqala lezikolo zeenkono ezipheleleyo ngumzekelo omhle wokwenza kakuhle yaye liya kuhlalela indlela zonke izikolo/amaziko ukuba ekugqibeleni abe ngamaziko adityanisiweyo abandakanya bonke abafundi.

Kuchongwe izikolo eziqhelekileyo ezingamashumi amane ukuba ziguqulwe ngokwezigaba ngezigaba ukuba zibe zizikolo zenkonzo epheleleyo/ezidibanisayo. Emva kwethuba loqeqesho nokufakwa emsebenzini (induction), ekupheleni kuka-2014 kuye kwasayinwa iiMOU liSebe iWCED nezo zikolo zichongiweyo.

Zili-107 izikolo zeli phondo "ezinamagumbi okufundela anabafundi abaneemfuno ezifanayo" ("unit classes"), anika inkxaso ekhethekileyo eyongezelelweyo. La magumbi okufundela anabafundi abaneemfuno ezifanayo aya eguqulwa ngokuguqulwa ukuba abe "ngamagumbi okufundela ancedisayo" ("resource classes") anika inkxaso kubafundi abadinga inqanaba eliphakathi lenkxaso. La magumbi okufundela akwanguvimba woncedo kuzo zonke iititshala ezidinga iingcebiso nakubafundi abakwesi sikolo abanemiqobo ethintela ukufunda.

Kuye kwaxhaswa abafundi abamalunga nama-2 000 abaneemfuno zenkxaso ezibunzulu buphantsi nobuphakathi kwiZikolo zeNkonzo eziPheleleyo/eziDibanisayo. Ezi zikoo ziye zanikwa utitshala osisigxina wenkxaso yokufunda. Ezi zikolo zikwanikwa inkxaso eyongezelelweyo yenkxaso yabasebenzi bemfundo eneemfuno ezizodwa ebandakanya iisayikholojist zezikolo, oonontlalontle kunye nabacebisi bezifundo kumaziko (learning support advisors) kunye namaqela amaPhulo eMfundo eDibeneyo (Inclusive Education Outreach teams), ngokusekelwe kwiiMfuno zeMfundo eziZodwa/kumaZiko eNkxaso yoNcedo amiselweyo (designated Special School/Resource Centres).

Ukunika inkxaso yobudlelane phakathi kwamasebe karhulumente namacandelo ahlukeneyo ISebe lezeMpilo neSebe lezeMfundo aye abambisana ukuqhuba iProgram eDibeneyo yeMpilo eZikolweni (Integrated School Health Programme). Le nkqubo iquka ukukhuthaza izenzo ezikhuthaza ezempilo, ukuskrinwa nokuhlolwa kwabafundi, ukulawulwa kwezigulo ezingephi kunye nokuthintelwa kwezifo.

Kuye kwaziwa neenkonzo ezine ezijikelezayo zempilo/intlalontle yasesikolweni (school health/wellness mobiles) ngobambiswano phakathi kweSebe iWCED, iWCDoH namacandelo abucala, kusenzelwa ukuskrinwa kwabafundi bebanga R neloku-1. Isithuthi esijikelezayo (mobile) ngasinye sinegumbi lokuxilongela lokuskrinelwa impilo jikelele, icandelo lezamazinyo kunye necandelo lezamehlo. Ngo-2014, babe ngama-3 251 bebonke abafundi abaskrinwe ngugqirha wamehlo kwaza kwakhutshwa izipeksi ezili-1 239; abafundi abangama-4 092 banyangelwa izingulo ezingephi zezempilo baza abangama-4 285 banyangwa ngugqirha wamazinyo kwiinqwelo zezempilo.

ISebe iWCED kwakhona lincedisise iSebe lezeMpilo kwiprogram yokugonywa iHuman Papilloma Virus, enguthintela womhlaza wesibebeke. Iprogram yokugonyelwa iHPV ijoliswe kumantombazana eBanga lesi-4 aneminyaka eli-9 nangaphezulu. Ugonyo luka-2015 luye lwaqhuba ngenyanga kaMatshi nekaEpreli. Umlinganiselo wesibini owenziwa emva kweenyanga ezintandathu uza kwenziwa ngenyanga kaSeptemba nekaOkthobha ku-2015. Olu gonyo belusenziwa ngabongikazi bempilo yasesikolweni, kunye nabongikazi bezikolo zeMfundo yeeMfuno eziZodwa. Iifomu zemvume esekelwe kulwazi kunye namaphetshana olwazi malunga nogonyo lweHPV ziye zahanjiswa ezikolweni phambi kokuqhutywa kogonyo.

Iintlanganisano eziqhubeka okokoko ziye zabanjwa neDepartment of Health Western Cape Rehabilitation Centre, ukunceda ekwamkelweni kwabafundi ababekhululwe ezibhedlele emva kokubandakanyeka zezingozini. Kuye kwalungiselelwa iingxoxo malunga neemeko zabo (cases) kunye neesayikholojisti, iitheraphisti kunye noogqirha ukwenzela ukukhangela eyona ndlela ingcono kakhulu yokuhamba isikolo yaba bafundi.

ISebe iWCED liye lalungiselela iingxoxo zeemeko zabantwana abaneemfuno eziphezulu kakhulu/ezinzima zenkxaso (exceptionally high/complex support needs), umzekelo, abafundi abaye banemingeni enzulu kakhulu yendlela yokuziphatha (severe behaviour challenges) kunye nezigulo ezichaphazela ingqondo (psychiatric disorders). Ezi meko ziye zaxoxwa neesayikhayatrishi, oogqirha, iisayikholojisti neetheraphisti zeSebe lezeMpilo bekwasebenzisana nabasebenzi abasuka ezithilini ukuqaphela nokwenza izindululo (recommendations) malunga nokufakwa ezikolweni nenkxaso yaba bafundi xa bekhutshwa kumacandelo ezigulo ezithile (specialised units) ezifana neCandelo lokuFundiswa ngoKutsha (Therapeutic Learning Centre).

ISebe iWCED limelwe kwiCommunicable Diseases Committee yephondo. Le komiti yazisa iSebe lezeMpilo ngazo naziphi na iimeko eziqaphlekayo zezifo ezosulayo ezikolweni lize lifumane ingcaciso yezikolo nezithili malunga nokusingathwa kwezi meko.

Iprothokholi ehlaziyiweyo yeSebe iWCED yeYekani iMpatho-gadalala (WCED Abuse No More) yaziswe ngokusesikweni ngoOkthobha ka-2014. Iye yaziswa ngokusesikweni yaxhaswa ngoonontlalontle beSebe iWCED becebisana bekwabambisana neSebe loPhuhliso loLuntu, iSebe lezeMpilo, iNkonzo yesiPolisa yaseMzantsi Afrika, iSebe lezobuLungisa noPhuhliso lwezoMgaqo-siseko, iGunya-bantu lezoTshutshiso, iSebe leNkulumbuso neQumrhu lePhondo lobuLungisa kwezeSini (Provincial Gender Justice Forum).

ISebe leWCED liye lasebenzisana namaPolisa esiXeko saseKapa (City of Cape Town Metro Police) ukunika iinkampu zoLutsha oluseMngciphekweni kubafundi beZikolo zobuChule. Ezi nkampu ziye zagxila kumaqela emigesu, iziyobisi, ubundlobongela, ukukhulelwa kwabantwana, ukusombulula iingxabano, iimfundiso ezisisiseko kunye nokukhethwa kweendlela zokuphila ngokusempilweni. ISebe loPhuhliso loLuntu neSebe lezeMpilo aye ancedisa iCandelo loQeqesho lamaPolisa eMetro kwiintetho ngeentetho ebezisenziwa.

IiNjongo eziCwangciswa ngobuChule (Strategic Objectives)

IProgram 4					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukuthintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM401: Inani labafundi ababhaliswe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	19 876	18 045	18 571	526	Kuthathwe inani labafundi elingaphezu kwelo beliqikelelwe. Baninzi abafundi kwisiGaba esisisiSeko nakwiZikolo zobuChule kwanakwiiYunithi zobuChule (Skills Units).
PPM402: Inani lootitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	1 872	1 732	1842	110	ISebe linootitshala abangama-92 kwiiYouth Care Centres ezinabafundi bazo ababeza kudluliselwa kwiSebe lezoPhuhliso loLuntu ukususela ngomhla woku-1 kuEpreli ka-2013. Xa kungoku lo mba uphambi kweNkundla ePhakamileyo yaye bonke abachaphazelekayo (respondents) balinikiwe ithuba lokufaka iingxoxo ngomhla ongekabekwa. Kunikwe izithuba zengqesho ezongezelelweyo ngenxa yokunyuka kwamanani abafundi.
PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	1 003	1 100	965	-135	Izithuba zengqesho zaseofisini (vacant public service posts) zibhengezwe kuluhlu 1 lwezithuba zengqesho zika-2015 yaye izithuba ezisisigxina ziya kuqala ukususela ngomhla woku-1 kuEpreli ka-2015. Kukho ukwehla kwinani labasebenzi baseofisini bakarhulumente ngenxa yokwehla kwamandla okuzenzekela ngendalo (natural attrition).

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukusingatha iimfuno zokwamkela abafundi abaneemfuno zemfundo ezizodwa
- Ukuqinisekisa ukuba ootitshala abakwizikolo ezamkela bonke abafundi baxhotyiswe kakhulu ngokusingatha iimfuno zemfundo zabo bonke abafundi
- Uqeqesho lugxininisa koku:
 - Abasebenzi beMfundo eneeMfuno eziZodwa abakwiindidi ezahlukeneyo zenkubazeko
 - Abasebenzi beZikolo zobuChule malunga nekharityulam
 - Abasebenzi abakwiZikolo zeNkonzo ePheleleyo/iZikolo eziDibeneyo ekuqapheleni nasekusingatheni imiqobo ethintela imfuno
 - Abasebenzi abakumaZiko eNkxaso yoNcedo eZikolo zeMfundo eneeMfuno eziZodwa malunga nomsebenzi wawo owandisiweyo
 - Abasebenzi bokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa abakwii-Ofisi zeZithili baquka iiSayikholoji, ooNontlalontle, ABacebisi bokuNika iNkxaso kumaZiko eMfundo (Learning Support Advisors), ooGqirha neeTheraphisti malunga nomsebenzi wabo kuyo yonke iMfundo ebandakanya bonke abafundi
 - Ootitshala bokuNika iNkxaso kwezeMfundo eSikolweni malunga nomsebenzi wabo wobungcali kuphuculo lolwimi nemathematika
 - AmaQela zokuNika iNkxaso eZikolweni (School-based Support Teams) malunga nomsebenzi wabo kwinkqubo yokuSkrina, yokuQaphela, nokuNika iNkxaso (Screening, Identification, Assessment and Support) (SIAS)

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 4 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukunika izikolo zemfundo eneemfuno ezizodwa izithuba zootitshala nezithuba zenkonzo karhulumente
- Ukwandisa nokuxhobisa amaziko/amagumbi okufundela enkxaso ezikolo zemfundo eneemfuno ezizodwa
- Ukunika inkxaso-mali kwizikolo zemfundo eneemfuno ezizodwa
- Ukukhuthaza ukusekwa kwezikolo zenkonzo epheleleyo kwimfundo ebandakanya bonke abafundi

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisile yo) / eNgaphant si	Ulwabiw o-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithi sileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
4.1 Izikolo	923,247	923,247	-	910,287	910,287	-
4.2 UPhuhliso lweZakhono zaBasebenzi	-	-	-	51	51	-
4.3 Igranti ekhutshwa phantsi kwemiqathango ethile	50,395	50,395	-	-	-	-
Zizonke	973,642	973,642	-	910,338	910,338	-

4.5 Iprogram 5: IMfundo noQeqesho oluQhubekayo

Injongo:

Kukunika iMfundo noQeqesho oluQhubekayo (FET) kwikholeji zeFET zikarhulumente ngokuhambelana noMthetho weMfundo noQeqesho oluQhubekayo (Further Education and Training Act).

Iprogram yeFET iqulathe ezi program zisekelayo zilandelayo¹¹:

Iprogram esekelayo 5.1: AmaZiko kaRhulumente
Ukunika izixhobo kwizikolo kwikholeji zeFET zikarhulumente.

Iinjongo eziCwangcise ngobuChule (Strategic Objectives)

INjongo eCwangcise ngobuChule 5.1	Ukuxhasa ngokubonakalayo ukunikwa kwesiPhumo sesi-5: Abasebenzi abanezakhono nabakwaziyo ukwenza ukwenzela ukuxhasa indlela yokukhula ebandakanya konke (inclusive growth path).
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linjongo ezicwangcise ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezothagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Ngo-2014 iikholeji zeFET ezintandathu zaseNtshona Koloni ziye zabhalisa abafundi abangama-71 712 xa bebonke. Kwaba bafundi bangama-71 712, abangama-56,557 bebewiiiprogram ezixhaswa ngurhulumente. Bezingama-14,957 iiNC(V), bengama-41 605 kwiReport 191 nabangama-15 155 kwiiiprogram zasemsebenzini (occupational programmes). Ipateni yobhaliso ibonisa utshintsho oluya ngakwiReport 191 ngenxa yokuba ezi program zithatha ixesha elifutshane. Le nto ibonisa imfuneko yokwenza iziqinisekiso ezifanelekileyo zeNqanaba 5 leNQF ezilungiselelwe abafundi abapase iBanga le-12 ukuze bancedwe kwikholeji zeMfundo yobuCwepheshe noMsebenzi weZandla (Technical and Vocational education and Training) (TVET Colleges).

Kukonke, ezi kholeji ziceba ukubhalisa abafundi abangama-75,750 ngo-2015 kodwa imfuneko yeenkqubo zemisebenzi (occupational programme) ingafuna ukuba babhalise ngaphezu kweli nani.

Uninzi lwamaziko eekholeji (college campuses) luye lwagcwala ngo-2014 yaye aziyi kukwazi ukwandisa amanani zingakhange zandise iziseko zophuhliso (izakhiwo) zazo.

¹¹ Qaphela ukuba ngo-2014/15 ibinye kuphela iprogram esekelayo ngenxa yotshintsho kwiSebe leMfundo ePhakamileyo noQeqesho

UPhuhliso lweZakhono zabaHlohli

Ngo-2014/15 iSebe iWCED liye laqhuba nokuxhasa ukuqhutywa kwekharithulam oko likwenza ngophuhliso lwezakhono zabahlohli nenkxaso yasemagumbini okufundela. Ugxininiso lubekwe kumgangatho wezixhobo zovavanyo lwangaphakathi kangangokuba uninzi lwezixhobo zovavanyo zangaphakathi zeNC(V) nenxenywe yeReport 191 ziye zenziwa zakumgangatho ofanayo ukwenzela ukuba zihambelane nemigangatho efanayo kazwelonke. Izakhono zokusebenza zabahlohli ziye zaphuculwa ngenxa yesiphumo seenkqubo ezisetyenzisiweyo kule misebenzi yoqinisekiso lwemigangatho nangenxa yetheknoloji enikiweyo efana nee-smart board ukwenzela ukuncedisa ekufundiseni kwabahlohli. Kule kota yokugqibela yalo nyaka-mali, bamalunga ne-100 abahlohli abaye baqeqeshwa kwisilabhasi ehlaziyiweyo nentsha yeNC(V) neReport 191.

Abahlohli beMathematika nabeMathematical Literacy bafumane ukuqeqeshwa kwimiba ethile yeekharithulam zabo, imethodoloji yokufundisa kunye nokulawulwa kweklasi. Ikholeji ziqeshe abasebenzi bokuxhasa abahloli, abaye bagxila kwinkxaso yesiNgesi neMathematika efundiswe eklasini. Uye waqhutywa umgaqo-nkqubo weDHET wokuhamba iiklasi nokufika ngexesha eziklasini ofuna ubuncinane be-80% yokuhamba iiklasi ukuze ubani abhale iimviwo.

Ukuza kuthi ga ngoku, alukakhutshwa ucazululo lweziphumo zika-2014 ngenxa yokuba uDHET uza kuzikhupha ezi ziphumo emva kokugqitywa kweemviwo zoxabangelo. Umhla wokukhutshwa kwalo awukaziwa

INkxaso enikiweyo

Inkxaso yezemali kubafundi inikwe ngokusebenzisa iSkim seBhasari seeKholeji zeFET zeDHET (DHET FET College Bursary Scheme). Xa iyonke yi-R240,185,697 imali eyabelwe inkxaso-mali yebhasari ngo-2014 nethe yanikwa abafundi beNC(V) neReport 191 eNtshona Koloni.

Oku konyuka kwamanani abafundi kubeke uxinzelelo kwizakhiwo (infrastructure) zeekholeji. ISebe iWCED libekele bucala iR48,790,000 yokwakhiwa kweziseko zophuhliso (infrastructure development) ukwenzela ukujongana nokunqongophala kwendawo eziklasini kwakunye nohlaziyo nolwandiso olufuneka kakhulu kwezi kholeji zintandathu.

UMthetho oFakelwe uHlaziyo lweeKholeji zeFET (FET College Amendment Act) (3/2012) uye wabhengezwa ngoMeyi ka-2012. Oku kuwisa umthetho wokutshintsha kweeKholeji zeFET ukusuka kumagunya ephondo ukuya kutsho kumagunya kazwelonke. Nakuba kunjalo, kuba bekungekho mthetho umiselweyo wokuqalisa ukuphumeza utshintsho olupheleleyo, kusayinwe izivumelwano emazilandelwe (protocol agreements) ukwenzela ukusekondwa kwabasebenzi bephondo ukwenzela ukuba baqhubeka ngokunika inkxaso ezikholejini.

Iyunithi yephondo leNtshona Koloni iqhubekile ngokunika inkxaso kwizistraksha zokulawulwa nokuphathwa kweekholeji ngokuququzelela ukucwangcisa nokusebenza ngobuchule kwakunye nokuququzelela ukunyulwa kwebhunga leekholeji elitsha ngoNovemba ka-2014.

Le yunithi iphinde yaxhasa ukunikwa kwekharithyulam nohlolo lwangaphakathi. Zonke iimviwo zangaphandle beziphantsi koqwalaselo ngo-2014. ISebe iWCED neSebe iDHET aye abeka esweni aze anika ingxelo malunga nenkqubo yeekholeji ngokunxulumene nobhaliso lwabafundi, ulawulo lwezemali kunye noqinisekiso lwemigangatho yeemvavanyo. Jonga icandelo elimalunga noku: "UPhuhliso lweZakhono zaBahlohi" apha ngasentla.

ISebe iWCED liye laqhuba nokulawula iPERSAL egameni leekholeji. Ulawulo lwePERSAL belubandakanya intlawulo yemivuzo, imirholo kwakunye nezibonelelo zezentlalo kubasebenzi basekholejini. Ukuhambelana nemiyalelo yeSebe iDHET, kungeniswe iingxelo zemali zekota kwiSebe iDHET, lo gama iingxelo zePERSAL ezicacisiweyo ziye zangeniswa ezikholejini ukwenzela ukungqinelaniswa kwenkcitho kwezabasebenzi.

Kuye komelezwa inkxaso yeSebe iWCED yokwakha ubudlelwane phakathi kwekholeji zeTVET, iiSETA kunye namashishini, kangangokuba amachule abafakwe kumashishini kwakunye nenani labafundi beReport 191 abafakwe kwiinkqubo zokunika amava (internships) liye lenyuka kakhulu ngo-2014.

ISebe iWCED linike inkxaso yemali kwiikholeji ukwenzela ukuqeqeshwa kweeSRC okuye kwagxila ekuphuculeni izakhono zezitraktsha zeSRC.

Imiba yotshintsho

Ukutshintshwa komsebenzi weeTVETC kufikelele kwisigaba sokugqibela xa bekutshintshelwa i-63% yabasebenzi beekholeji kwingqesho yeSebe iDHET ekupheleni kukaMatshi ka-2015. Amacandelo ephondo eeTVET neAET atshintshelwe kwiSebe iDHET ngomhla woku-1 kuEpreli ka-2015 yaye ngoku angowona ndoqo weOfisi yomMandla yeDHET.

Ngo-2014, igama loMthetho weekholeji zeFET (FET College Act (16/2006) ohlaziyiweyo, litshintshwe laba nguMthetho weMfundo eQhubela Phambili noQeqesho (Continuing Education and Training Act) (16/2006). Lo Mthetho uthiya ngokutsha iikholeji zeFET zibe ziikholeji zeMfundo oQeqesho lobuChule noMsebenzi weZandla (Technical and Vocational Education and Training colleges) (TVET) yaye ufaka iikholeji namaziko emfundo yabadala phantsi kwesebe elinye. Ukwalungiselela ukusekwa kweekholeji zoluntu (CET) ngokunjalo neSouth African Institute for Vocational Education & Training (SAIVCET).

Izalathi zentsebenzo

IProgram 5					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukushinsha kusukwe kwiithagethi eCwangcisiweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 501: Inani labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET	16 812	17 080	14 952	- 2 128	Oku kubonisa ukuba abafundi bakhetha ikhosi emfutshane ebizwa ngokuba yiReprot 191.
PPM 502: Inani labafundi beekholeji zeFET NC(V) abagqiba zonke izifundo zabo ngempumelelo	6 984	7 800	5 650	- 2 150	Le yingqikelelo kuba iziphumo zokuphela konyaka ziya kupapashwa kuphela emva kokuba kukhutshwe iziphumo zeemviwo zokuxabangela. Ukwehla kwamanani obhaliso kwiNC(V) (Jonga kuPPM501 apha ngentla) kufaka igxalaba koku kwehla kupheleleyo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

Izinga lokuhamba iiklasi kwiiKholeji zaseNtshona Koloni liye laphucuka ngo-2014 ngenxa yokuqhutywa komgaqo-nkqubo weDHET wokuhamba iiklasi nokufika kwangoko eklasini. Ngoku kuza kugxilwa kakhulu kwizinto eziyimpumelelo ezenziwa kwiziko lemfundo naseklasini. Inkxaso kwikharithulam iza kwenziwa luqilima ngokomelezwa kwamaqela/uluntu olujolise kwiiPprogram (programme focus groups/communities) zeendlela zokwenza ukwenzela ukuqinisekisa ukuba abahloli babelana ngezakhono nezona zenzo zingcono. Kuza kuphinda kungxilwe nakwinkxaso yezifundo eyenzelwa abafundi.

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho.

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 5 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukuxhaswa ngemali kweendleko zokuqesha abasebenzi beekholeji zeMfundo noQeqesho oluQhubekayo

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisile yo) / eNgaphant si	Ulwabiw o-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithi sileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
5.1 AmaZiko kaRhulumente	377,913	377,865	48	353,097	353,078	19
Ewonke	377,913	377,865	48	353,097	353,078	19

4.6 Iprogram 6: IMfundo noQeqesho lwabaDala

Injongo:

Ukunika iMfundo noQeqesho olusisiSeko lwabaDala (ABET) ngokoMthetho weMfundo esisiSeko yabaDala (Adult Basic Education Act).

Iprogram yeABET iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 6.1: liNkxaso-mali yamaZiko kaRhulumente eMfundo yabaDala ukunika inkxaso kumaziko athile kaRhulumente eAET ngokuwanika inkxaso-mali

Iprogram esekelayo 6.2: liNkxaso-mali yamaZiko abuCala eMfundo yabaDala ukunika inkxaso kumaziko athile eAET abucala ngokuwanika inkxaso-mali

Iprogram esekelayo 6.3: liNkonzo zokuFundisa (Professional Services) ukunika ootitshala nabafundi abakumaZiko eAET iinkonzo zokunika inkxaso ezilawulwa lisebe lezemfundo

Iprogram esekelayo 6.4: UPuhhliso lweZakhono zabaSebenzi ukunika iinkonzo zokuqeqeshelwa umsebenzi kunye nolunye uphuhliso lwabaphathi, ootitshala nabasebenzi abanika inkxaso kumaZiko eEAT.

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

Injongo eCwangciswe ngobuChule 6.1	Ukunika inkxaso kwizitraksha zabalawuli nezabaphathi be-AET uphuhliso lomgaqo-nkqubo neenkqubo zongenelelo ngoncedo olucwangciswe ngobuchule eziququzelela ukufundisa ngempumelelo kumaziko emfundo yabadala; ukunika ootitshala nabafundi abakumaziko e-AET iinkonzo zokunika inkxaso yekharithyulam elawulwa lisebe lemfundo; kwanokunika uqeqesho lokwenza umsebenzi ngobuchule kootitshala nabangezotitshala
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Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifzekisiweyo

Amanani obhaliso lwabafundi

Ngo-2014/15, bebengama-31 840 abafundi beA(B)ET kumaZiko angama-308, apho ali-120 kuwo ibingamaZiko anguNdoqo (Main Centres).

Ngaphantsi nje kwesibini esithathwini (two thirds) kwaba bafundi (abangama-19 394) ibingabafundi beABET iNqanaba 1-4. Isinye esithathwini (a third) (abangama-11 605) ibingabafundi beFET baza bangama-841 abafundi abathathe inxaxheba kwii-program zeekhosi zexesha elifutshane.

Ukusasazwa kwabafundi kwinqanaba nebanga ngalinye, ngokwesithili, kuye kwema ngale ndlela ilandelayo.

ISithili	INqanaba loku-1	INqanaba lesi-2	INqanaba lesi-3	INqanaba lesi-4	Bng 10	Bng 11	Bng 12	Amanye	Zizonke
Cape Winelands	750	564	599	2 118	20	5	2 054	215	6 325
Eden and Central Karoo	608	462	543	1 230	0	0	494	20	3 357
Metro Central	425	213	184	998	45	64	3 658	115	5 702
Metro East	156	106	165	1 778	0	0	90	102	2 397
Metro North	238	216	319	1 565	0	0	1 723	0	4 061
Metro South	273	291	372	1 419	0	0	2 817	81	5 253
Overberg	282	289	276	1 027	0	0	505	171	2 550
West Coast	374	126	201	1 227	0	0	130	137	2 195
Xa zizonke zidibene	3 106	2 267	2 659	11 362	65	69	11 471	841	31 840

Inani lamaziko zeSithili ngasinye sinikwe kule theyibhile ingezantsi:

ISithili	Abafundi	AmaZiko kaRhulumente		AmaZiko aBucala	AmaZiko eWonke
		AnguNdoqo	AngamaSebe		
Cape Winelands	6 325	20	46	1	67
Eden and Central K	3 357	14	41	1	56
Metro Central	5 702	18	5	0	23
Metro East	2 397	10	7	1	18
Metro North	4 061	19	14	0	33
Metro South	5 253	17	4	1	22
Overberg	2 550	10	26	0	36
West Coast	2 195	9	43	1	53
Xa ewonke edibene	31 840	117	186	5	308

Ngo-2014, iSebe iWCED liye laqhuba nokunika kwalo iiProgram zeMfundo yabaDala kubasebenzi bamaSebe kaRhulumente wePhondo nokaZwelonke. Abafundi abangama-555 abasuka kula masebe karhulumente baye kumaziko angama-20 ngo-2014.

IPhulo lokuFunda nokuBhala labantu abaninzi iKha Ri Gude Mass Literacy campaign, laqaliswa lalawulwa liSebe leMfundo esisiSeko, lamiselwa ngokusesikweni ngoEpreli ka-2008 ngenjongo yokuxhobisa abantu baseMzantsi Afrika abazizigidi eziyi-4.7 ukuba ngo-2012 babe sele bekwazi ukufunda nokubhala kwanokubala ngolunye lweelwimi zaseburhulumenteni ezilishumi elinanye. Abafundi abakule program bancedwe ngabancedisi bezifundo (tutors) kunye nabalungiseleli (coordinators) bephondo. Abafundi bafundiswa ukufunda nokubhala ngolwimi lwabo lwenkobe ngokuhambelana nemigangatho yeyunithi yeNqanaba loku-1 leA(B)ET. Abafundi kufuneka bagqibe imisebenzi yeemvavanyo engamashumi amabini (eli-10 yeyolwazi lokufunda nokubhala (ilitheresi) eli-10 yeyolwazi lokubala (inyumeresi)) kwiiPotifoliyo zabo zokuHlolwa kwaBafundi (Learner Assessment Portfolios) (LAPS). IiLAPS zimodareyithwa zize zingqinisiswe yiSAQA. Bebangama-15 731 abafundi eNtshona Koloni ngo-2014/15, abali-126 babo ingabafundi abangaboniyo.

Ngo-2014 kuye kwaqhutyekwa neYouth Focus Project ebisenzelwa ukujongana neemfundo zemfundo zabafundi abakwizikolo zikarhulumente abebephinda iBanga le-9 ityeli lesibini, elesithathu okanye elesine nabebebudala beminyaka emithathu okanye nangaphezulu kuneminyaka yobudala yesiqhelo beBanga le-9. Kuye kwenziwa iprogram yaza yaxhaswa ngemali ukunika ithuba iqela labafundi ukuba bafakwe kwizifundo ezijolise kwezomsebenzi kwiiKholeji zeFET nakumaZiko eAET ukwenzela ukuba agqibe iprogram yokuvula umsantsa (bridging programme) eya kutsho kwiGeneral Education and Training Certificate: NQF Level 1.

Ngama-616 abafundi ababefakwe kwiiKholeji zeFET ukwenzela iprogram yokulungela ukungena kumaziko aphakamileyo (bridging programme) abafundi abangama-222 abebephumelele ibridging programme ngo-2013 baye babhaliselwa iiprogram zeNqanaba lesi-2 leNQF nakwiiprogram zobuchule (skills programmes). IWholesale and Retail Seta (W&R Seta) iza kuxhasa ngemali abafundi abangama-240 abaphuma kweli qela lango-2014 ukuze bafumane iziqinisekiso zemfundo (qualification) zeNqanaba lesi-2 leNQF kwiWholesale and Retail ngokubambisenen nezi kholeji zilandelayo: Boland, Northlink, South Cape kunye neCollege of Cape Town.

Abafundi abangama-450 baye bafakwa kumaziko eAET ngo-2014, njengenxalenye yeprojekthi eJolise kuLutsha (Youth Focus project). IBhajethi yeli qela labafundi ibizizigidi ezingama-R26 (2014/2015).

IziPhumo zeeMvavanyo

ENTshona Koloni, amaziko ali-109 abhalise abaviwa abangama-5 259 kuviwo lweNqanaba lesi-4 leABET lwangoNovemba ka-2014. Ubhaliselo lweemviwo belukumaZiko kaRhulumente okuFunda kwabaDala (Public Adult Learning Centres) angama-88, amaziko eeNkonzo zoLuleko ali-11 kunye namaziko abucala ali-10.

Le theyibhile ingezantsi ibonisa ukunyuka okuzinzileyo kwenani labo bangenela ezi zifundo, nto leyo ibonisa ukunyuka kwamathuba okukwazi ukufikelela kwimfundo kwabantu abadala.

	2012	2013	2014
Abachophele iimviwo zenkalo enye nangaphezulu	3 987	4 776	5 259
Ubhaliso oluPheleleyo lweenkalo zokufunda	16 897	19 450	20 996

ISebe iWCED lipaselwe ngama-12 611 kwiinkalo zokufunda (learning areas) ngo-2014 xa kuthelekiswa nokupasa okungama-8 463 kwiinkalo zokufunda kwango-2013 kunye nokupasa okungama-7 677 kwango-2012. Abebechophele iimviwo baqhube kakuhle kwiinkalo zezifundo ezininzi yaye izinga lokupala elingu-84.3% lingcono kakhulu kuneleminyaka emibini edlulileyo.

INani lababhalileyo (IiNkalo zokuFunda)			INani labapasileyo (IiNkalo zokuFunda)			Izinga lokupasa		
2012	2013	2014	2012	2013	2014	2012	2013	2014
12 234	13 232	14 961	7 677	8 463	12 611	62.8%	63.7%	84.3%

linkcukacha-manani zezinye zeeNkalo zeziFundo (Learning Areas) ezinabafundi abaninzi zezi zingezantsi:

	Inani lababhalileyo			Izinga lokupasa (%)		
	2012	2013	2014	2012	2013	2014
Ancillary Health Care	1 257	1 141	1 091	53.9	68.6	85.2
Eco and Management Sciences	458	451	594	60	62.8	78.3
Human and Social Sciences	193	125	708	71	86.4	76.7
Afrikaans	776	1 028	1 057	84.4	84.6	85.9
IsiNgesi	1 726	1 794	1 974	48.2	43.4	75.5
IsiXhosa	497	469	546	82.3	80.4	93
Life Orientation	2 325	2 422	2 759	81.8	72.5	89
Mathematical Literacy and Mathematical Sciences	2 300	2 682	2 728	50	55.3	77.3
Small Medium and Micro Enterprises	682	701	541	54.2	57.6	85.6
Travel and Tourism	1 372	1 485	1 843	64.8	63.9	84.3
Zizonke	11 586	9 876	13 841			

Uphuhliso lweZakhono zootitshala

Uqeqesho oluthathe iintsuku ezimbini lwabaLawuli bamaZiko (Centre Managers) nabaLungiseleli bamaZiko (Site Coordinators) beluzinyaswe ngabathunywa abali-110 eBoland College Campus, eStellenbosch.

INkxaso eNikiweyo

Kwenziwe uhlaziyo lwekota kuzo zosi-8 izithili njengoko bekucwangcisiwe. UkuCwangciselela ukuSebenza: Ithuba lohlolo lwaphakathi enyakeni beluzinyaswe ngabo bonke abaSebenzi beZithili nabakaNdlunkulu. Izihlandlo zotyelelo zokuLungela ukuSebenza kweZithili (District Readiness visits) ziye zaqhutywa ngoNovemba/Disemba ka-2014, ngelixa iingxoxo ezijonga amacala omabini (bi-lateral meetings) ebezichotshelwe nabaLawuli beeAET IMG ziye zangoJanyuwari ka-2015 apho bekugxilwe kwinkxaso eza kunikwa iIMG kunye nezicwangciso zazo zika-2015.

Ngo-2014 kuye kwabanjwa iiForam zephondo zabaLawuli bamaZiko (Centre Managers' Forums). Ukusekwa nokusebenza kwesi sitraktsha kukhokelwa ngumgaqo-sikhokelo wemimiselo (regulatory framework), ovunywe ngoEpreli ka-2012.

Izalathi zentsebenzo

IProgram 6					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukushintsha kusukwe kwiithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 601: Inani labafundi ababhaliswe kumaZiko karhulumente eABET	33 595	21 500	31702	10 202	Amanani ongezelelekileyo obhaliso abangelwe ngumsebenzi ozinzileyo weminyaka ngeminyaka wokunika amathuba okuqhubela phambili izifundo.
PPM 602: Inani lootitshala abaqeshwe kumaZiko karhulumente eABET	904	1 400	1151	-249	Babe mbalwa ootitshala abafunekayo kuba ukubhaliswa kwamanani amakhulu bekuthetha ukuba mbalwa kootitshala abafunekayo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukunika isikhokelo nenkxaso kwabo baseza kuba ngabafundi kula maziko (prospective students)
- Ukuqinisekisa ngokuqeshwa kootitshala abaneziqinisekiso zemfundo (qualified) nabazimiseleyo

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 6 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukukhupha izithuba zengqesho zootitshala kumaZiko eMfundo noQeqesho lwabaDala
- Ukukhupha iinkxaso-mali zamaZiko eMfundo noQeqesho lwabaDala

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
6.1 AmaZiko kaRhulumente	5,408	3,432	1,976	5,006	5,006	-
INkxaso-mali kuMaziko aBucala	31,201	31,201	-	32,892	32,892	-
6.3 IiNkonzo zoQeqesho looTitshala (Professional Services)	-	-	-	-	-	-
6.4 UPuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
Zizonke	36,609	34,633	1,976	37,898	37,898	-

4.7 Iprogram 7: IMfundo noPhuhliso lwaBantwana abasaQalayo

Injongo:

Ukunika uPhuhliso lweMfundo yaBantwana abasaQalayo (Early Childhood Development) (ECD) kwinqanaba leBanga R ngokungqinelayo noXwebhu lweNgcaciso yeMiba 5 (White Paper 5).

Iprogram yeECD iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 7.1: IBanga R leZikolo zikaRhulumente

Ukunika izikolo eziqhelekileyo zikarhulumente izixhobo ezifuneka kwiBanga R.

Iprogram esekelayo 7.2: IBanga R kumaZiko oLuntu

Ukuxhasa amaziko oluntu athile kwinqanaba leBanga R.

*Iprogram esekelayo 7.3: UQeqesho lwaPhambi kweBanga R*Ukunika uqeqesho nentlawulo yemivuzo yesibonelelo (stipends) yeeprakhthishina zabantwana abangekafiki kwiBanga R.

Iprogram esekelayo 7.4: UPhuhliso lweZakhono zabaSebenzi

Ukunika iinkonzo zesebe uqeqeshelo lomsebenzi kunye nolunye uhlobo lophuhliso lootitshala nakwabangezotitshala abakumaziko eECD.

Iprogram esekelayo 7.5: IiGranti eziKhutshwa phantsi kwemiQathango

Ukunika iiprojekthi eziphantsi kweProgram 5 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango (conditional grants).

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

INjongo eCwangciswe ngobuChule 7.1	Ukunika izikolo zikarhulumente eziqhelekileyo ezithile kunye nezikolo ezizimeleyo ezichongiweyo izixhobo zoncendo ezifunekayo kwiBanga R kwanokwenza iimeko ezikhuthaza izikolo ezininzi ukuba ziseke iiklasi zeBanga R kwiiklasi ezikhoyo ezifumanekayo okanye ziseke iiklasi ezintsha zeBanga R Ukuququzelela ukuqeqeshwa kweprakhthishina zeECD zeNqanaba 1, 4 no-5
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Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Idatha yabafundi beBakala R efakwe ekhompuytheni kwiiSaveyi zoNyaka zezikolo zikarhulumente nezikolo zeECD ezizimeleyo zibonisa ukwanda okukhulu okunga-6 000 kobhaliso lwabafundi beBanga R phakathi kuka-2013 no-2014. Le nto ibangelwa lulungiselelo (provisioning) olwenzelwa amaBanga R nakukukhula kwamamani oluntu.

Uphuhliso lweZakhono zootitshala

Uqeqesho lweNkcazelo yePolisi yeKharityhulam nokuHlola (CAPS) lwenzelwe iiprakthishina zeBanga R ebezifika ngo-2014/15.

Iiprakthishina zaseECD ezingama-6821 xa zizonke zibhaliselwe inkqubo yokunika abafundi beNqanaba 1, 4 okanye 5 amava (learnership programmes), nkqubo ezo zinikwa ziiKholeji zeFET zaseNtshona Koloni apha ekuqhubeni kwalo nyaka uhlolwayo.

Ngaphezulu, abantu abangasebenziyo abangama-420 baye baxhamla kwinkqubo yabaNcedisi-Prakthishina baseECD yeNqanaba 1 yeenyanga ezili-12 ebinikwa ziiKholeji zeFET. Abanye abantu abangama-22 abongezelelweyo baye banikwa imisebenzi yekhontrakthi njengabasebenzi bokuxhasa ulungiselelo (administrative support staff).

INkxaso eNikiweyo

liNkxaso-mali

Ngo-2014 isabelo senkxaso-mali yabafundi beBanga R kwizikolo zikarhulumente ezingama-977 nezikolo ezizimeleyo ezingama-340 iye yanyuswa, ukwenzela ukuyingqinelanisa neemfuno zemiMiselo nemiGangatho kaZwelonke yokuxhaswa kweBanga R (National Norms and Standards for Grade R funding). Inkxaso iye yanyuswa ngale ndlela ilandelayo:

INqanaba	Ngomfundi ngamnye yonke imihla ngo-2013	Ngomfundi ngamnye yonke imihla ngo-2014	Ixabiso elitsha lomfundi ngamnye ngonyaka
1	R20	R24	R4,800
2	R19	R24	R4,800
3	R18	R24	R4,800
4 Ezingahlawuli fizi	R17	R24	R4,800
5 Ezingahlawuli fizi	R16	R24	R4,800
4 lifizi zesikolo	R17	R18	R3,600
5 lifizi zesikolo	R16	R17	R3,400

Ukwabiwa kwenkxaso-mali kuya kuqwalaselwa kwakhona ngonyaka-mali ka-2015/2016

Iifom zebango zenkxaso-mali zingeniswa kwaNdlunkulu qho ngekota kuze oku kungqinisiswe phambi kokuba kwenziwe iintlawulo kwiiakhawutni zebhanki zezikolo. Ngo-2014/15 abafundi beBanga R abangama-55 790 abakwizikolo zikarhulumente nabafundi beBanga R abangama-12 350 abakwizikolo ezizimeleyo ze-ECD baye bafumana inkxaso-mali.

Kuqulunqwe incwadana esisikhokelo sokulawulwa kwemali yeBanga R ukunika inkxaso kwiiKomiti zaBaphathi Bezikolo (School Management Teams) ekusetyenzisweni ngempumelelo nangobuchule kwezabelo zenkxaso-mali. Iinqununu namalungu e-SGB atyunjiweyo ezikolo zikarhulumente nezikolo ezizimeleyo zee-ECD ezili-1 261 ziye zaya kwiiseshoni zengcaciso ebeziququzelelwa ngabaphathi be-ECD IMG besithili.

Ngo-2014 amagosa kandlunkulu nawezithili aye abeka esweni ukusetyenziswa kweenkxaso-mali kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD ezili-100. Le nkqubo yokubeka esweni iza kuqhubeka nakulo nyaka-mali uzayo.

Isibonelelo (stipend) esihlawulwa zonke iiprakhthishina zaseECD sinyuswe ukusuka kwi-R1 428 ukuya kwi-R1 515 ngenyanga ngoNovemba ka-2014. Zonke iiprakhthishina zaseECD ezikwinqubo yoqeqesho lwabafundi (learnership) ngoku ziye zaxhamla koku konyuswa kwesibonelelo. Oku konyuselwa kuye kwanefuthe elihle ekuhambeni iiklasi zoqeqesho kwabo bebeqeqeshwa.

Izixhobo (facilities) ezongezelelweyo nezixhobo zokuncedisa emsebenzini

Kuye kwakhiwa amagumbi okufundela eBanga R angamashumi amahlanu ngo-2014/15. Izikolo ezili-120 zifumene imali yefenitshala kunye nomqulu osisiseko wenkxaso yokuqalisa iECD (basic start-up ECD resource pack). Iiprakhthishina zeBanga R ezikwezi zikolo ziye zaqeqeshelwa ukusetyenziswa ngempumelelo kwezi zixhobo zokuncedisa ekufundeni. Izinto ezikwiikiti ze-ECD zibandakanya imidlalo emalunga nolwazi lokubala kunye nolwazi lokufunda nokubhala (numeracy and literacy games) kwakunye neephazili, iibloko zomthi, iisethi zokwakha, iincwadi zamabali aqwetyiweyo kunye nayinyaniso, izixhobo zomculo neethoyi ezinamavili.

Iiprakhthishina nabancedisi baseECD abangama-6 821 baya kuqeqesho baza bafumana izikhokelo zoqeqesho kunye neekiti zoncendo lokuqala ezilungiselelwe iikrishi zabo.

IBanga R kwiZikolo zabaNgevayo

Iiprakhthishina ezintlanu nabancedisi beeprakhthishina abahlanu beBanga R baqale ukusebenza kwiZikolo ezihlanu zabaNgevayo. Injongo yokuqasha ezi prakhthishina zeBanga R ibikukuqinisekisa ukuqhutywa kweSouth African Sign Language (SASL) kwiiklasi zeBanga R zezi zikolo. Izikolo ezibandakaneyka kwiSASL yiNoluthando, iDominican School for the Deaf, iMary Kihn, iDe La Bat neNuwe Hoop.

IiNjongo eziCwangciswa ngobuChule (Strategic Objectives)

IProgram 7					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kweYona	Izimvo malunga notshintsho
PPM701: Inani labafundi ababhaliswe kwiBanga R kwizikolo zikarhulumente	59 565	61 000	64 140	3 140	Kusenokwenzeka anyuke la manani ngenxa yezizathu ezahlukeneyo: esona siphambili kukunyuka kwamanani abantwana abakobu budala; abantwana abongezelelekileyo kweli phondo; inani elonyukileyo lamagumbi okufundela elinikwayo kunye neziphumo zenkqubo yephulo lokwazisa ngokubaluleka kwemfundo (programme of advocacy).

IProgram 7					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	ITHagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM702: Inani lezikolo zikarhulumente ezineBanga R	939	946	977	31	Lonyukile inani labafundi abathathwayo njengoko izikolo zibona inzuzo yokuba neBanga R kumasango esikolo kwezemfundo, ezemali nezolawulo.
PPM 703: Inani leeprakhishina zeBanga R eziqeshwa kwizikolo eziqhelekileyo zikarhulumente ngekota	alikhho	alikhho	alikhho	alikhho	alikhho

Izalathi zentsebenzo

Azikho

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Kugxilwe ekuphuculweni koqeqesho lweetitshala
- Ukujonga kwiinkqubo zenkxaso yabafundi beBanga R aba-'semngciphekweni'
- Ukuqinisekisa ukuba izikolo zinazo zonke iILTSM phambi kokuba kuqale unyaka wokufunda weBanga R.
- Ukubeka esweni ukusetyenziswa ngempumelelo kweenkxaso-mali zeBanga R kwizikolo eziqhelekileyo zikaRhulumente nakwizikolo ezizimeleyo zeECD ezineBanga R
- Ukuphuculwa komgangatho wokufundisa
- Ukuqhutywa kwe-"Lebhu ePhilayo" ("Living Lab") kwizikolo ezili-100 ukwenzela ukuphucula iziphumo zoLwimi neMathematika nokufunyanwa kwezakhono zesiNgesi

Utshintsho kwiithagethi ezicwangcisiweyo

Azikho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 7 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukunika izithuba zootitshala beBanga R kwizikolo zikarhulumente
- Ukwandisa nokuphucula iinkxaso-mali kwiBanga R kwizikolo zikarhulumente nakumaziko azimeleyo ukwenzela ukuqinisekisa ukubhaliswa kwabafundi kwilizwe lonke (universal environment) nokufundisa okusemgangathweni

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisile yo) / eNgaphant si	Ulwabiw o-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithi sileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
7.1 IBanga R kwiZikolo zikaRhulumente	329,697	329,697	-	298,673	298,673	-
7.2 IBanga R kumaZiko oLuntu	64,010	64,010	-	53,760	53,760	-
7.3 UQeqesho lwaphambi kweBanga R	109,327	109,327	-	105,153	105,153	-
7.4 UPhuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
7.5 Iigranti ezikhutshwa phantsi kwemiqathango ethile	8,744	8,744	-	8,051	7,949	102
Zizonke	511,778	511,778	-	465,637	465,535	102

4.8 IProgram 8: Uphuculo lweziseko zophuhliso

Injongo:

Ukunika nokulondoloza izakhiwo zeziseko zophuhliso (infrastructure facilities) zolawulo (administration) nezezikolo

Iiprogram ezisekelayo

Iiprogram esekelayo 8.1: Ezolawulo

Iiprogram esekelayo 8.2: IZikolo eziQhelekileyo zikaRhulumente

Iiprogram esekelayo 8.3: IZikolo zeMfundo eneeMfuno eziZodwa

Iiprogram esekelayo 8.4: UPhuhliso lweMfundo yabasaQalayo

Iinjongo eziCwangcise ngobuchule (Strategic Objectives)

Iinjongo eCwangcise ngobuchule 8.1	Ukuqinisekisa ngolondolo lweziseko zophuhliso eziphambili ngokokubaluleka kwazo, ngokufikelekayo ngamaxabiso nokuqinisekisa ukuba izikolo zakhiwa ngendlela engqinelana nemiba ephambili yokubaluleka kwabantu ngokweendawo zabo (priority demographic trends)
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Iinjongo ezicwangcise ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifizekisiweyo

Iinkcukacha zinikwe phantsi kweCandelo 6.8. "Isicwangciso solungiso lotyalo-mali lweZakhiwo kunye nolawulo lweeasethi" ("Capital investment, maintenance and asset management plan"). Isishwankathelo sinikwe apha ngezantsi.

Iiprojekthi zokwakha ezigqitywe ngo-2014/15

Izikolo ezitsha

- Kugqitywe izikolo ezitsha ezibini zanikezelwa ngo-2014/15, ezizezi: iBrackenfell High School (iProtea Heights Academy) neWellington Primary School (iVan Wyksvlei Primary School);
- Izikolo ezibini ezingesosigxina (mobile schools) ziye zagqitywa ukuba zibe nokusetyenziswa ngo-2014/15, zezi: Nomzamo Primary School neNomzamo High School.

Izikolo eZakhiwe ngoKutsha kwezikolo (ukutshintshwa kwezikolo ezakhiwe ngezinto zokwakha ezingafanelekanga)

- Ezi Zikolo Zakhiwe ngoKutsha zilandelwayo ziye zagqitywa ngo-2014/15 kusetyenziswa imali yeSebe iWCED: iWes Eind Primary School, iBuck Road Primary School, iHazendal Primary School neTouwsrante Primary School.
- Ezi Zikolo zaKhiwe ngoKutsha zilandelwayo zigqitywe ngo-2014/15 njengenxalenye yeprojekthi yeziseko zophuhliso ezingundoqo (capital infrastructure project) yeAccelerated School Infrastructure Development Initiative (ASIDI) exhaswa liSebe leMfundo esisiSeko: IHeideveld Primary School, iKensington Secondary School, iKnysna Secondary School, iPortia Primary School neSophumelela Secondary School.

Amagumbi okufundela ongezelelweyo

- Ukwandiswa kwamagumbi okufundela: Akukho magumbi okufundela aye akhiwa ngo-2014/15 kwezi zikolo zikhoyo.
- Ukunikwa kwamagumbi okufundela eBanga R: Amagumbi okufundela angama-51 aye agqitywa ngo-2014/15. Onke amagumbi okufundela asuka kuluhlu lweeprojekthi zika-2012/13 okanye zika-2013/14. Akekho aye agqitye ngo-2014/15 kumagumbi okufundela ali-14 abesetwe njengeethageti zika-2014/15.
- Kuye kwanikwa iiyunithi ezingesosigxina (mobile unit): Amagumbi okufundela ali-145.

Iziseko zophuhliso (infrastructure) ebezilungiselelwe ukugqitywa ku-2014/15 zibekwe apha ngezantsi, zibekwa kunye namanani ezinto ezenzekileyo.

Udidi	Okuthagethiweyo	Elona nani
Izikolo ezitsha	3	2
Izikolo eZakhiwe ngoKutsha (Replacement schools (kuquka neASIDI))	Akukho thagethi	9
Amagumbi okufundela eBanga R	Amagumbi okufundela ali-14	Awekho (ziyi-0) amagumbi abelungiselelwe kodwa angama-51 amagumbi okufundela (aqhutywe ukusuka kwiminyaka engaphambili)
Ukuhlaziywa nokongezwa	Akukho thagethi isetiweyo	0
Ukwandiswa kwamaGumbi okufundela	Akukho thagethi isetiweyo	Awekho amagumbi okufundela (ayi-0)
Amagumbi okufundela angesosigxina	Akukho thagethi isetiweyo	Amagumbi okufundela ali-145

IiNjongo eziCwangcise ngobuChule (Strategic Objectives)

IProgram 8					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukuhshintsha kusukwe kwiithagethi eCwangciseiweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM801: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa amanzi	0	0	0	0	Azikho
PPM802: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa umbane	0	0	0	0	Azikho
PPM803: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa iinkonzo zogutyulo	0	0	0	0	Azikho

IProgram 8					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukufshinsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM804: Inani lamagumbi okufundela aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente	265	85	253	168	Izikolo ezi-3 ebezibekwe njengethagethi eza kugqitywa ngo-2014/15 ibiyiBrackenfell High School, iMasakhane Primary School neVuyiseka High School. IBrackenfell High School igqitywe ngokwexesha ebelibekiwe ikunye neWellington Primary School (ebekelwe ithagethi ka-2015/16) egqitywe ngaphambi kwexesha elibekiweyo. Ngoko ke kwakhiwe amagumbi okufundela amatsha angama-57 kwangama-85. Amagumbi okufundela angama-51 eBanga R abedluliselwe esuka kwiminyaka edlulileyo agqitywe kwaza kwanikwa amagumbi okufundela angesosigxina ali-145.
PPM805: Inani lamagumbi eengcali (specialist rooms) aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente	62	22	12	-10	Jonga isizathu esinikwe kwiPPM804 apha ngentla. Azigqitywanga zonke izikolo ebezicwangciselwe.

Izalathi zentsebenzo

Azikho

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukusa iimali ezininzi kulungiso lwezinto
- Indlela egxile kulungiso ngoluhlu lobambiswana, umz. ukunikwa kwemali okuhamelaniswayo (matched funding)
- Ukujongana nokungabikho kwamaziko (sites) ngolungiselelo oluphakathi kweSebe iWCED, iSebe lezoThutho nemiSebenzi kaRhulumente (DTPW) kunye namacandee oorhulumente bendawo.
- Ukuncedisana nesindululo sokubekwa kwezicelo zokwahlulwa kwemisebenzi (zoning applications) okwenziwa phakathi kweSebe iWCED, iDTPW (ulawulo lweepropati) kunye Sebe lemiCimbi yeZENdalo noCwangciso (Department of Environmental Affairs and Planning) (DEADP).

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukuxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 8 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukwandiswa, ukuphuculwa nokulungiswa kweziseko zophuhliso (infrastructure) kwizikolo eziqhelekileyo zikarhulumente, izikolo zemfundo eneemfuno ezizodwa kunye neBanga R kwizikolo eziqhelekileyo zikarhulumente

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
8.1 Ulungiselelo (Administration)	10,338	10,338	-	9,190	9,190	-
8.2 IZikolo eziQhelekileyo zikaRhulumente	1,399/827	1,385/886	13,941	1,161/856	1,023/222	138,634
8.3 IZikolo zikaRhulumente zeMfundo eneemfuno ezizodwa	8,200	8,200	-	6,978	6,978	-
8.4 - UPuhliso lweMfundo yaBantwana abasaQalayo Zizonke	35,067	35,067	-	14,922	14,922	-
	1,453/432	1,439/491	13,941	1,192/946	1,054/312	138,634

4.9 IProgram 9: linkonzo ezincedisayo nezinxulumene nazo

Injongo:

Ukunika amaziko emfundo epheleleyo anoqeqesho nenkxaso

IiNkonzo eziNcedisayo neziNxulumene nemfundo zibandakanya ezi program zisekelayo zilandelayo:

Iprogram esekelayo 9.1: Ukuhlawulwa kweeSETA

Ukunika uphuhliso lwabasebenzi (HRD) ngokoMthetho woPhuhliso lweZakhono (Skills Development Act).

Iprogram esekelayo 9.2: IiNkonzo zoqeqesho lweetitshala (Professional Services)

Ukunika ootitshala nabafundi abasezikolweni iinkonzo zokunika inkxaso ezilawulwa lisebe lezemfundo.

Iprogram esekelayo 9.3: Iiprojekthi eziKhethekileyo

Ukunika iiprojekthi ezikhethekileyo zongenelelo loncedo ezilawulwa lisebe kwezemfundo xa zizonke

Iprogram esekelayo 9.4: IiMviwo zaNgaphandle

Ukulungiselela iinkonzo zeemviwo ezilawulwa liSebe.

Iprogram esekelayo 9.5: IGranti eKhutshwa phantsi kwemiQathango ethile

Ukunika iiprojekthi ezicaciswe liSebe leMfundo esisiSeko ezisetyenziswa kwiiiprogram ezingaphezulu kweiprogram enye nexhaswa ngemali esuka kwiigranti ezikhutshwa phantsi kwemiqathango ethile.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

INjongo eCwangciswe ngobuChule 9.1	Ukunika ufikelelo kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuba semgangathweni kweenkqubo zeemviwo nohlolo; ukuqinisekisa ukuba zonke izikolo zizilawula ngokufanelekileyo iimviwo nohlolo lwasesikolweni; nokuxhasa ukufunda
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Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Iimviwo

Ngo-2014, iSebe iWCED liye laqhuba iimviwo ezibalulekileyo ezintlanu ngokuhambelana nemigaqo-nkqubo kunye nemimiselo echaphazelekayo. Ezi mviwo zezi:

- Iimviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)
- Iimviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ngonyaka ngamnye).
- Iimviwo zeMatriki (ngoMeyi/Juni)
- Iimviwo ze-ABET iNqanaba 1-4 (ngoMeyi/Juni)
- Iimviwo ze-ABET iNqanaba 1-4 (ngoOktobha/Novemba)
- Le theyibhile ingezantsi inika iinkcukacha zamanani obhaliso kunye nabo babhala ezi mviwo zintlanu.

Uviwo	Inani lababhalisileyo	Inani lababhalileyo	Inani lamaziko
limviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)	48 835	47 709	434
limviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ka-2015).	7 128	5 558	158
limviwo zeMatriki (ngoMeyi/Juni ka-2014)	26 988	14 023	165
limviwo ze-ABET iNqanaba 14 (ngoMeyi/Juni ka-2014)	831	494	59
limviwo ze-ABET iNqanaba 14 (ngoOktobha/Novemba ka-2014)	5 259	3 981	109

Ngaphezulu, uHlolo loNyaka zikaZwelonke (Annual National Assessments) lubhalwe kwiBanga loku-1-6 nele-9 La maphepha asetwa liSebe leMfundo esisiSeko aze aziswe kumaphondo ukwenzela ukuba awalungiselele. Injongo yolu hlolo kukumisela amanqanaba asisiseko (benchmark), ukulandelela nokuphucula ukufunda, ukubhala nobuchule bemathematika kubafundi beBanga loku-1 – 6 nobeBanga le-9.

limvavanyo zoHlolo loNyaka lukaZwelonke (Annual National Assessment) ziye zabhalwa ukususela ngomhla we-16 ukuya kowe-19 kuSeptemba ka-2014. ENtshona Koloni bangama-612 276 xa bebonke abafundi abaye babhala iimvavanyo ebeziqhutywa kwizikolo ezili-1 558 kuquka izikolo eziqhelekileyo zikarhulumente ezili-1 458, izikolo ezingama-83 eziZimeleyo ezifumana inkxaso-mali kunye nezikolo ezili-17 zemfundo eneeMfuno eziZodwa.

Ukhuseleko lweemviwo yeyona nto ibalulekileyo. Zonke iinkqubo nezigaba ezilandelwayo zeemviwo zilawulwa ngokomgaqo-nkqubo kaZwelonke ojongene nokwenziwa, ukulungiselelwa nokulawulwa kweemviwo zeSatifikethi seMatriki sikaZwelonke (National policy pertaining to the conduct, administration and management of the National Senior Certificate examination) opapashwe njengeSaziso Namba 564 sikaRhulumente esipapashwe kwiGazethi kaRhulumente enguNamba 30048 yomhla wesi-6 kuJulayi ka-2007, njengoko uhlaziyiwe: kwiSaziso 372 sikaRhulumente nesingu-373 kwiGazethi kaRhulumente, Vol.587, Namba 37652 somhla we-16 kuMeyi ka-2014.

ISebe iWCED laye laqeqesha abantu abangama-2 116 kwiiseshoni eziyi-18 ngoSeptemba 2014 ekulawuleni inkqubo yoviwo lweSatifikethi seMatriki sikaZwelonke kwinqanaba lesikolo. Ukugadwa kokuqhutywa kweemviwo zeSatifikethi seMatriki sikaZwelonke nezikaABET iNqanaba 4 kuye kwaqhutywa ngootitshala nabagadi bangaphandle. Inqununu ibiligosa eliyintloko lezeemviwo yaza yaxhaswa nguMgadi oPhezulu (Senior Invigilator) wangaphandle oqeshiweyo.

Ukuphucula umgangatho wokumakishwa kweNSC, kuye kwaqhutywa iimvavanyo zokukwazi ukukorekisha kubakorekishi, nezenziwe kwizifundo ezilishumi elinanye ngoEpreli - Agasti ka-2014.

Amanqaku okuhlola kwasesikolweni (SBA) ayinxalenye yamanqaku okugqibela ngokunjalo nemisetyenzana emininzi eyenziwayo (practical tasks), ngokuxhomekeke kwimigaqo elawula isifundo ngasinye. Ukuqinisekisa ukuba amaqaku afanelekile kwaye anyanisekile, ootitshala kufuneka ukuba bangenise imisebenzi yovavanyo kwintloko yesifundo kwinqanaba lesikolo ukwenzela ukumodareyitha. Abacebisi ngezekharityhulam benza umsebenzi wokumodareyithwa kweSBA kwinqanaba lesikolo. Ukumodareyithwa kweSBA kuphinde kwenziwa kwinqanaba lephondo phambi kokumodareyitha okwenziwa liSebe leMfundo esisiSeko noMalusi.

Izikolo nabafundi abaqhube kakuhle ngokubalaseleyo kwiimviwo zeNSC baye bawongwa kumsitho wamabhaso okuwonga onyaka obubanjwe ngowe-14 kuJanuwari ka-2015. Iimbasa zasesikolweni ziye zawonga abo babonise ukuphucula okukhulu kwizinga lokupasa, abapasele ukufundela isidanga nabapase isifundo ngasinye.

Kuye kwalinganiswa iikhrayitheriya zokugqwesa kwisikolo sonke kunye neembasa ezenziwa ngendlela efanelekielyo. Iikhrayitheriya ibikukuzinza kwinqanaba labachophela iimviwo kwiBanga le-12 kwithuba leminyaka emi-3 ka-2012 ukuya ku-2014, izinga elilonke lokupasa lobuncinane be-95% ngo-2014, ipesenti yabachophele iimviwo abaphumelele ngendlela ebavumela ukuba bafunde isidanga nepesenti yabachophele iimviwo abapase iMathematika ngo-60% nangaphezulu.

Iimbasa entsha yezikolo zobuchwepheshe (Technical schools) ebisebenzisa kwaezi khrayitheriya zifanayo kodwa zabandakanya nokuqwalaselwa kwamazinga okupasa adibanisa izifundo zonke (aggregate pass rate) kwizikolo zobuchwepheshe (technical subjects) (iEngineering Graphics and Design; iCivil Technology; iElectrical Technology neMechanical Technology).

Ezi mbasa ziphinde zanikwa abafundi abapase ngokugqwesileyo kwiirekhodi ezipheleleyo zesifundo nakuluhlu lwezifundo ezizimeleyo.

Iimviwo zeSatifikethi seMatrikhi sabafundi abadala ngoku sele zisebenzisa ikharityhulam yeCAPS.

Inani lamaziko eemviwo lehlile ngokuhamba kwamaxesha njengexalenye yohlengahlengiso oluqinisekisa ngokugcinwa komgangatho ophezulu wofikelelo nolawulo lweemviwo. Onke amaziko eemviwo aye aphicothwa ukwenzela ukuqinisekisa aukuba ayazifezekisa iimfuno zokuqhuba nokulungiselela iimviwo.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 901: Inani labafundi beBanga le-12 ababhale iimviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC)	47 636	48 500	47 709	-791	Olu qikelelo beluphantse lwachaneka. Khange babhale bonke abo bebhahalisile, ngenxa yezizathu ezahlukeneyo ezifana nokugula nokukhulelwa.
PPM902: Inani labaviwa abapase iSatifikethi seMatrikhi sikaZwelonke	40 558	43 000	39 237	-3 763	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo.
PPM903: Inani labafundi abapase iSatifikethi seMatrikhi sikaZwelonke (NSC) ngendlela ebangenisa kwisiDanga	19 477	20 400	18 524	-1 876	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke, inani labafundi abapasayo kunye nenani labo bapasa ngendlela ebangendisisa kwisiDanga.
PPM904: Inani labafundi abapase iMathematika kwiimviwo zeNSC	12 216	13 200	11 265	-1 935	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo. ISebe iWCED khange lifikelele kwinani ebelibekiwe labafundi, nangona bekukho inkqubo yongenelelo loncedo.
PPM905: Inani labafundi abapase iPhysical Science kwiimviwo zeNSC	8 333	8 300	7 845	-455	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo. ISebe iWCED khange lifikelele kwinani ebelibekiwe labafundi, nangona bekukho inkqubo yongenelelo loncedo.

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwang-ciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM906: INani labafundi beBanga lesi-3 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)	44 660	47 550	56 243	8 693	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.
PPM907: INani labafundi beBanga lesi-3 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)	53 171	57 130	59 634	2 504	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.
PPM908: INani labafundi beBanga lesi-6 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)	44 549	45 455	45 946	491	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.
PPM909: INani labafundi beBanga lesi-6 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)	27 396	28,860	36 117	7 257	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM910: INani labafundi beBanga le-9 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)	26 175	26 565	25 317	-1 248	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. Inkqubo yeBanga le-9 kwinqaba likazwelonke ibiphantsi.
PPM911: INani labafundi beBanga lesi-9 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)	5 291	7 390	4 441	-2 949	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. Inkqubo yeBanga le-9 kwinqaba likazwelonke ibiphantsi.

Izalathi zentsebenzo

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-	Izimvo malunga notshintsho
PPI 9.1: I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kuLwimi	37%	42%	42.4%	0.4%	Kuye kwagqithiswa kwithagethi ngenxa yenkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethagethi
PPI 9.2: I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kwiMathematika	55%	60%	54%	-6%	Akufikelelwanga kwithagethi nangona ibikho inkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethagethi
PPI 9.3: I-% yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kuLwimi	30%	37%	37.9%	0.9%	Kuye kwagqithiswa kwithagethi ngenxa yenkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethagethi
PPI 9.4: I-% yabafundi beBanga lesi-6 abafumene iziphumo	28%	33%	30.4%	- 2.6%	Akufikelelwanga kwithagethi nangona ibikho inkqubo yokomeleza namaphulo

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ePhondo leNtshona Koloni

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithageathi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithageathi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-	Izimvo malunga notshintsho
ezamkelekileyo kwiMathematika					ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethageathi
PPI 9.5: I-% yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kuLwimi	48%	50%	47.6%	- 2.4%	Akufikelelwanga kwithageathi nangona ibikho inkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethageathi
PPI 9.6: I-% yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kwiMathematika	14%	20%	14.9%	- 5.1%	Akufikelelwanga kwithageathi nangona ibikho inkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethageathi
PPI9.7: Izikolo ezinezinga lokupasa elikukupasa <60% kwiSatifikethi seMatrikhi sikaZwelonke	23	10	31	- 21	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo. Ngoko ke izinga lokupasa kwezikolo ezibuthathaka liye lachaphazeleka zaza zazininzi izikolo ezipasa <60% kunokuba bekuqikelelwe nangona ibikho inkqubo yongenelelo loncedo.
PPI9.8: Izinga lokupasa leSatifikethi seMatrikhi sikaZwelonke	85.1%	88.6%	82.2%	- 6.4%	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo.
PPI9.9: I-% yabafundi abapase ngendlela ebangenisa kwisiDanga	40.9%	42%	38.8%	- 3.2%	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo kunye nabafundi abafaneleka ukuba bangafunda isiDanga.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Amaphulo azinzileyo ongenelelo loncedo asekelwe kwiimfuno enziwa kuwo onke amabanga ukwenzela ukuphucula indlela abaqhuba ngayo abafundi
- Ukusetyenziswa okuqhubekayo kwadatha ukwenzela ukuxhasa amaphulo ongenelelo loncedo
- Ukuqeqeshwa kweenqununu kwiimfuno ezintsha zohlolo
- Ukuphuculwa kokumakishwa kwamaphepha
- Ukuqhubeka nokulungielela nolungiselelo lweemvavanyo zokumakisha ezibhalwa ngabo bamakishayo, kwanokukwandisa oku

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 9 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukuqesha abantu bokumakisha iimviwo
- Ukukhangelwa (sourcing) kunye nokusiwa kwezixhobo zokusebenza kumaziko okumakishela iimviwo
- Ukuprintwa nokuhanjiswa kwamaphepha eemviwo
- Ukuqhutywa kwenkqubo yovavanyo yeANA

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
9.1 lintlawulo eziya kwiiSETA	6,096	6,096	-	5,811	5,811	-
9.2 liNkonzo zoQeqesho looTitshala (Professional Services)	533,921	530,087	3,834	500,958	500,958	-
9.3 limviwo zangaphandle	172,851	172,851	-	137,842	137,842	-
9.4 Igranti ekhutshwa phantsi kwemiqathango ethile	17,731	17,690	41	18,501	17,848	653
9.5 liprojekthi eziqhelekileyo	29,146	29,146	-	-	-	-
Zizonke	759,745	755,870	3,875	663,112	662,459	653

5. Imali eya kwizibonelelo

5.1. Imali eya kwizibonelelo kumaziko karhulumente

Ayingeni ndawo

5.2. Imali eya kwizibonelelo zayo yonke imibutho ngaphandle kwamaziko karhulumente

Iimali eziya kwizibonelelo zihlawula amaziko emfundo ngokomthetho ofanelekileyo kwelo candelo. Umzekelo, kuhlawulwe iimali eziya kwizibonelelo eziya kwizikolo eziqhelekileyo zikarhulumente kusenzelwa inkxaso-mali yemimiselo nemigangatho (norms and standards funding) njengoko ibekiwe kuMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), 1996 (uMthetho wama-84 ka-1996). IsiHlomelo 1B samaxwebhu eengxelo zemali onyaka (annual financial statements) sinika ingcaciso ephangalelelyo yohlobo ngalunye lweziko (entity): IZikolo eziQhelekileyo zikaRhulumente, iZikolo ezeZimeleyo, iZikolo ezinabafundi abaneeMfundo eziZodwa zeMfundo, iiKholeji zeMfundo noQeqesho oluQhubekayo, iABET: AmaZiko abuCala, iiCD: IZikolo zikaRhulumente ezineBanga R: ULuntu oluneeECD zeBanga R, iiECD: liNkqubo zokunika abafundi amava (learnerships).

UMthetho wokuLawulwa kweMali kaRhulumente (Public Finance Management Act), 1999 (PFMA) ufuna ukuba amaziko emfundo afumana imali eya kwizibonelelo (transfer payments) anike ubungqina bokuba ezo mali bazichitha ngokwendlela ebezinikelwe yona. Amaziko emfundo kufuneka axele (declare) aze asayine isatifikethi phambi kokuba afumane ezinye iimali eziya kwizibonelelo. Ezi ntlawulo zenziwa ngoEpreli nangoNovemba wonyaka ngamnye. La maziko kukwafuneka afake amaxwebhu engxelo-mali aphicothiweyo (audited financial statements) kweli sebe ekupheleni kukaJuni wonyaka ngamnye.

Kwimeko yeeKholeji zeFET, apho kukho iinkonzo ezenzelwe iSebe iWCED, iNgcaciso yesiVumelwano (Memorandum of Agreement) izicacisile iindima noxanduva lwecala ngalinye kula maziko mabini. Ziye zenziwa qho iingxelo eziya kwisebe lezemfundo ngokunxulumene nenkcitho yemali kunye neenkonzo ezinikiweyo, umz. Ukuqeqeshwa kwepraktishina zaseECD. Iimali zekholeji ziphicothwa qho ngonyaka ngabaphicothi-zincwadi bangaphandle kunye nabazimeleyo.

Uqeqesho nenkxaso eyenziwa kwinqanaba lesikolo ngumba ophambili ekuqinisekiseni ukulandelwa kwemimiselo ngokubhekiselele kwiimali eziya kwizibonelelo. Ukuhlolwa kweemali (financial inspection) ezikolweni nakumaziko eECD kwenziwa ngamaGosa eNkxaso yeZikolo, asezihilini. La magosa angqinisisa ukuba iingcaciso (declarations) ezenziwa zizikolo ziyangqinelana na nenkcitho eyenziweyo. Izithili zibeka esweni izikolo ngokusekelwe kwisalathisi socazululo kwemingcipheko yelahleko (control risk classification index), oko kukuthi, ukususela kowona mngcipheko welahleko usezantsi ukuya kowona uphezulu. Izikolo zihlolwa ziqala zihlolwe yiofisi yesithili phambi kokuba zinikwe imisebenzi yamaCandelo azilawulela iimali zawo (Section 21). Limeko ezibekwe kuzo (allocated statuses) zihlaziywa qho.

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Le theyibhile ingezantsi ibonisa iimali eziya kwizibonelelo (transfer payments) ezenziwe ngethuba elisuka kumhla woku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015.

Igama leziko elibonelelwa ngemali	Uhlobo lweziko	Injongo esetyenziselwe yona imali leyo	Ngaba isebe liye lamlandela u-s 38 (1) (i) wePFMA	Isixa ekubonelelwe ngaso (R'000)	Isixa esichithwe lelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
Iziko eziQhelekileyo zikaRhulumente	AmaZiko aNgenzi Nzuzo	Iziseko zophuhliso (infrastructure) (ulungiso nophuculo lwazo)	EWE	12,768	12,768	0
		ImiMiselo nemiGangatho: Ukukhula okungaphezulu	EWE	1,757	1,757	0
		Inkxaso-mali yokuhlalisa abafundi (boarding subsidy)	EWE	36,312	36,312	0
		Inkxaso yolungiselelo (admin)	EWE	9,678	9,678	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: ICandelo lezeNtlalo leEPWP	EWE	4,079	4,079	0
		ImiMiselo nemiGangatho	EWE	752,142	752,142	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: NSNP	EWE	34,424	34,424	0
		Iimbasa zeBanga le-12	EWE	1,474	1,474	0
		Ukubuyiselwa kweemali zeziko ezixolelwayo ukuhlawula iifizi	EWE	44,385	44,385	0
		Ugxilo kwezolutsha	EWE	23,815	23,815	0
		Ukuthuthwa kwabafundi	EWE	39,065	39,065	0
		Iimbasa zeLitnum	EWE	1,366	1,366	0
		Inkxaso-mali yezothutho yabucala (private transport subsidy)	EWE	4,247	4,247	0
		Uqhagamshelo kwi-intanethi	EWE	19,592	19,592	0
		Izifundo zobuchwepheshe (technical subjects)	EWE	2,231	2,231	0
		Aamaziko oviwo lwematriki	EWE	418	418	0
		Ukhuselo lweziko ezikhuselekileyo	EWE	21,253	21,253	0
		Umnyhadala iEisteddfod	EWE	289	289	0
		Izifundo ezidluliswa ngeintanethi	EWE	597	597	0

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IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
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Igama leziko elibonelelwa ngemali	Uhlobo lweziko	Injongo esetyenziselwe yona imali leyo	Ngaba isebe liye lamlan-dela u-s 38 (1) (i) wePFMA	Isixa ekubonelelwe ngaso (R'000)	Isixa esichithwe lelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
		IGranti eKhutshwa phantsi kwemiQathan-go ethile: UkuBalwa ngokutsha kwamatyala ezikolo zobuChwephe-she/ iiDinaledi (Dinaledi /Technical Recapitali-sation)	EWE	1,465	1,465	0
		Ubulungu noqeqesho weeSGB	EWE	334	334	0
		IiMbasa zikaZwelonke zooTitshala kunye noqeqesho lweNCS yaseFET/GET	EWE	2,912	2,912	0
		Ukulungiswa kwehostele	EWE	4,060	4,060	0
		Ubuchulu obulungiselel-we iMathematika neSayensi	EWE	1,000	1,000	0
		AmaZiko eMOD (liholo namabala ezemidlalo ezikolo)	EWE	18,885	18,885	0
		AmaZiko eMOD (Izixhobo zokuncedisa ekufundeni)	EWE	16,000	16,000	0
IiNkxaso-mali zeZikolo eziZimeleyo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	89,845	89,845	0
IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	127,875	127,875	0
		Ukuthuthwa kwabafundi	EWE	11,841	11,841	0
IMfundo noQeqesho oluQhubekayo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	85,307	85,307	0
IMfundo noQeqesho olusisiSeko lwabaDala	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	31,182	31,182	0
AmaZiko oPhuhliso lweMfundo yabaNtwana abasaQalayo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	320,941	320,941	0
		Ukuthuthwa kwabafundi	EWE	434	434	0
		IGranti eKhutshwa phantsi kwemiQathan-go ethile: ICandelo lezeNtalo leEPWP	EWE	8,190	8,190	0
		Izibonelelo (stipends) zemfundo yaphambi kweBanga R	EWE	60,575	60,575	0

Zonke iintlawulo ebezibhajethelwe kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015 ziye zahlawulwa.

Igama leziko elibonelelwa ngemali	Injongo ebiza kusetyenziselwa yona imali leyo	Ixabiso ebelibhajethelwe (R'000)	Ixabiso ekubonelelwe ngalo (R'000)	Izizathu ezibangele ukuba iimali zingahlawulwa
Alikho	Azikho	Alikho	Alikho	Azikho

6. IiGranti eziKhutshwa phantsi kwemiQathango ethile

6.1. Iigranti ezikhutshwa phantsi kwemiqathango ethile kunye neemali ezibekelwe okuthile (Earmarked funds) ezihlawulwe lisebe

Azingeni ndawo

6.2. Iigranti ezikhutshwa phantsi kwemiqathango ethile kunye neemali ezibekelwe okuthile (Earmarked funds) ezifunyenwe lisebe

Zifezekisiwe iimfuno ngokoMthetho woKwahlulwa kweNgeniso (Devison of Revenue Act), ka-2011, ngokunxulumene neeGranti eziKhutshwa phantsi kwemiQathango ethile ebenikwe iSebe iWCED:

- Zonke iintlawulo ezifunyenweyo ziye zadiphozithwa kwiakhawunti yasebhankini yeli sebe;
- Ezi mali ziye zasetyenziswa ngokwezicwangciso zokwenziwa komsebenzi (business plans);
- Imiqathango yegranti ekhutshwa ngokwemiqathango ethile, njengoko ibekwe kwiziCwangciso zokuQhutywa koMsebenzi.

Indlela ekuqhutywe ngayo ngokupheleleyo ngo-2014/15 kwiiGranti eziKhutshwa ngokwemiQathango ethile iye yaphucuka kakhulu kunenkcitho yonyaka ongaphambili. Ngo-2014/15, kusetyenziswe i-99% yeemali xa kuthelakiswa ne-90.4% echithwe ngo-2013/14.

Ukubekwa esweni kweegranti

Ukubekwa esweni kweegranti nganye kuye kwenziwa ngokumana kunikwa ingxelo qho ngenyanga, kwaqhutywa ngokumana kukhangelwa kukwatyelwa namaziko ngamagosa achaphazelekayo. Ezolawulo (controls) nolawulo ziye zaqhutywa ngokuQhubekayo. Iinqubo zokuthengwa kweempahla neenkonzelo zeGranti yokuBalwa ngokuTsha kwamatyala eZikolo zobuChwepheshe (Technical Schools Recapitalisation Grant) kunye neGranti yeDinaledi ziye zaphantsi kolawulo lukandlunkulu ukwenzela ukuqinisekisa ukuba yonke imiqathango iyafezekiswa yaye akukho nkcitho ekukudyakraza (wasteful expenditure), umzekelo, kwiimeko apho izinto okanye uqeqesho obelukwiprogram leyo belungakhange lufunwe zizo zonke izikolo ezichaphazelekayo.

Ezi theyibhile zingezantsi zicacisa iigranti ezikhutshwa phantsi kwemiqathango ethile kunye neemali zokuthile ezifumaneka ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yokubalwa ngokutsha kwamatyala eZikolo zobuChwepheshe zaseSekondari	
Isebe eliyela hlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukubalwa ngokutsha kwamabala eZikolo eziPhakamileyo zobuChwepheshe.
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukwakhiwa kweendawo zokusebenzela (workshops) ezintsha. • Ukulungiswa okanye ukuyilwa ngokutsha kwezi ndawo zokusebenzela zikhoyo • Ukunikwa kwezixhobo zokuncedisa ekwenziweni komsebenzi (equipment), izixhobo zokusebenza (tools) kunye noomatshini beendawo zokusebenzela. • Ukuqeqesha oofitshala kumxholo wesifundo (subject content).
Ezona ziphumo zifezekisiweyo	Iindawo zokusebenzela ezintsha eKasselsvlei SS naseKuil River THS ziye zagqitywa ngomhla we-12 kuSeptemba ka-2014 nangowe-14 kuOkthobha ka-2014 ngokulandelelana kwazo. Uqeqesho loofitshala kumxholo wesifundo luye lwenziwa ngonyaka-mali ka-2014.
Isixa ngokweDORA ehlaziyiweyo	Yi-R12,597 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R17,643 yezigidi (equka i-R5,046 yezigidi edluliselwe isuka kunyaka ongaphambili)
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R17,643 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	<ul style="list-style-type: none"> • IBhajethi iye yasetyenziswa ngokupheleleyo.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Zonke iirikhwizishini zika-2014/15 ziye zangeniswa kwiSCM ukwenzela inkqubo yokuthenga neenkonzelo. Ibe yi-100% inkcitho kwibhajethi ka-2014/15.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	AbaLawuli benkqubo kuthengwa kwempahla nnokufunwa kweenkonzo (Supply chain Management) baba neentlanganiso eziqhubeka qho kwiiveki ezimbini apho badibana nabaLawuli abaPhezulu beKharithulam yeFET ukwenzela ukuqinisekisa ukuba iithenda ziqhuba kakuhle. Ukubeka esweni uqhutywe kwaza kwafakwa iingxelo zaqho ngeveki.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeziSeko zoPhuhliso zezeMfundo (Education Infrastructure Grant)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukulungisa, ukuhlaziya, ukwandisa okanye ukwakha iziseko zophuhliso ezitsha
Iziphumo ezilindelekileyo zegranti	Ukuqinisekisa ukuba iziseko zophuhliso ezikhoyo zigcinwa ngokwendlela ebekwe kwiPFMA okanye ukuvulela amathuba oqeqesho ongezelekileyo kumaziko emfundo avunyiweyo
Ezona ziphumo zifezekisiweyo	Ukulungiswa kweziseko zophuhliso nokuhlaziywa / ukwandiswa / ukongezwa kweyunithi / izakhiwo ngezakhiwo
Isixa ngokweDORA ehlaziyiweyo	Yi-R882,700 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R1,021,334 yezigidi (equka i-R138,634 yezigidi edluliselwe isuka kunyaka ongaphambili)
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R1,008,597 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Iimali ezingasetyenziswa zokulibaziseka kweprojekthi ezingundoqo zeziseko zophuhliso zeASIDI kwizikolo eziqhelekileyo zikarhulumente zibekelwe bucala. Ulubaziseko olubangelwa lugwayimbo loluntu lwaseDelft South kunye nokukhutshwa kade kwethenda yaseManenberg.
Izizathu zokutenxa kwinkqubo	Alikho
Amanyathelo athathiweyo ukuphucula inkqubo	Iintlanganiso zanyanga zonke eziba phakathi kwamasebe kunye neziqhutywa neSebe lezoThutho nemiSebenzi kaRhulumente
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	IModeli yokuNikwa kweNgxelo ngeziSeko ezingundoqo (Infrastructure Reporting Model) (IRM) kunye iingxelo zenkqubo yenyanga ezivela eDTPW

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	<ul style="list-style-type: none"> • Kukuxhasa iindlela yokuthintela iHIV neAIDs eMzantsi Afrika ngokwandisa ulwazi malunga nempilo yezesondo nezokuvulisa abantwana (reproductive health) kunye nokuthathwa kwezigqibo okufanelekileyo okwenziwa ngabafundi nootitshala. • Ukuthomalalisa ifuthe leHIV/AIDS ngokunika indawo enonophelayo, enika inkxaso nekhuthazayo kubafundi nootitshala. • Ukuqinisekisa ngokunika indawo ekhuselekileyo, esekelwe kumalungelo ezikolweni, nengenalucalulo, engabeki bala nalo naluphi na uhlobo longcungcuthekiso ngokwesondo okanye impatho-gadalala.

INgxelo yoNyaka yoNyaka-mali ka-2014/15
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukwanda kolwazi malunga neHIV, iiSTI neTB kubafundi, ootitshala namagosa • Ukuthotha kwendlela yokuziphatha ngokwezesondo ebeka umntu esichengeni kubafundi, ootitshala namagosa • Ukunciphisa imiqobo ethintela ukugcineka kwabantwana besesikolweni, ngakumbi abantwana abasemngciphekweni. • Ukuthotha kwendlela yokuziphatha ngokwezesondo ebeka umntu esichengeni kubafundi, ootitshala namagosa • Izikolo, izithili namaphondo sele edibanise zonke iiProgram zeHIV neAIDS zeMfundo yeZakhono zoBomi (HIV and AIDS Life Skills Education Programme) kwinxalenye yeesistim zabo zokuvavanya nokunika ingxelo
Ezona ziphumo zifezekisiweyo	Zonke iziphumo zifezekiswe ngokwezicwangciso zokwenziwa komsebenzi (business plans). Yi-R654 000 (3.8%) ukusuka kunyaka ophelileyo.
Isixa ngokweDORA ehlaziyiweyo	Yi-R17,077 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R17,731 yezigidi (equka i-R0.654 yezigidi edluliselwe isuka kunyaka
Izizathu xa isixa singafunyanwanga	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R17,690 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Kusetyenziswe i-99,8% yesixa esipheleleyo esiyi-R17 731 000 sonyaka-mali ka-2014/15. Khange isetyenziswe i-R41 020 ngenxa yokuba iindleko zesiqhelo zokuthuthwa kwabafundi nemivuzo khange zicace ngoko ke kwathathwa amanyathelo okonga endaweni yokusebenzisa imali ngokugqithisileyo.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Zonke iirikhwizishini zonyaka-mali ka-2015/16 ziye zafakwa kwangoko kubaLawuli benkqubo yokuthengwa kwempahla nokufunwa kweenkonzo(Supply Chain Management).
Iindlela zokubeka esweni eziqhutywa lisebe	Iingxelo zenyanga nezekota zifakwa kubalawuli beSebe iWCED ukuba bazihlole bazisayine.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeProgram yokuTyiswa kweZikolo (National School Nutrition Programme Grant)	
Isebe eliyela lahlawula loo granti	ISebe leMfundo esisiSeko (DBE)
Injongo yale granti	Kukunika ukutya okunesondlo kubafundi abathagethiweyo
Iziphumo ezilindelekileyo zegranti	Abafundi baphakelwe ukutya okunesondlo
Ezona ziphumo zifezekisiweyo	Abafundi batyiswe ukutya okunesondlo
Isixa ngokweDORA ehlaziyiweyo	Yi-R282,486 yezigidi

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeProgram yokuTyiswa kweZikolo (National School Nutrition Programme Grant)	
Isixa esifunyenweyo (R'000)	Yi-R282,486 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R282,486 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Kucelwa ukuba iinkampani ezinika iinkonzo (service providers) zifake amabango azo qho ngeveki yaye le nto iye yakuphucula ukunikwa kweenkonzo
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iofisi yeNDNP yephodno ibeka esweni inkcitho aze amagosa esithili abeke esweni le nkqubo yonke imihla.

IGranti eKhutshwa phantsi kwemiQathango ethile: IZikolo zeDinaledi	
Isebe eliyela lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	<ul style="list-style-type: none"> • Kukuphucula umgangatho wenkqubo yabafundi kwiMathematika, iPhysical Sciences, iLife Sciences nakuLwimi lokuQala oLongezelelweyo (First Additional Language) (FAL) isiNgesi, ngokungqinelanayo nesiCwangciso soMsebenzi ukuya kutsho ku-2025 • Ukuphucula ulwazi lomxholo, iindlela zokufundisa (pedagogies) kunye nezakhono zokufundisa (didactic skills) kootitshala beMathematika, iPhysical Sciences neLife Sciences
Iziphumo ezilindelekileyo zegranti	<p>Ukuqhuba ucazululo lweemfuno kwisikolo seDinaledi ngasinye, zize zinikwe ezo mfuno apho zifuneka khona:</p> <ul style="list-style-type: none"> - izixhobo kunye nezinto ezisetyenziswa ziphele ezikolweni ezingenazo iilebhu ezisebenzayo zeeSayensi nokuncedisa izikolo ekufumaneni isakhiwo (physical structure) esifanelekileyo, esisetyenziselwa le njongo apho kufunekayo. - iiseti ezisetyenziswa kwijiyometri (geometry sets) kunye neekhalthyhuleyitha - I-hardware, i-software, nokuqhagamshelaniseka ngeintanethi kweinformation and Communications Technology (ICT) kunye nesakhiwo esisetyenziselwa loo njongo - Ukufikelela kwiinkqubo zosasazo zemfundo zeTV - Iiprogram ezinomxholo, yokufundisa, ukufunda ukwenzela ukuphucula ukusebenza ngempumelelo kootitshala, izakhono zokufundisa neendlela zokufundisa ukwenzela ukuphucula ukusebenza ngempumelelo kootitshala - uqeqesho lwabalawuli kunye/okanye ukucetyiswa ngabanamava (mentoring) kweenqununu neeKomiti zoLawulo lweZikolo (School Management Teams) - okwenziwayo njengenxenywe yekharithulam, amalungiselelo angaphezulu abafundi beBanga lesi-8-12 ukwenzela inkqubo ephuculiweyo nothatho-nxaxheba kwii-Olympiads kunye nokufikelela okwandileyo kwii-Science Clubs, Science Fairs nakumaKhuphiswano - izibonelelo ezicaciswe kakuhle zabafundi, ootitshala kunye/okanye nezikolo ezifikelela okanye zigqithise kwiithagethi zentsebenzo ekuvunyelwene ngazo

INgxelo yoNyaka yoNyaka-mali ka-2014/15
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni

IGranti eKhutshwa phantsi kwemiQathango ethile: IZikolo zeDinaledi	
Ezona ziphumo zifezekisiweyo	Zonke iziphumo ziye zafezekiswa ngokwesicwangciso sokwenziwa komsebenzi seDinaledi sika-2014/15.
Isixa ngokweDORA ehlaziyiweyo	Yi-R10,673 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R10,673 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R10,673 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Ibhajethi yoNyaka-Mali ka-2014/15 iye yasetyenziswa yonke.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Azikho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Zonke iziphumo ziye zafezekiswa ngokwesicwangciso sokwenziwa komsebenzi seDinaledi sika-2014/15.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isebe eliye lahlawula loo granti	EzemiSebenzi kaRhulumente
Injongo yale granti	Kukubonelela amasebe ephondo ukwenzela ukwandisa iinzame zokudala imisebenzi ngokusetyenziswa kweendlela ezihambelana nezemisebenzi (labour intensive delivery methods) kwezi nkalo zichongiweyo zilandelayo kugxilwe kuzo, ukwenzela ukulandela imimiselo yeEPWP: <ul style="list-style-type: none"> • ukulungiswa kweendlela nokulungiswa kwezakhiwo • iindlela ezingenazithuthi zininzi kunye neendlela zasezilalini • ezinye iziseko zophuhliso (infrastructure) zoqoqosho nentlalo • amaqumrhu orhwebo ngezokhenketho nezenkcubeko • iindlela zokuphila ezizinzileyo ezisekelwe ekusetyenzisweni komhlaba • ulawulo lwenkukuma
Iziphumo ezilindelekileyo zegranti	Inanielandileyo labantu abaqeshiweyo nabafumana umvuzo ngeEPWP <ul style="list-style-type: none"> • Ukunyuswa kweavaraji yethuba lamathuba omsebenzi aveliswayo
Ezona ziphumo zifezekisiweyo	liprojkethi zokudalwa kwamathuba omsebenzi ngokunxulumene nolungiso olungephi lwezikolo ezikwiMetro. Iquka ukulungiswa kwaphantsi, iithayili, iingcango, iisilingi, imibhobho yamanzi, ukubiya, ukupeyinta neegeyithi, ngokunjalo nokuhonjiswa kwamabala ezikolo.
Isixa ngokweDORA ehlaziyiweyo	Asikho
Isixa esifunyenweyo (R'000)	Yi-R2,564 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isixa esichithwe lisebe (R'000)	Yi-R1,437 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Isebe lezoThutho nemiSebenzi kaRhulumente liye lajamelana nemingeni yokukhangelwa nokuchongwa kwabaniki beenkonzo, latsho langakwazi ukuqesha iikhontraki ezintsha kwangeli thuba.
Izizathu zokutenxa kwinkqubo	Jonga apha ngentla.
Amanyathelo athathiweyo ukuphucula inkqubo	Ukunika inkxaso kwiSebe lezoThutho nemiSebenzi kaRhulumente ukwenzela ukuqinisekisa ukuba oonokhontrakhi baqeshwa kwangethuba ukulungiselela u-2015/16.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iingxelo zenyanga nezekota

IGranti yeeTheraphisti zeMiba eThile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	
Isebe eliyi lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukuncedisana nebhajethi yembuyekezo esisiseko (baseline compensation budget) yamaSebe eMfundo ePhondo (Provincial Education Departments (PEDs) ukwenzela ukuba akwazi ukulandela isiVumelwano seELRC semiVuzo neminye imiba (ELRC Collective Agreement) soku-1 sika-2012
Iziphumo ezilindelekileyo zegranti	Amaphondo ayazifezekisa izibophelelo zeentlawulo zootitshala ezichatshazelwa sisiVumelwano seELRC semiVuzo neminye imiba (ELRC Collective Agreement) soku-1 sika-2012.
Ezona ziphumo zifezekisiweyo	ISebe iWCED lisebenzise ulwabiwo-mali olupheleleyo lweOSD yonyaka-mali ka-2014/15 ukuguqula ootitshala abasezifisini nakumaziko, abaqeshwe ngokoMthetho weNgqesho yooTitshala (Employment of Educators' Act), ka-1998 nabebefanelekile ukuba baguqulelwe kwiOSD yeeTheraphisti/iikhawunsela/iisayikholoji.
Isixa ngokweDORA ehlaziyiweyo	Yi-R50,395 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R50,395 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R50,395 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Awekho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Azikho

INgxelo yoNyaka yoNyaka-mali ka-2014/15
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeMfundo noQeqesho oluQhubelekayo	
Isebe eliyehlahlulwa loo granti	ISebe leMfundo noQeqesho oluPhakamileyo (DHET)
Injongo yale granti	Kukuqinisekisa ngokutshintshelwa ngempumelelo kwemisebenzi yeeKholeji zeTVET ziye kwiSebe iDHET
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukuhlawulwa kwabasebenzi abaqeshwe ziikholeji • Kugqityiwe ukutshintshelwa kwabaSebenzi bolawulo lweeKholeji zeFET babe kwiSebe iDHET • Kugqityiwe ukutshintshelwa kwabasebenzi abangebobalawuli babe kwiSebe iDHET • Kugqityiwe ukuTshintshelwa kwabaSebenzi beSebe leMfundo lePhondo babe kwiSebe iDHET • Igqityiwe iModeli yokuZaliswa kwezizithuba zeNgqesho (Post Provisioning Model) yeeKholeji zeTVET • Ukuqhutywa kwemiMiselo nemiGangatho yokuxhaswa ngemali kweeKholeji zeTVET • Ukuqhutywa kokuBekwa kwamaXabiso ahlaziyiweyo eProgram (revised Programme Cost) ka-2014 • Ukubekwa esweni kwenkxaso yeeKholeji zeTVET ziiPDE
Ezona ziphumo zifezekisiweyo	<ul style="list-style-type: none"> • Kugqityiwe ukutshintshelwa kwabaSebenzi bolawulo lweeKholeji zeTVET babe kwiSebe iDHET • Kugqityiwe ukutshintshelwa kwabaSebenzi abaNgebobalawuli babe kwiSebe iDHET • Kugqityiwe ukuTshintshelwa kwabaSebenzi beSebe leMfundo lePhondo babe kwiSebe iDHET • Ukuqhutywa kwemiMiselo nemiGangatho yokuXhaswa ngemali kweeKholeji zeTVET
Isixa ngokweDORA ehlaziyiweyo	Yi-R377,913 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R377,913 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R377,865 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Ukongwa kwimbuyekezo
Izizathu zokutenxa kwinkqubo	Khange kubekho kutexha kwintsebenzo yeziphumo zephondo
Amanyathelo athathiweyo ukuphucula inkqubo	Awekho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iingxelo zenyanga nezekota

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isebe eliyehlahlawula loo granti	ISebe lezoThutho nemiSebenzi kaRhulumente
Injongo yale granti	Ukudala amathuba emisebenzi olutsha, amanina nabanenkubazeko kwicandelo leECD.
Iziphumo ezilindelekileyo zegranti	Ukuqeqesha iiprakthishina ezingama-420 zeECD kwinkalo yoPhuhliso lwaBantwana abasaQalayo. Ukuqeqesha abanematrikhi abangama-22 abebekade bengaqeshwanga ukuba babe ngabachwethezi bedatha (data capturers)
Ezona ziphumo zifezekisiweyo	Iiprakthishina ezingama-350 ze-ECD ziye zachazwa njengezinezakhono emva kokufumana kwazo ikhosi yoqeqesho yeenyanga eziyi-12. Iiprakthishina nganye iye yaya kwikhosi yoqeqeshelo lwe-ECD lweenyanga ezili-12 iNqanaba 1 kwenye yeeKholeji zeFET ezintandathu kwiphondo. Iiprakthishina yaseECD nganye iphinde yafumana uqeqesho kuNcedo lokuQala Zingama-22 ii-data capturer ezigqibe izifundo kwezolawulo lwe-ofisi (office management), iMicrosoft Office, uLawulo lwemiCimbi yaBasebenzi (Human Resource Management) nakuLawulo lweeProjekthi (Project Management).
Isixa ngokweDORA ehlaziyiweyo	Yi-R13,354 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R13,354 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R13,193 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Iikholeji ziye zaziswa qho ngeveki malunga nazo naziphi ii-invoisi ebezingekangeniswa.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Kuye kwanikwa ikhontrakthi inkampani enika iinkonzo (service provider) ukuba iqhube inkqubo yokubekwa esweni koqeqesho olunikwa ziikholeji. Inxelo yokubeka esweni inkqubo isefayilini.

Inkcitho yemali ebibekelwe oku nemali ekhethekileyo ibe yile ilandelayo:

IMali eBekelwe okuthile	Imali efunyenweyo	Imali esetyenzisiweyo	Imali Engasety-enziswanga	Intsebenzo	Ezona ziphumo zifizekisiweyo
Imali ePheleleyo yeeMali eziBekelwe amaZiko eMOD	R60 000 000	R56 099 590	R3 900 410	93%	Bufezekisiwe ubuninzi bokunikwa kweeholo namabala ezemidlalo ezikolo; iimali zezixhobo zokuncedisa emidlalweni nolungiso neyeetyhutha ezinezidanga (graduate tutors).
IMali ePheleleyo yeeMali eziBekelwe i-E-Education	R53 087 000	R53 087 000	-	100%	Iinjongo zeeprojekthi ezifizekisiwe ngokupheleleyo
Imali ePheleleyo yeeMali eziBekelwe okuthile neziKhethekileyo	R113 087 000	R109 186 590	R3 900 410	97%	

7. IiNkxaso-mali zeziPho-mali (Donor Funds)

7.1. IiNkxaso-mali zeziPho-mali eziFunyenweyo

ISebe khangela lifumane naziphi iinkxaso-mali zeziphomali kweli thuba kunikwa ingxelo yalo.

8. UTyalo-mali kwiiProjekthi zoLwakhiwo (Capital Investment)

8.1. UTyalo-mali kwiiProjekthi zoLwakhiwo, isiCwangciso soLondolozo neeAsethi (Capital investment, maintenance and asset management plan)

Iipprojekthi zokwakha ezigqitywe ngo-2014/15

Izikolo ezitsha

- Kugqitywe izikolo ezitsha ezibini zanikezelwa ngo-2014/15, ezizezi: iBrackenfell High School (iProtea Heights Academy) neWellington Primary School (iVan Wyksvlei Primary School);
- Izikolo ezibini ezingesosigxina (mobile schools) ziye zagqitywa ukuba zibe nokusetyenziswa ngo-2014/15, zezi: Nomzamo Primary School neNomzamo High School.

IZikolo eZakhiwe ngoKutsha kwezikolo (ukutshintshwa kwezikolo ezakhiwe ngezinto zokwakha ezingafanelekanga)

- Ezi Zikolo Zakhiwe ngoKutsha (Replacement Schools) zilandelayo nezixhaswe liSebe iWCED ziye zagqitywa ngo-2014/15: iWes Eind Primary School, iBuck Road Primary School, iHazendal Primary School neTouwsrante Primary School.
- Ezi Zikolo Zakhiwe ngoKutsha zilandelwayo nezixhaswe yiDBE njengenxalenye yeprogram iASIDI ziye zagqitywa ngo-2014/15: iHeideveld Primary School, iKensington Secondary School, iKnysna Secondary School, iPortia Primary School neSophumelela Secondary School.

Amagumbi okufundela ongezelelweyo

- Ukwandiswa kwamagumbi okufundela: Akukho magumbi okufundela aye akhiwa ngo-2014/15 kwezi zikolo zikhoyo.
- Ukunikwa kwamagumbi okufundela eBanga R: Amagumbi okufundela angama-51 aye agqitywa ngo-2014/15. Onke amagumbi okufundela asuka kuluhlu lweeprojekthi zika-2012/13 okanye zika-2013/14. Akekho aye agqitye ngo-2014/15 kumagumbi okufundela ali-14 abesetwe njengeethageti zika-2014/15.
- Kuye kwanikwa iyunithi ezingesosigxina (mobile unit): Amagumbi okufundela ali-130.

Iziseko zophuhliso (infrastructure) ebezilungiselelwe ukugqitywa ku-2014/15 zibekwe apha ngezantsi, zibekwa kunye namanani ezinto ezenzekileyo.

Udidi	Okuthagethiweyo	Elona nani
Izikolo ezitsha	3	2
IZikolo eZakhiwe ngoKutsha (Replacement schools (kuquka neASIDI)	Akukho thagethi	9
Amagumbi okufundela eBanga R	Amagumbi okufundela ali-14	Amagumbi okufundela angama-51
Ukuhlaziywa nokongezwa	Akukho thagethi isetiweyo	0
Ukwandiswa kwamaGumbi okufundela	Akukho thagethi isetiweyo	Awekho amagumbi okufundela (ayi-0)
Amagumbi okufundela angesosigxina	Akukho thagethi isetiweyo	Amagumbi okufundela ali-145

Ukwahluka (variances) ngokuphathelele kwiithagethi kuxoxwe ngako phantsi kweProgram 8, ngokunxulumene neMilinganiselo yeProgram yeNtsebenzo (Programme Performance Measures). Ezinye iiprojekthi ziye zalibaziseka kwaza kwanyanzeleka ukuba kwenziwe amanye amalungiselelo okunika abafundi indawo.

IiProjekthi zeMali yeNkxaso yolwakhiwo lwezikolo

(a) Izikolo ezitsha

Izikolo ebezibekwe ukugqitywa ngowama-31 kuMatshi ka-2015 ibiyiBrackenfell High School, iMasakhane Primary School neVuyiseka High School. Kuye kwagqitywa iBrackenfell High School kuphela. IMasakhane Primary School neVuyiseka High School ziye zanokulibaziseka ngenxa yokuba sematyaleni (insolvency) kunye nokungaqhubi kakuhle kweekhontrakhi. Zombini ezi projekthi bezisakhiwa yaye ziza kugqitywa ngo-2015. IWellington Primary School igqitywe ngaphambi kwexesha.

(b) Izikolo eZakhiwe ngoKutsha

Ukususela ngowe-31 kuMatshi ka-2015, ezi zikolo zitshintshiweyo zilandelayo, ebezicwangciselwe ukugqitywa ngonyaka-mali ka-2014/15, bezikumanqanaba ahlukeneyo okwakhiwa: Itsitsa Primary School, Bottelary Primary School, Garden Village Primary School, Plantation Road Primary School, Delta Primary School, Die Duine Primary School, Hawston Primary School, Kasselsvlei Primary School neValhalla Primary School.

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

ULawulo lweeAsethi

Iiasethi ezisisigxina

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

Iiasethi ezinokuhanjiswa

Ngokunxulumene neeasethi ezinokuhanjiswa, iSebe iWCED lineyunithi yolawulo lweeasethi eyinxalenye yeSupply Chain Unit.

Yonke ifanitshala nezixhobo zokuncedisa emsebenzini ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zithengwa kwindawo enye zize zifakwe kwi-inventri yeeasethi ezinokuhanjiswa ngokweemfuno ezimiselwe liSebe likaNondyebo kaZwelonke (National Treasury).

Ngo-2014/15 kuye kwamiselwa ezi ndlela zilandelayo ukwenzela ukuqinisekisa ukuba irejista yeeasethi ehlaziyiweyo iyafumaneka ukugcina imigangatho yolawulo nosetyenziso lwemali kunye nokuqinisekisa ukuba kukho ukungqinelaniswa ngempumelelo, nangobuchule kwengcaciso:

- Ukuthathwa kwesitokhwe qho ngonyaka okwenziwa lisebe lemfundo, njengoko kumiselweyo kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Ukusayinwa kwee-inventri ngamagosa achaphazelekayo nokungqiniswa ngaBaphathi aBathweswe uXanduva lweSitokhwe (Responsibility Managers).
- Ukukhutshwa kweesetyhula ngokungqinelana neSahluko se-10 seMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Iinkqubo zokuthengwa kweeasethi kwiSistim yeGosa loCwangciso-mali (Accounting Officer's System).
- Ukungqinelaniswa qho ngenyanga kokuthenga okwenziwa kwiLOGIS nenkcityo ekiBAS.
- Ukulondolozwa kwerejista yeeasethi enayo yonke ingcaciso efunekayo kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).

Iinkqubo eziqalisiweyo zokuqiniseka ngenkqubo enobuchule yokuqaphela, ukukhusela, nokubeka esweni kunye nokugcina irekhodi yeeasethi ezinokuhanjiswa ibizezi zilandelayo:

- Iiasethi zifakelwe iibhakhowudi, nophawu "RSA" zaza zabhaliswa kwii-inventri.
- Iiasethi zibhalwe kwirejista yeeasethi ezinokuhanjiswa kuwo onke amacandelo eeasethi zaza zanikwa iinombolo ezifana zodwa (iibhakhowudi).
- Abaphathi abebethweswe uxanduva lwesitokhwe banoxanduva lokukhusela iiasethi.
- Iiasethi ezinokuhanjiswa zirebhaliswe kwi-inventri kwiziko ngalinye nakwindawo nganye esingathe iindleko. Ii-inventri ziqinisekiswa njengezichanekileyo ngabaphathi abasingathe iindleko zeziko zaza zagcinwa kwindawo nganye.

Izikolo

ISebe iWCED lithenge ifanitshala nezixhobo zokucutha inani lokusetyenziswa kwabantu abaninzi kakhulu ezikolweni. Nakuba kunjalo, ezi zinto azenzi nxalenye yeRejista yeeAsethi zeSebe iWCED. NgokoMthetho weZikolo waseMzantsi Afrika (South African Schools Act), 1996, (uMthetho wama-84 ka-1996), ezi zinto zithathwa njengezinto ezizii-inventri zezikolo. Ngoko ke kufuneka izikolo zinike ingxelo malunga nezi zinto zizii-inventri kumaxwebhu onyaka engxelo-mali (annual financial statements). IRejista yeeAsethi yeSebe iWCED ibonisa ii-inventri zakwaNdlunkulu kunye nezezithili zemfundo kunye neendawo ezinika iinkonzo kuzo.

Izicwangciso malunga neeasethi ezinokuhanjiswa, ezifana neemoto

ISebe lezoThutho neMisebenzi kaRhulumente lePhondo (iZithuthi zikaRhulumente0 (Government Motor Transport) lilawula ukunikwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye nezonakeleyo zeGaraji kaRhulumente (Government Garage) (GG). Likwaqulunqa nomgaqo-nkqubo wephondo omalunga nokusetyenziswa kweemoto ze-GG lize ligcine irejista yeeasethi kwisistim yeFleetman . ISebe iWCED linoxanduva lokunika iimpepha-mvume (licensing), ukulungiswa nokuthiwa kwamafutha ezithuthi.

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyalandelwa. Likwagcina irejista yezithuthi ezisetyenziswa liSebe iWCED libeke esweni ukusetyenziswa kwezithuthi ngokusebenzisa i-log sheet. Imoto ezisetyenziswayo ziyazifezekisa iimfuno zangoku zeSebe iWCED.

Ukulungiswa kweemoto

Iiprosjekthi ezinkulu zokulungiswa okucwangcisiweyo kwezithuthi ezenziwe ngethuba lexesha eliphantsi kwengqwalaselo ibandakanya:

Inani leeprosjekthi	Ibhajethi ka-2014/15 R'000	Iindleko eqikelelwayo yokuphela konyaka R'000
130	R 86 323m	R 86 323m

I-U-AMP ka-2014 ibonisa oku kulandelayo phantsi kwesihloko "IZinga leMeko yabaSebenzisi" ("User Condition Rating")

Ubume beMeko	INGcaciso ngokuBanzi	Izinga
Bugqwesile	Akukho ziphene zibonakalayo. Ikhangeleka njengentsha. Isalathiso semingcipheko: Akukho futhe ekukwazini ukwenza iinkonzo. Akukho ingcipheko.	C5
Bulungile	Ibonisa ukukhuthuka nokudleka okungephi (superficial wear and tear), iziphene ezincinane kunye neempawu ezincinci zokonakala kwiindawo ezingaphezulu zemoto. Isalathiso semingcipheko: Imana iba nophazamiseko olungephi ekusebenziseni kwayo. Kukho umngcipheko omncinci onokuqikeleleka kwezempilo nokhuseleko okanye ipropathi. Kukho iindleko ezincinane ezibandakanyekayo.	C4
Buphakathi	Ikwimeko ephakathi, iindawo ezonakeleyo zifuna ukuqwalaselwa; iinkonzo ziyasebenza, kodwa zifuna ukuqwalaselwa, kukho ukusilela kwiinkonzo zokulungisa. Isalathiso semingcipheko: Imisebenzi iyalibaziseka ukwenzeka ngalo lonke ixesha Kukho umngcipheko omncinci onokuqikeleleka kwezempilo nokhuseleko okanye ipropathi. Kukho iindleko eziphakathi ezibandakanyekayo.	C3
Bubi	Yonakele kakhulu, kukho iingxaki ezinkulu kwimo yayo. Inkangeleko yayo ngokubanzi ayikho semgangathweni kunye nokukhuthuka kwepeyinti ekhuselayo kumphezulu; izinto zayo zonakele, izinto ezisetyenziswayo azisebenzi; kukho iingxaki ezinkulu. Isalathiso semingcipheko: Kukho ukuphazamiseka kakhulu ekukwazini ukwenza umsebenzi, kukho amathuba amaninzi okuba yingozi kwezempilo nokhuseleko okanye kwipropathi. Kukho iindleko eziphezulu/ilahleko echaphazelekayo.	C2
Bubi kakhulu	Ayikwazi kusebenza; ayisebenzi kwaye ayikulungelanga ukukhwelwa. Isalathisi somngcipheko: Ayinakusebenziseka, ingumngcipheko ophezulu kakhulu kukhuselo, impilo nokhuseleko okanye kwipropathi. Kukho iindleko ezinkulu ezichaphazelekayo.	C1

Izikolo karhulumente eziqhelekileyo ezingamakhulu amathathu anamashumi asibhozo anesine (384) eNtshona Koloni zireyithwe njengezo "zikubume obubi" ("poor"). Uninzi lwezi zikolo "zikubume obubi" zikwipropati yabucala okanye zizakhiwo ezingafanelekanga zesikolo (izikolo "zamaplanga"). Kwiminyaka edlulileyo kuye kwakho ulungiso oluncinane kakhulu olucwangcisiweyo oluye lwenziwa ngabanini beepropathi eziqeshisayo. Abanini beepropathi bachaza amaxabiso asezantsi erenti njengesona sizathu siphambili esibangela ukuba kungenziwa lungiso lufanelekileyo kwizikolo eziqeshisayo. Izikolo ezingamakhulu alithoba anamashumi amane anesixhenxe (947) zibekwe kumgangatho "wobume obuphakathi". Inani elikhulu lezi zikolo zifanele ukureyithwa njengezo "zisemgangathweni" kodwa ukusilela kolungiso lwezi zakhiwo kuwuchaphazele umgangatho wobume ezibekwa kubo.

Ikhulu elinamashumi alithoba anesithandathu (196) lezikolo eziqhelekileyo zikarhulumente zibekwa kubume "obulungileyo" kunye "nobugqwesileyo".

Ukuhla komgangatho wezakhiwo zeSebe iWCED kulungiswa ngokunyuka okuqhubekayo nokucwangcisiweyo kwebhajethi nenkcitho yolungiso.

Isishwankathelo sokuqhwalela kwamanani olungiso sinikwe apha ngezantsi.

Ukungafezekiswa kolungiso				
UNyaka-mali	IXabiso leeAsethi	I-1,5% eFunekayo yoLungiso	IBhajethi eNikiweyo	Isixa esiqhwale layo (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
2014	19,769/521	296,542	191,323	105,219
Inani elipheleleyo lokusilela ukususela ngo-2004		2,594/717		

Kubekho ukuchaphazeleka okuthile okwenzekayo kusilelo lolungiso ngo-2014/15 ngeProgram eSekelayo yeSiqalo soBunzulu (Width Initiative Sub-Programme). Injongo yale program isekelayo kukuphucula ngokuzinzileyo inkangeleko yezikolo zeSebe iWCED kumlinganiselo. Uphando kwiindawo ezininzi zehlabathi lubonisa ukuba kukho unxulumano oluhle phakathi kwendawo (physical environment) abafundiselwa kuyo kunye neziphumo zezifundo ezifezekisiweyo.

INgxelo yoNyaka yoNyaka-mali ka-2014/15
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni

IiProjekthi zeziSeko zoPhuhliso (Infrastructure)	2014/2015			2013/2014		
	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Iiasethi ezintsha nezitshintshwayo	1,011/205	998,391	12,814	778,999	640,365	138,634
Iiasethi zeziseko zophuhliso ezikhoyo	410,573	409,446	1,127	271,012	271,012	0
Ukuhlaziywa nokongezwa kwazo	159,603	159,603	0	41,041	41,041	0
Ukubuyiselwa kwimeko eyiyo (rehabilitations), uhlaziyo (renovations) nokwakhiwa ngokutsha (refurbishments)	0	0	0	7,213	7,213	0
Ulonolozo nolungiso lwezakhiwo	250,970	249,843	1,127	225,758	225,758	0
Ukudluliswa kweziseko zophuhliso (infrastructure transfer)	31,654	31,654	0	142,935	142,935	0
- Olwangoku	62	62	0	62,250	62,250	0
- Olungundoqo (Capital)	31,592	31,592	0	80,685	80,685	0
Zizonke	1,453/432	1,439/491	13,941	1,192/946	1,054/312	138,634



I Candelo C
Ezolawulo

1. INTshayelelo

Imigangatho ephezulu yolawulo ngundoqo ekulawulweni kwemali nezixhobo zikarhulumente. Amasebe karhulumente kufuneka abe nezitraktsha zolawulo olululo eziya kusebenzisa izixhobo zikarhulumente ngokufanelekileyo, ngokuyimpumelelo nangokulondolozayo.

Amalungu eKomiti yoPhicotho-zincwadi yezeMfundo (Education Audit Committee) ngamalungu azimeleyo nawonyulwa liGosa loCwangciso-mali (Accounting Officer) lisebenzisana neGunya lesiGqeba soLawulo (Executive Authority). IKomiti yoPhicotho-zincwadi isebenza ngokwe-"miMiselo yokuSebenza" ("Terms of Reference") evunyiweyo yaye idibana qho ngekota ukwenzela ukwenza imisebenzi eluxanduva lwayo. IKomiti yoPhicotho-zincwadi ngaphezulu ibamba iindibano neGunya lesiGqeba soLawulo (Executive Authority) kunye neGosa loCwangciso-mali ukuxoxa malunga nemiba exhalabisayo.

Iinkonzo zoPhicotho-zincwadi lwaNgaphakathi (Internal Audit) zenziwa ngokuzimeleyo liZiko loPhicotho-zincwadi lwaNgaphakathi neNkonzo zeNkxaso (Internal Audit and Corporate Services) elikwiSebe leNkulumbuso, elinceda amasebe ngamasebe. Ngokuhambelana noMthetho wokuLawulwa kweMali kaRhulumente (Public Finance Management Act), ka-1999 (uMthetho woku-1 ka-1999) (PFMA) neKING III, ukuSebenza koPhicotho-zincwadi lwangaPhakathi (Internal Audit Activity) lunika iKomiti yoPhicotho-zincwadi kunye nolawulo lweSebe iWCED uqinisekiso lokuba zanele yaye ziyasebenza izinto ezilawulwayo ngaphakathi (internal controls) ngokunxulumene neenkqubo zolawulo, ulawulo lwemingcipheko kunye nokulawuleka (control). IsiCwangciso soLungiselelo oluQhubekayo lweminyaka imi-3 olusekelwe kwimingcipheko (risk-based 3-Year Rolling Strategic Plan) kunye nesiCwangciso soPhicotho lwangaphakathi lwemiSebenzi yoNyaka (Annual Operation Internal Audit Plan) zivunyiwe yiKomiti yoPhicotho-zincwadi ngo-2014. IKomiti yoPhicotho-zincwadi ibeke esweni ukwenziwa kwesicwangciso sokusebenza (operational plan) kunye nezenzo zokulungisa zokuqhutywa kolawulo (management's implementation of corrective actions).

IYunithi yoLawulo lwangaPhakathi (Internal Control Unit) leSebe iWCED linika ukhokelo, iingcebiso kunye nolawulo olulungiselweyo (strategic management) ngokunxulumene nezenzo zolawulo lwangaphakathi.

Igxininisa koku:

- *Ukuqinisekisa ngokuphatha ngendlela eyiyo.* Oku kuquka ulungelelwaniso nolungiso lwabathunywa abafanelekileyo nomgaqo-sikhokelo wolawulo (governance framework). Ugxininiso (elements) luqinisekisa ngokuqhutywa kwenzela zokulungisa (corrective controls); eziqinisekisa ngokuqhutywa nokugcinwa kweSistim yoLawulo lweLahleko (Loss Control System) olundindeneyo; ukunika ingxelo, ngekota nangonyaka, malunga nobume bempendulo kwiingxelo zeYunithi yoPhando malunga nemicimbi yemali (Forensic Investigation Unit).
- *Ukunika inkonzo eqinisekisayo.* Oku kubandakanya imicimbi eya kwiKomiti yoPhicotho-zincwadi; ukungasokoliswa kophicotho-zincwadi lwangaPhandle nolwangaPhakathi kunye nokulawulwa kwenkqubo yasemva kophicotho-zincwadi
- *Ukunika imigaqo-sikhokelo (frameworks) ebeka imimiselo, emigaqo-nkqubo neyolawulo kunye neengcebiso malunga nokwenziwa komsebenzi (tactical advice).* Oku kuquka ukuqulunqwa kwesixhobo neendlela emazilandelwe kwanokunikwa kweengcebiso malunga namaxwebhu obuchule obuza kusetyenziswa kunye nemigaqo-nkqubo.

indlela yoqinisekiso oludibeneyo iza kuqhuba nokusetyenziswa ukwenzela ukuba izixhobo ezimbalwa zophicotho-zincwadi lwangaphakathi zigxile ngokuyimpumelelo kwezona nkalo zisemngciphekweni zifanelekileyo. Oku kuquba ukusebenzisana ngokusondeleneneyo phakathi kweYunithi yoLawulo lwangaphakathi (Internal Control Unit) kunye noPhicotho-zincwadi lwangaPhakathi

Onke amagosa athweswe uxanduva lokumelwa kukuphendula okubonakaliswe ziingcaciso zemisebenzi (job descriptions) zawo kunye nezivumelwano zentsebenzo (performance agreements). AmaGosa akwaNdlunkulu athweswe uxanduva lokumelwa kukuphendula ngenkxaso yobungcali ekufuneka inikwe kwangexesha kwizithili zemfundo. Izikolo nezithili zemfundo zithweswe uxanduva lwenkxaso emayinikwe ezikolweni kunye nendlela abaqhuba ngayo abafundi.

Uxanduva lokuphendula ngokwenziwayo kwinqanaba lesikolo lomelezwe ukususela ngo-2011 ngoMthetho wesi-7 ka-2010 wokuFakela iZilungiso kwiMfundo yeZikolo zePhondo leNtshona Koloni (Western Cape Provincial School Education Amendment Act), oqalise ukusebenza ngoJanyuware ka-2011.

Uxanduva lokuphendula ngokwenziwayo lunatyiswa ngemisebenzi yokongamela edlalwa liSebe likaNondyabo wePhondo nokaZwelonke (Provincial and National Treasury) ngokwemingxilo enyanzelekileyo yemijikelo yokucwangcisa nokunika ingxelo, mijikelo leyo iquka imiba yezemali nengeyoyamali. Izithuba zokunikwa kwengxelo zezenyanga (umz. eyeemali), ikota okanye unyaka. Onke amacandelo aphantsi kweSebe 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 lokuza kwenziwa. ISebe lenkulumbuso lenza umsebenzi wokongamela kwii projekthi eziphambili zeSebe iWCED. Iinkqubo zophicotho lwangaPhakathi nolwangaPhandle zongeza ekulawuleni iinkqubo zolawulo zize zancedise ekuqinisekiseni ukusebenza ngendlela eyiyo nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kuhleli kubudlelwane obumiselweyo obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke elijongene neziphumo zokufunda. Obu budlelwane busekelwe ekumodareyithweni kwangaphakathi kweenkqubo zokuhlola kunye nokunikwa kweenkqubo ezamkelekileyo zeemviwo.

Ngokufanayo nawo onke amasebe karhulumente elizwe jikelele, iSebe iWCED liye lathatha inxaxheba kukubeka esweni iziqalo ezitsha (innovation) zeSebe likaMongameli (Presidency), isiXhobo sokuHlola iNtsebenzo yabaLawuli (Management Performance Assessment Tool (MPAT) eye yaphonononga iinkalo ezi-4 zolawulo, ezizezi: uCwangciselwano lokusebenza (Strategic Planning), iCandelo lezabaSebenzi, uLawulo nokuThatha uXanduva (Governance and Accountability) kunye noLawulo lweMali. Ibingumsebenzi oxabisekileyo lo.

UkuHlolwa kweSikolo siPhela (Whole School Evaluation) kusaqhuba nokunika umfanekiso ongapheleni nje kwiimfuno zenxaso zesikolo ngasinye, kodwa wayo nemiba ebonakalisa inkqubo yezemfundo (systemic issues). Izihlandlo zotyelelo ezifutshane ezenziwe kwizikolo ezincinci okanye ezo beziqhuba kakuhle. Ubude obungalinganiyo bezihlandlo zotyelelo benze ukuba kutyelelwe nezinye izikolo. Izikolo zinikwa iikhowudi ngokwemilinganiselo (ratings) yeWSE. Okufunyanisiweyo kuye kwasasazwa kuluhlu lweengxelo ezongeza kwiingxelo ezinzulu, ezinikwe eso sikolo kuthethwa ngaso.

Zonke izikolo ziye zagcwalisa iziCwangciso zoPhuculo lweSikolo (SIPs) kwi-intanethi, zinethagethi yeminyaka emi-3, apho bekuchatshazelwa inkqubo yezemfundo; ukugqibelela kolawulo (njengokulawulwa kokungahambi sikolo kootitshala nabafundi kunye nocwangciso lokufunda); ukufumaneka kwezixhobo kunye nokulungiswa kwesikolo. Izalathi ezingqinelana neethagethi zikazwelonke zihambelana neenkalo ezili-9 ekugxilwa kuzo xa kusenziwa ukuhlolwa kwesikolo siphela. Ixabiso lesicwangciso sophuhliso esinje lelokuba zonke izikolo zigxininisa ekuqhubeni amaphulo ongenelelo loncedo oluphambili lophuculo (key improvement interventions). IiSIP zikwayinxalenye yendlela yokumelwa kukuphendula (accountability system), nanjengoko abo basayina esi sicwangciso iyunqununu, iSGB neSebe iWCED. Izikolo ziye zanika neziCwangciso zokuSebenza (Action Plans) ezibonisa amanyathelo ezinokuwathatha ukufezekisa iithagethi ezibekiweyo.

Ngo-2014/15 kuye kwaBekwa eSweni uPhuculo lweZikolo (School Improvement Monitoring) lwekota, apho bekubekwa imba ephambili yokuxhasa ngezixhobo ukusebenza kwesikolo, umz. ukonyulwa kweeSGB, ukulungela ukuqala unyaka. Ngenxa yokuba iingxelo zifakwe kwi-intanethi, idatha ibinokufumaneka ize isetyenziselwe ukuphucula inkxaso. Ngokukodwa, umzekelo, idatha iye yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa ezikolweni kweencwadi zokusebenzela (workbooks).

2. ULawulo lwemiNgcipheko

IGosa loCwangciso-mali (Accounting Officer) (AO) leSebe leMfundo lithatha uxanduva lokusebenzisa i-Enterprise Risk Management (ERM) ngokungqinelana neNational Treasury Public Sector Risk Management Framework (PSRMF) kunye ne-Directorate Enterprise Risk Management (D:ERM) kwiSebe leNkulumbuso (iSebe iiDotP) ukunika eli Sebe inkonzo yenxaso ecwangciselweyo elawulwa kwandlunkulu.

Ukuhambelana ne-National Treasury Public Sector Risk Management Framework (PSRMF) kwanokumiliseka ngaphezulu ulawulo lwelahleko kwiSebe leMfundo, uRhulumente waseNtshona Koloni (Western Cape Government) (WCG) uvume ngokusemthethweni uxwebhu loMgaqo-nkqubo we-ERM (ERM Policy) olucacisa injongo ephelileyo ye-WCG ngokunxulumene ne-ERM. Eli Sebe liye lamkela isiCwangciso-nkqubo seERM (ERM Strategy), evunyiwe liGosa loCwangciso-mali (Accounting Officer) ngomhla wesi-6 kuMeyi ka-2014 kunye nesiCwangciso sokuQhutywa kweERM (ERM Implementation Plan), esivunyiwe liGosa loCwangciso-mali ngomhla wesi-8 kuEpreli ka-2014. Esi sicwangciso sokuQhutywa kweERM siye savulela ukusetyenziswa komgaqo-nkqubo weWCG ERM kunye nesiCwangciso-nkqubo seERM yaye sicacisa iindima noxanduva lwabalawuli nabasebenzi abathwaliswe uxanduva lolawulo lwemingcipheko kweli sebe.

Qho ngekota eli Sebe lihlola imingcipheko ebalulekileyo enokuba nefuthe ekufezekisweni kweemfuno zalo, kokubini, imingcipheko yesicwangciso-nkqubo neyeeeprogram. Imingcipheko ibekwe ngokokubaluleka ngokusekelwe kwenakho ukwenzeka kunye nefuthe layo (engundoqo neseleyo) kwaza kwavunywa iindlela zoyikuthomalalisa ukwenzela ukunciphisa imingcipheko ibe kumanqanaba amkelekileyo. Imingcipheko emitsha/evelayo iye yachongwa ngethuba lenkqubo yokuhlola kwekota.

ISebe liye laseka iKomiti yoLawulo lwemiNgcipheko yeZiko (Enterprise Risk Management Committee (ERMCO) ukuba lincedise iGosa loCwangciso-mali ekwenzeni uxanduva lwakhe ngokunxulumene nokulawulwa kwemingcipheko. Le Komiti isebenza phantsi kwemiMiselo yokuSebenza (Terms of Reference) evunywe liGosa loCwangciso-mali ngomhla wesi-6 kuMeyi ka-2014. I-EMRCO iye yamkela ubhaliso lwemingcipheko enokuba nobungozi (strategic risk register) yaza yafaka isindululo sokwenziwa kwezinye izinto apho kufanelekileyo. Kuye kwachongwa le mingcipheko iphambili ilandelayo (kunike eyona iphambili emithathu) kunye namanyathelo okuyithomalalisa kulo nyaka uhlolwayo:

Umngcipheko	Indlela yokuwuthomalalisa
1 Kusenokubakho ukungalawuleki kakuhle kolwazi ngenxa yedatha engaphelelanga nengachanekanga efunyenwe ezikolweni, nto leyo inokukhokelela ekungacwangcisini kakuhle kunye nefuthe elingelihle kwezemali	ISebe iWCED liqhuba uqinisekiso lwedatha olwenziwa ngekota lisebenzisa isixhobo sokuBeka eSweni uPhuculo lweZikolo (SIM) UPhicotho loMgangatho weDatha yeEMIS yePhondo luye lwaqhutywa ngo-2013
2 ISebe iWCED lisenokungabi nabhajethi yaneleyo ngenxa yemeko yezoqaqosho eya isiba mbi, nto leyo inokuchaphazela iinjongo zeli sebe	Ukuxhaswa kwezikolo zeNqanaba 1-3 kwenziwe kwalingana Kuphinde kwachongwa ezinye izikolo ezingama-216 njengezikolo ezingahlawuli fizi Ukuqhutywa kwembuyekezo yoxolelo lweefizi kubafundi abangathathi ntweni
3 Kusenokuqhutywa kakubi ukufunda kumagumbi okufundela ngenxa yokuba oofitshala bengakwazi ukuzisebenzisa kakuhle iincwadi zezifundo (textbooks), nto leyo inokukhokelela kwizinga eliphezulu lokuyeka isikolo/ukungaphumeleli kwabafundi Lo mngcipheko uye wahlolwa ngokutsha waza wahlaziywa ngabaNini bomNgcipheko yaye neendlela zokuwusingatha ziye zahlaziywa. I-EXCO yangowama-26 kuJuni ka-2014 iye yawuhlola lo mngcipheko yaza yazamkela izilungiso.	Amaphulo ongenelelo loncedo kwilitheresi nenyumeresi (isiCwangciso-nkqubo seLITNUM) ayaqhutywa Amagosa atyelela izikolo ukwenzela ukubeka esweni ukusetyenziswa kweencwadi zezifundo INgxelo yesikolo malunga nokusetyenziswa kweencwadi zezifundo ikwiSIM qho ngekota

IKomiti yoPhicotho-zincwadi iye yajonga ngokuzimeleyo ukusebenza kwendlela yolawulo lwemingcipheko lweSebe. Le Komiti yoPhicotho-zincwadi iye yanikwa iingxelo zeKota zenkqubo yeERM kunye nobume (profiles) nobhaliso (registers) lwemingcipheko yamasebe ukuze le komiti ikwazi ukwenza umsebenzi wayo wokujonga ngokuzimeleyo indlela aqhuba ngayo amasebe. Ukuhlola kweKomiti yoPhicotho-zincwadi okujonga inkqubo yolawulo lwemingcipheko kujoliswe kwinkqubo yokuqhutywa kweSicwangciso sokuQhutywa kweERM yoNyaka ngamaSebe nemingcipheko enokuchaphazela umsebenzi (strategic risks) elijamelene nayo iSebe kunye nokujongana nemingcipheko (risk response)/izicwangciso-nkqubo zokujongana nemingcipheko (treatment strategies).

Ifuthe kwintsebenzo yeziko

Ziya zibonakala ngokubonakala iinzuzo zolawulo lwemiNgcipheko yeZiko (Enterprise Risk management). Isigqeba esilawulayo seziko siyawuqonda umsebenzi esimelwe kukuwenza nanjengoko isiso abona bantu bajongene nemingcipheko ngokwamanqanaba abawaphetheyo. Ingxelo enikwa qho nangokuzinzileyo incedisa ekuthomalaliseni imingcipheko apho inokubela khona. Ingxelo zinceda abalawuli ukuba bagxile kwiinkalo ezibalulekileyo yaye zikhokelela ekwenziweni kwezinto kwangethuba. Isebe liye lafumana uphuculo oluthile ngokwentsebenzo, njengesiphumo sokukhula kolawulo lwemingcipheko.

3. INkohliso nobuQhophololo

URhulumente waseNtshona Koloni wamkele ngokusemthethweni isiCwangciso-nkqubo esiChasene nobuQhetseba (Anti-Corruption Strategy) esingqina isigqibo sokunganyamezeleki nakanye (zero tolerance) kobuqhetseba nobuqhophololo kweli Phondo. ISebe livume ngokusemthethweni isiCwangciso sokuQhutywa kokuThintelwa kweNkohliso (Fraud Prevention Implementation Plan) nesisiqhamo sesiCwangciso sokuThintela iNkohliso (Fraud Prevention Plan).

Amajelo ahlukeneyo okuchaza izityholo zenkohliso nobuqhophololo akho kwaye yaye acaciswe ngokupheleleyo kwisiCwangciso-nkqubo esiChasene nobuQhetseba sePhondo (Provincial Anti-Corruption Strategy) nakwisiCwangciso seSebe sokuThintela iNkohliso (Departmental Fraud Prevention Plan). Isityholo ngasinye esifunyenwe yiForensic Investigation Unit sirekhodwe kwiSistim yokuLawulwa kwamaTyala (Case Management System) nesetyenziswa njengesixhobo sabaphathi sokuchaza inkqubela esele yenziwe malunga namatyala anxulumene nesebe eli kwanokukhupha iinkcukacha-manani zePhondo nezeSebe. Thina siyabakhuselela abasebenzi abahlaba umkhosi (blow the whistle) malunga nezenzo ezikrokreleka njengeziyinkohliso, ubuqhophololo nobusela ukuba ingxelo leyo yingxelo ekhuselekileyo (o.k.t. ezezekisa iimfuno zemithetho, umz. yenziwe ngokungaxhibanga kwenza nkohlakalo). Ithuba lokungazichazi igama liyanikwa kuye nawuphi na umntu onqwenela ukuchaza izenzo zenkohliso, ubusela nobuqhophololo kwaye kufuneka oko kwenziwe nguye buqu, iinkcukacha zokuba ungubani zigcinwa ziyimfihlo ngumntu lowo anika ingxelo kuye.

Bakuba buqinisekisiwe inkohliso okanye ubuqhophololo, emva kokwenziwa kophando, abo basebenzi bachaphazelekayo abaye baxelwa njengabathathe inxaxheba kwezi zenzo baya kuthathelwa amanyathelo ngokubizelwa kwiingxoxo zoluleko. Kuzo zonke iimeko ezinjalo, ummeli weWCG oqalisa ngamanyathelo oluleko kufuneka acebise malunga nokugxothwa kwaloo msebenzi uchaphazelekayo. Apho kukho ubungqina obuphathekayo besenzo solwaphulo-mthetho buqatshelweyo, isenzo eso solwaphulo-mthetho sichazwa kwiiNkonzo zaMapolisa laseMzantsi Afrika (South African Police Services).

Ngalo nyaka-mali, iPFS iqhube yagqiba uphando lwamatyala angama-26, ngelixa ali-17 eye adluliselwa kwiSebe ukuze liqhube uphando lwangaphakathi. Amatyala aphantsi amabini (2) aqinisekise ukuba bekwenzeke iNkohliso (Fraud) kunye/okanye nobuQhophololo (Corruption), amatyala ama-6 kula matyala agqityiweyo ukuphandwa aye aqinisekisa ubuQhophololo/ukuTenxa kwimimiselo kunye/okanye nokuNgalandelwa komthetho (Non-compliance) laza elinye (1) lala matyala agqityiweyo ukuphandwa laqinisekisa ukuTenxa kwimimiselo kunye/okanye nokuNgalandelwa komthetho. Elinye (1) lamatyala agqityiweyo ukuphandwa liqinisekise ubuSela kunye/okanye nokuTenxa kwimimiselo kunye/okanye nokuNgalandelwa komthetho.

Amatyala ophando alishumi elinesithandathu (16) kula agqityiweyo aye afuna uphando lwaphambi kweengxoxo (preliminary investigations) yaye olu phando lwaphambi kweengxoxo khange luzingqine izityholo zeNkohliso, ubuSela nobuQhophololo. Ekupheleni konyaka-mali, ashiyeke eli-14 amatyala asekuhlulw lwamatyala eSebe.

4. UkuNciphisa ukuNgqubana kwemidla

Qho ngonyaka, okanye ngokokutshintsha kweemeko, amalungu enkonzo yabalawuli abaphezulu kufuneka bazalise baze bangenise ingxelo 'yokungachaphazeleki ekungqubaneni komdla' ('No conflict of interest'). Onke amalungu eKomiti yeeBhidi (Bid Committee) nabo bonke abasebenzi kwiCandelo lokuLawula Thengwa kweMpahla neeNkonzo (Supply Chain Management) kufuneka baphinde benziwe ukhangelo lokungachaphazeleki (clearance checks) emva kokuba befake ezo ngxelo zilindeleke kubo zifunekayo zixela nakuphi ukungqubana komdla, ukwenzela ukuthintela naliphi igosa ekuthatheni inxaxheba kuyo nayiphi iprojekthi okanye umsebenzi onokukhelelwa ekungqubaneni komdla. ISebe lifuna zonke iinkampani ezifaka ibhidi (bidders) zixele ubudlelwane obunokuba bukhona phakathi kwazo nomqeshi okanye abasebenzi besebe. Amalungu eKomiti yoPhicotho-zincwadi nawo kufuneka afake ingxelo 'yokuNgachaphazeleki ekungqubaneni koMdla' ('No conflict of Interest'). Kulo nyaka-mali sithetha ngawo khange kubekho kungqubana komdla okunjalo.

5. ImiGaqo yokuZiphatha

Isebe liyayilandela imiGaqo yokuZiphatha yeeNkonzo zikaRhulumente (Public Service Code of Conduct).

UMgaqo-nkqubo woKwamkelwa kweZipho ngamaGosa aseOfisini eSebe leMfundo leNtshona Koloni (Policy on the Acceptance of Gifts by the Office-based Officials of the Western Cape Education Department) uye wagqityezelwa ngomhla wama-27 kuMatshi ka-2013. Lo mgaqo-nkqubo uchaza, phakathi kwezinye izinto, ngesikhokelo ngokubanzi, iRejista yeZipho, iindlela zokuzaliswa weeFomu zokuXela umdla (Declaration Forms), imiBuzo eThanda ukuBuzwa (Frequently Asked Questions) kunye noMgaqo-nkqubo wethempleyithi yoBhaliso lweZipho (Gift Register template Policy).

6. Ukhuseleko kwezeMpilo neMiba yeNdawo esiNgqongileyo

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni mkhulu yaye iSebe leMfundo lakhe ubudlelwane namanye amasebe ephondo achaphazelekayo ukwenzela ukusingatha lo mba. Ukuzibandakanya koluntu kuhleli kungowona mba uphambili ekulweni nobundlobongela obuchaphazela ezinye zezikolo zethu ezisemngciphekweni omkhulu. ISebe likwanazo neekhamera zeCCTV elizifake kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo ziyibeke esweni intshukumo eyenzekayo.

7. IiKomiti zeePofoliyo

Awuzichaphazeli lo mba

8. Izigqibo zeScopa

Ingxelo yeKomiti esisiGxina yezeMfundo (Standing Committee on Education) ekhutshwe ngomhla wama-24 kuOktobha ka-2014 imalunga neNgxelo yoNyaka yeSebe leMfundo leNtshona Koloni yonyaka ophela ngowama-31 kuMatshi ka-2014 ishwankathelwe apha ngezantsi.

IKomiti iluthathele ingqalelo uluvo lokuphicotho loMphicothi-zincwadi Jikelele malunga neeNgxelo zeMali zoNyaka (Annual Financial Statement) zeSebe leMfundo zonyaka-mali ka-2013/14, njengezingenamakhwiniba (unqualified opinion), ngxelo ezo ziye zamkelwa ngumphicothi-zincwadi njengezineziphumo ezihambelana nemithetho nemimiselo enxulumene nemiba yokunikwa kweenkonzo, ngokuphathelene neProgram kaZwelonke yokuTiyiswa kweZikolo (National Schools Nutrition programme).

Le Komiti ithe ingxelo yophicotho-zincwadi yoMphicothi-zincwadi Jikelele yonyaka-mali ka-2013/14 ibonise ukuphucuka kwengxelo yophicotho xa ithelekiswa neminyaka-mali edlulileyo. Iziphumo zeminyaka edlulileyo bezisusela ekulandelweni kwemithetho nemimiselo yokulawulwa kokuthengwa kweempahla neenkonzo kunye neekhontrakthi kwanolawulo lwenkcitho yonyaka-mali ka-2013/14, ukuya kwiziphumo zokulandelwa kwemithetho nemimiselo yokulawulwa kokuthengwa kweempahla neenkonzo kunye neekhontrakthi kwanolawulo lwenkcitho kwakunye nemiba yokunikwa kweenkonzo yonyaka-mali ka-2011/12.

Le Komiti iye qaphela ukuba iSebe leMfundo leNtshona Koloni lisebenzise iibhiliyoni eziyi-R15,5 zebhajethi yeebhiliyoni eziyi-R15,7, nto leyo ikhokelela kwinkcitho engaphantsi yezigidi eziyi-R166,6 (1,1%) njengoko kubonisiwe kwiphapha lesi-7 lengxelo yonyaka ka-2013/14.

Le nkcitho ingaphantsi yezigidi eziyi-R166,6 ibangelwe kakhulu yile miba ilandelayo iquka:

- Ukulibaziseka ekuvelisweni nasekufakelweni komatshini wokusongela (wrapping machine).

- lindlela zokusebenzisa kakuhle imali apha kwiSebe.
- Ukulibaziseka kokwakhiwa kwamagumbi okusebenzela eteknoloji yokulungisa (mechanical technology) neteknoloji yokuyila (civil technology) kwizikolo zobuChwepheshe zaseSekondari, ngokunjalo nolibaziseko ekuzisweni kwe-hadwe yeinformation and communication technology neetoolkit zemechanical, electrical necivil technology kwezi zikolo.
- Ulibaziseko kwiprojekthi yeziseko zophuhliso ezingundoqo zeAccelerated School Infrastructure Development Initiative (ASIDI) kwizikolo eziqhelekileyo zikarhulumente.
- Ulibaziseko ekufunweni kwezinto zokufaka (packaging material) zeprogram esalingwayo yobisi kwiProgram kaZwelonke yokuTyiswa kweZikolo.

Le Komiti iye yaqaphela ukuba ulwabiwo-mali lokugqibela lwenkcitho engundoqo lusetyenziswe ngokungaphantsi nge-16,4% (izigidi eziyi-R154,400) kunyaka-mali ka-2013/14 xa kuthelekiswa ne-2,3% (izigidi eziyi-R13 500) zonyaka-mali ka-2012/13. Le nto ibangelwe kakhulu lulibaziseko ekuzisweni komatshini wokusongela obuthengelwa ulungiselelo (administration) lweemviwo kwakunye nenkcitho engaphantsi eyenziwe kulwakhiwo lweziseko zophuhliso, nebangelwe lulibaziseko lokwakhiwa kweeprojekthi ezinkulu kwizikolo ezimbalwa zikarhulumente. Ezi zinto azibanga nakugqitywa ekupheleni konyaka-mali ka-2013/14.

ISebe liye lanconywa yiKomiti ngeziqalo eziqhutyiweyo zokwandisa ukwamkelwa kwabafundi kwiiKholeji zeMfundo noQeqesho oluQhubekayo (FET) eNtshona Koloni. Umphicothi-zincwadi uphinde waqaphela ukuba iSebe liye laphucula ithuba lalo lokuqokelela amatyala ukusuka kwiintsuku eziyi-55,4 ukuya kwiintsuku ezimbini.

ISebe liye lakhuthazwa ukuba ligxile ekuphuculeni indlela eliqhuba ngayo ulawulo lwangaphakathi, nto leyo iphathetele nobunkokeli (uxanduva lokujonga konke okuqhubekayo), iindlela zokulawula ulawulo lwemali nentsebenzo (financial and performance management controls) (ukugcinwa kakuhle kweerekhodi, ulawulo lokuqhutywa nokulungelelaniswa, ukunikwa kweengxelo, ukulandelwa kwemithetho kunye nolawulo lweesystem zeIT), kunye nokuphatha (umphicotho-zincwadi lwangaphakathi).

Malunga nophuculo lomsebenzi wolawulo lwangaphakathi lweSebe, iKomiti iye yalicela iSebe ukuba ligxile kwezi nkalo ziphambili (major areas) zifuna uphuculo, neziqoka:

- IziXhobo zokuXhasa ukuFunda nokuFundisa: Ukuphuculwa kokulawulwa okupheleleyo kokusetyenziswa kweencwadi zezifundo (textbooks) nokugcinakala kwazo ezikolweni.
- UkuLawula nokuPhatha (Management and Governance): Ukuqhutywa kweenkqubo ezilandelwayo zesiqhelo zokusebenza apho kunokubekwa esweni khona ukukwazi ukulawula iimali kwezikolo.
- IiGranti eziKhutshwa phantsi kwemiQathango ethile: Ukuqhutywa kweenkqubo ezilandelwayo zesiqhelo zokusebenza ekulawuleni igrathi yeHIV/AIDS neTB.
- ULawulo lwamaShishini aChaphazelekayo (Business Stakeholder Management): Ukubeka umgaqo-sikhokelo (framework) okhokela iinkqubo ekufuneka zilandelwe ekuchongeni, ekubekeni phambili ukwakha kunye nasekuphuculeni ubudlelwane namaqela achaphazelekayo.

Nazi iziGqibo zeSCOPA zonyaka-mali ka-2013/14 zidweliswe kule theyibhile ingezantsi:

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
<p>Amaphepha: 128-138 kwiNngxelo yoNyaka</p> <p>Isihloko: "Izigqibo zeSSCOPA"</p> <p>Ingcaciso ISebe lizipapashile izigqibo zalo, amanyathelo athathiweyo kwiNngxelo yalo yoNyaka.</p>	<p>IKomiti ivumile ukuba: ISebe lipapasha amazwi okuvula eKomiti ale ngxelo ajongene neli Sebe, uluhlu lwezigqibo kunye noluhlu lweenkcukacha ezicelwe yiKomiti ukuba zivele kwiiNngxelo zemiNyaka ezayo.</p>	<p>ISebe iWCED lipapashe amazwi okuvula eKomiti eNngxelo yoNyaka ka-2013/14, uluhlu lwezigqibo kunye noluhlu lweenkcukacha ezicelwe yiKomiti ukuba zivele kwiiNngxelo yoNyaka ka-2014/15.</p>	<p>Azikho.</p>
<p>Iphepha: 188 kwiNngxelo yoNyaka</p> <p>Isihloko: "Uphicotho lokwenziwa komsebenzi kwiprogram 6 - iMfundo esisiseko noQeqesho lwabaDala (ABET) lonyaka ophele ngowama-31 kuMatshi ka-2014"</p> <p>Ingcaciso: ISebe lipapashe ucazululo oludweliswe ngokwamacandelo kuquka neendleko zalo.</p> <p>IKomiti iqaphela ukuba olu cazululo lugxile kwiindleko zokuqhutywa komsebenzi (operational costs) ezinxulumene neprogram yeABET.</p>	<p>IKomiti ivumile ukuba: ISebe licacisele iKomiti malunga nonzuzo yocazululo lweendleko eye yafumaneka kwiprogram yeMfundo esiseko noQeqesho lwabaDala (ABET) kweli Phondo.</p>	<p>IKomiti yeeAkhawunti zikaRhulumente (Public Accounts Committee) iye yanikwa ingxelo ngomhla wesi-6 kuMeyi ka-2015</p>	<p>Azikho.</p>

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
<p>Iphhepha: 200 kwiNgxelo yoNyaka</p> <p>Isihloko: "Intlawulo zeeasethi ezinkulu" (capital assets)</p> <p>Ingcaciso: ISebe lipapashe ukucacululwa okudweliswe ngokwamacandelo okuquka iindleko ezinxulunyanisa oomatshini nezixhobo zokuncedisa ekufundeni zonyaka-mali ohlolwayo. IKomiti iye yabuza kwiSebe malunga nemeko yoomatshini bokusebenza kwiZikolo zobuChwepheshe zaseSekondari ezikweli Phondo leNtshona Koloni.</p>	<p>IKomiti ivumile ukuba: ISebe liqinisekisa ukuba zonke iZikolo zobuChwepheshe zaseSekondari (Technical Secondary Schools) zixhotyiswe ngabo bonke oomatshini nezixhobo zokuncedisa ekufundeni, xa ibhajethi yeprogram ivuma.</p>	<p>Iindlela zokwenza ezibekiweyo ukususela ngo-14/15:</p> <p>AbaCwangcisi abaphezulu beKharithulam (SCP) liSCP kunye nesikolo zichonga izixhobo zokusebenza (tools), izixhobo zokuncedisa ekufundeni (equipment), kunye noomatshini abafunekayo kwisifundo ngasinye ukwenzela ukuba eso sifundo neKharithulam zinikwe ngendlela esebenzayo nephumelelayo. Izikolo zigcwalisa irikhwizishini eneemfuno zazo ngokoluhlu lwezixhobo zokusebenza nezixhobo zokuncedisa ekufundeni (tools and equipment list) olunikwa liSebe iDBE kunye nangokwebhajethi enikwa isikolo eso. IBhajethi yokongeza kwezobuChwepheshe (Technical recap budget) yohlulwa ngokwenani lezikolo ezikule projekthi. Iindlela zokulawula ibhajethi ezisetyenzisiweyo: Ukufakwa kweerikhwizishini</p>	<p>Ukusetyenziswa kakuhle kweemali, okubangelwa ngumgangatho ongcono wezixhobo ezincedisa ekufundeni ezinikwa ngokweengcaciso (specifications). Le nto ibangela ukuba izixhobo zihlale ithuba elide, kunciphe iindleko zokugcina ezi zixhobo zikwimeko eyiyo, kuhle nokuchithwa okungafaneleka nga kwemali kulungiso (repairs) nokutshintshwa kwezixhobo (replacements).</p>

Ingxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
		<p>Zonke iimfuno ezivela esikolweni ziyadityaniswa kuze kufakwe irikhwizishini eya kwiSCM njengethenda enye.</p> <p>linkqubo zokuthengwa kwempahla neenkonzo ezenziwa nguNdlukulu Zonke iinkqubo zokuthenga impahla neenkonzo zenziwa yiSCM kwandlunkulu ineengcaciso ezicacileyo nemihla ebekiweyo yokuzizisa. Iingxelo zeveki Umlawuli weprojekthi ubeka esweni inkqubo yokuthengwa kwempahla neenkonzo aze anike ingxelo yobume qho ngeveki eyinika abalawuli abayintloko beZiko (Top Management).</p> <p>Iingxelo zenyanga neengxelo z eKota ngokweemfuno zeDoRA. Iingxelo zinikwa iNtloko: yezeMfundo, uDDG: ezeKharithyulam kunye</p>	

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
		<p>noCFO, ngokunjalo neSebe iDBE elithi likhuphe iimali. Le nto yenzelwa ukuqinisekisa ngokunikwa kwempahla neenkonzo kwaneengxelo malunga nenkcitho.</p> <p>Unxibelelwano neZikolo Izikolo zigcinwa zisazi malunga nokuba ziza kufumana ntoni kwanamaxesha eziya kuyifumana ngawo.</p> <p>Iintlanganiso neSCM Iqela eliqhuba le projekthi lisebenzisana, likwachophela iintlanganiso zenyanga neSCM ukwenzela ukusingatha nayiphi imingeni okanye imiba, umz. ukuziswa kade kwempahla, okanye ukungasebenzi kwenkampani njengoko kubhaliwe kwikhontrakthi.</p>	

UNOBANGELA WENGXAKI/IINKXALABO	IziGqibo zeSCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
<p>Iphepha: 200 kwiNgxelo yoNyaka</p> <p>Isihloko: "ISebe leMfundo esisiSeko"</p> <p>Ingcaciso: ISebe lipapashe ukucazululwa kwegranti ekhutshwa phantsi kwemiqathango ethile enikwe iZikolo zeDinaledi kulo nyaka-mali uhlofwayo. IKomiti iye yaveza inkxalabo malunga nokuba ingakwazi ukubona ukuba zeziphi iimali ebezabelwe iSikolo seDinaledi ngasinye kunye nexabiso eliphumo kuso.</p> <p>Ngaphezulu, iKomiti inekhala malunga nemeko yeZikolo zeDinaledi, kuba kubonakala ukuba ezinye zezi Zikolo zimana ziphinda ukwenza amatyala amancinci.</p>	<p>IKomiti ivumile ukuba: ISebe malifake ucazululo loluhlu lweSikolo seDinaledi ngasinye ngonyaka-mali ka-2014/15.</p> <p>ISebe liyaqinisekisa ukuba kwenziwa kuze kulandelwe indlela yokuqinisekisa ukuba la matyala mancinci aphindwa zezi Zikolo zeDinaledi ayasingathwa.</p>	<p>IKomiti yeeAkhawunti zikaRhulumente (Public Accounts Committee) iye yanikwa ingxelo ngomhla wesi-6 kuMeyi ka-2015</p>	<p>Azikho.</p>
<p>Amaphepha: 231 kwiNgxelo yoNyaka</p> <p>Isihloko: "Ingxelo ngeegranti eziphuma phantsi kwemiqathango ezifunyenweyo"</p> <p>Ingcaciso: IKomiti iyaqonda ukuba iSebe lifumene ulwabelo-mali oluyi-R1, 639 728 lwegranti ephuma phantsi kwemiqathango ethile kodwa lisebenzise i-R1, 481 734 kuphela kulo nyaka-mali uhlofwayo.</p>	<p>IKomiti ivumile ukuba: ISebe liqinisekise ukuba lisebenzisa lonke ulwabiwo-mali lwebhajethi yeegranti ezikhutshwa phantsi kwemiqathango ethile ngonyaka-mali ka-2014/15.</p>	<p>ISebe lifumene ulwabiwo-mali lwegranti ephuma phantsi kwemiqathango ethile oluyi-R1,794 093 yonyaka-mali ka-14/15, laza lasebenzisa i-R1,779 941 yaloo mali liyabelweyo. Le nto yenza i-99.2% yolwabiwo-mali, xa ithelekiswa ne-90.4% yonyaka ongaphambili.</p>	<p>Azikho.</p>

Uluhlu lweeNkcukacha ezifunekayo

ISebe leMfundo leNtshona Koloni linike iKomiti ezi nkcukacha zilandelayo njengoko ibizicelile:

- Ingxelo ecacisiweyo yentlanganiso ebiphakathi kweNtloko yeSebe iWCED kunye noMphathi woCwangciselelo noLawulo lweziSeko zoPhuhliso (Director for Infrastructure Planning and Management) ngokumalunga nentlanganiso yokuhlolwa kweebhidi (bid adjudication meeting) eyayibanjelwe ukukhupha ithenda ebisiya kwiFilcon Construction. Le ngxelo kufuneka iquke yonke imizuzu yeKomiti yokuHlolwa kweebhidi ngokunjalo nemizuzu yentlanganiso phakathi kweHOD yeSebe iWCED kunye noDirector for Infrastructure Planning and Management.
- Ingxelo ecacisiweyo ecazulula "Abanye abanye abanamatyala", ebekwe kwiphepha lama-219 leNgxelo yoNyaka yeSebe;
- Ingxelo ecacisiweyo ecacisa iinkcitho ezenziwe ngakwiSebe lezoBulungisa noPhuhliso loMgaqo-siseko kunye neCape Teachers' Professional Association (CTPA), eziboniswe kwiphepha lama-237 lale Ngxelo yoNyaka yeSebe.

9. UTshintsho lwaNgaphambili kwiiNgxelo zoPhicotho-zincwadi

Isebe lilungisa isiCwangciso sokuPhuculwa kokuLawulwa kweMali (Financial Management Improvement Plan) (FMIP) esijonge kwimiba yokungalandelwa kwemithetho exelwe nguMphicothi-zincwadi Jikelele. Esi sicwangciso siqinisekisiwe ngokomgangatho yaye noMphicothi-zincwadi Jikelele kuyathethwa naye ngalo mba. Ukunikwa kweengxelo kwengxelo malunga nenkqubela kwikomiti yophicotho lwesebe (Departmental audit committee) nako kwenziwe.

Uhlobo lwekhwiniba (nature of qualification), iinkcukacha ezingaphelanga (disclaimer), ukungangqinelani kwengxelo nemali (adverse opinion) kunye nemiba yokungalandelwa komthetho	Unyaka-mali ekuqale ngawo ukwenzeka oku	Inkqubela esele yenziwe ekucaciseni / ekusombululeni lo mba
Izibophelelo (commitments) ezihlelwe ngokungachanekanga	2013/14	Ukubalwa kwezibophelelo kuye kwabalwa ngokutsha emva kokudibana neSebe likaNondyebo wePhondo (Provincial Treasury) kunye noMphicothi-zincwadi Jikelele kwaza kwalungiswa kumaXwebhu eNgxelo-mali oNyaka ka-2013/2014. Kusetyenziswe iziKhokelo zeSebe likaNondyebo kaZwelonke (National Treasury Guidelines) yaza indlela ezicaciswe ngayo yaqinisekiswa kwiSebe likaNondyebo wePhondo.

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

Ukunikwa ngokupheleleyo kwengxelo yeSebe (disclosure) - Iziphelelo azivunywanga	2013/14	Ukubalwa kwezibophelelo kuye kwabalwa ngokutsha emva kokudibana neSebe likaNondyebo wePhondo (Provincial Treasury) kunye noMphicothi-zincwadi Jikelele kwaza kwalungiswa kumaXwebhu eNgxelo-mali oNyaka ka-2013/2014.
Ukunikwa ngokupheleleyo kwengxelo yeSebe (disclosure) - UMgaqo-nkqubo woCwangciso-mali (Accounting Policy) awubhalwanga	2013/14	Ithempleyithi evela kwiSebe likaNondyebo kaZwelonke khange ilifake isolotyengxelo yokuthile okufunyenweyo (specific disclosure) ebelikade lifakwa kwiminyaka engaphambili. Emva kokuthethana noMphicothi-zincwadi Jikelele, liye lafakwa kumaXwebhu okugqibela eNgxelo-mali yoNyaka.
Ukwahluka okukhoyo kumaXwebhu eNgxelo-mali	2013/14	Amanani eengxelo zokufunyenweyo (disclosures) aphinde abalwa ngokutsha ngokweModified Cash Standards aza alungiswa kumaXwebhu eNgxelo-mali yoNyaka ka-2013/14. Lo mba uye waxoxwa kunye neSebe likaNondyebo wePhondo kunye neSebe likaNondyebo kaZwelonke laza iSebe likaNondyebo kaZwelonke lavuma ukuba izikhokelo zabo mazibhalwe ngenye indlela, nokuba kucaciswe nangakumbi malunga namagumbi angesosigxina ukwenzela ukusombulula le ngxaki.

Uhlobo lwekhwiniba (nature of qualification), iinkcukacha ezingaphelelanga (disclaimer), ukungangqinelani kwengxelo nemali (adverse opinion) kunye nemiba yokungalandelwa komthetho	Unyaka-mali ekuqale ngawo ukwenzeka oku	Inkqubela esele yenziwe ekucaciseni / ekusombululeni lo mba
Isiriyeli/Isidudu asiphakwa kwizikolo ezibini	2013/14	Isetyhula yesebe iye yathunyelwa ngomhla we-9 kuEpreli ka-2014 apho ingongoma 2.5 yale setyhula ibithetha ngokukodwa malunga nalo mba. Itshekhilisti elungisiweyo iphinde yathunyelwa ngomhla wesi-2 kuJulayi ka-2014 ukwenzela ukuxhasa le nkqubo. ICandelo eliyiNtloko (Chief Directorate) lakwaNdlunkulu liza kucela iitshekhilisti ezimbalwa kwiZithili qho ngonyaka ukwenzela ukubeka esweni ukulandelwa komthetho nemimiselo.
Ukubekwa esweni komgangatho wokutya	2013/14	Isetyhula yesebe iye yathunyelwa ngomhla we-9 kuEpreli ka-2014 apho ingongoma 2.5 yale setyhula ibithetha ngokukodwa malunga nalo mba. Itshekhilisti elungisiweyo iphinde yathunyelwa ngomhla wesi-2 kuJulayi ka-2014 ukwenzela ukuxhasa le nkqubo. ICandelo eliyiNtloko (Chief Directorate) lakwaNdlunkulu liza kucela iitshekhilisti ezimbalwa kwiZithili qho ngonyaka ukwenzela ukubeka esweni ukulandelwa komthetho nemimiselo.

10. IYunithi yoLawulo lwangaPhakathi

Ngo-2013/14 iYunithi yoLawulo lwangaPhakathi (Internal Control Unit) ebisandula kumiselwa iye yenza le misebenzi ilandelayo:

Iye yaqhuba inkqubo yokuxhasa ulawulo olululo

Yalawula iSistim yoLawulo lwangaPhakathi oluDibeneyo (Integrated Internal Control System): yagcina yaza yahlaziya idathabheyisi yemiGaqo-sikhokelo yezoMthetho (Legal Frameworks) yaza yaqinisekisa nangokuqhutywa kokutshintshaniswa (delegation) kwemigaqo-sikhokelo (framework)

Yagcina irejista yoPhando malunga nemiCimbi yeMali (Forensic Audit): yanika kwiingxelo zenkqubo zamatyala eFIU eya kuNdlunkulu nakwiZithili yaza yaxela kwiSebe leNkulumbuso namalunga nerejista yeFIU yesebe ehlaziyiweyo.

Iqulunqe imigaqo-nkqubo, iindlela emazilandelwe neenkqubo eziphathele neyunithi yolawulo lwangaphakathi.

Yabeka esweni ukulandelwa kweendlela ezibekiweyo: yalawula yaza yayila isixhobo sokusebenza ngokulandela iindlela ezibekiweyo; yahlaziya esi sixhobo ngokuhambelana nomthetho okhoyo ngoku ukwenzela ukubhaqa iindlela ezinokukhokelela ekuqatshelweni kobuthathaka kule sistim yolawulo lwangaphakathi.

Yaphonononga ukusebenza nokuqhutywa kweendlela ezibekiweyo kwezemali: yagqiba ukuhlola okwenziwa ngaphakathi esebeni; yabeka esweni indlela eziqhuba ngayo iiNkokeli (Champions) zeSCM.

Yaphononongo iirejista zemingcipheko yesebe: yalungisa yaza yagcina irekhodi yeengxelo zemingcipheko; yasebenza neyunithi yeERM kunye noPhicotho-zincwadi lwaNgaphakathi malunga nemingcipheko yesebe.

Ukunikwa kweNkonzo zoQinisekiso lwemiGangatho

Iququzelele uPhicotho-zincwadi lwangaPhakathi nolwangaPhandle: ibeke esweni inkqubela malunga neengcebiso kwiingxelo yabaphathi nakwiingxelo zophicotho-zincwadi lwangaphakathi; icazulule yaza yaphumeza iimpendulo zabaphathi; inike iingcaciso nengecebiso.

Ichaze imiba kwikomiti yoPhicotho-zincwadi i-AC: yanika izimvo (comments) malunga nobume besicwangciso sophuculo lolawulo lwemali kwiKomiti yoPhicotho-zincwadi

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

11. IKomiti yoPhicotho-zincwadi lwangaPhakathi neKomiti 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: Ukuhlola nokunika iingcebiso ezifanelekileyo zophuculo lweenkqubo zolawulo ekuphumezeni iinjongo zesebe lemfundo;

Ukuvavanya ukufaneleka nokusebenza ngempumelelo, nokufaka igalelo kuphuculo lwenkqubo yolawulo lwemingcipheko;

Ukuncedisa iGosa loCwangciso-mali (Accounting Officer) ekulondolozeni iinkqubo ezisebenza ngobuchule nangempumelelo ngokuhlola ezo nkqubo zolawulo ukuqinisekisa ukusebenza kwazo ngempumelelo nangobuchule, kunye nokunika iingcebiso zokwandisa okanye ukuphucula.

Ezi ziqinisekiso zokwenza (assurance engagements) zilandelayo ziye zavunywa kwisiCwangciso soPhicotho-zincwadi lwangaPhakathi luka-2014/15:

- Imali eya kwizibonelelo zeECD
- SCM - Inkqubo yokuthenga impahla neenkonzo ezingaphantsi kwe-R30 000
- ULawulo lweeKhontrakthi
- IZikim zoThutho lwaBafundi
- ULawulo lweZikolo eziKhuselekileyo (oludluliselwa ukusuka ku-13/14)

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 (nguMphicothi-zincwadi Jikelele waseMzantsi Afrika - AGSA);
- UCwangciso-mali kwanokunika ingxelo yeSebe leMfundo;
- Imigaqo-nkqubo yoCwangciso-mali yeSebe leMfundo;
- Ukuhlaziywa (review) kolawulo lweAGSA nengxelo yophicotho-zincwadi;
- Ukuhlaziywa kokuBekwa eSweni kweSebe Phakathi enyakeni;
- Ulawulo lwemiNgcipheko yeSebe;
- ULawulo lwaNgaphakathi;
- IiNjongo ebeziMiselwe 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 zeMfundo	Ngowanga-phakathi okanye ngowanga-phandle	Ukuba ngowangaphakathi, isikhundla sakhe apha kwisebe	Umhla wokuqeshwa	Umhla wokurhoxa	Inani leentlanganiso aye kuzo
Mnu. Ronnie Kingwill	CA(SA); CTA; BCom	Ngowanga-phandle	Asikho	1/1/2014	Awukho	8
Njing Estian Calitz	DCom (Economics); BCom (Honours) (Econometrics); MCom (Economics); BCom (Honours) (Economics); BCom	Ngowanga-phandle	Asikho	1/1/2013	Awukho	8
Nkosk Zulpha Abrams	CA(SA) & FIA SA, CIA	Ngowanga-phandle	Asikho	7/4/2014	Awukho	7
Mnu Linda Nene	BComm (Acc); Post Grad Diploma in Management – Corporate Governance; CCSA; CRMA; CCP; FIA SA	Ngowanga-phandle	Asikho	1/4/2014 (okwesibini)	Awukho	8
Mnu Luzuko Mdunyelwa	Masters degree in Philosophy; Diploma: Project Management; Masters degree in Public Administration; Public Administration (Honours)	Ngowanga-phandle	Asikho	1/10/2011	30/9/2014	2
Nkosk Rozan Jaffha	CA (SA); CIA	Ngowangaphandle	Asikho	1/10/2014	Awukho	2

12. INgxelo yeKomiti yoPhicotho-zincwadi

INgxelo yeKomiti yoPhicotho-zincwadi

Sinenyhwaba yokunika ingxelo yethu yonyaka-mali ophele ngowama-31 kuMatshi ka-2014.

UXanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi ichaza ukuba iye yathobela imisebenzi eluxanduva lwayo esusela kwiSiquendu 38(1)(a)(ii) soMthetho woLawulo lweMali kaRhulumente (Public Finance Management Act) noMmiselo weSebe likaNondyabo 3.1.13 IKomiti yoPhicotho-zincwadi ivume ngokusemthethweni imimiselo eqingqiweyo yokusebenza njengemimiselo yokusebenza (Terms of Reference), iye yalawula imicimbi yayo ngokuhambelana nale mimiselo kwaye iyenze yonke imisebenzi yayo njengoko ibhaliweyo apha ngaphakathi.

UkuSebenza ngeMpumelelo koLawulo lwangaPhakathi

Siye sahlola iziphumo zomsebenzi woPhicotho-zincwadi lwangaPhakathi, ebezisekelwe kuhlobo lwemingcipheko oluqhutywe lisebe.

Ezi ziqinisekiso zokwenza (assurance engagements) zilandelayo ziye zavunywa kwisiCwangciso soPhicotho-zincwadi lwangaPhakathi luka-2014/15:

- UPuhliso lweMfundo yabasaQalayo: Izibonelelo zenkxaso
- Imisebenzi yabaLawuli bokuThengwa kweMpahla neeNkonzo Ukuthengwa kwempahla neenkonzo ezingaphantsi kwe-R30000
- Imisebenzi yabaLawuli bokuThengwa kweMpahla neeNkonzo UKwenziwa nokuLawulwa kweKhontrakthi

Le ndibano yeengcebiso (consulting engagement) ivunyiwe kwisiCwangciso soPhicotho-zincwadi lwangaPhakathi luka-2014/2015

- Izikim zoThutho lwaBafundi

Esi siqinisekiso sokusebenza (assurance engagement) silandelayo sidluliselwe ukusuka kwisicwangciso sika-2013/2014 yaye sigqitywa kulo nyaka uqhubayo:

- Ulawulo lwezikolo ezikhuselekileyo

Isicwangciso sophicotho-zincwadi lwangaPhakathi sigqitywe esalo nyaka.

AbaLawuli bazivumile inkalo ezifuna uphuculo, njengoko ziphawulwe luPhicotho-zincwadi lwangaPhakathi ngethuba lokuqhuba kwabo umsebenzi wabo. IKomiti yoPhicotho-zincwadi isaqhuba nokubeka esweni ukuqhutywa kwemisebenzi ekuvunyelenweyo ngayo ukuba yenzeke ngokuqhubekayo.

Ulawulo lwaPhakathi enyakeni neNngxelo yeNyanga/yeKota

ISebe leMfundo linike ingxelo yenyanga neyekota kuNondyebo njengoko kufunwayo yiPFMA.

IKomiti yoPhicotho-zincwadi ihlolile yaye yanelisekile kokubhaliweyo nangumgangatho weengxelo zekota zemali nezentsebenzo ezicwangcisiweyo zaza zakhutshwa liGosa loCwangciso-mali leSebe leMfundo kunyaka ophantsi kwengqwalaselo

UkuHlolwa kwamaXwebhu eNngxelo-mali

IKomiti yoPhicotho-zincwadi iye:

- uahlola yaza yaxoxa neGosa loCwangciso-mali (Accounting Officer) kunye noMphicothi-zincwadi Jikelele malunga namaxwebhu engxelo-mali yonyaka anikwe kwingxelo yonyaka;
- yahlola ingxelo yolawulo yoMphicothi-zincwadi Jikelele kunye neempendulo zabalawuli malunga nayo;

- yacinga malunga notshintsho kwimigaqo-nkqubo yolawulo losetyenziso lwemali kunye neenkqubo, apho kufanelekileyo yanika ingxelo malunga noku kumaxwebhu engxelo-mali yonyaka;
- yaqwalasela iinkqubo zeSebe leMfundo isenzela ukuqinisekisa ngokuhambelana nemigaqo yemithetho nemimiselo;
- yahlola ingcaciso yeenjongo esekugqitywe ngazo ngaphambili njengoko kuchaziweyo kwingxelo yonyaka;
- yahlola izilungiso malunga nokubhaliweyo (material adjustments) olususela kuphicotho-zincwadi lweSebe (apho kuyimfuneko);
- Ukuhlola amaxwebhu eengxelo-mali zethutyana (interim financial statements) ezinikwa liSebe izezeenyanga ezintandathu eziphela ngowama-30 kuSeptemba ka-2014.

Uphicotho-zincwadi lwangaPhakathi

IKomiti yoPhicotho-zincwadi isaxhalatyiswa kukungoneli kwezixhobo zophicotho-zincwadi lwangaphakathi lokuqinisekisa malunga nokuchatshazelwa kwazo zonke iinkalo ezisemngciphekweni ophezulu.

Indlela yoqinisekiso oludibeneyo esandula kuvunywa iza kuqhuba nokusetyenziswa ukwenzela ukuba izixhobo ezimbalwa zophicotho-zincwadi lwangaphakathi zigxile ngokuyimpumelelo kwezona nkalo zisemngciphekweni zifanelekileyo.

UkuLawulwa lwemiNgcipheko

ISebe leMfundo lithathe uxanduva olupheleleyo nobunini bokuphunyezwa kwemethodoloji nomsebenzi wolawulo lwemiNgcipheko kwiZiko liPhela (Enterprise-wide Risk Management) (ERM) kwaye le nkqubo ihlolwa qho ngekota yiKomiti yoPhicotho-zincwadi.

INgxelo yoMphicothi-zincwadi Jikelele

Sisihlolile isicwangciso sesebe sokuphunyezwa kwemiba yophicotho-zincwadi eveliswe kulo nyaka uphelileyo yaye sanelisekile kukuba le miba ifezekisiwe ngokwendlela exelwe nguMphicothi-zincwadi Jikelele.

IKomiti yoPhicotho-zincwadi iye yadibana noMphicothi-zincwadi Jikelele kunye neSebe ukwenzela ukuqinisekisa ukuba akukho miba ingalungiswanga ebivele kuphicotho-zincwadi olwenziwe ngokulandela imimiselo (regulatory audit).

IKomithi yoPhicotho-zincwadi iyavumelana noku yaye iyazivuma iziphumo zoMphicothi-zincwadi Jikelele kumaxwebhu engxelo-mali yonyaka, yaye inoluvo lokuba la maxwebhu engxelo-mali yonyaka aphicothiweyo makamkelwe aze afundwe kunye nengxelo yoMphicothi-zincwadi jikelele.

Umbulelo

IKomiti yoPhicotho-zincwadi ingathanda ukuvakalisa umbulelo wayo kuBaphathi beSebe leMfundo, kuMphicothi-zincwadi Jikelele, ISetyana loQinisekiso loMgangatho weZiko (Corporate Assurance Branch) ngentsebenziswano yabo kunye neenkukacha abazinikileyo ukwenzela ukuba sikwazi ukuqulunqa le ngxelo.



Ronnie Kingwill
USihlalo weKomiti yoPhicotho-zincwadi
yeSebe leMfundo: URhulumente weNtshona Koloni
11 Agasti 2015



**ICandelo D
ULawulo kwiCandelo
lezaBasebenzi**

1. IMithetho eLawula uLawulo lwe-HR

Le ngcaciso inikwe kweli candelo imiselwe yiMimiselo yeeNkonzo zikaRhulumente (Public Service Regulations) (iSahluko 1, iCandelo III J.3 no-J.4).

UMthetho wemiQathango esiSiseko yeNgqesho (Basic Conditions of Employment Act), 1997 (uMthetho wama-75 ka-1997),

UMthetho wobuDlelwane phakathi kwabaQeshi nabaSebenzi (Labour Relations Act), 1995 (uMthetho wama-66 ka-1995),

UMthetho woBulungisa kwezeNgqesho (Employment Equity Act), 1998 (uMthetho wama-55 ka-1998)

UMthetho weMpilo noKhuseleko eMsebenzini (Occupational Health and Safety Act), 1993 (uMthetho wama-85 ka-1993),

UMthetho wokuBuyekezwa ngeeNgozi nokuSuleleka ziZifo eMsebenzini (Compensation for Occupational Injuries and Diseases Act), 1993 (uMthetho we-130 ka-1993),

UMthetho wezoMhlala-phantsi waBasebenzi bakaRhulumente (Government Employees Pension Law), 1996 (isiBhengezo sama-21 sika-1996),

UMthetho wezeNgqesho yooTitshala (Employment of Educators Act), 1998, (UMthetho wama-76 ka-1998),

UMthetho weeNkonzo zikaRhulumente (Public Service Act), 1994 (IsiBhengezo se-103 sika-1994), kunye

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

UMthetho woBulungisa kwezeNgqesho (Employment Equity Act), 1998 (uMthetho wama-55 ka-1998)

UMthetho wokuKhuthaza ukulingana nokuThintela uCalulo oLunomkhethe (Promotion of Equality and Prevention of Unfair Discrimination Act), 2000 (uMthetho wesi-4 ka-2000),

UMthetho wokuKhuthaza ukuFikelela kuLwazi (Promotion of Access to Information Act), 2000 (uMthetho wesi-2 ka-2000),

UMthetho wokuKhuthaza uBulungisa kwezoLawulo (Promotion of Administrative Justice Act), 2000 (uMthetho wesi-3 ka-2000).

2. INtshayelelo

Isishwankathelo semiba yokuLawulwa kwaBantu kwiSebe leMfundo

Ulawulo lwezithuba ezinokwabelwa ootishala kwisebe (affordable educator basket) kweli sebe ngumba obaluleke kakhulu kwimpumelelo yemfundo ezikolweni. Emva kwenkqubo yothethwano olunzulileyo, isebe liye lakhupha ezinye izithuba ezingama-676 zonyaka wokufunda ka-2015, ligxininisa ekuphuculweni komyinge wabafundi/notitshala kwisiGaba esisisiSeko. Kuthathwe amanyathelo okuqinisekisa ukuba umyinge wootitshala/nabantwana ongu-1: 36 ezikolweni zaseprayimari kunye nongu-1:34 kwizikolo eziphakamileyo.

ISebe liphinde lenyusa inani lootitshala abasisigxina, ngokwenjalo linika uzinzo olukhulu apha kwisebe. Isebe lemfundo kwakhona lizibandakanye kwisicwangciso esinenjongo esigxininisa ekusasazweni kootitshala abagqithisileyo kumlinganiselo wezikolo, nto leyo ikhokelele ekucuthweni kootitshala abali-156 abagqithisileyo kumlinganiselo wezikolo kunyaka-mali ka-2014/15, ngokwenjalo liqinisekisa ukuba kungadalwa izithuba zootitshala abaza kunikwa izikolo ebezisoloko zibadinga kakhulu.

ISebe linike izintlu ezintathu zezithuba zootitshala kunyaka wesikolo ka-2014, ngokunjalo nezintlu ezikhethekileyo ezifuneka ngamandla zezikhundla zeenqununu.

Imiba ephambili yoLawulo lwaBantu kunyaka ohlolwayo kunye nefuthe lale miba iphambili

1. Ubunkokheli nolawulo lwesikolo:

Ngo-2014 kuye kwaniqwa ingqwalasela eyodwa kwizibhengezo nokuqeshwa kwamaSekela-Nqununu kunye neeNqununu. Ezi zithuba zibhengezwe kuluhlu ngalunye lwezintlu zezithuba zengqesho nakwizintlu ezikhethekileyo zezithuba zengqesho kwaze yaye bezikuluhlu olubekwa phambili ukwenzela ukuqinisekisa ukuhamba kwakuhle kwenkqubo yokufakwa kwezicelo. Oku kunciphise amathuba athathwe ngootitshala kwizithuba zokubambela, kwanciphisa ukusetyenziswa kwabasebenzi bethutyana, kwafaka igxalaba nakuzinzo lwezikolo.

Ziye zomelezwa iikhrayitheriya zokuqesha kunye nenkqubo yokuqeshwa kweenqununu. Isixhobo soHlolo oluSekelwe kwiZakhono (Competency-Based Assessment) (CBA) sinikwe abalingwa (candidates) abali-104 ukwenzela ekukhankasweni kweeNqununu ngo-2014/15. INgxelo enikwe abantu abafake izicelo ikwancede ekwenziweni kweziCwangciso ezisekelwe kulwazi zokuziPhuhlisa zomntu ngamnye, zisenzelwa iinqununu ezisandula kuqeshwa.

2. Ukunciphisa inani lootitshala bethutyana:

Isebe liqeshe ootitshala abangama-2 134 ngokusisigxina ukususela ngowoku-1 kuJanyuwari ka-2015.

3. Ukuncitshiswa kwenani labasebenzi abakwikhefu elongezelelweyo:

Le nto iye yabekwa phambili ukwenzela ukuhlisa uxinzelelo lwezemali apha kwisebe nokuqinisekisa ukuba abafundi bayaxhamla ekufundisweni ngendlela eyiyo kunye neemeko zokufunda ezizizo. ISebe iWCED lilawula uMgaqo-nkqubo weKhefu lokuNgakwazi kusebenza noMhlala-phantsi othathelwa iMpilo enkenenkene (Policy on Incapacity Leave and Ill-health Retirement) (PILIR) ngokuqinisekisa ukuba eli khefu linikwa kuphela abo bafanelekileyo kulo, yaye akukho kulibaziseka kungeyomfuneko ekuhloleni ukufaneleka kwekhefu okanye akukho zintlawulo zingaphezulu zinikwa abo bangafanelekanga kweli khefu. Ukuqhutywa kwangoko kwamatyala nako kuye kwancedisa ekubuyiseni uzinzo ezikolweni nasekwandisweni komgangatho wokufunda.

Ukucwangciselwa kwabasebenzi kunye nezicwangciso-nkqubo eziphambili zokunika umdla nokukhankasela abasebenzi abanezakhono nabawaziyo umsebenzi

Isebe lisebenzise iinkonzo kunye nobukho babathweswe izidanga befundiswe yiBhasari iFunza Lushaka elungiselelwa liSebe likaZwelonke leMfundo esisiSeko. Ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuDisemba ka-2014, ngama-403 (72%) afakwe ezikolweni ngempumelelo kwabo bafumene ibhasari iFunza Lushaka abangama-559 baka-2013. Ngethuba elisuka kowoku-1 kuJanyuwari ka-2015 ukuya kowama-31 kuMatshi ka-2015 ngama-507 (66.7%) afakwe ezikolweni ngempumelelo kwizithuba zootitshala, kwabo bafumene ibhasari iFunza Lushaka abangama-760 baka-2013. Abanye abafikayo banikwe amathuba alinganayo engqesho esisigxina njengootitshala.

Emva kokuzaliswa kwezithuba zabalawuli abaphezulu, isebe ligxininise kwizigqibo zohlolo olusekelwe kwizakhona (competency based assessment) oluye lwagqitywa ngabafumene aphezulu kwabo bebandakanyeka.

Umgaqo-sikhokelo wolawulo lwentsebenzo yabasebenzi

Isebe lemfundo lamkele laza lathobela imigaqo-nkqubo emiselweyo ngokunxulumene nolawulo lwentsebenzo laza laqinisekisa ukuba bonke ootitshala, abasebenzi, abangootitshala kwakunye nabasebenzi benkonzo karhulumente bakwazi kakuhle okulindelwe nguMqeshi Ngelixa abagqwesileyo ngentsebenzo bewongwa ngeebhonasi zentsebenzo, abangaqhubi kakuhle bayanyanzeleka ukuba bangene kwiinkqubo zokuziphucula.

Iiprogram zentlalo-ntle (wellness) yabasebenzi

Umniki-nkonzo wangaphandle unike inkonzo ngokumalunga noRhulumente wePhondo leNtshona Koloni.

Le program inika inkxaso eqhubelekayo ngokunxulumene neemfuno zengqondo, ezeemvakalelo neemfuno zeendlela zokuphila zabasebenzi (lifestyle needs). Yiprogram egxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, isitresi, ulawulo lwemali, ubudlelwane (relationships), ezomthetho, imicimbi yasekhaya, ukusetyenziswa gwenxa kweziyobisi neengcebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (trauma debriefing). Le program kwakhona isingatha imiba yezempilo nentlalo-ntle 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 ngeenkono ezinikwa abasebenzi liSebe iWCED. Ngaphezulu, amaPhulo okuKhuthaza iMpilo (Health Promotion Awareness) ayenzeka kwiintsuku eziphawulwe kwiKhalenda yeMpilo yeSebe lezeMpilo. Isebe iWCED belisingathe amaphulo ali-19 eeNtsuku zokuKhuthaza iMpilo neNtlalo-ntle yaBasebenzi (Health and Wellness Awareness Days) laza lanika ulwazi ngokulungiselela iiseshoni ezingama-20 zamaphulo enkxaso yasesidlangalaleni (20 advocacy sessions) kwiprogram yentlalontle yabasebenzi enikwe abasebenzi beSebe iWCED ngeli thuba lokunika ingxelo, kwaza kwandikwa inkxaso nakubasebenzi abangama-507 ngethuba leeseshoni ezingama-40 zeeNgccebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (Trauma Debriefing sessions).

limpumelelo nemingeni

Isebe lemfundo linike ngamanani ezithuba ezabelwe zonke izikolo ngo-2015 phambi kokuphela kukaAgasti ka-2014. Oku kwenze ukuba izikolo ziqale ngexesha ucwangciso lwazo oko zikwenzela u-2015 zaza kwakhona zadala ithuba elaneleyo ezikolweni lokucela ukuba kubekho izithuba ezingaphezulu apho oko kuthathwe njengokuyimfuneko. Izithuba ezabelwe izikolo ngo-2015 bezisekelwe kumanani abafundi aqinisekisiweyo omhla wama-31 kuJulayi ka-2014.

Isistim yokugaya abasebenzi ngeintanethi (e-Recruitment system) ("Sikhangela oomakhwekhwetha") ("Recruiting the best") iye yaqhutywa ukususela ngoJanyuware ka-2013. Le sistim ivumela ukuba bonke ootitshala, kuquka nabatsha abasandula kuthwesa izidanga, ukuba bazalise iiprofayile zabo apha kwisistim baze basebenzise eli qonga ukufaka izicelo kwi-intanethi xa kukho izithuba ezibhengeziweyo. Le sistim ize nogqibelelo olukhulu ekulawulweni kwezicelo zomsebenzi. Zonke izithuba ebezingenamntu ngo-2014/15 ziye zapapashwa ngesistim yeintanethi (on-line system). Xa kungoku bangama-37 091 abasebenzisi abasele bebhalisile kule sistim yaye bangam-21 470 abasebenzisi abazigcwalisileyo iiprofayile zabo kwisistim.

ISebe iWCED lisebenzise isistim yokuLungiselela umHlala-phantsi eyenziwa kwi-intanethi (Pensions e-Channeling system ukususela ngo-2013. Le sistim ivumela ukutsalwa (withdrawal) kweemali zomhlala-phantsi kusetyenziswa i-intanethi ngabo baxhamlayo yaye le nto iye yalinciphisa kakhulu ithuba elilindwayo lokuhlawula kwesi siboneleyo.

ISebe iWCED liqinisa unxibelelwano ukuqinisekisa ukuba bonke abasebenzi abafumana imbuyekezo ngokusebenza ngaphandle kwakwarhulumente baqala bafake isicelo sokuvunyelwa.

Ngoncedo loPhicotho-zincwadi lwangaPhakathi, isebe liye lenza uMgaqo-sikhokelo wamaQela aChaphazelekayo (Stakeholder Framework) yokuphucula ubuhlelwane bomsebenzi kunye namaqela achaphazelekayo angaphandle afana neemanyano (unions), iqumrhu leenqununu (principals' forum) kunye nemibutho yeebhodi ezilawula izikolo (school governing body associations).

Izicwangciso/iinjongo zeXesha elizayo zokuLawula aBantu

Ukuqaliswa kwesistim ye-e-Recruitment ukusingatha izithuba zomsebenzi zootitshala abasezifisini kwanezabasebenzi beenkonzo zikarhulumente.

Ukuveliswa komba wokufakwa kwezicelo zomsebenzi kwi-intanethi (online applications) okwenziwa ngootitshala abakumaziko emfundo xa befuna ukuya ezikolweni.

Ukuboniswa kweenkcukacha (profiling) kwabo bonke ootitshala ngokwezifundo nezigaba abazifundeleyo kunye nangokwezifundo okanye izigaba abazifundisayo ukwenzela ukuchaphazela ucwangciselelo olululo lwabantu ukwenzela iimfuno zexesha elizayo zootitshala.

3. IiNkcukacha-manani eziPhosakeleyo zemiCimbi yoLawulo lwaBasebenzi

3.1 Inkcitho enxulumene nabasebenzi

Ezi theyibhile zilandelayo zishwankathela inkcitho yokugqibela enxulumene nabasebenzi ephicothiweyo ngokweprogram namacandelo emivuzo. Zicacisa ngokukodwa oku kulandelayo:

- Isixa esichithwe kubasebenzi
- Isixa esichithwe kwimivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi (overtime), izibonelelo zokuthenga izindlu (homeowners' allowances) kunye ne-medical aid.

IProgram	Ekujoliswe kuko yile Program
IProgram 1	Ezolawulo
IProgram 2	IMfundo yeZikolo zikaRhulumente eziQhelekileyo
IProgram 3	IMfundo yeZikolo eziZimeleyo
IProgram 4	IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa
IProgram 5	Iikholeji zeMfundo noQeqesho oluQhubekayo
IProgram 6	IMfundo noQeqesho olusisiSeko lwabaDala
IProgram 7	UPhuhliso lweMfundo yabasaQalayo
IProgram 8	Uphuculo lweziseko zophuhliso
IProgram 9	Iinkonzo eziNcedisayo neenkonzo eziNxulumene nazo

ITheyibhile 3.1.1 Inkcitho yezabasebenzi ngokweprogram kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

IProgram	Inkcitho ephileleyo (R'000)	Inkcitho yezabasebenzi (R'000)	Inkcitho yezoqeqesho (R'000)	Inkcitho yeenkonzo zootitshala neenkonzo ezizodwa	Inkcitho yezabasebenzi njenge-% yenkcitho ephileleyo	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labaSebenzi
IProgram 1	661 462	325 955	1 259	244 834	1.92	375.52	868
IProgram 2	12 156 510	10 368 302	26 579	754 850	60.99	394.81	35 169
IProgram 3	89 845	0	0	0	0	0	0
IProgram 4	973 642	799 583	0	25 408	4.7	284.85	2 807
IProgram 5	377 865	292 358	0	0	1.72	0	*****0
IProgram 6	34 633	*1 770	0	924	0.01	0	*****0
		**757	0		0.03	0	
IProgram 7	511 778	6 961	0	59 350	0.36	375.52	165
IProgram 8	1 439 491	6 779	0	257 148	0	484.21	14

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

IProgram	Inkcitho epheleleyo (R'000)	Inkcitho yezabasebenzi (R'000)	Inkcitho yezozoqesho (R'000)	Inkcitho yeenkonzo zootitshala neenkonzo ezizodwa	Inkcitho yezabasebenzi njenge-% yenkcitho epheleleyo	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labasebenzi
IProgram 9	755 870	***504 166	0	12 057	0.18	474.89	1 201
		****65 696	0		0.42		
Zizonke	17 001 096	11 918 627	27 838	1 354 571	70.33	2 389.8	40 224

INGcaciso:

* Inkcitho yezabasebenzi enxulumene neProgram 6 (iMfundo esisiSeko noQeqesho lwaBadala) eya kufikelela kwi-R1,770 yezigidi ibhekiselele kubasebenzi abasisigxina. Ngoko ke, iindleko eziphakathi zabasebenzi zibhekiselele kubasebenzi abaqeshwe isigxina kuphela.

** Isixa se-R0,757 yezigidi sibonisa isixa esinxulumene nenkcitho ephathelele kootitshala abaqeshelwe ukuba bafundise ngokweeyure kumaziko eABET.

*** Inkcitho yezabasebenzi enxulumene neProgram 9 (iNkonzo eziNcedisayo neNkonzo eziNxulumene nazo) efikelela kwi-R504,166 yezigidi, iphathelele kubasebenzi abaqeshwe isigxina. Ngoko ke, iindleko eziphakathi zabasebenzi zibhekiselele kubasebenzi abaqeshwe isigxina kuphela.

**** Isixa se-R65,696 sezigidi sibonisa isixa esimalunga nenkcitho kuBavi/kwiiModareyitha/kuBamakishi nakubasebenzi bethutyana benkxaso yezolawulo (administrative support) (bokunika inkxaso yeemviwo zeMatriki zika-2014 kwakunye nabasebenzi benkxaso enxulumene neHIV/AIDS).

***** Ezi nkcukacha zinikiweyo zangomhla wama-31 kuMatshi ka-2015, azibaquki abasebenzi abaqeshwe kwiProgram 5 (iMfundo noQeqesho oluQhubekayo) nakwiProgram 6 (UQeqesho lweMfundo yabaDala). Aba bafundi badluliselwe kuPersal (ngowama-26 kaMatshi ka-2015) ukusuka kwiSebe leMfundo leNtshona Koloni ukuya kwiSebe leMfundo ePhakamileyo noQeqesho. Inani labasebenzi bezi program limi ngolu hlobo lulandelayo: IProgram 5 inabasebenzi abangama-905 ze i-Program 6 ibe nabasebenzi abasi-8.

ITheyibhile 3.1.2 Inkcitho yezabasebenzi kwimivuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Icandelo lomvuzo	Inkcitho yezabasebenzi (R'000)	I-% yeendleko ezipheleleyo zabasebenzi	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezisezantsi (Inqanaba 1-2)	315 081	2.52	101.64	3 100
Abanezakhono (Inqanaba 3-5)	775 059	6.21	158.66	4 885
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	6 907 876	55.85	297.78	23 198
Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	4 364 656	34.97	485.34	8 993
Abaphathi abaphazulu nabaPhathi beZiko (Inqanaba 13-16)	55 469	0.44	1155.60	##48
Bebonke	#12 481 141	100.00	310.29	40 224

INGcaciso:

Inkcitho yonke yezabasebenzi kwitheyibhile 3.1.1. no-3.1.2 iyahluka ngenxa yeetranzekshini ezithile ezenziwa ngqo kwiBAS

Inani elipheleleyo labasebenzi elibhalwe kwitheyibhile 3.1.1 no-3.1.2 apha ngasentla liquka abasebenzi beenkonzo zikarhulumente kunye nooitshala. Inani labasebenzi abakwinqanaba lomvuzo 13 – 16 libandakanya amaGosa esiGqeba soLawulo abaqeshwe kwiiKholeji zeMfundo noQeqesho oluQhubekayo

Ezi theyibhile zilandelayo zinika isishwankathelo seprogram nganye (itheyibhile 3.1.3) namacandelo emivuzo (itheyibhile 3.1.4) yenkcitho ekungenwe kuyo ngenxa yemivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi (overtime), izibonelelo zokuthenga izindlu (housing allowance) noncedo lwezonyango (medical assistance). Kwimeko nganye, itheyibhile ibonisa iphesenteji yebhajethi yabasebenzi yezi zinto.

ItheYibhile 3.1.3 Imivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi, isibonelelo sokuThenga izindlu ne-Medical Aid ngokweprogram yethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

IProgram	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga iNdlu		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-medical aid njenge-% yeendleko zabasebenzi
IProgram 1	235 340	2.19	5 166	0.05	7 489	0.07	12 583	0.12
IProgram 2	7 851 396	72.91	74	0.00	218 618	2.03	398 229	3.70
IProgram 4	0	0.00	0	0.00	0	0.16	0	0.28
IProgram 5	577 264	5.36	103	0.00	17 538	0.06	30 003	0.10
IProgram 6	222 011	2.06	0	0.00	6 042	0.00	11 272	0.00
IProgram 7	1 357	0.01	0	0.00	54	0.01	36	0.00
IProgram 8	47 461	0.44	0	0.00	950	0.00	2 256	0.02
IProgram 9	4 262	0.04	0	0.00	10	0.09	3	0.00
Zizonke	392 542	3.65	2 691	0.02	9 383	0.09	16 584	0.15

ItheYibhile 3.1.4 Imivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi, isibonelelo sokuThenga izindlu ne-Medical Aid ngocandelo lomvuzo yethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Icandelo lomvuzo	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga iNdlu		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-medical aid njenge-% yeendleko zabasebenzi
Abanezakhono (Inqanaba 1-2)	225 310	2.09	67	0.00	14 063	0.13	14 725	0.14
Abanezakhono (Inqanaba 3-5)	554 085	5.15	2 454	0.02	30 971	0.29	42 528	0.39
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	5 223 913	48.51	4 267	0.04	143 434	1.33	271 940	2.53
Abanezakhono eziphezulu zokusuphavayi za (Inqanaba 9-12)	3 291 907	30.57	1 246	0.01	71 434	0.66	141 087	1.31
Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	36 418	0.34	0	0.00	182	0.00	686	0.01
Inani lilonke	9 331 633	86.66	8 034	0.07	260 084	2.42	470 966	4.37

3.1 Ingqesho neZithuba zomsebenzi

Ezi theyibhile zikweli candelo zishwankathela isikhundla malunga nengqesho kwanezithuba zika-2014/15.

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

Le ngcaciso inikwa ngeendlela ezimbini ezahlukeneyo eziphambili:

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

Itheyibhile 3.2.1 Ingqesho nezithuba ngokweprogram ukususela ngowama-31 kuMatshi ka-2015

Iqela labasebenzi	IProgram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani leziThuba ekuQeshiweyo kuzo	I-% yeReyithi yezithuba	Inani labantu abagqithisileyo kwababelwe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	IProgram 1	943	41	853	9.54	15	868
	IProgram 2	35 028	89	34 941	0.25	228	35 169
	IProgram 4	2 920	8	2 785	4.62	22	2 807
	IProgram 5	0	0	0	0	0	0
	IProgram 6	0	0	0	0	0	0
	IProgram 7	15	0	165	0	0	165
	IProgram 8	0	0	14	0	0	14
	IProgram 9	1,297	37	1 178	9.18	23	1,201
	Inani lilonke	40 203	175	39 936	0.66	288	40 224
Ootitshala	IProgram 1	110	4	111	0.00	7	118
	IProgram 2	28 784	1	28 869	0.00	113	28 982
	IProgram 4	1 837	0	1 830	0.38	12	1 842
	IProgram 5	0	0	0	0.00	0	0
	IProgram 6	0	0	0	0.00	0	0
	IProgram 7	15	0	165**	0.00	0	165
	IProgram 8	0	0	1	0.00	0	1
	IProgram 9	655	5	614	6.26	14	628
	Inani lilonke	31 401	10	31 590	0.00	146	31 736
ABasebenzi beNkonzo zikaRhulumente	IProgram 1	833	37	742	10.92	8	750
	IProgram 2	6 244	88	6 072	2.75	115	6 187
	IProgram 4	1 083	2	955	11.82	10	965
	IProgram 5	0	0	0	0.00	0	0
	IProgram 6	0	0	0	0.00	0	0
	IProgram 7	0	0	0	0.00	0	0
	IProgram 8	0	0	13	0.00	0	13
	IProgram 9	642	32	564	12.15	9	573
	Inani lilonke	8 802	165	8 346	5.18	142	8 488

INGcaciso:

* Kwimeko yootitshala abagqithisileyo kwinani elabelwe ukuqeshwa kwiziko, kubhalwe amanani kuphela abo fitshala ababeqatshelwe ngokufanelekileyo njengabagqithisileyo ngokwesivumelwano esiphakathi komqeshi nomqeshwa.

**IProgram 7: Izithuba zootitshala: bepri-prayimari ziyapheliswa nje ukuba kungabikho bantu baqeshwayo kuzo. ISebe iWCED lamkele ngokusemthethweni umgaqo-nkqubo ezithi ngawo iimali ezinxulumene nezithuba ezishiywe ngabantu endaweni zazo kungena intlawulo yenkxaso-mali (subsidy payment) kwiinzame zokudala amaziko okufunda amaninzi abafundi boPhuhliso lweMfundo yaBasaqalayo (Early Childhood Development). Ootitshala abali-165 abakwiprogram 7 ngaBasebenzi bePri-prayimari. Aba basebenzi bahlawulwa kwizithuba ezigqithisileyo kwezo zabelwe ukuqeshwa kwiziko.

Inani lezithuba ezinxulumene nootitshala alithethi ukuba iziko elo lona linootitshala abambalwa kunenani lootitshala elinelungelo lokulifumana. Libonisa kuphela ukuba izithuba zootitshala azizaliswanga isigxina. Kwimeko nganye apho isithuba singazaliswanga isigxina, kwenziwa ingqesho yekhontrakhi ukuqinisekisa ukuba onke amaziko emfundo axhobe ngokwaneleyo.

Itheyibhile 3.2.2 Ingqesho nezithuba ngokwecandelo lomvuzo ukususela ngowama-31 kuMatshi ka-2015

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ekuQeshiweyo kuzo	I-% yeReyithi yezithuba	Inani labantu abaqatshisweyo kwababelwe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 259	73	3 257	0.06	35	3 292
	Abanezakhono (Inqanaba 3-5)	4 108	43	3 770	14.92	63	4 614
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 712	37	29 211	11.13	37	28 472
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	4 079	22	3 654	12.61	12	3 798
	Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	45	0	46	0	2	48
	Inani lilonke	40 203	175	39 936	5.18	142	40 224
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0.00	0.00	0
	Abanezakhono (Inqanaba 3-5)	0	0	0	6.69	0.00	781*
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	27 560	0	28 146	3.58	0.00	27 370
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	3 841	10	3 444	0.00	7.00	3 585
	Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	0	0	0	0.00	0.00	0
	Inani lilonke	31 401	10	31 590	0.00	0.00	31,736
ABasebenzi beNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3,259	73	3,257	0.06	35	3,292
	Abanezakhono (Inqanaba 3-5)	4,108	43	3,770	8.23	63	3 833
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 152	37	1 065	7.55	37	1 102
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	238	12	210	12.61	5	213
	Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	45	0	46	0.00	2	48
	Inani lilonke	8,802	165	8,346	5.18	142	8,488

INGcaciso:

* Ngokumalunga namaziko emfundo, inani lezithuba ezinxulumene nootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala elinelungelo lalo. Libonisa kuphela ukuba izithuba zootitshala azizaliswanga isigxina. Kwimeko nganye apho isithuba singazaliswanga isigxina, kwenziwa ingqesho yekhontrakhi ukuqinisekisa ukuba onke amaziko emfundo anenani lootitshala anelungelo lalo.

* Zonke izithuba zootitshala zenzelwe 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 abangama-785 abahlawulwa imivuzo kumanqanaba omvuzo 3-5 kuba bengaziphumezi iimfuno zezithuba ezingumlinganiselo osezantsi ukuba mazihlawulwe kumanqanaba omvuzo 6-7. Aba tiitshala bonke baqeshwe ngokunxulumene nezithuba ezivunyiweyo kwicandelo lomvuzo 6-8 kule theyibhile.

Itheyibhile 3.2.3 Ingcaciso nezithuba ngokwamakhono omsebenzi abaluleke kakhulu ukususela ngowama-31 kuMatshi ka-2015

Ikhono lomsebenzi elibalulekileyo	Inani lezithuba ezabelwe elo ziko	Inani lezithuba ekuqeshiweyo kuzo	IReyithi yeziThuba	Inani labasebenzi abagqithisiweyo kwababelwe ukuqeshwa kwiziko
Alikho	Alikho	Alikho	Ayikho	Alikho
Inani lilonke	Alikho	Alikho	Ayikho	Alikho

INGcaciso:
 * Ucazululo lweCORE, njengoko lumiselweyo yiDPSA, malusetyenziselwe ukuzaliswa kwale theyibhile.
 * Amakhondo omsebenzi abaluleke kakhulu achazwa njengemisebenzi okanye amacandelwana afumaneka kwikhondo lomsebenzi lowo
 (a) 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.
 (b) 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
 (c) (c) 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 ukuzigcina lingaphulukani neenkonzo zabasebenzi.

3.3 UkuZaliswa kweziThuba zeSMS

Itheyibhile ezikweli candela zinika ingcaciso ngengqesho nezithuba njengoko ziphathelele kumalungu eNkonzo yaBaphathi abaPhezulu (Senior Management Service) ngokwenqanaba lomvuzo. Ikwandisa ingcaciso ngokupapashwa nokuzaliswa kwezithuba zeSMS, izizathu zokungathotyelwa kwemimiselo yexesha elisikiweyo kwanamanyathelo oluleko athathiweyo.

Itheyibhile 3.3.1 Ingcaciso ngezithuba zeSMS ukususela ngowama-31 kuMatshi ka-2015

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	Inani lezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
UMphathi-Jikelele/iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	100.00	0	0.00
Inqanaba lomvuzo 14	8	0	7	87.50	1	33.33
Inqanaba lomvuzo 13	32	0	32	100.00	2	66.66
Inani lilonke	45	0	44	97.78	3	100.00

INGcaciso:
 * Amabini (2) kumalungu eSMS ahlawulwa kubasebenzi abagqithisiweyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nomntu om-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni.
 * Inani labasebenzi abakwiTheyibhile 3.3.1 abamqaki omnye (1) uMphathi oyiNtloko: liKholeji zeFET (SL14) kunye neeCEO ezintandathu (6) (SL13) eziphantsi kweeKholeji zeMfundo noQeqesho oluQhubekayo. Aba bafundi badluliselwe kuPersal (ngowama-26 kaMatshi ka-2015) ukusuka kwiSebe leMfundo leNtshona Koloni ukuya kwiSebe leMfundo ePhakamileyo noQeqesho.

Itheyibhile 3.3.2 Ingcaciso ngezithuba zeSMS ukususela ngowama-31 kuMatshi ka-2014

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	Inani lezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngamali				
UMphathi-Jikelele/iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0	100.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	100.00	0	0.00
Inqanaba lomvuzo 14	9	0	8	88.89	1	33.33
Inqanaba lomvuzo 13	38	0	38	100.00	2	66.66
Inani lilonke	52	0	51	98.08	3	100.00
INGcaciso: <ul style="list-style-type: none"> Amabini (2) kumalungu eSMS ahlawulwa kubasebenzi abagqithisileyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nomntu om-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni. Inani labasebenzi abakwiTheyibhile 3.3.1 abamquki omnye (1) uMphathi oyiNtloko: liKholeji zeFET (SL14) kunye neeCEO ezintandathu (6) (SL13) eziphantsi kweeKholeji zeMfundo noQeqesho oluQhubekayo. Aba bafundi badluliselwe kuPersal (ngowama-26 kaMatshi ka-2015) ukusuka kwiSebe leMfundo leNtshona Koloni ukuya kwiSebe leMfundo ePhakamileyo noQeqesho. 						

ITheyibhile 3.3.3 Inkcitho yezibhengezo nokuzaliswa kwezi zeeSMS kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inqanaba leSMS	Izibhengezo	UkuZaliswa kweZithuba	
	Inani leZithuba zeNqanaba ngalinye eziPapashwa kwiiNyanga ezi-6 emva kokuba ziNgenamntu	Inani leZithuba zeNqanaba ngalinye ekuQeshwa kuzo kwiiNyanga ezi-6 emva kokuba ziNgenamntu	Inani leZithuba zeNqanaba ngalinye ekuNgaqeshwanga kuzo kwiiNyanga ezi-6 kodwa kuQeshwe zingaphelanga iiNyanga ezili-12
UMphathi-Jikelele/iNtloko yeSebe leMfundo	0	0	0
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0
Inqanaba loMvuzo 15	0	0	0
Inqanaba loMvuzo 14	2	1	1
Inqanaba loMvuzo 13	3	3	0
Inani lilonke	5	4	1

Itheyibhile 3.3.4 Izizathu zokungathotyelwa kokuzaliswa kwezithuba ezixhaswa ngemali ezingenabantu zeSMS – Ukupapashwa zingadlulanga iinyanga ezi-6 nokuzaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azaba namntu kwithuba lowoku-1 kuEpreli ka-2014 nowama-31 Matshi 2015

Izizathu zokuba izithuba zingabi nakupapashwa kude kudlule iinyanga ezintandathu
Azikhho

Izizathu zokuba izithuba zingabi nakuzaliswa kude kudlule iinyanga ezintandathu
Azikhho

Qaphela:

* NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.3 (Public Service Regulations Chapter 1, Part VII C.1A.3) amasebe makachaze injongo okanye izizathu esisiso sokungalandeli ukuzaliswa kwezithuba zeSMS singadlulanga isikhokelo samaxesha amiselweyo.

Itheyibhile 3.3.5 Amanyathelo oluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo ukuzalisa izithuba zeSMS zingadlulanga iinyanga eziyi-12 zithuba lowoku-1 kaEpreli ku2014 nowama-31 kuMatshi ka-2014

Amanyathelo oluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo okuzaliswa kwezithuba zeSMS zingadlulanga iinyanga ezili-12
Awekho

Ingcaciso

* NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.3 (Public Service Regulations Chapter 1, Part VII C.1A.3) amasebe makachaze injongo okanye izizathu esisiso sokungalandeli ukuzaliswa kwezithuba zeSMS singadlulanga isikhokelo samaxesha amiselweyo. Kwimeko apho ungathotyelwanga lo mmiselo, igunya lolawulo elichaphazelekayo okanye intloko yesebe lemfundo mayithathe amanyathelo oluleko afanelekileyo ngokwecandelo 16A(1) okanye (2) soMthetho weNkonzo zikaRhulumente (Public Service Act).

3.4 UkuHlolwa kwemiSebenzi

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

Itheyibhile 3.4.1 UkuHlolwa koMsebenzi ngokwecandelo lomvuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Icandelo lomvuzo	Inani eliphelele yo lezithuba zengqesho langowa ma-31 kuMatshi ka-2015	Inani lezithuba ezihloliweyo	I-% yezithuba ezihlolwe ngokwamaCandelo emiVuzo	IziThuba ezoNyuselweyo		IziThuba ezoHliselweyo	
				Inani	I-% yenani lezithuba	Inani	I-% yenani lezithuba
Abanezakhono ezisezantsi (Inqanaba 1-2)	3 259	0	0.00	0	0.00	0	0.00
Abanezakhono (Inqanaba 3-5)	4 108	0	0.00	0	0.00	0	0.00
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 712	39	0.14	0	0.00	0	0.00
Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	4 079	18	0.44	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo A (iNqanaba 13)	32	0	0.00	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo B (iNqanaba 14)	8	0	0.00	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo C (iNqanaba 15)	4	0	0.00	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo D (iNqanaba 16)	1	0	0.00	0	0.00	0	0.00
Inani lilonke	40 203	57	0.14	0	0.00	0	0.00
Qaphela: * Zizithuba zeenkondo zikarhulumente kuphela ezenziwa iinkqubo zokuhlolwa kwemisebenzi.							

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 zonyuselweyo kusenokwenzeka ukuba azinabantu.

Itheyibhile 3.4.2 Iprofayili yabasebenzi abazikhundla zabo ziye zonyuselwa ngenxa yokuba izithuba abakuzo ziye zonyuselwa ngethuba eliphakathi kowoku-1 kuEpreli ka-2014 nowama-31 kuMatshi ka-2015

Isini	AbaNtsundu	AmaAsia	AbeBala	AbaMhlophe	Inani lilonke
Amabhinqa	0	0	0	0	0
Amadoda	0	0	0	0	0
Inani lilonke	0	0	0	0	0

Abasebenzi abanenkubazeko	0
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Le theyibhile elandelayo ishwankathela inani lamathuba (cases) apho amacandelo omvuzo ohlawulwayo agqithisileyo kwiigreyidi eqinisekiswa kukuhlolwa komsebenzi. Izizathu zokutenxa zinikiwe kwimeko nganye.

Ittheyibhile 3.4.3 Abasebenzi abanamanqanaba omvuzo angaphezulu kunaleyo iqinisekiswa luhlolo lomsebenzi ngokwekhono lomsebenzi kwithuba lowoku-1 kuEpreli ka-2014 lowama-31 kuMatshi ka-2015

Inani elipheleleyo labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eziqinisekiswa ngokuhlolwa komsebenzi	Alikho
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Le theyibhile elandelayo inika isishwankathelo sabaxhamleyo kule miba ingentla ngokohlanga, isini, nenkubazeko.

Ittheyibhile 3.4.4 Iprofayile yabasebenzi abanamanqanaba omvuzo aphezulu kunalawo aqinisekiswa kukuhlolwa komsebenzi kwithuba lowoku-1 kuEpreli ka-2014 lowama-31 kuMatshi ka-2015

Inani elipheleleyo labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eziqinisekiswa ngokuhlolwa komsebenzi	Alikho
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3.5 Utshintsho kwezengqesho

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

Ittheyibhile 3.5.1 Iireyithi zonyaka zokumka kwabasebenzi kuqeshwe abanye ngokwecandelo lomvuzo kwithuba elisuseka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela labasebenzi	Icandelo lomvuzo	Inani labasebenzi kwicandelo ngalinye ukusela ngowama-31 kuMatshi ka-2014	Abaqeshiweyo	Ukushinisekwa kwisebe lemfundo	Ukuqeshwa nokushinisekwa kwisebe lemfundo	Abayekisiweyo emsebenzini	Abatshinisekwe ngaphandle kwesebe lemfundo	I-% yereyithi yabayekisiweyo emsebenzini nabadshinisekwe ngaphandle kwesebe lemfundo	I-% yereyithi yabayekileyo kwaqeshwa abanye
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 315	4 351	1	4 352	4 031	162	4 193	4.90
	Abanezakhono (Inqanaba 3-5)	4 646	5 689	9	5 698	4 028	440	4 468	25.96
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 651	13 874	18	13 892	13 197	944	14 141	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 873	537	9	546	1 301	338	1 639	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (Inqanaba 13)	38	2	0	2	2	5	7	0.00

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

Qela labasebenzi	Icandelo lomvuzo	Inani labasebenzi kwicandelo ngalinye ukususeka ngowama-31 kuMqatsi ka-2014	Abaqeshiweyo	Ukushintshelwa kwiSebe lemfundo	Ukugqwashwa nokushintshelwa kwiSebe lemfundo	Abayekisiweyo emsebenzini	Abatshintshelwe ngaphandle kwiSebe lemfundo	Abayekisiweyo emsebenzini nabalshintshelwe ngaphandle kwiSebe lemfundo	1-% yereyithi yabayekileyo abanye kwaqeshwa abanye
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	9	1	0	2	1	1	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	4	1	0	1	1	0	1	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	1	1	0	1	0	0	0	0.00
	Inani lilonke	40 537	24 456	37	24 494	22 561	1 890	24 451	*0.00
Ootiishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0	0	0	0	0.00
	Abanezakhono (Inqanaba 3-5)	785	3 794	0	3 794	2 363	67	2 430	174.00
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	27 482	13 536	14	13 550	12 950	765	13 715	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 669	482	4	486	1 281	287	1 568	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iNqanaba 13)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	0	0	0	0	0	0	0	0.00
	Inani lilonke	31 936	17 812	18	17 830	16 594	1 119	17 713	0.00
iINkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 243	4 351	1	4 352	4 031	162	4 193	4.90
	Abanezakhono (Inqanaba 3-5)	3 800	1 895	9	1 904	1 665	373	2 038	0.00
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	1 300	338	4	342	247	179	426	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	205	55	5	60	20	51	71	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iNqanaba 13)	38	2	0	2	2	5	7	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	9	1	1	2	1	1	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	4	1	0	1	1	0	1	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	1	1	0	1	0	0	0	0.00
	Inani lilonke	8 601	6 644	20	6 664	5 967	771	6 738	0.00

INGcaciso:

Ikhohlo 3 (inani labasebenzi) ibandakanya lonke uHlobo lweNgqesho naBasebenzi aBagqithisileyo kwiNani eLimiselweyo leZiko (Excess Personnel) yaye ayibandakanyi uMphathiswa.

ABasebenzi beNkonzo zikaRhulumente nootiishala abangenazikhundla zisisigxina baqeshwa ngekhontrakhi yamathuba aqingqekileyo (closed periods). Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezihlawulelwayo ezivela ngenxa yokuhla kwamanani ngokwesiqhelo (natural attrition), ukusweleka, ukonyuselwa, njl., kunye nabasebenzi (ootiishala) abaqeshwe ukuba bangene ezikhundleni zabo bangekhoyo esikolweni kuba bekwikhefu lokugula, ikhefu lokukhulelwa, njl. Oku kuthetha ukuba umsebenzi omnye unokuqeshwa ukuya kutsho kumatyeli amane ngonyaka othile wokunika ingxelo kuba ikhontrakhi nganye ithathwa njengengqesho entsha. Umhla wokuphelelwa kwekhontrakhi uthathwa njengokuyekiswa emsebenzini ngeenjongo zokunika ingxelo yaye oku sisizathu sokuba kubekho inani eliphezulu lokuyekiswa emsebenzini.

*Ngenxa yokuthutha kwecandelo leMfundo noQeqesho oluQhubekayo (FET), ukudluliselwa kwabasebenzi abaya kwamanye amasebe kunefuthe kwireyithi yabafundi abashiye iSebe iWCED.

Itheyibhile 3.5.2 Ireyithi zonyaka zabasebenzi abemkayo nabaqeshwayo kwisebe lemfundo (annual turnover rates) ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Ikhono lomsebenzi elibalulekileyo	Inani labasebenzi ekuqaleni kwithuba likaEpreli ka-2013	Ukuqeshwa nokutshintshelwa kwisebe lemfundo	I-% yereyithi yabayekisiweyo emsebenzini nabatshintshelwe ngaphandle kwesebe lemfundo	Ireyithi yabayekileyo kwaqeshwa abanye
Inani lilonke	Alikho	Akukho	Ayikho	Ayikho

Le theyibhile ilapha ngezantsi ibonisa izizathu ezibalulekileyo ezibangele ukuba abasebenzi balishiye isebe lemfundo.

Itheyibhile 3.5.3.1 Izizathu zokuba abasebenzi balishiye isebe lemfundo kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela	Uhlobo lokuyekiswa emsebenzini	Inani laBasebenzi	I-% yabaMkileyo beBonke	Inani labamkileyo njenge-% yenani labasebenzi ukuya kutsho ngomhla wama-31 kuMatshi ka-2015
Bonke abasebenzi	Ukusweleka / Ukuphela	126	0.52	0.31
	Ukurhoxa emsebenzini	1 360	5.56	3.38
	Ukuphelelwa kwekhontrakhi	19 874	81.25	49.41
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	12	0.05	0.03
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	73	0.30	0.18
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	1	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	100	0.41	0.25
	Ukuthatha umhlala-phantsi	1 015	4.15	2.52
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzibandela	10	0.04	0.02
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	1,890	7.73	4.70
	Inani lilonke	24 461	100.00	60.81
	Ooifitshala	Ukusweleka / Ukuphela	84	0.47
Ukurhoxa emsebenzini		1 138	6.42	3.59
Ukuphelelwa kwekhontrakthi *		14 456	81.57	45.55
Ukugxothwa - ngenxa yeenguqu zomsebenzi		12	0.07	0.04
Ukugxothwa - ngenxa yokungaziphathi kakuhle		39	0.22	0.12
Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi		1	0.01	0.00
Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene		71	0.40	0.22
Ukuthatha umhlala-phantsi		793	4.47	2.50
Ukuthatha iphakeji yokuyeka umsebenzi ngokuzibandela		10	0.06	0.03
Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente		1,119	6.31	3.53
Inani lilonke		17 723	100.00	55.85
ABasebenzi beNkonzo zikaRhulumente		Ukusweleka / Ukuphela	42	0.62
	Ukurhoxa emsebenzini	222	3.29	2.62
	Ukuphelelwa kwekhontrakthi *	5 418	80.41	63.83
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	34	0.50	0.40
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	29	0.43	0.34
	Ukuthatha umhlala-phantsi	222	3.29	2.62
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzibandela	0	0.00	0.00
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	771	11.44	9.08
	Inani lilonke	6,738	100.00	0.49

Qaphela:
Inani "LokuPhelelwa kweKhontrakthi yeNgqesho" lingakhangeleka liphezulu xa kuthlekiswa namanye amasebe karhulumente kunye nababanye abaqeshi. Eli nani liphezulu ngenxa yokuba iSebe iWCED linomgaqo-nkqubo othi ulandelwe xa kuqeshwa abasebenzi ngekhontrakthi yethutyana elifutshane. Ezi zithuba zengqesho zipapashwa qho ngokomgaqo-sikhokelo wezivumelwano ezichaphazelekayo zemivuzo neminye imiba (collective agreements) ezinokusetyenziswa ngeenjongo zokuzaliswa kwezi zithuba ngokusisigxina kwangoko kangangoko. Ngaphezulu, makuqatshelwe ukuba kuqeshwa oofitshala ababambeleyo ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo. Elona thutyana lifutshane lengqesho malunga nofitshala ziveki ezimbini.

ItheYibhile 3.5.3.2 Izizathu zokurhoxa kwabasebenzi emsebenzini kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela	Uhlobo lokuyekiswa emsebenzini	INani labo bonke abasebenzi	I-% yabaMkileyo beBonke
Bonke abasebenzi	Ubudala	10	0.74
	Impilo ebuthathaka	18	1.32
	Imbuyekezo engcono	77	5.66
	Ukuphelelwa kwekhontrakthi	2	0.15
	Iingxaki zasekhaya	2	0.15
	Ukufudukela kwenye indawo	9	0.66
	Ukuqhubela phambili ngezifundo	10	0.74
	Ukuba yinkosikazi ehlala ekhaya	2	0.15
	Ukwenzakala emsebenzi	1	0.07
	Umtshato	3	0.22
	Uhlobo lomsebenzi	108	7.94
	Akukho sizathu (ubkhulu becala "kukuphelelwa kwekhontrakthi")	45	3.31
	Amanye amasebe emfundo	2	0.15
	Omnye umsebenzi	95	6.99
	Ishishini elilelakhe	1	0.07
	Izikhhalazo zobuqu	18	1.32
	Ukurhoxa kwisithuba somsebenzi	956	70.29
	Ukutshintshelwa Kwenye iSistim	1	0.07
Inani lilonke	1,360	100.00	
Oofishala	Ubudala	7	0.51
	Impilo ebuthathaka	15	1.10
	Imbuyekezo engcono	62	4.56
	Ukuphelelwa kwekhontrakthi	1	0.07
	Iingxaki zasekhaya	1	0.07
	Ukufudukela kwenye indawo	9	0.66
	Ukuqhubela phambili ngezifundo	10	0.74
	Ukuba yinkosikazi ehlala ekhaya	2	0.15
	Ukwenzakala emsebenzi	1	0.07
	Umtshato	3	0.22
	Uhlobo lomsebenzi	89	6.54
	Akukho sizathu (ubkhulu becala "kukuphelelwa kwekhontrakthi")	40	2.94
	Amanye amasebe emfundo	2	0.15
	Omnye umsebenzi	68	5.00
	Ishishini elilelakhe	1	0.07
	Izikhhalazo zobuqu	16	1.18%
	Ukurhoxa kwisithuba somsebenzi	811	59.63
	Ukutshintshelwa Kwenye iSistim	0	0.00
Inani lilonke	1,138	83.68	
ABasebenzi beNkonzo zikaRhulumente	Ubudala	3	0.22
	Impilo ebuthathaka	3	0.22
	Imbuyekezo engcono	15	1.10
	Ukuphelelwa kwekhontrakthi	1	0.07
	Iingxaki zasekhaya	1	0.07
	Ukufudukela kwenye indawo	0	0.00
	Ukuqhubela phambili ngezifundo	0	0.00
	Ukuba yinkosikazi ehlala ekhaya	0	0.00
	Ukwenzakala emsebenzi	0	0.00
	Umtshato	0	0.00
	Uhlobo lomsebenzi	19	1.40
	Akukho sizathu (ubkhulu becala "kukuphelelwa kwekhontrakthi")	5	0.37
	Amanye amasebe emfundo	0	0.00
	Omnye umsebenzi	27	1.99
	Ishishini elilelakhe	0	0.00
	Izikhhalazo zobuqu	2	0.15
	Ukurhoxa kwisithuba somsebenzi	145	10.66
	Ukutshintshelwa Kwenye iSistim	1	0.07
Inani lilonke	222	16.32	

Itheyibhile 3.5.3.3 Izizathu zokuyeka kwabasebenzi abasisigxina emsebenzini, oku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iminyaka yobudala	Ukurhoxa emsebenzini - Bonke aBasebenzi	Bonke aBasebenzi - i-%	Ukurhoxa emsebenzini - Ootitshala	Ootitshala - i-%	UkuRhoxa emsebenzini - Abasebenzi beeNkonzo zikaRhulumente	ABasebenzi beeNkonzo zikaRhulumente - i-%
Iminyaka yobudala engama-20 >	0	0.00	0	0.00	0	0.00
Iminyaka yobudala engama-20 ukuya kuma-24	37	2.72	35	3.08	2	0.90
Iminyaka yobudala engama-25 ukuya kuma-29	146	10.74	134	11.78	12	5.41
Iminyaka yobudala engama-30 ukuya kuma-34	87	6.40	70	6.15	17	7.66
Iminyaka yobudala engama-35 ukuya kuma-39	88	6.47	73	6.41	15	6.76
Iminyaka yobudala engama-40 ukuya kuma-44	206	15.15	173	15.20	33	14.86
Iminyaka yobudala engama-45 ukuya kuma-49	270	19.85	236	20.74	34	15.32
Iminyaka yobudala engama-50 ukuya kuma-54	228	16.76	173	15.20	55	24.77
Iminyaka yobudala engama-55 ukuya kuma-59	214	15.74	179	15.73	35	15.77
Iminyaka yobudala engama-60 ukuya kuma-64	79	5.81	61	5.36	18	8.11
Iminyaka yobudala engama-65 >	5	0.37	4	0.35	1	0.45
Inani lilonke	1 360	100.00	1 138	100.00	222	100.00

Itheyibhile 3.5.3.4 Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela: owoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inani elipheleleyo labasebenzi abazigqatsele ukuthatha iiphakheji zokuyeka emsebenzini ngokuzithandela ngo-2014/2015	10
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Itheyibhile 3.5.4 Ireyithi zokonyuselwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Umsebenzi	Abasebenzi ngowoku-1 kaEpreli ka-2014	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge-% yabasebenzi ngokomsebenzi	Ukonyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokomsebenzi
Inani lilonke	Abekho	Alukho	Alukho	Alukho	Alukho

Itheyibhile 3.5.5 Ukonyuselwa ngokwamacandelo emivuzo kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela labasebenzi	Icandelo lomvuzo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge-% yabasebenzi ngokwecandelo lomvuzo	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
Bonke abasebenzi	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 315	13	0.40	1 631	50.29
	Abanezakhono (Inqanaba 3-5)	4 646	354	7.47	3 281	69.25
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 651	988	4.22	17 171	73.30
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 873	1 268	13.97	8 256	90.96
	AbaLawuli abaPhezulu (Inqanaba 13-16)	52	0	0.00	41	77.36
	Inani lilonke	40 537	2 623	6.47	30 380	74.94
Ootifshala	Abanezakhono ezisenzantsi (Inqanaba 1-2)	0	0	0	0.00	0
	Abanezakhono (Inqanaba 3-5)	785	938	3	0.32	98
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	27 482	22 126	931	4.21	16 446
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 669	8,872	1 240	13.98	8 106
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0	0.00	0
	Inani lilonke	31936	31 936	2 174	6.81	24 650
iInkonzo zikaRhulumente	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 243	13	0.40	1 631	50.29
	Abanezakhono (Inqanaba 3-5)	3 800	351	9.24	3 183	83.76
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 300	57	4.38	725	55.77
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	205	28	13.66	150	73.17
	Abaphathi abaPhezulu (Inqanaba 13-16)	52	0	0.00	41	77.36
	Inani lilonke	8 601	449	5.22	5 730	66.62

3.6 UbuLungisa kwezeNgqesho (Employment Equity)

Itheyibhile 3.6.1 Inani elipheleleyo labasebenzi (kubandakanywa nabasebenzi abaneenkubazeko) kudidi lomsebenzi ngalunye kwezi zilandelayo ngokwangowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	6	1	3	1	1	1	1	0	0	14
Abaphathi abaphezulu (Inqanaba 13)	2	10	1	7	3	7	0	4	0	0	34
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	126	634	9	284	74	173	6	100	0	0	1,406
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisenzantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	599	3 569	36	860	1 483	5 007	50	2 134	4	8	13 750
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1 223	2 556	10	654	3 965	7 878	61	3,243	68	35	19 693
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	627	2 042	3	113	440	1 911	1	164	16	10	5 327
Inani lilonke	2 577	8 817	60	1 921	5 966	14 977	119	5 646	88	53	40 224

Itheyibhile 3.6.2 Inani elipheleleyo labasebenzi (abaneenkubazeko) kwicandelo lemivuzo ngalinye kula alandelayo ngokwangowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Ama-bhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	0	0	0	1	0	0	0	0	0	0	1
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	2	2	0	1	0	1	0	4	0	0	10
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1	1	0	1	1	2	0	2	0	0	8
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	2	4	0	0	1	3	0	0	0	0	10
Inani lilonke	5	7	0	3	2	6	0	6	0	0	29

Itheyibhile 3.6.3 Ukugaya abasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Ama-bhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	2	0	1	0	0	0	0	0	0	3
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	1	0	0	0	1	0	0	2
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	14	50	0	18	12	25	0	22	0	0	141
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	63	743	5	89	290	988	11	203	2	1	2 395
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	912	1 999	16	399	2 862	5 908	60	2 323	253	97	14 829
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	607	2 264	3	174	674	2 750	1	468	98	47	7 086
Inani lilonke	1 596	5,058	24	682	3 838	9 671	72	3 017	353	145	24 456

Itheyibhile 3.6.4 Ukonyuselwa kwabasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Amadoda	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	13	67	0	26	10	11	0	15	0	0	142
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	127	496	3	102	326	771	3	160	1	1	1 990
Abanezakhono ezingephi nabano-kuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	10	44	0	7	31	96	0	31	0	1	220
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	28	119	0	1	13	107	0	2	0	0	270
Inani lilonke	178	726	3	136	380	985	3	208	1	2	2 622

Itheyibhile 3.6.5 Ukuyekiswa emsebenzini kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Amadoda	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	1	0	1	0	0	0	0	0	0	2
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	1	1	0	0	0	0	0	2
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	25	104	0	43	24	30	1	32	0	0	259
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	115	946	9	154	464	1 355	8	344	0	2	3 397
Abanezakhono ezingephi nabano-kuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	821	1 776	11	324	2 615	5 477	47	2 011	261	98	13 441
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	496	1 964	3	117	411	2 080	0	246	95	48	5 460
Inani lilonke	1 457	4 791	23	640	3 515	8 942	56	2 633	356	148	22 561

Itheyibhile 3.6.6 Amanyathelo oluleko ethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inyathelo lesoluleko	Amadoda				Amabhinqa				Inani lilonke
	AbaNtsundu	AbeBala	AmaNdiya	AbaMhlophe	AbaNtsundu	AbeBala	AmaNdiya	AbaMhlophe	
Ngazo zonke iintlobo	57	193	0	21	46	106	0	9	0

Itheyibhile 3.6.7 Uphuhliso lwezakhono ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	8	9	1	2	6	8	0	0	34
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	323	756	3	441	501	1 010	17	507	3 558
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	538	880	10	514	1 045	3 343	43	1 584	7 957
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	51	105	3	65	114	229	1	106	674
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	73	121	0	4	27	57	0	11	293
Xa ewonke edibene	993	1 871	17	1 026	1 693	4 647	61	2 208	12 516

Qaphela:
Akukho kungqinelana phakathi koMgaqo-sikhokelo sokuLungelelanisa seMisebenzi (Organising Framework for Occupations) (OFO) ekunikwe ingxelo ngaso kwii-SETA kunye neendidi zemisebenzi edweliswe ephantsi kwemiGaqo yeMbuyekezo (Code of Remuneration) (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze-CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi.

3.7 Ukusayinwa kweziVumelwano zeNtsebenzo ngamalungu eSMS

Onke amalungu eSMS makaqakumbele aze asayine izivumelwano zentsebenzo ezinamaxsha aqiqingqiweyo. Ingcaciso malunga nokusayinwa kwezivumelwano zentsebenzo ngamalungu eSMS, izizathu zokungathobeli amaxesha aqiqingqiweyo kunye namanyathelo oluleko athathiweyo ayacaciswa apha.

Itheyibhile 3.7.1 Ukusayinwa kweziVumelwano zeNtsebenzo ngamalungu eSMS ngokwangowama-31 kuMeyi ka-2014

Inqanaba leSMS	Inani lezithuba zeSMS ezixhaswa ngemali ngokwenqanaba ngalinye	Inani lamalungu eSMS ngokwenqanaba ngalinye	Inani leziVumelwano zeNtsebenzo ezisayiniweyo ngokwenqanaba ngalinye	IziVumelwano zeNtsebenzo ezisayiniweyo njenge-% yamalungu eSMS ngokwenqanaba ngalinye
UMphathi-Jikelele/INTloko yeSebe leMfundo	1	1	1	100.00
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0	0.00
Inqanaba loMvuzo 15	4	4	4	100.00
Inqanaba loMvuzo 14	9	8	8	100.00
Inqanaba loMvuzo 13	38	34	34	100.00
Inani lilonke	52	47	47	100.00

Ingcaciso:

* Ngenxa yokuba u-2014 ibingunyaka wonyulo, iziVumelwano zeNtsebenzo ziye zagqitywa gowama-31 kuAgasti ka-2014.

* Ngokwangowama-31 kuMeyi ka-2014, ezi CEO zintandathu (6) zinxulunyaniswa neeKholeji zeMfundo noQeqesho oluQhubekayo ziye zayinxalenye yolwabiwo lwezithuba zeSebe iWCED, kodwa ngenxa yokuba bekulindelwe ukuba zitshintshela kwiSebe leMfundo ePhakamileyo noQeqesho, khange kufuneka ukuba bazizalisekise iziVumelwano zeNtsebenzo zabo zeSebe iWCED.

Itheyibhile 3.7.2 Izizathu zokungazalisekiswa kweziVumelwano zeNtsebenzo zawo onke amalungu eSMS ngokwangowama-31 kuMeyi ka-2014

Izizathu
Azikho

Itheyibhile 3.7.3 Amanyathelo oluleko athathwe ngakumalungu eSMS ngokungazalisekiswa kweziVumelwano zeNtsebenzo ngokwangowama-31 kuMeyi ka-2014

Izizathu
Azikho

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 kulo nyaka-mali uhlofwayo. Ezi nkukacha zinikwa ngokohlango, isini kunye nenkubazeko (Itheyibhile 3.8.1) namacandelo omvuzo (Itheyibhile 3.8.2.).

Itheyibhile 3.8.1: Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo ngethuba elisusela kowoku-1 kuEprelika-2014 ukuya kowama-31 kuMatshi ka-2014

Icandelo lomvuzo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
Abanezakhono ezisezantsi (Inqanaba 1-2)	3 243	1 631	50.29
Abanezakhono (Inqanaba 3-5)	4 738	3 281	69.25
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	23 426	17 171	73.30
Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	9 077	8 256	90.96
Abaphathi abaphezulu (Inqanaba 13-16)	53	41	77.36
Inani lilonke	40 537	30 380	74.94

Itheyibhile 3.8.2: Amabhaso okukhuthaza intsebenzo ngokokunyuselwa kweenotshi ngethuba elisusela kowoku-1 kuEprelika-2014 ukuya kowama-31 kuMatshi ka-2015

Amakhono omsebenzi abalulekileyo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
-	Abekho	Akukho	Akukho
Inani lilonke	Abekho	Akukho	Akukho

Itheyibhile 3.8.3 AmaBhaso okuKhuthaza iNtsebenzo ngokohlango, isini nenkubazeko kwithuba eslisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Uhlango neSini	IProfayile yabaXhamlayo			Iindleko	
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-5 yenani elipheleleyo kweli qela	Iindleko	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo
AbaNtsundu	200	1 663	12.03	1 408.36	7.04
Amadoda	83	791	10.49	492.88	5.94
Amabhinqa	117	872	13.42	915.48	7.82
AbeBala	1 057	6 050	17.47	9 721.82	9.20
Amadoda	367	2 604	14.09	3 257.53	8.88
Amabhinqa	690	3 446	20.02	6 464.29	9.37
AmaNdiya	9	27	33.33	415.98	16.22
Amadoda	1	11	9.09	10.56	10.56
Amabhinqa	8	16	50.00	135.43	16.93
Abamhlophe	270	844	31.99	3 071.14	11.37
Amadoda	40	182	21.98	568.50	14.21
Amabhinqa	230	662	34.74	2 502.64	10.88
Abasebenzi abanenkubazeko	6	17	35.29	50.71	8.45
Inani lilonke	1,542	8,601	17.93	14 398.01	9.34

Itheyibhile 3.8.4 Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo kubasebenzi abangaphantsi kweNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowamai-31 kuMatshi ka-2015

AmaCandelo emiVuzo	IProfayile yabaXhamlayo			lindleko		
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-% yenani elipheleleyo elokumacandelo emivuzo	lindleko (R'000)	lindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	lindleko nge-% yenkcitho epheleleyo yabasebenzi
ABasebenzi beeNkonzo zikaRhulumente						
Abanezakhono ezisezantsi (Inqanaba 1-2)	252	3 315	8.00	1 203	4.77	0.38
Abanezakhono (Inqanaba 3-5)	784	3 861	20.00	5 824	7.43	0.75
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	427	1 169	37.00	5 026	11.77	0.07
Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	65	204	32.00	1 630	25.07	0.04
Inani lilonke	1 528	8 549	18.00	13 683	8.95	1.24

Itheyibhile 3.8.5 AmaBhaso okukhuthaza intsebenzo anikwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Ikhono lomsebenzi elibalulekileyo	IProfayile yabaXhamlayo			lindleko	
	Inani labaxhamlayo	Inani labasebenzi	I-% yenani elipheleleyo ngokwekhono	Inkcitho epheleleyo (R'000)	lindleko eziphakathi ngokomsebenzi ngamnye
Inani lilonke	Alikho	Alikho	Ayikho	Ayikho	Azikho

Itheyibhile 3.8.6 Amabhaso okukhuthaza intsebenzo anxulumene nentsebenzo (imali eyibhonasi), anikwa ngokwe ngokwecandelo lomvuzo kwiNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowamai-31 kuMatshi ka-2015

AmaCandelo emiVuzo	IProfayile yabaXhamlayo			lindleko		
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-% yenani elipheleleyo elokumacandelo emivuzo	lindleko (R'000)	lindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	lindleko nge-% yenkcitho epheleleyo yabasebenzi
ICandelo leeNkonzo zabaLawuli abaPhezulu A (Inqanaba 13)	12	39	31.00	596	49.66	1.07
ICandelo leeNkonzo zabaLawuli abaPhezulu B (Inqanaba 14)	2	9	22.00	119	59.53	0.21
ICandelo leeNkonzo zabaLawuli abaPhezulu C (Inqanaba 15)	0	4	0.00	0.00	0.00	0.00
ICandelo leeNkonzo zabaLawuli abaPhezulu D (Inqanaba 16)	0	1	0.00	0.00	0.00	0.00
Inani lilonke	14	53	26.00	715	51.07	1.28

Qaphela: Ukwabiwa kweSMS yentsebenzo enxulumene namabhaso kugaphezu kwe-20% yendlela yokusasaza amabhaso (distribution curve), kodwa kunikwa umlawuli ophezulu otshintshelwe kwisebe lemfundo ekupheleni komjikelo wentsebenzo waza wafumana ireyithingi ephezulu yentsebenzo kwisebe asuka kulo kwangokufanayo nomlawuli ophezulu osekondiweyo.

3.9 AbaSebenzi baMazwe aNgaphandle

Ezi theyibhile zilapha ngezantsi zishwankathela ukuqeshwa kwabasebenzi bamazwe angaphandle kwisebe lemfundo ngokwecandelo lomvuzo nomsebenzi ophambili owenziwayo.

ITheyibhile 3.9.1 AbaSebenzi bamazwe angaphandle ngokwecandelo lemivuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

iGela laBas	Icandelo lomvuzo	1 kuEpreli ka-2013		31 kuMatshi ka-2014		Itshintshi	
		Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% ngokwe-Candelo loMvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	2	1.78	3	2.13	1	0.00
	Abanezakhono (Inqanaba 3-5)	57	34.32	58	24.82	1	82.14
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	104	59.17	100	68.79	-4	10.71
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	7	4.73	8	4.26	1	7.14
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	170	100.00	169	100.00	-1	100.00
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0.00	0	0.00	0	0.00
	Abanezakhono (Inqanaba 3-5)	55	33.95	55	24.44	0	81.48
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	103	61.11	99	71.11	-4	11.11
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	7	4.94	8	4.44	1	7.41
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	165	100.00	162	100.00	-3	100.00
iInkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	2	42.86	3	50.00	1	0.00
	Abanezakhono (Inqanaba 3-5)	2	42.86	3	33.33	1	100.00
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	1	14.29	1	16.67	0	0.00
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	0	0.00	0	0.00	0	0.00
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	5	100.00	7	100.00	2	100.00

ITheyibhile 3.9.2 AbaSebenzi bamazwe angaphandle ngokwekhono llomsebenzi eliphambili kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Ikhono loMsebenzi eliPhambili	1 kuEpreli ka-2014		31 kuMatshi 2015		Itshintshi	
	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% yetshintshi
Abaqeqeshelwe umsebenzi othile	14	8.28	16	11.35	2	3.07
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	1	0.59	1	0.71	0	0.12
Oomabhalana	1	0.59	1	0.71	0	0.12
Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	153	90.53	123	87.23	-30	-3.3
Inani lilonke	169	100.00	141	100.00	-28	0

3.10 Ukusetyenziswa kwekhefu

IKomishoni yeeNkonzo zikaRhulumente (Public Service Commission) iqaphele imfuno yokubekwa esweni ngobunono kwekhefu lokugula kwiinkonzo zikarhulumente. Ezi theyibhile zilandelayo zibonisa ukusetyenziswa kwekhefu lokugula nekhefu lenkubazeko. Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zichaziwe.

Itheyibhile 3.10.1 Ikhefu lokugula lethuba elisuka kowoku-1 kuJanyuwari ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeentsuku ezinezatifiketi zonyango	INani labaSebenzi abasebenzisa ikhefu lokugula	I-% yenani elipheleleyo labaSebenzi abasebenzisa ikhefu lokugula	Iintsuku eziphakathi ngomsebenzi ngamnye (ogulayo)	Iintsuku eziphakathi ngomsebenzi ngamnye (bonke)	Iindleko eziqikelelwayo (R'000) kwiintsuku ezingama-261
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 830	85.59	2 015	3 165	7.00	8	5	4 689
	Abanezakhono (Inqanaba 3-5)	26 803	84.21	3 133	4 812	10.88	9	6	11 831
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	137 071	80.08	17 040	23 276	59.18	8	6	117 579
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	57 416	82.84	6 570	9 674	22.82	9	6	73 478
	Abaphathi abaPhezulu (Inqanaba 13-16)	158	70.25	35	53	0.12	5	3	404
	Inani lilonke	237 278	81.58	28 793	40 980	100.00	8	6	207 981
Oofishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0.00	0	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	2 473	75.94	436	859	1.91	6	3	1 289
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	127 416	79.97	16 003	21 992	70.12	8	6	110 333
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	56 200	82.99	6 383	9 445	27.97	9	6	71 850
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0	0.00	0	0	0
	Inani lilonke	186 089	79.63	22 822	32 296	100.00	8	6	183 472
Iinkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 830	85.59	2 015	3 165	33.75	8	5	4 689
	Abanezakhono (Inqanaba 3-5)	24 330	85.05	2 697	3 953	45.17	9	6	10 542
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	9 655	81.55	1 037	1 284	17.37	9	8	7 246
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	1 216	75.90	187	229	3.13	7	5	1 628
	Abaphathi abaPhezulu (Inqanaba 13-16)	158	70.25	35	53	0.59	5	3	404
	Inani lilonke	51 189	79.67	5 971	8 684	100.00	9	6	24 510

Itheyibhile 3.10.2 Ikhefu lenkubazeko (lethutyana okanye elisisigxina) lethuba elisuka kowoku-1 kuJanyuwari ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeentsuku ezinezatifiketi zonyango	Inani labasebenzi abasebenzi ikhefu lokugula	I-% yemali elipheleleyo labasebenzi abasebenzi ikhefu lokugula	Iintsuku eziphakathi ngamnye ngamnye (ogulayo)	Iintsuku eziphakathi ngamsebenzi ngamnye (bonke)	Iindleko eziqokelelwayo (R'000) kwiintsuku ezingama-261
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	2 720	99.67	70	3 165	6.00	39	1	837
	Abanezakhono (Inqanaba 3-5)	5 193	99.98	123	4 812	11.00	42	1	2 192
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	25 606	99.09	645	23 276	56.00	40	1	22 277
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	13 867	99.70	316	9 674	27.00	44	1	17 435
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	53	0.00	0	0	0
Inani lilonke	47 379	99.62	1 154	40 980	100.00	41	1	42 741	
Oofishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0.00	0	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	305	100.00	6	859	1.00	51	0	173
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 002	99.03	584	21 992	65.00	41	1	21 063
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	13 820	99.75	311	9 445	35.00	44	1	17 382
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0	0.00	0	0	0
Inani lilonke	38 127	99.60	901	32 296	100.00	42	1	38 618	
Iinkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	2,720	99.67	70	3,165	28.00	39	1	837
	Abanezakhono (Inqanaba 3-5)	4 888	99.98	117	3 953	46.00	42	1	2 019
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 604	100.00	61	1 284	24.00	26	1	1 214
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	40	100.00	5	229	2.00	8	0	53
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	53	0.00	0	0	0
Inani lilonke	9 252	99.91	253	8,684	100.00	37	1	4 123	

Le theyibhile ingezantsi inika isishwankathelo sokusetyenziswa kwekhefu lonyaka. Isivumelwano semivuzo esagqitywa nemibutho yabasebenzi kwi-PSCBC ngo-2000 sifuna kulawulwe ikhefu lonyaka ukuthintela amanqanaba aphezulu ekhefu eliqokelelwayo (accrued leave) lize lihlawulwe xa umsebenzi eyeka emsebenzini.

Itheyibhile 3.10.3 Ikhefu loNyaka lethuba elisuka kowoku-1 kuJanyuwari ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo ezithathiweyo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 019	1 996	11
	Abanezakhono (Inqanaba 3-5)	35 274	2 759	13
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 338	2 201	11
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	29 182	2 340	12
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 356	54	25
Inani lilonke	112 169	9 350	14	
Oofishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0
	Abanezakhono (Inqanaba 3-5)	16	9	2
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	3 524	1 087	3
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	23 703	2 104	11
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0
Inani lilonke	27 243	3 200	5	

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

Iqela		Iintsuku ezipheleleyo ezithathiweyo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
iInkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 019	1 996	11
	Abanezakhono (Inqanaba 3-5)	35 258	2 750	13
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	20 814	1 114	19
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	5 479	236	23
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 356	54	25
	Inani lilonke	84 926	6 150	18

Qaphela: Amalungelo ekhefu lonyaka (annual leave entitlements) nemimiselo enxulumene nootitshala obase basezifisini yokulungela ikhefu lonyaka eliphakathi kweentsuku ezingama-22 nezingama-30 ngonyaka kusekelwe kwinani leminyaka yokusebenza kwabo. Bonke ootitshala abakumaziko bathathwa njengokuba basekhefeni xa iziko livaliile.

Itheyibhile 3.10.4 Ikhefu elihlawulelwayo (capped leave) lethuba elisuka kowoku-1 kuJanyuware ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela		Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwawama-24 kuDis. ka-2014	Iintsuku ezipheleleyo ezithathiweyo zekhefu elihlawulelwayo	Inani labasebenzi abasebenzisa ikhefu elihlawulelwayo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abanekehu elihlawulelwayo ngokwawama-24 kuDis. ka-2014	Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwawama-24 kuDis. ka-2014
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	24 933	1 654	56	30	423	15 028
	Abanezakhono (Inqanaba 3-5)	93 585	8 353	147	57	1 505	86 074
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	389 618	26 230	1 410	19	6 286	312 136
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	512 785	41 071	1 812	23	7 472	506 272
	Abaphathi abaPhezulu (Inqanaba 13-16)	3 878	5	1	5	29	3 546
	Inani lilonke	1 024 799	77 313	3 426	23	15 715	923 057
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0	0	0
	Abanezakhono (Inqanaba 3-5)	1 647	130	11	12	25	1 487
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	335 587	23 634	1 332	18	5 407	261 095
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	505 262	40 649	1 802	23	7 362	498 843
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0	0	0	0
	Inani lilonke	842 496	64 413	3 145	20	12 794	761 426
iInkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	24 933	1 654	56	30	423	15 028
	Abanezakhono (Inqanaba 3-5)	91 938	8 223	136	60	1 480	84 587
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	54 031	2 596	78	33	879	51 041
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	7 523	422	10	42	110	7 429
	Abaphathi abaPhezulu (Inqanaba 13-16)	3,878	5	1	5	29	3,546
	Inani lilonke	182 303	12 900	281	46	2 921	161 631

Le theyibhile ilandelayo ishwankathela iintlawulo ezenzelwe abasebenzi ngenxa yekhefu elingakhangela lisetyenziswe.

Itheyibhile 3.10.5 Iintlawulo zekhefu zethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Izizathu	Isixa esipheleleyo (R'000)	Inani labasebenzi	Iintlawulo ephakathi ngokomsebenzi ngamnye
Iintlawulo zekhefu zika-2014/15 ezibangelwe kukungasetyenziswa kwekhefu lomjikelo odlulileyo.	0	0	0
Iintlawulo zika-2014/15 zekhefu elihlawulelwayo ezinikwa ekuyekisweni komsebenzi	55 355	678	81
Iintlawulo zika-2014/15 zekhefu langoku ezinikwa ekuyekisweni komsebenzi	1 523	152	10
Inani lilonke	56878	830	91

Inani eliyinxenye (nett total) labasebenzi abali-152 lifumene iintlawulo zekhefu - abali-146 abasebenzi bafumene zombini iintlawulo zekhefu elihlawulelwayo neentlawulo zekhefu langoku (current leave pay-outs).

3.11 I-HIV/AIDS kunye neeProgram zokuKhutaza ezeMpilo

Itheyibhile 3.11.1 Amanyathelo athathiweyo ukunciphisa umngcipheko yokusuleleka emsebenzini

Iiyunithi/iikhathegori zabasebenzi abaqatshelwe njengabasengozini yokusuleleka yiHIV nezifo ezinxulumene nayo (ukuba bakhona)	Amanyathelo abalulekileyo athathiweyo ukunciphisa umngcipheko
Oofitshala naBasebenzi abaNcedisayo (abongikazi bezikolo, abasebenzi abacocayo, oofitshala abasezilaboratri, oomabhalana bezikolo nabezobunjinieli)	Ibrowutsha eneenkqubo ezilandelwayo iza kulandela phantsi kokuba semngciphekweni emsebenzini Iziko ngalinye lezemfundo linekomiti yempilo nokhuseleko.

Itheyibhile 3.11.2 linkcukacha zeeProgram zokuKhuthazwa kwezeMpilo nezeHIV/AIDS

Umbuzo	Ewe	Hayi	linkcukacha xa inguewe
1. Ngaba isebe lemfundo linegosa leSMS elityunjelwe ukuqalisa imimise-lo ebhalwe kwiCandelo VI E leSahlu-ko 1 seMimiselo yaBasebenzi bee-Nkonzo zikaRhulumente, ka-2001? Ukuba kunjalo, chaza igama nesikhundla salo.	x		UMLawuli weCandelo: uLawulo oluLungiselelweyo lweMicimbi yaBasebenzi (Director: Strategic People Management)
2. Ngaba isebe lemfundo lineyunithi okanye lityumbe abasebenzi abathile ukuba bakhuthaze impilo yabasebenzi balo? Ukuba kunjalo, chaza inani labasebenzi abathatha inxaxheba kulo msebenzi nebhajethi yonyaka ekhoyo yale njongo.	x		ISebe iWCED lineeprogram ezimbini ezikhethekileyo egxile kuzo, o.k.f. kwiProgram yeZakhono zoBomi zeHIV/AIDS (Life Skills Orientation Programme) (LSOP) neHIV neAIDS eMsebenzini (HIV and AIDS in the Workplace) (HWP). Ezi program zimbini ziyancedisana ngokuphathelele kuqeqesho nenkxaso (advocacy). IProgram yeMpilo neNtlalo-ntle yaBasebenzi yeSebe iWCED inamagosa amathathu ajongene nale program; 1 x iSekela-Mlawuli weCandelo (Assistant Director), 1 x iPrakthishina yezoLawulo lweMicimbi yezaBasebenzi kunye noMabhalana yemiCimbi yezaBasebenzi. Ibhajethi = R1 7 840 00.00
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye yokuKhuthaza iMpilo kubasebenzi balo? Ukuba kunjalo, bhala phantsi imiba/ iinkonzo eziphambili zale Program.	x		Le program iqhutyelwa ukusingatha utwazi malunga nempilo, ukuziphatha ngokusempilweni kunye nokunika inkxasho emalunga nemingeni yasengqondweni ngokwasentlalweni (psycho-social) kubasebenzi bethu. Yiiprogram yokuLawula iMpilo neNtlalo-ntle yaBasebenzi (Employee Health and Wellness Management Programme) egxininisa kwiindlela zokuthintela, phakathi kwezinye izinto, iHIV neAIDS, uxinzelelo (stress), ulawulo lwezemali, ubudlelwane, ezomthetho, imibandela yosapho, ukusetyenziswa gwenxa kwezinyobisi notywala, ukwehlelwa yinto eyoyikisayo (trauma) kunye neNkonzo yoKhathalelo ezenziwa kwi-intanethi (online-Care Service). Ezi nkonzo zenziwa ngabaniki beenkonzo zeeNgcebiso zaseNgqondweni abaZimeleyo (Independent Counselling Advisory Service) (ICAS) zokhathalelo lwempilo nentlalo-ntle nokuqinisekisa ngokugcinwa kweemfihlo. Le Program ikwasingatha imiba yempilo nentlalo-ntle yabasebenzi ithathela ingqalelo le miba ilandelayo: <ul style="list-style-type: none"> • AmaPhulo oLwazi (Advocacy and Awareness) okukhuthaza impilo nentlalo-ntle yabasebenzi. • Ukugxila kubalawuli ukwenzela ukubadlulisela ngokuyimfuneko abasebenzi abasemngciphekweni okanye abadinga inkxaso. • Ukugxila kwimiba evelayo yeengxaki yempilo ngokwasengqondweni (psycho-social), equka izehlo zokwehlelwa zizinto ezoyikisayo (trauma incidences). Isebe liqale amaphulo ali-19 eNtsuku zeMpilo neNtlalo-ntle yaBasebenzi (19 Employment Health and Wellness Days), iiseshoni ezingama-20 zamaphulo enkxaso (advocacy sessions) kunye neengcebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (trauma debriefing).

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

Umbuzo	Ewe	Hayi	linkcukacha xa inguewe
4. Ngaba isebe lemfundo liseke (a) ikomiti (iikomiti) njengoko kubhaliweyo kwiSiqendu VI E.5 (e) seSahluko 1 seMimiselo yeeNkonzo zikaRhulumente (Public Service Regulations), ngo-2001? Ukuba kunjalo, nceda uchaze amagama amalungu ekomiti neqela elichaphazelekayo (amaqela achaphazelekayo) (stakeholder(s)) abalimeleyo (abawameleyo).	x		UMphathi weCandelo (Director): uLawulo lwaBantu (Strategic People Management), useke iKomiti yokuCebisa iEHW esekwe ngowama-24 kaOktobha ka-2014. Le Komiti yenziwa ngamalungu asuka kubalawuli bamacandelo (directors) kandlunkulu ofanelekileyo, abalawuli bezithili kunye namaqela abasebenzi (employee parties).
5. Ngaba isebe lemfundo liyihlaziyele imigaqo-nkqubo neenkqubo zalo zengqesho kwaneendlela zokusebenza ukuqinisekisa ukuba ezi zinto azibacaluli ngokunomkhethe abasebenzi ngenxa yemeko yabo yokuba neHIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho/ yeenkqubo ezihlaziyiweyo.	x		ISebe iWCED lamisela (adopted) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokomGaqo-sikhokelo onikwa nguRhulumente wePhondo, oxhaswa yimigaqo-nkqubo yoRhulumente weNtshona Koloni eyiHIV&AIDS Transversal policy ne-Employee Health & Wellness Transversal framework.
6. Ngaba isebe lemfundo liyiqalisile imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuba bangacalulwa? Ukuba kunjalo, dwelisa iingongoma ezibalulekileyo zale mimiselo.	x		ISebe iWCED linika inkqubo eqhubeka qho yokunika ulwazi malunga neemeko ekufuneka iHIV neAIDS/STI kunye neTB zithathwe ngayo njengezenzo ezibalulekileyo zeProgram yeEHW. ISebe libhala amanqaku malunga neTB kunye neHIV/AIDS ukwenzela iiseshoni zokuvula iingqondo zabantu malunga nale miba ezithilini, ezikolweni nakwaNdlunkulu. Likwakhuthaza amaLungelo oLuntu malunga neHIV/AIDS/TB. ISebe iWCED linika uvavanyelo lweTB neHIV/AIDS kubo bonke abasebenzi, apho ithagethi ikukufikelela kwi-30% yeHCT. Abasebenzi abanezidingo bathunyelwa ukuba baye kufumana iingcebiso zaphambi nasemva kokuvavanywa.
7. Ngaba isebe lemfundo likhuthaza abasebenzi balo bafumane iNgccebiso oVavanyo lweGazi ngokuZithandela (Voluntary Counselling and Testing)? Ukuba kunjalo, yenza uluhlu lweziphumo ozifumeneyo.	x		Inkqubo yeNgccebiso noVavanyo lweHIV (HIV Counselling and Testing) iyinxenye yovavanyo lwempilo ngokubanzi oluqhutywa ngeenTsuku zoKwazisa ngeMpilo neNtlalo-ntle yaBasebenzi (Health and Wellness Awareness Days). Inani labasebenzi ekujoliswe kulo ukuba livavanywe kwiSebe iWCED ibingama-11 792, kodwa kuvavanywe abasebenzi abangama-2 940 kuphela. Ngokweenkukacha-manani zangokwangoku-1 kaEpreli ka-2014 – kowama-31 kuMatshi ka-2015, amadoda asi-7 namabhinqa aii-16 aye afunyaniswa eneHIV/AIDS.
8. Ngaba isebe liwaqulunqile amanyathelo (measures)/ izalathi ukwenzela ukubeka esweni nokuhlola ifuthe layo kwiiiprogram zokukhuthaza ukuba sempilweni? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi.	x		Iingxelo zaqho ngenyanga nangekota zifunyanwa kumniki-nkonzo weMpilo neNtlalo-ntle yaBasebenzi, apho kucaciswa malunga nokusetyenziswa kweenkonzo ezinikwayo. Iingxelo zaqho ngekota naqho ngeminyaka emibini zimalunga neMpilo nokuba neMveliso zenziwa nguMphathi weCandelo: uLawulo oluLungiselelweyo lwaBantu (Strategic People Management), zichonga imiba enxulumene nokusetyenziswa kwekhefu lokugula kunye nokuvavanyelwa iHCT. Le ngxelo icacisa izigulo zexesha elide (chronic illnesses) ezichaphazela impilo yobuqu kunye nokuvavanyelwa kwabasebenzi.
<p>INgcaciso: ISebe lezeMpilo liququzelela iProvincial Employee Aids Programme eliyinxalenye yayo iSebe iWCED. Libonisa icala elakhayo emalilandelwe ngokunxulumene nale miba/ezi nkonzo ziphambili zilandelayo.</p> <ol style="list-style-type: none"> Imfundo nokunika ulwazi lwaseMsebenzini oluholiswe kubasebenzi abosulelwe yiHIV/AIDS Ukuqhutywa kophichotho olumalunga nezeHIV/AIDS emsebenzini ukwenzela ukuqaphela iimfuno zeziseko zophuhliso (infrastructural needs), umz. likiti zoNcedo lokuQala Iiprogram zothintelo, umz. ukusasazwa kweekhondom Ukukhuthaza amanyathelo othintelo ezinga lehlabathi liphela (universal precautions), umz. amanyathelo ezokhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo Iingcebiso nokuVavanywa kweGazi ngokuZithandela <p>I-DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neNtlalo-ntle yaBasebenzi (Employee Health and Wellness Strategic Framework) ugxininisa ukungqinelana umalunga noLawulo lweHIV/AIDS neTB okukhuthaza ukuba kwenziwe imisebenzi engundoqo ye-EH&W windawo yomsebenzi eyile:</p> <ol style="list-style-type: none"> Ukuthomalalisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokunika iNkxaso. Ukuqalisa iiprogram yoSuku lweMpilo neNtlalo-ntle yaBasebenzi kwabasuleleke yiHIV kwanomsebenzi woluntu ochaphazelekileyo; Uncedo lwezonyango lokunyangwa nokunonotshelwa kwabasebenzi abaphila neHIV/AIDS lunikwa nguGEMS, nezinye izibonelelo zonyango (medical aids) nangamaziko abonelela ngezempilo esisiseko. 			

3.12 EzoBudlelwane Phakathi koMqeshi nabaSebenzi (Labour Relations)

Itheyibhile 3.12.1 Izivumelwano zemivuzo neminye imiba zethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inani elipheleleyo leziVumelwano zemivuzo neminye imiba (Collective agreements)	Azikho
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Le theyibhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko eziqhutywe ngaphakathi kwisebe lemfundo kulo nyaka uphantsi koqwalaselo.

Itheyibhile 3.12.2 Ukuziphatha kakubi neengxoxo zoluleko eziqhutyweyo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iziphumo zeengxoxo zoluleko	Inani	I-% yenani lilonke
Ululeko ngokuthethiswa kulungiswa iimposiso	1	0.10
Isilumkiso esingabhalwanga phantsi	0	0.00
Isilumkiso esibhaliweyo	3	0.41
Isilumkiso sokugqibela esibhaliweyo	339	46.00
Ukunqunyanyiswa ngaphandle komvuzo	46	6.22
Isigwebo (Fine)	256	34.6
Ukuhliselwa emsebenzini	1	0.10
Ukugxothwa/ Ukuziyekela emsebenzini	74	10.01
Ukugwetyelwa (ukufunyanwa ungenatyala)	15	2.03
Ityala lirhoxisiwe	4	0.54
Inani lilonke	739	100.00

Itheyibhile 3.12.3 Iintlobo zokuziphatha kakubi ekuthethwe ngazo kwiingxoxo zoluleko kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Uhlobo lokuziphatha kakubi	Inani	I-% yenani lilonke
Ubusela, ukunyoba, inkohliso okanye isenzo sobuqhophololo ngokumalunga neemviwo	0	0.00
Ukuxhaphaza umfundi ngokwesondo	6	1.39
Ukuxhaphaza omnye umsebenzi ngokwesondo	1	0.23
Ukuthandana nomfundi wesikolo osebenza kuso	0	0.00
Ukuhlasela okunzulu ngeenjongo zokulimaza umfundi okanye umfundi weziko lemfundo ephakamileyo (learner or student)	0	0.00
Ukuhlasela okunzulu ngeenjongo zokulimaza omnye umsebenzi	0	0.00
Ukuba neziyobisi okanye izidobalalisi-ngqondo ngokungekho mthethweni	0	0.00
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi omnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	5	1.16
Ukulawula gwenxa ngabom okanye ngokungenankathalo iimali zikaRhulumente	21	4.86
Ukusetyenziswa gwenxa kwepropati	12	2.78
Ukudlela indlala ngokungafanelekanga ezolawulo, ezoluleko okanye ukusebenza ngobuchule kweSebe leMfundo	11	2.55
Ukusetyenziswa gwenxa kwesikhundla seSebe leMfundo ukukhuthaza okanye ukudlela indlala umdla wakhe nawuphi umntu	0	0.00
Ukwamkela ingqesho yesibini kunye/okanye ukubuyekezwa ngaphandle kwemvume ebhaliweyo esuka kuMqeshi	1	0.23
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	11	2.55
Ukuphutha emsebenzini	23	5.32
Ucalulo	0	0.00
Umsebenzi ombi, ngenxa yezizathu ezingezizo ezokungaphili	9	2.08

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

Uhlobo lokuziphatha kakubi	Inani	I-% yenani lilonke
Ukuba phantsi kweempembelelo okanye ukusebenzisa iziyobisi ngelixa usemsebenzini	2	0.46
Ukuziphatha ngokungafanelekanga, ngokulihlazo okanye ngokungamkelekanga	65	15.05
Ukubetha, okanye ukuzama ukubetha okanye ukoyikisa ngokubetha	204	47.22
Ukugrogrisa kunye/okanye nokoyisika	0	0.00
Ukunika iingxelo okanye ubungqina obububuxoki ekwenziweni komsebenzi, kunye/okanye ukutshintsha iirekhodi zibe bubuxoki	0	0.00
Ukuzibandakanya kuqhankqalazo lwasemsebenzini olungekho mthethweni	0	0.00
Ukwaphula umthetho wenkundla okanye woburhulumente (ngobusela, ngenkohliso nangobughophololo)	32	7.41
Ukunganyaniseki	8	1.85
Ukunyamalala emsebenzini ngaphandle kwengxelo	21	4.86
Inani lilonke	432	100.00

Qaphela: inani lawo onke amatyala axeliweyo nagqityiweyo asingethwe kwithuba elisusela ngowoku-1 kuEpreli ka-2014- owama-31 kuMatshi ka-2015, li-1001.

Itheyibhile 3.12.4 Izikhalazo ezingenisweyo zethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isikhalazo esifakiweyo	Inani	I-% yeNani elipheleleyo
Inani lezikhalazo ezisonjululweyo	198	52.66
Inani lezikhalazo ezingasonjululwanga	178	47.34
Inani elipheleleyo lezikhalazo ezifakiweyo	376	100.00

Itheyibhile 3.12.5 Iingxabano ezingenisweyo ezimalunga namaBhunga zethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iingxabano ezifakiweyo ngokunxulumene namaBhunga	Inani	I-% yeNani elipheleleyo
Inani leengxabano ezibanjiweyo (upheld)	37	37.76
Inani leengxabano ezirhoxisiweyo	61	62.24
Inani elipheleleyo leengxabano ezifakiweyo	98	100.00

Itheyibhile 3.12.6 Iintshukumo zogwayimbo ezenzeke ngethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inani leentsuku	zogwayimbo
Inani elipheleleyo leentsuku zokusebenza kwabantu ezilahlekileyo	0
Iindleko ezipheleleyo (R'000) zeentsuku zokusebenza ezilahlekileyo	0
Isixa (R'000) esibuyiselweyo ngenxa yomqathango wokungahlawulwa xa ungasebenzanga (no work no pay)	0

Itheyibhile 3.12.7 Unqunyanyiso njengeniyathelo lothintelo olwenziwe ngethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Unqunyanyiso njengeniyathelo lothintelo	Inani
Inani labasebenzi beenkonzo zikaRhulumente abanqunyanyisiweyo	4
Inani looTitshala abanqunyanyisiweyo	13
Inani labasebenzi bakarhulumente abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama-30	4
Inani looTitshala abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama-90	6
Inani eliphakathi leentsuku zokunqunyanyiswa	98.24
Iindleko (R'000) zonqunyanyiso	1,293

3.13 Uphuhliso lwezakhono

Eli candelo licacisa ngeenzame zesebe lemfundo ezimalunga nophuhliso lwezakhono.

Itheyibhile 3.13.1 Iimfuno zoqeqesho ezichongiweyo ngethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2014	Iimfuno zoqeqesho ezichongiweyo ekuqaleni lwethuba lokunika ingxelo			
			Iinkqubo zokunika abafundi amava (learnerships).	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abaqulunqi bemithetho, amagosa aphezulu nabalawuli	Amabhinqa	1 546	0	1 846	0	1,846
	Amadoda	2 381	0	2 087	0	2,087
Abaqeqeshelwe umsebenzi othile	Amabhinqa	20 479	0	7 571	0	7 571
	Amadoda	8 781	0	4 809	0	4,809
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	338	0	1	0	1
	Amadoda	234	0	0	0	0
Oomabhalana	Amabhinqa	1 897	0	1 065	0	1,065
	Amadoda	263	0	465	0	465

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2014	Iimfuno zoqeqesho ezichongiweyo ekuqaleni lwethuba lokunika ingxelo			
			Iinkqubo zokunika abafundi amava (learnerships).	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abasebenzi abenza iinkonzo kunye nabezeentengiso	Amabhinqa	5	0	4	0	4
	Amadoda	16	0	1	0	1
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bobugcisa bezandla kunye naborhwebo olunxulumene noko	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibanisi boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	21	0	2	0	2
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	2 405	0	655	0	655
	Amadoda	2 771	0	662	0	662
Imisebenzi yabanezakhono ezisezantsi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Ixabiso elingekapheleli	Amabhinqa	26 670	0	11 142	0	11,142
	Amadoda	13 867	0	8 026	0	8,026
Inani lilonke		40 537	0	19 168	0	19,168
Abasebenzi abaneenkubazeko	Amabhinqa	13	0	0	0	0
	Amadoda	16	0	0	0	0

Qaphela:

Akukho kungqinelana okunike ingxelo ngaso kwii-SETA phakathi koMgaqo-sikhokelo sokulungelelanisa seMisebenzi (Organising Framework for Occupations) (OFO) namacandelo amakhono (occupation categories) adweliswe phantsi kweMgaqo yeMbuyekezo (Code of Remuneration) (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze-CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi.

Itheyibhile 3.13.2 Uqeqesho olunikiweyo ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iindidi zamakhono omsebenzi	Isini	Inani labasebenzi ngowama-31 kuMatshi ka-2015	Uqeqesho olunikiweyo ngethuba lokunika ingxelo			
			Iinkqubo zokunika abafundi amava (learnerships).	Iiprogram zokuxhobisa ngezakhono nezinye ikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abaqulunqi bemithetho, amagosa aphezulu nabalawuli	Amabhinqa	1 477	0	2 043	0	2,043
	Amadoda	2 267	0	1 543	0	1,543
Abaqeqeshelwe umsebenzi othile	Amabhinqa	20 729	0	6 021	0	6,021
	Amadoda	7 921	0	1 942	0	1,942
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	316	0	2	0	2
	Amadoda	232	0	4	0	4
Oomabhalana	Amabhinqa	1 858	0	448	0	448
	Amadoda	253	0	220	0	220
Abasebenzi abenza iinkonzo kunye nabezeentengiso	Amabhinqa	4	0	22	0	22
	Amadoda	13	0	48	0	48
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bobugcisa bezandla kunye naborhwebo olunxulumene noko	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemizimveliso nabaqhubi kunye nabadibanisi boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	17	0	4	0	4
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	2 377	0	73	0	73
	Amadoda	2 760	0	146	0	146
Imisebenzi yabanezakhono ezizezantsi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Ixabiso elingekapheleli	Amabhinqa	26 761	0	8 609	0	8,609
	Amadoda	13 463	0	3 907	0	3,907
Inani lilonke		40 224	0	12,516	0	12 516
Abasebenzi abaneenkubazeko	Amabhinqa	14	0	0	0	0
	Amadoda	15	0	0	0	0

3.14 Ukwenzakala emsebenzi

Ezi theyibhile zilandelayo zibonisa iinkcukacha ezisiseko malunga nokwenzakala emsebenzini.

Itheyibhile 3.14.1 Ukwenzakala emsebenzini kwethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
Bonke abasebenzi	Abaye bafuna unyango olungephi kuphela	83	91.21
	Umenzakalo emqolo	18	19.78
	Elunyaweni/Eqatheni	12	13.19
	Esihlahleni/Egxalabeni/Engalweni/Emnweni	25	27.47
	Empumlweni/Elisweni	2	2.20
	Entanyeni/Entloko	3	3.30
	Umenzakalo edolweni/ Emlenzeni	20	21.98
	Amanxeba okutsha/Ukutsha esikhumbeni	2	2.20
	Ezihlunwini	1	1.10

	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
Bonke abasebenzi	Inkubazeko yethutyana	8	8.79
	Umenzakalo emqolo	1	1.10
	Esihlahleni/Egxalabeni/Engalweni/Emnweni	2	2.20
	Umenzakalo edolweni/ Emlenzeni	4	4.40
	Ukudangala (UkuKhathazeka okuGqithisileyo)	1	1.10
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	91	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.23
Ooifishala	Abaye bafuna unyango olungephi kuphela	49	92.45
	Umenzakalo emqolo	7	13.21
	Elunyaweni/Eqatheni	8	15.09
	Esihlahleni/Egxalabeni/Engalweni/Emnweni	16	30.19
	Empumlweni/Elisweni	1	1.89
	Entanyeni/Entloko	2	3.77
	Umenzakalo edolweni/ Emlenzeni	13	24.53
	Amanxeba okutsha/Ukutsha esikhumbeni	2	3.77
	Inkubazeko yethutyana	4	7.55
	Esihlahleni/Egxalabeni/Engalweni/Emnweni	1	1.89
	Umenzakalo edolweni/ Emlenzeni	2	3.77
	UKUDANGALA (UKUKHATHAZELA OKUGQITHISILEYO)	1	1.89
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	53	100.00
Ipesenti yabo bonke abaqeshiweyo		0.13	
	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
ABasebenzi beeNkonzo zikaRhulumente	Abaye bafuna unyango olungephi kuphela	34	89.47
	Umenzakalo emqolo	11	28.95
	Elunyaweni/Eqatheni	4	10.53
	Esihlahleni/Egxalabeni/Engalweni/Emnweni	9	23.68
	Empumlweni/Elisweni	1	2.63
	Entanyeni/Entloko	1	2.63
	Umenzakalo edolweni/ Emlenzeni	7	18.42
	Ezihlunwini	1	2.63
	Inkubazeko yethutyana	4	10.53
	Umenzakalo emqolo	1	2.63
	Esihlahleni/Egxalabeni/Engalweni/Emnweni	1	2.63
	Umenzakalo edolweni/ Emlenzeni	2	5.26
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	38	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.09

3.15 UkuSetyenziswa kwabaCebisi (Consultants)

Ezi theyibhile zilandelayo zinika ingcaciso malunga nokusetyenziswa kwabacebisi (consultants) kwisebe lemfundo. Ngokoxwebhu lweMimiselo yeeNkonzo zikaRhulumente (Public Service Regulations) “umcebisi” (consultant), oko kuthetha umntu okanye umntu wasemthethweni (natural or juristic person) okanye ubambiswano (partnership) onika imimiselo yemvumelwano yengqesho ethile ejongene nenjongo 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) Ukunikwa kweengcebiso zobungcali;
 (b) Ukudraftwa kweephrowuzali zokwenziwa kwemisebenzi ethile; kunye
 (c) Nokwenziwa komsebenzi othile wobuchule okanye ofuna ukusetyenziswa kwengqondo,
 kodwa engabandakanywa umsebenzi (umqeshwa) wesebe lemfundo.

Itheyibhile 3.15.1 Ingxelo malunga nokuqeshwa kwabasebisi (consultants) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Inani elipheleleyo labacebisi abasebenze kule projekthi	Ithuba elithathiweyo (iintsuku zokwenziwa komsebenzi)	Ixabiso lekhontrakthi NgokweeRandi
Asikho	0	0	0

Inani elipheleleyo leprojekthi	Inani elipheleleyo labacebisi abazimeleyo (individual consultants)	Ithuba elipheleleyo lintsuku zokwenziwa komsebenzi	Ixabiso elipheleleyo lekhontrakthi ngokweeRandi
Alikho	0	0	0

Itheyibhile 3.15.2 Ukucazululwa kwengqesho yabasebisi kusetyenziswa iimali ezabelwe isebe, ngokwaBantu abebeKade beHlelekile (Historically Disadvantaged Individuals (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Ipesenti yobunini bamaqela eeHDI	Ipesenti elawulwe ngamaqela eeHDI	Inani labacebisi abasuka kumaqela eeHDI abasebenza kule projekthi
Asikho	0	0	0

Itheyibhile 3.15.3 Ingxelo malunga nokuqeshwa kwabasebisi (consultants) kusetyenziswa iimali zabaNikeli (Donor funds) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Inani eliPheleleyo labacebisi abasebenze kule projekthi	Ithuba elithathiweyo (lintsuku zokwenziwa komsebenzi)	Ixabiso leemali ezinikelweyo nezeekhontrakthi ngokweeRandi
Asikho	0	0	0

Inani elipheleleyo leprojekthi	Inani elipheleleyo labacebisi abazimeleyo (individual consultants)	Ithuba elipheleleyo lintsuku zokwenziwa komsebenzi	Ixabiso elipheleleyo lekhontrakthi ngokweeRandi
Alikho	0	0	0

Itheyibhile 3.15.4 Ukucazululwa kwengqesho yabasebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngokokwabantu abebeKade beHlelekile (Historically Disadvantaged Individuals) (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Ipesenti yobunini bamaqela eeHDI	Ipesenti elawulwe ngamaqela eeHDI	Inani labacebisi abasuka kumaqela eeHDI abasebenza kule projekthi
Asikho	0	0	0



**I Candelo E
Ingcaciso ngezemali**

INGxelo yomphicothi-zincwadi jikelele eya kwiPalamente yePhondo leNtshona Koloni emalunga nebhajethi evunyiweyo yesi-5: ISebe leMfundo leNtshona Koloni

INGxelo yamaxwebhu engxelo-mali

INTshayelelo

1. Ndiwaphicothile la maxwebhu engxelo-mali eSebe leMfundo leNtshona Koloni akumaphepha 205 ukuya ku-270, engxelo yolwabiwo-mali, ingxelo yobume bemali njengoko ibinjalo ngowe-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 lomcwangcisi-malingokuphathelele namaxwebhu engxelo-mali

2. Igosa locwangciso-mali linoxanduva lokulungiswa kwala maxwebhu engxelo-mali kunye nokunikwa kwawo ngendlela elungileyo ngokuhambelana nemiGangatho eLungisiweyo yokusetyenziswa kweMali (Modified Cash Standard) (MCS) emiselwe liSebe likaNondyebo kaZwelonke (National Treasury kunye neemfuno zoMthetho woLawulo lweeMali zikaRhulumente eMzantsi Afrika (Public Finance Management Act of South Africa), 1999 (uMthetho woku-1 ka-1999) (PFMA) kunye noMthetho woKwabiwa kweNgeniso yaseMzantsi Afrika (Division of Revenue Act of South Africa), 2014 (uMthetho we-10 ka-2014) (DoRA), kunye nezo ndlela zolawulo lwangaphakathi lizibona ziyimfuneko igosa locwangciso-mali ukwenzela ukuba kukwazi ukulungiswa amaxwebhu engxelo-mali angenangcaciso igqwethiweyo, nokuba oko kwenzeka ngenxa yenkohliso (fraud) okanye ngempazamo.

Uxanduva loMphicothi-zincwadi Jikelele

3. Uxanduva lwam kukuvakalisa uluvo malunga nala maxwebhu engxelo-mali ezisekelwe kuphicotho-zincwadi lwam. Ndaye ndaqhuba uphicotho-zincwadi lwam ngokweMigangatho yaMazwe ngaMazwe emalunga nophicotho-zincwadi (International Standards on Auditing). Loo migangatho ifuna ukuba ndingqinelane ngqo neemfuno zokwenziwa komsebenzi ongenachaphaza nesicwangciso ndize ndenze uphicotho-zincwadi ukufumana ingqinisekiso efanelekileyo malunga nokuba amaxwebhu engxelo-mali awanangcaciso zigqwethiweyo na.
4. Uphicotho-zincwadi lubandakanya ukwenza iinkqubo zokufumana ubungqina bophicotho-zincwadi malunga nezixa-mali ezisetyenzisiweyo kunye nokuvakaliswe kumaxwebhu engxelo-mali. Iinkqubo ezikhethiweyo zixhomekeke kwindlela abona ngayo umphicothi-zincwadi, kubandakanywa nokuhlolwa kwezinto kwemingcipheko yeengxelo ezigqwethiweyo kuxwebhu lwengxelo-mali, nokuba oko kwenzeka ngenxa yenkohliso okanye ngempazamo. Ukwenza ezo nkqubo zokuhlolwa kwemingcipheko, umphicothi-zincwadi uzithathela ingqalelo iindlela zokulawula zangaphakathi ezifanelekileyo ekuqondiseni nasekunikweni ngendlela eyiyo kwamaxwebhu

engxelo-mali, ukwenzela ukuqulunqa iinkqubo zokuphicotha iincwadi ezifanelekileyo kwiimeko ezo kodwa oko kungenziwa ngenjongo yokuvakalisa uluvo ngokusebenza ngempumelelo kwenkqubo yequmrhu yolawulo lwangaphakathi. Uphicotho-zincwadi luphinda lubandakanye ukufaneleka kwemigaqo-nkqubo yobalo-mali (accounting policies) esetyenziswayo kunye nokufaneleka koqikelelo lobalo-mali (accounting estimates) olwenziwa ngabalawuli, kwakunye novavanyo lokwandlalwa okupheleleyo kwamaxwebhu engxelo-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 ngowama-31 Matshi 2014, kunye nendlela yokusebenza kwemali yalo neemali ezingenayo neziphumayo zonyaka osandula kuphela ngokwe-MCS njengoko kumiselweyo kwi-Ofisi kaNondyebo kaZwelonke kunye neemfuno ezingummiselo ze-PFMA neze-DoRA.

Ukugxininiswa kwemiba

7. Nanku ngezantsi umba endingathanda ukuba uqwalaselwe. Uluvo lwam alutshintshanga ngokunxulumene nalo mba.

Inkcitho engenanzuzo nekukudyakraza

8. Njengoko kubonisiwe kwingongoma 24.3 kumaxwebhu engxelo-mali, inkcitho efikelela kwizigidi eziyi-R1, 575 ezichongwe ngonyaka-mali ka-2013-14 ibandakanyiwe kwirejista yesebe emalunga nenkcitho engenanzuzo nekukudyakraza. Olu bhaliso lungangqinisiwanga (unconfirmed entry) lusephantsi kophando.

Umba owongezelelweyo

9. Nanku ngezantsi umba endingathanda ukuba uqwalaselwe. Uluvo lwam alutshintshanga ngokunxulumene nalo mba.

Ishedyuli ezihlonyelweyo ezingaphicothwanga

10. Ingcaciso ehlonyelelweyo ecaciswe kwiphepha 271-276 ayiyonxalenye yoxwebhu lwengxelo-mali kwaye ichazwe njengengcaciso eyongezelelweyo. Andikhange ndiziphicothe ezi zihlomelo, ngoko ke, andivakalisi luvo lwam malunga nazo.

Ingxelo malunga nezinye iimfuno ezisemthethweni nezingummiselo

11. NgokoMthetho woPhicotho-zincwadi zikaRhulumente waseMzantsi Afrika (Public Audit Act of South Africa) (uMthetho wama-25 ka-2004 (PAA) kunye nesaziso jikelele esikhutshwe ngokumalunga nawo, 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 ibikukuchonga iziphumo ekunokunikwa ingxelo ngazo njengoko zichaziwe phantsi kwesihlokwana ngasinye kodwa kungekuko ukuqokelela ubungqina bokucacisa ingqinisekiso ngale miba. Ngenxa yoko, andiluvakalisi uluvo lwam okanye isigqibo sam ngale miba.

Iinjongo ebezimiselwe kwangaphambili

12. Ndilandele amanyathelo okufumana ubungqina malunga nokuba luncedo kunye nokuthembeka kwengcaciso ekwingxelo yentsebenzo (performance report) kwezi program zikhethiweyo zilandelayo kwingxelo yentsebenzo yonyaka yesebe kunyaka ophele ngowe-31 kuMatshi ka-2014:
 - IProgram 2: Imfundo kwizikolo zikarhulumente kwiphepha 57 ukuya ku-77
 - IProgram 7: Uphuhliso lwemfundo yabasaqalayo kwiphepha 100 ukuya ku-104
 - IProgram 8: Uphuhliso lweziseko ezingundoqo (infrastructure) kwiphepha 105 ukuya ku-109
 - IProgram 9: Iinkonzo ezincedisayo neenkonziso ezinxulumene nazo kwiphepha 110 ukuya ku-113
13. Ndiyihlolile le ngxelo inikiweyo malunga neenkucukacha zentsebenzo xa kujongwa iikhrayitheriya eziphangaleleyo zoncedo nokuthembeka.
14. Ndiukholilele ukuba luncedo kweenkcukacha ezinikiweyo malunga nentsebenzo ukwenzela ukujonga ukuba zinikwe ngokwemimiselo yokunikwa kwengxelo yonyaka okubekwa liSebe likaNondyebo kaZwelonke (National Treasury's annual reporting principles) kwanokuba le ntsebenzo kunikwe ingxelo yayo iyahambelana na neeprogram ezicwangciselweyo. Ndiyenze neemvavanyo zokujonga ukuba izalathisi neethagethi zicaciswe kakuhle, ziyangqiniseka, zingqalile, zinakho ukulinganiswa (measurable), zezexesha elithile yaye zifanelekile, ngokwe- *Sikhokelo-nkqubo sokulawula iinkcukacha zentsebenzo yeprogram (Framework for managing programme performance information)* seSebe likaNondyebo kaZwelonke (National Treasury).

15. Ndihlola ukuthembeka kweenkcukacha ezinikiweyo malunga nentsebenzo ukwenzela ukujonga ukuba ziyinyani, zichanekile yaye ziphelele.
16. Khange ndichonge naziphi iziphumo eziphathekayo (material findings) malunga nokuba luncedo kunye nokuthembeka kwezi nkcukacha zengxelo yentsebenzo kwezi program zilandelayo:
 - IProgram 2: Imfundo kwizikolo zikarhulumente
 - IProgram 7: Uphuhliso lwemfundo yabasaqalayo
 - IProgram 8: Uphuculo lweziseko zophuhliso
 - IProgram 9: linkonzo ezincedisayo neenkonzo ezinxulumene nazo

Imiba eyongezelelweyo

17. Nangona kungakhange kubekho ziphumo ziphathekayo malunga nokuba luncedo nokuthembeka kweenkcukacha zengxelo malunga nentsebenzo kwezi program zikhethekileyo, ndithi manditsalele ingqondo kule miba ilandelayo:

Ukuphunyezwa kweethagethi ezicwangciselweyo

18. Makufundwe ingxelo malunga nentsebenzo yonyaka kwiphepha 73-75,106-107,110-111, no-116-119 ukufumana ingcaciso malunga nokuphunyezwa kweethagethi ezicwangciselwe unyaka.

linkcukacha ezihlonyelweyo ezingaphicothwanga

19. Ingcaciso ehlonyelelweyo ecaciswe kwiphepha 53-56, 81, 91, no-97 ayiyonxalenye yoxwebhu lwengxelo-mali kwaye ichazwe njengengcaciso eyongezelelweyo. Andikhangeni ndiziphicothe ezi nkcukacha, ngoko ke, andivakalisi luvo lwam malunga nazo.

Ukulandelwa kwemithetho

20. Ndiye ndenza iinkqubo zokufumana ubungqina bokuba eli sebe lingqinelene na nemithetho kunye nemigaqo esebenzayo malunga nemiba yezemali, ezolawulo lwemali kunye neminye imiba enxulumene naleyo. Khange ndifumane naziphi iimeko zokungahambelani kwengcaciso (material non-compliance) nemiba ethile kwimithetho ebalulekileyo, njengoko ibekwe kwisaziso ngokubanzi (general notice) esikhutshwe ngokwePAA.

Ulawulo lwangaphakathi

21. Ndithathe ulawulo lwangaphakathi oluhambelana nophicotho-zincwadi lwam lwamaxwebhu engxelo-mali, ingxelo yentsebenzo yonyaka kunye nokulandelwa kwemithetho. Khange ndibone nakuphi ukungahambi kakuhle kulawulo lwangaphakathi.

Ezinye iingxelo

Uphicotho lwentsebenzo

22. Kwenziwe olu phicotho lwentsebenzo lulandelayo kulo ngalo nyaka uhlolwayo:

Uphicotho lwentsebenzo malunga nenkxaso yekharithulam, uqeqesho nokubeka esweni okunikwe izikolo zizithili zesebe lemfundo

23. Le ngxelo iye yagxila ekubeni izithili zemfundo ziye zasinikwa na isikhokelo esingenankcitho itheni ukuqinisekisa ukuba banika inkxaso esebenzayo nebonakalayo kwikharithulam, uqeqesho nokubeka esweni izikolo ukwenzela ukuphucula umgangatho wemfundo. Isiphumo solu phicotho lwentsebenzo siya kubandakanywa kwingxelo yecandelo lezemfundo.

Uphando lwamatyala

24. Kuye kwaxelwa amatyala amatsha angamashumi amabini anethoba aphantwayo kulo nyaka-mali. La matyala anxulumene nokutenxa kwimimiselo yezemali (financial irregularities, ubusela obucingelwayo (alleged theft), inkohliso kwinkqubo yokuthengwa kwempahla neenkonzo (procurement fraud), kunye neminye imiba. IiNkonzo zePhondo ezimalunga noPhando malunga nemiCimbi yeMali (Provincial Forensic Services) zizo eziqhube lonke uphando lwamatyala egameni leSebe iWCED). Onke amatyala avulelekileyo (open cases) aye axelwa kwithuba elisuka kowama-25 Epreli ku-2012 ukuya kowesi-5 kaMatshi ka-2015.
25. Ebelishumi elinesine amatyala avulelekileyo ekupheleni konyaka-mali. La matyala anxulumene nokutenxa kwimimiselo yezemali (financial irregularities, ubusela obucingelwayo (alleged theft), inkohliso kwinkqubo yokuthengwa kwempahla neenkonzo (procurement fraud), kunye neminye imiba.

26. Ngamatyala angamashumi amabini anesithandathu amatyala aye agqitywa kulo nyaka-mali, alishumi kuwo exhulumene nenkohliso / ubuqhophololo / ubusela / ukungalandelwa kwemithetho okanye ukutenxa kwimimiselo, ngelixa kumatyala ali-16 kwenziwe uphando olufunekayo lwangaphambi kweengxoxo (preliminary investigations) kuphela. I-PFS yiyo eqhuba olu phando lwamatyala egameni leSebe leMfundo leNtshona Koloni.

Auditor-General

eKapa

29 kuJulayi ka-2015



AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

**UXWEBHU LWENGXELO YOLWABIWO-MALI (APPROPRIATION STATEMENT)
yonyaka ophela ngowama-31 kuMatshi ka-2015**

Ulwabiwo-mali lwenkqubo nganye										
		2014/15							2013/14	
		Ulwabiwo-mali oluHlengahlen gisiweyo	kweemali ngokweeakha wunti (shifting)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yoliwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Iimali ezivunyiweyo kunye nemali eziTsalwayo (Direct charges)		R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
IProgram										
1.	Ezolawulo	706 485	-	(39 826)	666 659	661,621	5 038	99.2	579 744	571 149
2.	IMfundo yeZikolo zikaRhulumente eziQhelekileyo	12 083 075	-	73 632	12 156 707	12 156 526	181	100.0	11 381 365	11 362 779
3.	IInkxaso-mali zeZikolo eziZimeleyo	90 326	-	(481)	89 845	89,845	-	100.0	84 648	84,648
4.	IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	1 045 531	-	(71 889)	973 642	973,642	-	100.0	910 338	910,338
5.	IMfundo noQeqesho oluQhubekayo	377 913	-	-	377,913	377 865	48	100.0	353 097	353 078
6.	IMfundo noQeqesho olusisiSeko lwabaDala	39 793	-	(3 184)	36 609	34 633	1 976	94.6	37 898	37,898
7.	UPhuhliso lweMfundo yabasaQalayo	515 449	-	(3 671)	511 778	511,778	-	100.0	465 637	465 535
8.	UPhuculo lweziseko zophuhliso	1 397 772	-	55 660	1 453 432	1 439 491	13 941	99.0	1 192 946	1 054 312
9.	Iinkonzo eziNcedisayo neenkono eziNxulumene nazo	769 986	-	(10,241)	759 745	755 870	3 875	99.5	663 112	662 459
Isixa seprogram esingekapheleli		17 026 330	-	-	17 026 330	17 001 271	25 059	99.9	15 668 785	15 502 196
Inani lilonke		17 026 330	-	-	17 026 330	17 001 271	25 059	99.9	15 668 785	15 502 196
Xa kudityaniswa neNgxelo-mali yokuSetyenziswa kweMali										
Kongezwe:										
Iimali ezifunyenwe lisebe					6 462					
Ezona zixa ngokweNgxelo yokuSetyenziswa kweMali (iNgeniso ePheleleyo)					17 032 792				15 668 785	
Ezona zixa ngokweNgxelo yeNkcitho yokuSetyenziswa kweMali						17 001 271				15 502 196

INGxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

UXWEBHU LWENGXELO YOLWABIWO-MALI (APPROPRIATION STATEMENT)
yonyaka ophele ngowama-31 kuMatshi ka-2015

Ulwabiwo-mali lwenkqubo nganye									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	14 213 255	(256 527)	(62 725)	13 894 003	13 881 805	12 198	99.9	13 087 712	13 070 904
Imbuyekezo yabasebenzi	12 538 677	(63 535)	(41 782)	12 433 360	12 427 327	6 033	100.0	11 566 952	11 566 933
Imivuzo nemirholo	10 929 015	(46 179)	(28 459)	10 854 377	10 848 344	6 033	99.9	-	-
Ukuncediswa koluntu	1 609 662	(17 356)	(13 323)	1 578 983	1 578 983	-	100.0	-	-
Impahla neenkonz	1 674 578	(192 992)	(20 943)	1 460 643	1 454 478	6 165	99.6	1 520 760	1 503 971
Iintlawulo zolungiselelo (administrative fees)	996	(233)	-	763	763	-	100.0	-	-
Izibhengezo	7 656	(37)	(19)	7 600	7 600	-	100.0	-	-
Iiasethi ezincinci	20 937	(11 302)	(16)	9 619	9 619	-	100.0	-	-
Iindleko zophicotho-zincwadi									
Ezenziwa ngumphicothi wangaphandle	12 563	422	-	12 985	12 985	-	100.0	-	-
Iibhasari: Abasebenzi	5 238	(2 177)	(193)	2 868	2 868	-	100.0	-	-
Ukutyiswa kwabantu: Kwimicimbi yeSebe	26 136	(12 610)	-	13 526	13 526	-	100.0	-	-
Unxibelelwano (G&S)	13 767	(2 451)	-	11 316	11 316	-	100.0	-	-
Iinkonzo zekhompuyutha	21 194	(1 156)	(49)	19 989	19 989	-	100.0	-	-
Abacebisi: Iinkonzo zoshishino neengcebiso	51 625	(13 065)	(630)	37 930	37 930	-	100.0	-	-
Iinkonzo zezomthetho	2 143	2 660	-	4 803	4 803	-	100.0	-	-
Iikhontrakhi	12 236	(470)	-	11 766	11 766	-	100.0	-	-
Iinkonzo zeeqhente nenkxaso / ezinikwe Iinkonzo zangaphandle	302 788	18 432	(3 668)	317 552	317 552	-	100.0	-	-
Ukonwabisa (Entertainment)	334	(312)	-	22	22	-	100.0	-	-
Iinkonzo zezifuthi (kuquka neemoto zikarhulumente)	29 840	(125)	(898)	28 817	28 817	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) IziXhobo zokuXhasa ukuFunda nokuFundisa zabafundi noolifshala	254 898	(160 907)	(5 082)	88 909	88 909	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) Iimathiyeli nezixhobo (materials and supplies)	797	258	-	1 055	1 055	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) Ezinye izixhobo ezithengwayo	220 685	(23 294)	(19 279)	178 112	173 074	5 038	97.2	-	-
Izixhobo ezisetyenziswa ziphele	5 668	(1 437)	-	4 231	4 231	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezaseofisini	20 197	422	(1 482)	19 137	19 137	-	100.0	-	-
Iirenti eziqhubekayo (operating leases)	52 291	3 370	4 082	59 743	59 743	-	100.0	-	-
Ukuhlawulwelwa kweeprorati	313 731	(11 095)	7 123	309 759	308 632	1 127	99.6	-	-
Ezolutho ezinikiweyo: Kwimicimbi yeSebe	225 417	5 219	(17)	230 619	230 619	-	100.0	-	-
Ukufutha uhambo nezibonelelo ezinxulumene nako	26 096	3 812	(246)	29 662	29 662	-	100.0	-	-
Uqaqesho nophuhliso	19 847	6 580	-	26 427	26 427	-	100.0	-	-
Iintlawulo zokuqhutywa komsebenzi	18 822	355	-	19 177	19 177	-	100.0	-	-
Iindawo zokusebenzela nezixhobo zokusebenzela	6 999	5 548	(569)	11 978	11 978	-	100.0	-	-
Ukurentwa kweendawo nokuqeshwa kweemoto	1 677	601	-	2 278	2 278	-	100.0	-	-
Iitali eziya kwizibonelelo neenkxaso-mali	1 607 463	231 173	58 544	1 897 180	1 897 133	47	100.0	1 682 249	1 682 249
Iiarhente neeakhawunti zesebe	6 104	3	-	6 107	6 107	-	100.0	5 827	5 827
Iiarhente zesebe (amaqumrhu angengowakushishina)	6 104	3	-	6 107	6 107	-	100.0	-	-
Amaziko angenzi nzuzo	1 563 011	209 572	19 375	1 791 958	1 791 958	-	100.0	1 604 338	1 604 338
Ezamaxhaya	38 348	21 598	39 169	99 115	99 068	47	100.0	72 084	72 084
Ukuxhamla koluntu	33 348	15 784	36 771	85 903	85 856	47	99.9	-	-
Ezinye izinto zasendlwini ezinakho ukudluliselwa	5 000	5 814	2 398	13 212	13 212	-	100.0	-	-
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	1 201 048	19 969	4 181	1 225 198	1 212 384	12 814	99.0	886 558	736 777
Izakhiwo nezinye Iindawo ezingasukiyo	1 164 339	8 685	4 580	1 177 604	1 164 790	12 814	98.9	855 201	711 520
Izakhiwo	996 681	9 944	4 580	1 011 205	998 391	12 814	98.7	-	-
Ezinye izakhiwo ezingasukiyo	167 658	(1 259)	-	166 399	166 399	-	100.0	-	-
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	36 709	11 265	(399)	47 575	47 575	-	100.0	31 345	25 245
Izixhobo ezincedisa ekusebenziseni izifuthi	20 147	2 469	-	22 616	22 616	-	100.0	-	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi	16 562	8 796	(399)	24 959	24 959	-	100.0	-	-
Isoftwe nezinye Isoftwe ezingaphathekiyo	-	19	-	19	19	-	100.0	12	12
Ukuhlawulelwa kweeasethi zezemali (financial assets)	4 564	5 385	-	9 949	9 949	-	100.0	12 266	12 266
Inani lilonke	17 026 330	-	-	17 026 330	17 001 271	25 059	99.9	15 668 785	15 502 196

**UXWEBHU LWENGXELO YOLWABIWO-MALI (APPROPRIATION STATEMENT)
yonyaka ophele ngowama-31 kuMatshi ka-2015**

IProgram 1: Ezolawulo									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweakha wumi (shifting of funds)	Ukusiwa kweemali ngokweakha wumi (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo- mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Iprogram esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
1. IOfisi yomPhathiswa wePhondo (MEC)	7 803	(1 299)	-	6 504	6 504	-	100.0	6 117	6 117
2. IInkonzo zeNkxaso (Corporate Services)	269 088	(1 540)	(3 428)	264 120	264 120	-	100.0	238 351	238 351
3. ULawulo lwezeMfundo	390 000	1 879	(30 090)	361 789	356 751	5 038	98.6	285 673	277 078
4. UPhuhliso lweZakhono zaBasebenzi	6 054	-	(4 724)	1 330	1,330	-	100.0	20 699	20,699
5. ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)	33 540	960	(1 584)	32 916	32,916	-	100.0	28 904	28,904
Inani lilonke	706 485	-	(39 826)	666 659	661 621	5,038	99.2	579 744	571 149

**UXWEBHU LWENGXELO YOLWABIWO-MALI (APPROPRIATION STATEMENT)
 yonyaka opehle ngowama-31 kuMatshi ka-2015**

IProgram 1: Ezolawulo									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweakha wuni (shifting of funds)	Ukusiwa kweemali ngokweakha wuni (viirement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	630 496	(19 166)	(35 529)	575 801	570 763	5,038	99.1	464 220	461 725
Imbuyekezo yabasebenzi	343 151	(13 768)	(3 428)	325 955	325,955	-	100.0	297 851	297,851
Imivuzo nemirholo	299 835	(10 907)	(3 428)	285 500	285,500	-	100.0	-	-
Ukuncediswa koluntu	43 316	(2 861)	-	40 455	40,455	-	100.0	-	-
Impahla neenkono	287 345	(5 398)	(32 101)	249 846	244 808	5,038	98.0	166 369	163 874
Iintlawulo zolungiselelo (administrative fees)	738	(29)	-	709	709	-	100.0	-	-
Izibhengezo	6 152	(684)	-	5 468	5,468	-	100.0	-	-
Iiasethi ezincinci	8 706	(2 342)	(16)	6 348	6,348	-	100.0	-	-
Iindleko zophicotho-zincwadi Ezenziwa ngumphicothi wangaphandle	12 563	422	-	12 985	12,985	-	100.0	-	-
Iibhasari: Abasebenzi	728	64	(193)	599	599	-	100.0	-	-
Ukutyiswa kwabantu: Kwimicimbi yeSebe	647	302	-	949	949	-	100.0	-	-
Unxibelelwano (G&S)	7 170	(1 819)	-	5 351	5,351	-	100.0	-	-
Iinkonzo zekhompyutha	20 729	(854)	(49)	19 826	19,826	-	100.0	-	-
Abacebisi: Iinkonzo zoshishino neengecebiso	36 270	(658)	(630)	34 982	34,982	-	100.0	-	-
Iinkonzo zezomthetho	2 143	2 660	-	4 803	4,803	-	100.0	-	-
Iikhontrakhi	8 352	(568)	-	7 784	7,784	-	100.0	-	-
Iinkonzo zeeqhubeke nenkxaso / ezinikwe Iinkonzo zangaphandle	9 988	236	(3 668)	6 556	6,556	-	100.0	-	-
Ukonwabisa (Entertainment)	203	(189)	-	14	14	-	100.0	-	-
Iinkonzo zezithuthi (kuquka neemoto zikarhulumente)	3 869	109	(14)	3 964	3,964	-	100.0	-	-
Ubaliso lwempahla yesebe (inventory)	5 283	114	(5 098)	299	299	-	100.0	-	-
Izixhobo zokuXhasa ukuFunda nokuFundisa zabafundi nootitshala									
Ubaliso lwempahla yesebe (inventory)	35	(10)	-	25	25	-	100.0	-	-
Iimathiriyeli nezixhobo (materials and supplies)									
Ubaliso lwempahla yesebe (inventory)	137 864	400	(20 172)	118 092	113 054	5,038	95.7	-	-
Ezinye izixhobo ezithengwayo									
Izixhobo ezisetyenziswa ziphele	671	(457)	-	214	214	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezaseofisini	7 100	(1 116)	(1 482)	4 502	4,502	-	100.0	-	-
Iirenti eziqhubekayo (operating leases)	1 015	(25)	-	990	990	-	100.0	-	-
Ukuhlawulwelwa kweepropati	626	(163)	-	463	463	-	100.0	-	-
Ezalutho ezinikiweyo: Kwimicimbi yeSebe	591	54	(17)	628	628	-	100.0	-	-
Ukuthatha uhambo nezibonelelo ezinxulumene nako	8 913	(753)	(193)	7 967	7,967	-	100.0	-	-
Uqaqesho nophuhliso	1 040	(138)	-	902	902	-	100.0	-	-
Iintlawulo zokuqhutywa komsebenzi	3 519	1 369	-	4 888	4,888	-	100.0	-	-
Iindawo zokusebenzela nezixhobo zokusebenzela	2 423	(1 372)	(569)	482	482	-	100.0	-	-
Ukurentwa kweendawo nokuqashwa kweemoto	7	49	-	56	56	-	100.0	-	-
Iimali eziya kwizibonelelo neenkxaso-mali	53 055	13 770	(3 898)	62 927	62,927	-	100.0	93 252	93,252
Iiarhente neeakhawunti zesebe	1	2	-	3	3	-	100.0	16	16
Iiarhente zesebe (amaqumrhu angengowakushishina)	1	2	-	3	3	-	100.0	-	-
Amaziko angenzi nzuzo	51 025	-	(3 898)	47 127	47,127	-	100.0	89 664	89,664
Ezamaziko ezinziweyo	2 029	13 768	-	15 797	15,797	-	100.0	3 572	3 572
Ukuxhamla koluntu	2,029	2 954	-	4 983	4,983	-	100.0	-	-
Ezinye izinto zasendlini ezinako ukudluliselwa	-	10 814	-	10 814	10,814	-	100.0	-	-
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	18 370	11	(399)	17 982	17,982	-	100.0	10 006	3 906
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	18 370	(8)	(399)	17 963	17 963	-	100.0	9 994	3 894
Izixhobo ezincedisa ekusebenziseni izithuthi	2 908	642	-	3 550	3 550	-	100.0	-	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi	15 462	(650)	(399)	14 413	14 413	-	100.0	-	-
Iisoftware nezinye iisoftware ezingaphathekiyo	-	19	-	19	19	-	100.0	12	12
Ukuhlawulelwa kweeasethi zezemali (financial assets)	4 564	5 385	-	9 949	9 949	-	100.0	12 266	12 266
Inani lilonke	706 485	-	(39 826)	666 659	661 621	5 038	99.2	579 744	571 149

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Iprogram esekelayo 1.1: IOfisi yomPhathiswa wePhondo (MEC)									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	7 600	(1 363)	-	6 237	6 237	-	100.0	5 912	5 912
Imbuyekezo yabasebenzi	6 327	(940)	-	5 387	5 387	-	100.0	5 192	5 192
Impahla neenkonzo	1 273	(423)	-	850	850	-	100.0	720	720
Iimali eziya kwizibonelelo neenkxaso-mali	-	9	-	9	9	-	100.0	25	25
Ezamakhaya	-	9	-	9	9	-	100.0	25	25
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	203	55	-	258	258	-	100.0	180	180
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	203	55	-	258	258	-	100.0	180	180
Inani lilonke	7 803	(1 299)	-	6 504	6 504	-	100.0	6 117	6 117

Iprogram esekelayo 1.2: IInkonzo zeNkxaso (Corporate Services)									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	260 104	(18 600)	(3 428)	238 076	238 076	-	100.0	219 822	219 822
Imbuyekezo yabasebenzi	203 784	(13 829)	(3 428)	186 527	186 527	-	100.0	172 926	172 926
Impahla neenkonzo	56 320	(4 771)	-	51 549	51 549	-	100.0	46 896	46 896
Iimali eziya kwizibonelelo neenkxaso-mali	1 288	11 292	-	12 580	12 580	-	100.0	2 973	2 973
Iiarhente neeakhawunti zesebe	-	1	-	1	1	-	100.0	-	-
Amaziko angenzi nzuzo	-	15	-	15	15	-	100.0	13	13
Ezamakhaya	1 288	11 276	-	12 564	12 564	-	100.0	2 960	2 960
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	3 132	383	-	3 515	3 515	-	100.0	3 290	3 290
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 132	383	-	3 515	3 515	-	100.0	3 278	3 278
Iisoftware nezinye iisoftware ezingaphathekiyo	-	-	-	-	-	-	-	12	12
Ukuhlawulelwa kweeasethi zezemali (financial assets)	4 564	5 385	-	9 949	9 949	-	100.0	12 266	12 266
Inani lilonke	269 088	(1 540)	(3 428)	264 120	264 120	-	100.0	238 351	238 351

Iprogram esekelayo 1.3: ULawulo lwezeMfundo									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	347 061	(557)	(27 377)	319 127	314 089	5 038	98.4	219 952	217 457
Imbuyekezo yabasebenzi	133 040	962	-	134 002	134 002	-	100.0	113 381	113 381
Impahla neenkonzo	214 021	(1 519)	(27 377)	185 125	180 087	5 038	97.3	106 571	104 076
Iimali eziya kwizibonelelo neenkxaso-mali	30 990	2 469	(2 713)	30 746	30 746	-	100.0	59 185	59 185
Iiarhente neeakhawunti zesebe	1	1	-	2	2	-	100.0	-	-
Amaziko angenzi nzuzo	30 248	(15)	(2 713)	27 520	27 520	-	100.0	58 530	58 530
Ezamakhaya	741	2 483	-	3 224	3 224	-	100.0	655	655
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	11 949	(33)	-	11 916	11 916	-	100.0	6 536	436
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	11 949	(52)	-	11 897	11 897	-	100.0	6 536	436
Iisoftware nezinye iisoftware ezingaphathekiyo	-	19	-	19	19	-	100.0	-	-
Inani lilonke	390 000	1 879	(30 090)	361 789	356 751	5 038	98.6	285 673	277 078

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Iprogram esekelayo 1.4: UPuhliso lweZakhono zaBasebenzi									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweekha wunti (shifting of funds)	Ukusiwa kweemali ngokweekha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku		-	(4 724)	1 330	1 330	-	100.0	7 238	7 238
Imbuyekezo yabasebenzi	-	39	-	39	39	-	100.0	6 352	6 352
Impahla neenkonz	6 054	(39)	(4 724)	1 291	1 291	-	100.0	886	886
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	13 461	13 461
Iiarhente neekhawunti zesebe	-	-	-	-	-	-	-	16	16
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	13 513	13 513
Ezamazakha	-	-	-	-	-	-	-	(68)	(68)
Inani lilonke	6 054	-	(4 724)	1 330	1,330	-	100.0	20 699	20 699

Iprogram esekelayo 1.5: ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweekha wunti (shifting of funds)	Ukusiwa kweemali ngokweekha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	9 677	1 354	-	11 031	11 031	-	100.0	11 296	11 296
Impahla neenkonz	9 677	1 354	-	11 031	11 031	-	100.0	11 296	11 296
Iimali eziya kwizibonelelo neenkxaso-mali	20 777	-	(1 185)	19 592	19 592	-	100.0	17 608	17 608
Amaziko angenzi nzuzo	20 777	-	(1 185)	19 592	19 592	-	100.0	17 608	17 608
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	3 086	(394)	(399)	2 293	2 293	-	100.0	-	-
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 086	(394)	(399)	2 293	2 293	-	100.0	-	-
Inani lilonke	33 540	960	(1 584)	32 916	32 916	-	100.0	28 904	28 904

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IProgram 2: IMfundo yeZikolo zikaRhulumente eziQhelekileyo									
Iprogram esekelayo	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo R'000	Ukusiwa kweemali ngokweeakha wunif (shifting of funds) R'000	Ukusiwa kweemali ngokweeakha wunif (virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcifho R'000	Umahluko R'000	Inkcifho ngokwe- % yolwabiwo-mali lokugqibela I-%	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcifho R'000
1. IZikolo zasePrayimari zikaRhulumente	7 019 983	199 759	56 297	7 276 039	7 276 039	-	100.0	6 597 359	6 597 359
2. IZikolo zaseSekondari zikaRhulumente	4 670 330	(195 989)	14 904	4 489 245	4 489 245	-	100.0	4 400 697	4 400 697
3. UPhuhliso lweZakhono zaBasebenzi	77 350	(3 770)	2 431	76 011	76,011	-	100.0	86 695	86 695
4. IiGranti eziKhutshwa phantsi kwemiQathango ethile	315,412	-	-	315 412	315 231	181	99.9	296 614	278 028
Inani lilonke	12 083 075	-	73 632	12 156 707	12 156 526	181	100.0	11 381 365	11 362 779

IProgram 2: IMfundo yeZikolo zikaRhulumente eziQhelekileyo									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo R'000	Ukusiwa kweemali ngokweeakha wunif (shifting of funds) R'000	Ukusiwa kweemali ngokweeakha wunif (virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcifho R'000	Umahluko R'000	Inkcifho ngokwe- % yolwabiwo-mali lokugqibela I-%	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcifho R'000
Iintlawulo zangoku	11 263 114	(170 330)	30 565	11 123 349	11 123 168	181	100.0	10 602 905	10 589 366
Imbuyekezo yabasebenzi	10 336 051	1 883	30 549	10 368 483	10 368 302	181	100.0	9 625 960	9 625 960
Impahla neenkonzo	927 063	(172 213)	16	754 866	754 866	-	100.0	976 945	963 406
Iimali eziya kwizibonelelo neenkxaso-mali	807 894	173 569	43 067	1 024 530	1 024 530	-	100.0	770 426	770 426
Iiarhente neeakhawunti zesebe	2	-	-	2	2	-	100.0	-	-
Amaziko angenzi nzuzo	783 805	165 007	3 898	952 710	952 710	-	100.0	715 760	715 760
Ezamaziko ezinokuzibonelela	24 087	8 562	39 169	71 818	71 818	-	100.0	54 666	54 666
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	12 067	(3 239)	-	8 828	8 828	-	100.0	8 034	2 987
Izakhiwo nezinye iindawo ezingasukiyo	11 376	(4 580)	-	6 796	6 796	-	100.0	5 593	546
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	691	1 341	-	2 032	2 032	-	100.0	2 441	2 441
Inani lilonke	12 083 075	-	73 632	12 156 707	12 156 526	181	100.0	11 381 365	11 362 779

Iprogram esekelayo 2.1: IZikolo zasePrayimari zikaRhulumente									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo R'000	Ukusiwa kweemali ngokweeakha wunif (shifting of funds) R'000	Ukusiwa kweemali ngokweeakha wunif (virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcifho R'000	Umahluko R'000	Inkcifho ngokwe- % yolwabiwo-mali lokugqibela I-%	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcifho R'000
Iintlawulo zangoku	6 496 807	82 980	30 549	6 610 336	6 610 336	-	100.0	6 177 073	6 177 073
Imbuyekezo yabasebenzi	6 170 963	182 397	30 549	6 383 909	6 383 909	-	100.0	5 903 024	5 903 024
Impahla neenkonzo	325 844	(99 417)	-	226 427	226 427	-	100.0	274 049	274 049
Iimali eziya kwizibonelelo neenkxaso-mali	523 176	116 779	25 748	665 703	665,703	-	100.0	420 286	420 286
Amaziko angenzi nzuzo	506 729	108 190	3 898	618 817	618 817	-	100.0	385 689	385 689
Ezamaziko ezinokuzibonelela	16 447	8 589	21 850	46 886	46 886	-	100.0	34 597	34 597
Inani lilonke	7 019 983	199 759	56 297	7 276 039	7 276 039	-	100.0	6 597 359	6 597 359

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Iprogram esekelayo 2.2: IZikolo zaseSekondari zikaRhulumente									
	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000		R'000	R'000
Iintlawulo zangoku	4 432 185	(255 702)	16	4 176 499	4 176 499	-	100.0	4 097 015	4 097 015
Imbuyekezo yabasebenzi	4 148 478	(179 404)	-	3 969 074	3 969 074	-	100.0	3 708 425	3 708 425
Impahla neenkonzo	283 707	(76 298)	16	207 425	207 425	-	100.0	388 590	388 590
Iimali eziya kwizibonelelo neenkxaso-mali	238 145	59 426	14 888	312 459	312 459	-	100.0	303 421	303 421
Amaziko angenzi nzuzo	230 532	59 426	-	289 958	289 958	-	100.0	287 184	287 184
Ezamaziko	7 613	-	14 888	22 501	22 501	-	100.0	16 237	16 237
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	-	287	-	287	287	-	100.0	261	261
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	287	-	287	287	-	100.0	261	261
Inani lilonke	4 670 330	(195 989)	14 904	4 489 245	4 489 245	-	100.0	4 400 697	4 400 697

Iprogram esekelayo 2.3: UPhuhliso lweZakhono zaBasebenzi									
	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	67 659	980	-	68 639	68 639	-	100.0	78 147	78 147
Imbuyekezo yabasebenzi	9 866	(478)	-	9 388	9 388	-	100.0	8 821	8 821
Impahla neenkonzo	57 793	1 458	-	59 251	59 251	-	100.0	69 326	69 326
Iimali eziya kwizibonelelo neenkxaso-mali	9 380	(5 411)	2 431	6 400	6 400	-	100.0	6 945	6 945
Iiarhente neeakhawunti zesebe	2	-	-	2	2	-	100.0	-	-
Amaziko angenzi nzuzo	9 378	(5 411)	-	3 967	3 967	-	100.0	3 113	3 113
Ezamaziko	-	-	2 431	2 431	2 431	-	100.0	3 832	3 832
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	311	661	-	972	972	-	100.0	1 603	1 603
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	311	661	-	972	972	-	100.0	1 603	1 603
Inani lilonke	77 350	(3 770)	2 431	76 011	76 011	-	100.0	86 695	86 695

Iprogram esekelayo 2.4: IIGranti eziKhutshwa phantsi kwemiQathango ethile									
	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	266 463	1 412	-	267 875	267 694	181	99.9	250 670	237 131
Imbuyekezo yabasebenzi	6 744	(632)	-	6 112	5 931	181	97.0	5 690	5 690
Impahla neenkonzo	259 719	2 044	-	261 763	261 763	-	100.0	244 980	231 441
Iimali eziya kwizibonelelo neenkxaso-mali	37 193	2 775	-	39 968	39 968	-	100.0	39 774	39 774
Amaziko angenzi nzuzo	37 166	2 802	-	39 968	39 968	-	100.0	39 774	39 774
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	11 756	(4 187)	-	7 569	7 569	-	100.0	6 170	1 123
Izakhiwo nezinye iindawo ezingasukiyo	11 376	(4 580)	-	6 796	6 796	-	100.0	5 593	546
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	380	393	-	773	773	-	100.0	577	577
Inani lilonke	315 412	-	-	315 412	315 231	181	99.9	296 614	278 028

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IProgram 3: IiNkxaso-mali zeZikolo eziZimeleyo									
Iprogram esekelayo	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeahhawunt (shifting of funds)	Ukusiwa kweemali ngokweeahhawunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
1. IsiGaba sePrayimari	49 853	(14)	(481)	49 358	49 358	-	100.0	47 329	47 329
2. IsiGaba seSekondari	40 473	14	-	40 487	40 487	-	100.0	37 319	37 319
Inani lilonke	90 326	-	(481)	89 845	89 845	-	100.0	84 648	84 648

IProgram 3: IiNkxaso-mali zeZikolo eziZimeleyo									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeahhawunt (shifting of funds)	Ukusiwa kweemali ngokweeahhawunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	90 326	-	(481)	89 845	89 845	-	100.0	84 648	84 648
Amaziko angenzi nzuzo	90 326	-	(481)	89 845	89 845	-	100.0	84 648	84 648
Inani lilonke	90 326	-	(481)	89 845	89 845	-	100.0	84 648	84 648

Iprogram esekelayo 3.1: IsiGaba sePrayimari									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeahhawunt (shifting of funds)	Ukusiwa kweemali ngokweeahhawunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	49 853	(14)	(481)	49 358	49 358	-	100.0	47 329	47 329
Amaziko angenzi nzuzo	49 853	(14)	(481)	49 358	49 358	-	100.0	47 329	47 329
Inani lilonke	49 853	(14)	(481)	49 358	49 358	-	100.0	47 329	47 329

Iprogram esekelayo 3.2: IsiGaba seSekondari									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeahhawunt (shifting of funds)	Ukusiwa kweemali ngokweeahhawunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	40 473	14	-	40 487	40 487	-	100.0	37 319	37 319
Amaziko angenzi nzuzo	40 473	14	-	40 487	40 487	-	100.0	37 319	37 319
Inani lilonke	40 473	14	-	40 487	40 487	-	100.0	37 319	37 319

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IProgram 4: IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa									
Iprogram esekelayo	2014/15						2013/14		
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweakha wunt (shifting of funds)	Ukusiwa kweemali ngokweakha wunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
1. Izikolo	995 135	1	(71 889)	923 247	923 247	-	100.0	910 287	910 287
2. UPuhliso lweZakhono zaBasebenzi lGranti eKhutshwa phantsi kwemiQathango ethile	1	(1)	-	-	-	-	-	51	51
3. phantsi kwemiQathango ethile	50 395	-	-	50 395	50 395	-	100.0	-	-
Inani lilonke	1 045 531	-	(71 889)	973 642	973 642	-	100.0	910 338	910 338

IProgram 4: IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa									
Uhlelo ngokoqoqosho	2014/15						2013/14		
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweakha wunt (shifting of funds)	Ukusiwa kweemali ngokweakha wunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	897 517	(10 406)	(62 120)	824 991	824 991	-	100.0	775 035	775 035
Imbuyekezo yabasebenzi	871 414	(9 711)	(62 120)	799 583	799 583	-	100.0	761 299	761 299
Imivuzo nemirholo	764 474	(13 600)	(48 797)	702 077	702 077	-	100.0	-	-
Ukuncediswa koluntu	106 940	3 889	(13 323)	97 506	97 506	-	100.0	-	-
Impahla neenkonzu	26 103	(695)	-	25 408	25 408	-	100.0	13 736	13 736
Ukutyiswa kwabantu:	106	45	-	151	151	-	100.0	-	-
Kwimicimbi yeSebe	1 787	(1 784)	-	3	3	-	100.0	-	-
Abacebisi: linkonzo zoshishino neengcebiso	8 061	89	-	8 150	8 150	-	100.0	-	-
linkonzo zezithuthi (kuquka neemoto zikarhulumente)	615	49	-	664	664	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) lizixhobo zokuXhasa ukuFundisa nokuFundisa zabafundi nootitshala	43	14	-	57	57	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele	3	2	-	5	5	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezaseofisini	12 311	467	-	12 778	12 778	-	100.0	-	-
Irenti eziqhubekayo (operating leases)	93	368	-	461	461	-	100.0	-	-
Ukuhlawulwelwa kweepropati	265	15	-	280	280	-	100.0	-	-
Ukuthatha uhambo nezibonelelo ezinxulumene nako	2 104	701	-	2 805	2 805	-	100.0	-	-
Uqeqesho nophuhliso	45	-	-	45	45	-	100.0	-	-
Iintlawulo zokuqhutywa komsebenzi	9	-	-	9	9	-	100.0	-	-
Iindawo zokusebenzela nezixhobo zokusebenzela	134 330	10 406	-	144 736	144 736	-	100.0	131 974	131 974
Iimali eziya kwizibonelelo neenkxaso-mali	132 863	6 898	-	139 761	139 761	-	100.0	128 540	128 540
Amaziko angenzi nzuzo	1 467	3 508	-	4 975	4 975	-	100.0	3 434	3 434
Ezamaxhaya	1 467	3 508	-	4 975	4 975	-	100.0	-	-
Ukuxhamla koluntu	13 684	-	(9 769)	3 915	3 915	-	100.0	3 329	3 329
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	10 668	(899)	(9 769)	-	-	-	-	-	-
Izakhiwo nezinye iindawo ezingasukiyo	10 668	(899)	(9 769)	-	-	-	-	-	-
Izakhiwo	3 016	899	-	3 915	3 915	-	100.0	3 329	3 329
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 016	899	-	3 915	3 915	-	100.0	-	-
Izixhobo ezincedisa ekusebenziseni izithuthi									
Inani lilonke	1 045 531	-	(71 889)	973 642	973 642	-	100.0	910 338	910 338

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Iprogram esekelayo 4.1: Izikolo									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	847 122	(10 406)	(62 120)	774 596	774 596	-	100.0	774 984	774 984
Imbuyekezo yabasebenzi	821 019	(9 711)	(62 120)	749 188	749 188	-	100.0	761 248	761 248
Impahla neenkonziso	26 103	(695)	-	25 408	25 408	-	100.0	13 736	13 736
Iimali eziya kwizibonelelo neenkxaso-mali	134 329	10 407	-	144 736	144 736	-	100.0	131 974	131 974
Amaziko angenzi nzuzo	132 862	6 899	-	139 761	139 761	-	100.0	128 540	128 540
Ezamaxhaya	1 467	3 508	-	4 975	4 975	-	100.0	3 434	3 434
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	13 684	-	(9 769)	3 915	3 915	-	100.0	3 329	3 329
Izakhiwo nezinye iindawo ezingasukiyo	10 668	(899)	(9 769)	-	-	-	-	-	-
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 016	899	-	3 915	3 915	-	100.0	3 329	3 329
Inani lilonke	995 135	1	(71 889)	923 247	923 247	-	100.0	910 287	910 287

Iprogram esekelayo 4.2: UPhuhliso lweZakhono zaBasebenzi									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	-	-	-	-	-	-	-	51	51
Imbuyekezo yabasebenzi	-	-	-	-	-	-	-	51	51
Iimali eziya kwizibonelelo neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Amaziko angenzi nzuzo	1	(1)	-	-	-	-	-	-	-
Inani lilonke	1	(1)	-	-	-	-	-	51	51

Iprogram esekelayo 4.3: IGranti eKhutshwa phantsi kwemiQathango ethile									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	50 395	-	-	50 395	50 395	-	100.0	-	-
Imbuyekezo yabasebenzi	50 395	-	-	50 395	50 395	-	100.0	-	-
Inani lilonke	50 395	-	-	50 395	50 395	-	100.0	-	-

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IProgram 5: IMfundo noQeqesho oluQhubekayo									
Iprogram esekelayo	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunfi (shifting of funds)	Ukusiwa kweemali ngokweeakha wunfi (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
1. Amaziko kaRhulumente	377 913	-	-	377 913	377 865	48	100.0	353 097	353 078
Inani lilonke	377,913	377 913	-	-	377 913	377 865	48	100.0	353 097

IProgram 5: IMfundo noQeqesho oluQhubekayo									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunfi (shifting of funds)	Ukusiwa kweemali ngokweeakha wunfi (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	326 476	(34 117)	-	292 359	292 358	1	100.0	289 676	289 657
Imbuyekezo yabasebenzi	326 476	(34 117)	-	292 359	292 358	1	100.0	289 676	289 657
Imivuzo nemihlo	291 499	(37 919)	-	253 580	253 579	1	100.0	-	-
Ukuncediswa koluntu	34 977	3 802	-	38 779	38 779	-	100.0	-	-
Iimali eziya kwizibonelelo neenkxaso-mali	51 437	34 117	-	85 554	85 507	47	99.9	63 421	63 421
Amaziko angenzi nzuzo	51 190	34 117	-	85 307	85 307	-	100.0	63 161	63 161
Ezamaxhaya	247	-	-	247	200	47	81.0	260	260
Ukuxhamla koluntu	247	-	-	247	200	47	81.0	-	-
Inani lilonke	377 913	-	-	377 913	377 865	48	100.0	353 097	353 078

Iprogram esekelayo 5.1: Amaziko kaRhulumente									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunfi (shifting of funds)	Ukusiwa kweemali ngokweeakha wunfi (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	326 476	(34 117)	-	292 359	292 358	1	100.0	289 676	289 657
Imbuyekezo yabasebenzi	326 476	(34 117)	-	292 359	292 358	1	100.0	289 676	289 657
Iimali eziya kwizibonelelo neenkxaso-mali	51 437	34 117	-	85 554	85 507	47	99.9	63 421	63 421
Amaziko angenzi nzuzo	51 190	34 117	-	85 307	85 307	-	100.0	63 161	63 161
Ezamaxhaya	247	-	-	247	200	47	81.0	260	260
Inani lilonke	377 913	-	-	377 913	377 865	48	100.0	353 097	353 078

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IProgram 6: IMfundo noQeqesho olusisiSeko lwabaDala									
Iprogram esekelayo	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunt (shifting of funds)	Ukusiwa kweemali ngokweeakha wunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
1. AmaZiko kaRhulumente	10 368	(1,776)	(3 184)	5 408	3 432	1 976	63.5	5 006	5 006
2. IiNkxaso-mali eziya kuMaziko aBucala	29 423	1,778	-	31 201	31 201	-	100.0	32 892	32 892
3. IiNkonzo zoQeqesho looTitshala (Professional Services)	1	(1)	-	-	-	-	-	-	-
4. UPuhliso lweZakhono zaBasebenzi	1	(1)	-	-	-	-	-	-	-
Inani lilonke	39 793	-	(3 184)	36 609	34 633	1 976	94.6	37 898	37 898

IProgram 6: IMfundo noQeqesho olusisiSeko lwabaDala									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunt (shifting of funds)	Ukusiwa kweemali ngokweeakha wunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	10 368	(1 757)	(3 184)	5 427	3 451	1 976	63.6	5 031	5 031
Imbuyekezo yabasebenzi	9 372	(1 757)	(3 112)	4 503	2 527	1 976	56.1	4 111	4 111
Imivuzo nemirholo	9 094	(1 693)	(3 112)	4 289	2 313	1 976	53.9	-	-
Ukuncediswa koluntu	278	(64)	-	214	214	-	100.0	-	-
Impahla neenkonzo	996	-	(72)	924	924	-	100.0	920	920
Izibhengezo	27	(8)	(19)	-	-	-	-	-	-
Ukufyiswa kwabantu: Kwimicimbi yeSebe	40	41	-	81	81	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezaseofisini	1	(1)	-	-	-	-	-	-	-
Iirenti eziqhubekayo (operating leases)	837	(26)	-	811	811	-	100.0	-	-
Ukuthatha uhambo nezibonelelo ezinxulumene nako	73	3	(53)	23	23	-	100.0	-	-
Iintlawulo zokuqutywa komsebenzi	3	-	-	3	3	-	100.0	-	-
Iindawo zokusebenzela nezixhobo zokusebenzela	15	(9)	-	6	6	-	100.0	-	-
Iimali eziya kwizibonelelo neenkxaso-mali	29 425	1 757	-	31 182	31 182	-	100.0	32 867	32 867
Amaziko angenzi nzuzo	29 425	1 757	-	31 182	31 182	-	100.0	32 641	32 641
Ezamazakha	-	-	-	-	-	-	-	226	226
Inani lilonke	39 793	-	(3 184)	36 609	34 633	1 976	94.6	37 898	37 898

Iprogram esekelayo 6.1: AmaZiko kaRhulumente									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunt (shifting of funds)	Ukusiwa kweemali ngokweeakha wunt (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	10 368	(1 776)	(3 184)	5 408	3 432	1 976	63.5	4 915	4 915
Imbuyekezo yabasebenzi	9 372	(1 757)	(3 112)	4 503	2 527	1 976	56.1	4 108	4 108
Impahla neenkonzo	996	(19)	(72)	905	905	-	100.0	807	807
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	91	91
Ezamazakha	-	-	-	-	-	-	-	91	91
Inani lilonke	10 368	(1 776)	(3 184)	5 408	3 432	1 976	63.5	5 006	5 006

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Iprogram esekelayo 6.2: IINkxaso-mali eziya kuMaziko aBucala									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	-	19	-	19	19	-	100.0	116	116
Imbuyekezo yabasebenzi	-	-	-	-	-	-	-	3	3
Impahla neenkonz	-	19	-	19	19	-	100.0	113	113
Iimali eziya kwizibonelelo neenkxaso-mali	29 423	1 759	-	31 182	31 182	-	100.0	32 776	32 776
Amaziko angenzi nzuzo	29 423	1 759	-	31 182	31 182	-	100.0	32 641	32 641
Ezamakhaya	-	-	-	-	-	-	-	135	135
Inani lilonke	29 423	1 778	-	31 201	31 201	-	100.0	32 892	32 892

Iprogram esekelayo 6.3: IINKonzo zoQeqesho looTishala (Professional Services)									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Amaziko angenzi nzuzo	1	(1)	-	-	-	-	-	-	-
Inani lilonke	1	(1)	-	-	-	-	-	-	-

Iprogram esekelayo 6.4: UPuhliso lweZakhono zaBasebenzi									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Amaziko angenzi nzuzo	1	(1)	-	-	-	-	-	-	-
Inani lilonke	1	(1)	-	-	-	-	-	-	-

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IProgram 7: UPuhliso lweMfundo yabasaQalayo									
Iprogram esekelayo	2014/15			2013/14			Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Eyona Nkcifho	Eyona Nkcifho
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweekha wunti (shifting of funds)	Ukusiwa kweemali ngokweekha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko			
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
1. IZikolo zikaRhulumente ezineBanga R	332 662	706	(3 671)	329 697	329 697	-	100.0	298 673	298 673
2. IBanga R kumaZiko oLuntu	73 889	(9 879)	-	64 010	64 010	-	100.0	53 760	53 760
3. UQeqesho lwaphambi kweBanga R	100 153	9 174	-	109 327	109 327	-	100.0	105 153	105 153
4. UPuhliso lweZakhono zaBasebenzi	1	(1)	-	-	-	-	-	-	-
5. IGranti eKhutshwa phantsi kwemiQathango ethile	8 744	-	-	8 744	8 744	-	100.0	8 051	7 949
Inani lilonke	515 449	515 449	-	(3 671)	511 778	511 778	-	100.0	465 637

IProgram 7: UPuhliso lweMfundo yabasaQalayo									
Uhlelo ngokoqoqosho	2014/15			2013/14			Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Eyona Nkcifho	Eyona Nkcifho
	Ulwabiwo-mali oluhlangahlen gisiweyo	Ukusiwa kweemali ngokweekha wunti (shifting of funds)	Ukusiwa kweemali ngokweekha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko			
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	125 989	(1 007)	(3 671)	121 311	121 311	-	100.0	125 406	125 304
Imbuyekezo yabasebenzi	66 038	(406)	(3 671)	61 961	61 961	-	100.0	63 142	63 142
Imivuzo nemirholo	54 906	2 270	(3 671)	53 505	53 505	-	100.0	-	-
Ukuncediswa koluntu	11 132	(2 676)	-	8 456	8 456	-	100.0	-	-
Impahla neenkonzo	59 951	(601)	-	59 350	59 350	-	100.0	62 264	62 162
Izibhengezo	4	(1)	-	3	3	-	100.0	-	-
Iiasethi ezincinci	-	(16)	-	(16)	(16)	-	100.0	-	-
Ukutyiswa kwabantu: Kwimicimbi yeSebe	47	(29)	-	18	18	-	100.0	-	-
Iinkonzo zeeahente nenkxaso / ezinikwe iinkonzo zangaphandle	44 468	6 240	-	50 708	50 708	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) IziXhobo zokuXhasa ukuFunda nokuFundisa zabafundi nootitshala	4 877	(4 562)	-	315	315	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) Ezinye izixhobo ezifhengekayo	3 138	1 128	-	4 266	4 266	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele	5	(4)	-	1	1	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezaseofisini	47	12	-	59	59	-	100.0	-	-
Ezothutho ezinikiweyo: Kwimicimbi yeSebe	7 231	(3 312)	-	3 919	3 919	-	100.0	-	-
Ukuthatha uhambo nezibonelelo ezinxulumene nako	79	(48)	-	31	31	-	100.0	-	-
Uqeqesho nophuhliso	53	(25)	-	28	28	-	100.0	-	-
Iintlawulo zokuqhutywa komsebenzi	-	15	-	15	15	-	100.0	-	-
Iindawo zokusebenzela nezixhobo zokusebenzela	1	2	-	3	3	-	100.0	-	-
Ukurentwa kweendawo nokuqeshwa kweemoto	1	(1)	-	-	-	-	-	-	-
Iimali eziya kwizibonelelo neenkxaso-mali	389 460	991	-	390 451	390 451	-	100.0	340 231	340 231
Amaziko angenzi nzuzo	387 896	2 243	-	390 139	390 139	-	100.0	340 061	340 061
Ezamaziko ezinikweyo	1 564	(1 252)	-	312	312	-	100.0	170	170
Ukuxhamla koluntu	1 564	(1 252)	-	312	312	-	100.0	-	-
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	-	16	-	16	16	-	100.0	-	-
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	16	-	16	16	-	100.0	-	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi	-	16	-	16	16	-	100.0	-	-
Inani lilonke	515 449	-	(3 671)	511 778	511 778	-	100.0	465 637	465 535

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Iprogram esekelayo 7.1: IZikolo zikaRhulumente ezineBanga R									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Intlawulo zangoku	82 922	(7 230)	(3 671)	72 021	72 021	-	100.0	75 009	75 009
Imbuyekezo yabasebenzi	66 038	(406)	(3 671)	61 961	61 961	-	100.0	62 938	62 938
Impahla neenkonz	16 884	(6 824)	-	10 060	10 060	-	100.0	12 071	12 071
Iimali eziya kwizibonelelo neenkxaso-mali	249 740	7 936	-	257 676	257 676	-	100.0	223 664	223 664
Amaziko angenzi nzuzo	248 176	9 188	-	257 364	257 364	-	100.0	223 494	223 494
Ezamaxhaya	1 564	(1 252)	-	312	312	-	100.0	170	170
Inani lilonke	332 662	706	(3 671)	329 697	329 697	-	100.0	298 673	298 673

Iprogram esekelayo 7.2: IBanga R kumaZiko oLuntu									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Intlawulo zangoku	-	(16)	-	(16)	(16)	-	100.0	-	-
Impahla neenkonz	-	(16)	-	(16)	(16)	-	100.0	-	-
Iimali eziya kwizibonelelo neenkxaso-mali	73 889	(9 879)	-	64 010	64 010	-	100.0	53 760	53 760
Amaziko angenzi nzuzo	73 889	(9 879)	-	64 010	64 010	-	100.0	53 760	53 760
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	-	16	-	16	16	-	100.0	-	-
Oomatshini nezixhobo ezincediswa umsebenzi (equipment)	-	16	-	16	16	-	100.0	-	-
Inani lilonke	73 889	(9 879)	-	64 010	64 010	-	100.0	53 760	53 760

Iprogram esekelayo 7.3: UQeqesho lwaphambi kweBanga R									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Intlawulo zangoku	39 991	8 761	-	48 752	48 752	-	100.0	48 163	48 163
Impahla neenkonz	39 991	8 761	-	48 752	48 752	-	100.0	48 163	48 163
Iimali eziya kwizibonelelo neenkxaso-mali	60 162	413	-	60 575	60 575	-	100.0	56 990	56 990
Amaziko angenzi nzuzo	60 162	413	-	60 575	60 575	-	100.0	56 990	56 990
Inani lilonke	100 153	9 174	-	109 327	109 327	-	100.0	105 153	105 153

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Iprogram esekelayo 7.4: UPhuhliso lweZakhono zaBasebenzi									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Amaziko angenzi nzuzo	1	(1)	-	-	-	-	-	-	-
Inani lilonke	1	(1)	-	-	-	-	-	-	-

Iprogram esekelayo 7.5: IGranti eKhutshwa phantsi kwemiQathango ethile									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	3 076	(2 522)	-	554	554	-	100.0	2 234	2 132
Imbuyekezo yabasebenzi	-	-	-	-	-	-	-	204	204
Impahla neenkonzozo	3 076	(2 522)	-	554	554	-	100.0	2 030	1 928
Iimali eziya kwizibonelelo neenkxaso-mali	5 668	2 522	-	8 190	8 190	-	100.0	5 817	5 817
Amaziko angenzi nzuzo	5 668	2 522	-	8 190	8 190	-	100.0	5 817	5 817
Inani lilonke	8 744	-	-	8 744	8 744	-	100.0	8 051	7 949

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IProgram 8: UPhuculo lweziseko zophuhliso									
Iprogram esekelayo	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo R'000	Ukusiwa kweemali ngokweeakha wunti (shifting of funds) R'000	Ukusiwa kweemali ngokweeakha wunti (virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela I-%	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000
1. Ezolawulo	21 355	(11 017)	-	10 338	10 338	-	100.0	9 190	9 190
2. IMfundo yeZikolo zikaRhulumente eziQhelekileyo	1 303,600	40 567	55 660	1 399 827	1 385 886	13 941	99.0	1 161 856	1 023 222
3. IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	10 855	(2 655)	-	8 200	8 200	-	100.0	6 978	6 978
4. UPhuhliso lweMfundo yabasaQalayo	61 962	(26 895)	-	35 067	35 067	-	100.0	14,922	14 922
Inani lilonke	1 397 772	-	55 660	1 453 432	1 439 491	13 941	99.0	1 192 946	1 054 312

IProgram 8: UPhuculo lweziseko zophuhliso									
Uhlelo ngokoqoqosho	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlen gisiweyo R'000	Ukusiwa kweemali ngokweeakha wunti (shifting of funds) R'000	Ukusiwa kweemali ngokweeakha wunti (virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela I-%	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000
Iintlawulo zangoku	255 080	(16 208)	12 098	250 970	249 843	1 127	99.6	200 403	200 403
Imbuyekezo yabasebenzi	8 903	(2 124)	-	6 779	6 779	-	100.0	5 446	5 446
Imivuzo nemirholo	8 903	(2 148)	-	6 755	6 755	-	100.0	-	-
Ukuncedisa koluntu	-	24	-	24	24	-	100.0	-	-
Impahla neenkonz	246 177	(14 084)	12 098	244 191	243 064	1 127	99.5	194 957	194 957
Unxibelelwano (G&S)	-	2	-	2	2	-	100.0	-	-
Abacebisi: linkonzo zoshishino neengcebiso	7 135	(5 771)	-	1 364	1 364	-	100.0	-	-
linkonzo zeeahente nenkxaso / ezinikwe iinkonzo zangaphandle	43	(43)	-	-	-	-	-	-	-
Ubhaliso lwempahla yesebe (inventory) Ezinye izixhobo ezithengwayo	8 000	-	893	8 893	8 893	-	100.0	-	-
Izixhobo eziseTyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezaseofisini	60	(60)	-	-	-	-	-	-	-
Iirenti eziqhubekayo (operating leases)	-	-	4 082	4 082	4 082	-	100.0	-	-
Ukuhlawulwelwa kweepropati	230 871	(8 399)	7 123	229 595	228 468	1 127	99.5	-	-
Ukuthatha uhambo nezibonelelo ezinxulumene nako	68	187	-	255	255	-	100.0	-	-
Iimali eziya kwizibonelelo neenkxaso-mali	317	2 124	29 213	31 654	31 654	-	100.0	142 935	142 935
Amaziko angenzi nzuzo	317	2 124	29 213	31 654	31 654	-	100.0	142 935	142 935
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	1 142 375	14 084	14 349	1 170 808	1 157 994	12 814	98.9	849 608	710 974
Izakhiwo nezinye iindawo ezingasukiyo	1 142 295	14 164	14 349	1 170 808	1 157 994	12 814	98.9	849 608	710 974
Izakhiwo	986 013	10 843	14 349	1 011 205	998 391	12 814	98.7	-	-
Ezinye izakhiwo ezingasukiyo	156 282	3 321	-	159 603	159 603	-	100.0	-	-
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	80	(80)	-	-	-	-	-	-	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi	80	(80)	-	-	-	-	-	-	-
Inani lilonke	1 397 772	-	55 660	1 453 432	1 439 491	13 941	99.0	1 192 946	1 054 312

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Iprogram esekelayo 8.1: Ezolawulo									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweesakha wunti (shifting of funds)	Ukusiwa kweemali ngokweesakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	16 209	(6 937)	-	9 272	9 272	-	100.0	6 984	6 984
Imbuyekezo yabasebenzi	8 903	(2 124)	-	6 779	6 779	-	100.0	5 446	5 446
Impahla neenkonzo	7 306	(4 813)	-	2 493	2 493	-	100.0	1 538	1 538
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	5 146	(4 080)	-	1 066	1 066	-	100.0	2 206	2 206
Izakhiwo nezinye iindawo ezingasukiyo	5 066	(4 000)	-	1 066	1 066	-	100.0	2 206	2 206
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	80	(80)	-	-	-	-	-	-	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi	80	(80)	-	-	-	-	-	-	-
Inani lilonke	21 355	(11 017)	-	10 338	10 338	-	100.0	9 190	9 190

Iprogram esekelayo 8.2: IMfundo yeZikolo zikaRhulumente eziQhelekileyo									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweesakha wunti (shifting of funds)	Ukusiwa kweemali ngokweesakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	238 871	(9 509)	12 098	241 460	240 333	1 127	99.5	192 885	192 885
Impahla neenkonzo	238 871	(9 509)	12 098	241 460	240 333	1 127	99.5	192 885	192 885
Iimali eziya kwizibonelelo neenkxaso-mali	317	2 124	29 213	31 654	31 654	-	100.0	140 535	140 535
Amaziko angenzi nzuzo	317	2 124	29 213	31 654	31 654	-	100.0	140 535	140 535
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	1 064 412	47 952	14 349	1 126 713	1 113 899	12 814	98.9	828 436	689 802
Izakhiwo nezinye iindawo ezingasukiyo	1 064 412	47 952	14 349	1 126 713	1 113 899	12 814	98.9	828 436	689 802
Inani lilonke	1 303 600	40 567	55 660	1 399 827	1 385 886	13 941	99.0	1 161 856	1 023 222

Iprogram esekelayo 8.3: IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweesakha wunti (shifting of funds)	Ukusiwa kweemali ngokweesakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	-	238	-	238	238	-	100.0	487	487
Impahla neenkonzo	-	238	-	238	238	-	100.0	487	487
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	2 400	2 400
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	2 400	2 400
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	10 855	(2 893)	-	7 962	7 962	-	100.0	4 091	4 091
Izakhiwo nezinye iindawo ezingasukiyo	10 855	(2 893)	-	7 962	7 962	-	100.0	4 091	4 091
Inani lilonke	10 855	(2 655)	-	8 200	8 200	-	100.0	6 978	6 978

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Iprogram esekelayo 8.4: UPuhliso lweMfundo yabasaQalayo									
	2014/15							2013/14	
	Ulwabiwo- mali oluHlengahlen gisiweyo	Ukusiwa kweemali ngokweakha wunti (shifting of funds)	Ukusiwa kweemali ngokweakha wunti (virement)	Ulwabiwo- mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo- mali lokugqibela	Ulwabiwo- mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	-	-	-	-	-	-	-	47	47
Impahla neenkonzo	-	-	-	-	-	-	-	47	47
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	61 962	(26 895)	-	35 067	35 067	-	100.0	14 875	14 875
Izakhiwo nezinye iindawo ezingasukiyo	61 962	(26 895)	-	35 067	35 067	-	100.0	14 875	14 875
Inani lilonke	61 962	(26 895)	-	35 067	35 067	-	100.0	14 922	14 922

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IProgram 9: linkonzo eziNcedisayo neenkonzo eziNxulumene nazo									
Iprogram esekelayo	2014/15							2013/14	
	Ulwabiwo- mali oluHlengahlalen gisiweyo R'000	Ukusiwa kweemali ngokweeakha wunti (shifting of funds) R'000	Ukusiwa kweemali ngokweeakha wunti (virement) R'000	Ulwabiwo- mali lokugqibela R'000	Eyona Nkcifho R'000	Umahluko R'000	Inkcifho ngokwe-% yolwabiwo- mali lokugqibela I-%	Ulwabiwo- mali lokugqibela R'000	Eyona Nkcifho R'000
1. Iintlawulo eziya kwiiSETA	6 096	-	-	6 096	6 096	-	100.0	5 811	5 811
2. Iinkonzo zoQeqesho looTitshala (Professional Services)	538 801	(3 996)	(884)	533 921	530 087	3 834	99.3	500 958	500 958
3. Iimviwo zangaphandle	158 221	14 630	-	172 851	172 851	-	100.0	137 842	137 842
4. IGranti eKhutshwa phantsi kwemiQathango ethile	17 731	-	-	17 731	17 690	41	99.8	18 501	17 848
5. Iiprojekthi eziKhethekileyo	49 137	(9 357)	(9,357)	29 146	29 146	-	100.0	-	-
Inani lilonke	769,986	-	(10 241)	759,745	759 745	73 875	99.5	663 112	662 459

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IProgram 9: linkonzo eziNcedisayo neenkonzo eziNxulumene nazo	2014/15							2013/14	
	Ulwabiwo-mali oluHlangahlan gisiweyo	Ukuswa kweemali ngokweesakha wunti (shifting of funds)	Ukuswa kweemali ngokweesakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	704 215	(3 536)	(884)	699 795	695 920	3 875	99.4	625 036	624 383
Imbuyekezo yabasebenzi	577 272	(3 535)	-	573 737	569 862	3 875	99.3	519 467	519 467
Imivuzo nemirholo	516 036	(5 608)	-	510 428	506 553	3 875	99.2	-	-
Ukuncediswa koluntu	61 236	2 073	-	63 309	63 309	-	100.0	-	-
Impahla neenkonzo	126 943	(1)	(884)	126 058	126 058	-	100.0	105 569	104 916
Iintlawulo zolungiselelo (administrative fees)	210	(200)	-	10	10	-	100.0	-	-
Izibhengezo	75	259	-	334	334	-	100.0	-	-
Iiasethi ezincinci	12 166	(9 260)	-	2 906	2 906	-	100.0	-	-
Ukutyiswa kwabantu: Kwimicimbi yeSebe	15 672	(9 186)	-	6 486	6 486	-	100.0	-	-
Unxibelelwano (G&S)	6 336	(529)	-	5 807	5 807	-	100.0	-	-
Iinkonzo zekhompyutha	412	(255)	-	157	157	-	100.0	-	-
Abacebisi: Iinkonzo zoshishino neengcebiso	1 534	(1 527)	-	7	7	-	100.0	-	-
Iikhontrakhi	3 358	244	-	3 602	3 602	-	100.0	-	-
Iinkonzo zeeqhubeke nenkxaso / ezinikwe iinkonzo zangaphandle	3 901	(2 214)	-	1 687	1 687	-	100.0	-	-
Ukonwabisa (Entertainment)	129	(121)	-	8	8	-	100.0	-	-
Iinkonzo zezithuthi (kuquka neemoto zikarhulumente)	16 912	(367)	(884)	15 661	15 661	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) IziXhobo zokuXhasa ukuFunda nokuFundisa zabafundi noofitshala	3 633	(1 140)	-	2 493	2 493	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) Iimathiriyeli nezixhobo (materials and supplies)	721	(224)	-	497	497	-	100.0	-	-
Ubhaliso lwempahla yesebe (inventory) Ezinye izixhobo ezizihengwayo	5	1 120	-	1 125	1 125	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele	2 948	(1 202)	-	1 746	1 746	-	100.0	-	-
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezaseofisini	10 299	2 410	-	12 709	12 709	-	100.0	-	-
Iirenti eziqhubekayo (operating leases)	4 647	1 878	-	6 525	6 525	-	100.0	-	-
Ukuhlawulwelwa kweepropati	11 485	100	-	11 585	11 585	-	100.0	-	-
Ezothutho ezinikiweyo: Kwimicimbi yeSebe	696	279	-	975	975	-	100.0	-	-
Ukuthatha uhambo nezibonelelo ezinxulumene nako	11 114	3 078	-	14 192	14 192	-	100.0	-	-
Uaqeqesho nophuhliso	3 014	9 475	-	12 489	12 489	-	100.0	-	-
Iintlawulo zokuqhutywa komsebenzi lindawo zokusebenzela nezixhobo zokusebenzela	14 292	(966)	-	13 326	13 326	-	100.0	-	-
Ukurentwa kweendawo nokuqeshwa kweemoto	1 836	7 802	-	9 638	9 638	-	100.0	-	-
Ukurentwa kweendawo nokuqeshwa kweemoto	1 548	545	-	2 093	2 093	-	100.0	-	-
Iimali eziya kwizibonelelo neenxaso-mali	51 219	(5 561)	(9 357)	36 301	36 301	-	100.0	22 495	22 495
Iiarhente neekhawunti zesebe	6 101	1	-	6 102	6 102	-	100.0	5 811	5 811
Iiarhente zesebe (amaqumrhu angengowakushishina)	6 101	1	-	6 102	6 102	-	100.0	-	-
Amaziko angenzi nzuzo	36 164	(2 574)	(9 357)	24 233	24 233	-	100.0	6 928	6 928
Ezamaziko	8 954	(2 988)	-	5 966	5 966	-	100.0	9 756	9 756
Ukuxhamla koluntu	3 954	2 012	-	5 966	5 966	-	100.0	-	-
Ezinye izinto zasendlwini ezinakho ukuclulisekwa	5 000	(5 000)	-	-	-	-	-	-	-
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	14 552	9 097	-	23 649	23 649	-	100.0	15 581	15 581
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	14 552	9 097	-	23 649	23 649	-	100.0	15 581	15 581
Izixhobo ezincedisa ekusebenziseni izithuthi	13 843	(161)	-	13 682	13 682	-	100.0	-	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi	709	9 258	-	9 967	9 967	-	100.0	-	-
Inani lilonke	769 986	-	(10 241)	759 745	755 870	3 875	99.5	663 112	662 459

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Iprogram esekelayo 9.1: Iintlawulo eziya kwiiSETA									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	6 096	-	-	6 096	6 096	-	100.0	5 811	5 811
Iiarhente neekhawunti zesebe	6 096	-	-	6 096	6 096	-	100.0	5 811	5 811
Inani lilonke	6 096	-	-	6 096	6 096	-	100.0	5 811	5 811

Iprogram esekelayo 9.2: IiNkonzo zoQeqesho looTilshala (Professional Services)									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	520 565	(6 139)	(884)	513 542	509 708	3 834	99.3	471 539	471 539
Imbuyekezo yabasebenzi	466 359	(5 284)	-	461 075	457 241	3 834	99.2	422 745	422 745
Iimpahla neenkonzono	54 206	(855)	(884)	52 467	52 467	-	100.0	48 794	48 794
Iimali eziya kwizibonelelo neenkxaso-mali	3 890	1 730	-	5 620	5 620	-	100.0	14 375	14 375
Iiarhente neekhawunti zesebe	5	1	-	6	6	-	100.0	-	-
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	5 010	5 010
Ezamaziko	3 885	1 729	-	5 614	5 614	-	100.0	9 365	9 365
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	14 346	413	-	14 759	14 759	-	100.0	15 044	15 044
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	14 346	413	-	14 759	14 759	-	100.0	15 044	15 044
Inani lilonke	538 801	(3 996)	(884)	533 921	530 087	3 834	99.3	500 958	500 958

Iprogram esekelayo 9.3: Ilimiwo zangaphandle									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunti (shifting of funds)	Ukusiwa kweemali ngokweeakha wunti (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	157 498	5 693	-	163 191	163 191	-	100.0	136 510	136 510
Imbuyekezo yabasebenzi	101 901	8 081	-	109 982	109 982	-	100.0	96 178	96 178
Iimpahla neenkonzono	55 597	(2 388)	-	53 209	53 209	-	100.0	40 332	40 332
Iimali eziya kwizibonelelo neenkxaso-mali	517	253	-	770	770	-	100.0	809	809
Amaziko angenzi nzuzo	448	(30)	-	418	418	-	100.0	418	418
Ezamaziko	69	283	-	352	352	-	100.0	391	391
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	206	8 684	-	8 890	8 890	-	100.0	523	523
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	206	8 684	-	8 890	8 890	-	100.0	523	523
Inani lilonke	158 221	14 630	-	172 851	172 851	-	100.0	137 842	137 842

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Iprogram esekelayo 9.4: IGranti eKhutshwa phantsi kwemiQathango ethile									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunfi (shifting of funds)	Ukusiwa kweemali ngokweeakha wunfi (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	17 731	-	-	17 731	17 690	41	99.8	16 987	16 334
Imbuyekezo yabasebenzi	591	(36)	-	555	514	41	92.6	544	544
Impahla neenkonzo	17 140	36	-	17 176	17 176	-	100.0	16 443	15 790
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	1 500	1 500
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	1 500	1 500
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	-	-	-	-	-	-	-	14	14
Oomatshini nezixhobo ezincediswa umsebenzi (equipment)	-	-	-	-	-	-	-	14	14
Inani lilonke	17 731	-	-	17 731	17 690	41	99.8	18 501	17 848

Iprogram esekelayo 9.5: Iiprojekthi eziKhethekileyo									
	2014/15							2013/14	
	Ulwabiwo-mali oluHlengahlengisiweyo	Ukusiwa kweemali ngokweeakha wunfi (shifting of funds)	Ukusiwa kweemali ngokweeakha wunfi (virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcifho	Umahluko	Inkcifho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcifho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
Iintlawulo zangoku	8 421	(3 090)	-	5 331	5 331	-	100.0	-	-
Imbuyekezo yabasebenzi	8 421	(6 296)	-	2 125	2 125	-	100.0	-	-
Impahla neenkonzo	-	3 206	-	3 206	3 206	-	100.0	-	-
Iimali eziya kwizibonelelo neenkxaso-mali	40 716	(7 544)	(9 357)	23 815	23 815	-	100.0	-	-
Amaziko angenzi nzuzo	35 716	(2 544)	(9 357)	23 815	23 815	-	100.0	-	-
Ezamaxhaya	5 000	(5 000)	-	-	-	-	-	-	-
Inani lilonke	49 137	(10 634)	(9 357)	29 146	29 146	-	100.0	-	-

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1. linkcukacha zeemali eziya kwizibonelelo neenkxaso-mali ngokoMthetho woLwabiwo-mali (Appropriation Act) (emva kokusiwa kweemali ngokweeAkhawunti)

Ingcombolo ngezi tranzekshini zingajongwa kumanqaku ngeNtlawulo yooMatshini nenkxaso-mali, amanqaku engcaciso nesiHlommel 1 (A-C) kumaXwebhu eeNgxelo-mali zonyaka.

2. Ingcombolo nezixa-mali ezivunyiweyo ezabelwe ngokukodwa okuthile (specifically and exclusively) (emva kokusiwa kweemali ngokweeAkhawunti) (Virement)

Ingcombolo ngezi tranzekshini zingajongwa kwinqaku lengcaciso 1 (Ulwabiwo loNyaka) kumaXwebhu eeNgxelo-Mali zoNyaka.

3. linkcukacha malunga nokuhlawulelwa kweeasethi zezemali (financial assets)

Ingcombolo ngezi tranzekshini ngokweprogram nganye zingajongwa kwinqaku lengcaciso malunga nokuHlawulelwa kweeAsethi zezeMali kumaXwebhu eeNgxelo-Mali zoNyaka.

4. lingcaciso malunga nokwahluka kweemathiriyeli (material variances) okusuka kwiZixa eziVunyiweyo (emva kokusiwa kweemali ngokweeakhawunti):

4.1 Ngokweprogram

Ngokweprogram:	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Umahluko njenge-% yoLwabiwo-mali lokuGqibela I-%
Ezolawulo	666 659	661 621	5 038	1
IMfundo yeZikolo zikaRhulumente eziQhelekileyo	12 156 707	12 156 526	181	0
IiNkxaso-mali zeZikolo eziZimeleyo	89 845	89 845	-	0
IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	973 642	973 642	-	0
IMfundo noQeqesho oluQhubekayo	377 913	377 865	48	0
IMfundo noQeqesho olusisiSeko lwabaDala	36 609	34 633	1 976	5
UPhuhliso lweMfundo yabasaQalayo	511 778	511 778	-	0
UPhuculo lweziseko zophuhliso	1 453 432	1 439 491	13 941	1
linkonzo eziNcedisayo neenkonzo eziNxulumene nazo	759 745	755 870	3 875	1

Ingcaciso yomahluko: Inkcitho engaphantsi eyenziwe kuLawulo ibangelwa yinqubo yokuthengwa kwelICT ye-e-Education, nengakwazanga ukugqitywa phambi kokuphela konyaka-mali. Ukulondoloza okwenziwe kwiMfundo esisiSeko noQeqesho lwabaDala kunye noPhuhliso lweziSeko zoPhuhliso (Infrastructure Development) kubangelwe kukuncipha kwamabango afunyenwe kumaziko eABET kunye neeprojekthi ezinkulu ezenziwa kwizikolo zikarhulumente, nezingakwazanga ukugqitywa ngaphambi kokuphela konyaka-mali. Ukulondoloza okwenziwe kwiiNkonzo eziNcedisayo neenkonzo ezinxulumene nazo kubangelwe yimali ebekelwe amaZiko oPhuhliso lwamaThuba esiNinzi (Mass Opportunity Development) (MOD) enzelwa abancedisi bokufundisa (tutors) abanezidanga, mali leyo iye yabuyiselwa kwiSebe likaNondyabo wePhondo.

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4.2 Ngokokuhlelwa ngokwezoqoqosho

Ngokokuhlelwa ngokwezoqoqosho	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Umahluko njenge-% yoLwabiwo-mali lokuGqibela I-%
Inkcitho yangoku				
Imbuyekezo yabasebenzi	12 433 360	12 427 327	6 033	0
Impahla neenkonzo	1 460 643	1 454 478	6 165	0
Iimali eziya kwizibonelelo neenkxaso-mali				
Iiarhente neeakhawunti zesebe	6 107	6 107	-	0
Amaziko angenzi nzuzo	1 791 958	1 791 958	-	0
Ezamaxhaya	99 115	99 068	47	0
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)				
Izakhiwo nezinye iindawo ezingasukiyo	1 177 604	1 164 790	12 814	1
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	47 575	47 575	-	0
Isoftwe nezinye iisoftwe ezingaphathekiyo	19	19	-	0
Ukuhlawulelwa kweeasethi zezemali (financial assets)	9 949	9 949	-	0

Ingcaciso yomahluko: Inkcitho engaphantsi eyenziwe kwizakhiwo kunye nezinye izakhiwo ezingasukiyo (fixed structures) kubangelwa kukulibaziseka kwiiprojekthi zokwakha ezinkulu kwizikolo zikarhulumente ezingakwazanga kugqitywa phambi kokuphela konyaka-mali.

4.3 Igranti ekhutshwa phantsi kwemiqathango ethile

Igranti ekhutshwa phantsi kwemiqathango ethile	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Umahluko njenge-% yoLwabiwo-mali lokuGqibela I-%
ISebe leMfundo esisiSeko				
Igranti yeZikolo zeDinaledi	10 673	10 673	-	0
Igranti yeziSeko zoPhuhliso zezeMfundo	1 021 334	1 008 579	12 755	1
Igranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	17 731	17 690	41	0
Igranti yeProgram yokuTyiswa kweZikolo (National School Nutrition Programme Grant)	282 486	282 466	20	0
Igranti yeeTheraphisti zeMiba eThile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	50 395	50 395	-	0
Igranti yokubalwa ngokutsha kwamatyala eZikolo zobuChwepheshe zaseSekondari	17 643	17 643	-	0
Amaziko eMfundo ePhakamileyo noQeqesho				
Igranti yeeKholeji zamaZiko eMfundo noQeqesho oluQhubekayo	377 913	377 865	48	0
EzemiSebenzi kaRhulumente				
Igranti eDibeneyo yeEPWP yamaPhondo	2 564	1 437	1 127	44
Igranti yamaPhondo yeziBonelelo zeEPWP yamaCandelo eNtlalo (Social Sector EPWP Incentive Grant for Provinces)	13 354	13 193	161	1

**INGXELO YOBUME BOKUSETYENZISWA KWEMALI
yonyaka ophele ngowama-31 kuMatshi ka-2015**

	Qaphela	2014/15 R'000	2013/14 R'000
INGENISO			
Ulwabiwo-mali lonyaka	1	17,026,330	15,668,785
Ingeniso yesebe	2	6,462	-
		17,032,792	15,668,785
INGENISO EPHELELEYO			
INKCITHO			
Inkcitho yangoku			
Imbuyekezo yabasebenzi	3	12,427,327	11,566,933
Impahla neenkonz	4	1,454,478	1,503,971
Inkcitho epheleleyo yangoku		13,881,805	13,070,904
Iimali eziya kwizibonelelo neenkxaso-mali			
Iimali eziya kwizibonelelo neenkxaso-mali	6	1,897,133	1,682,249
Iimali ezipheleleyo eziya kwizibonelelo neenkxaso-mali		1,897,133	1,682,249
Inkcitho yokuhlawulelwa kweeasethi ezinkulu (capital assets)			
Iiasethi eziphathekayo	7	1,212,365	736,765
Iiasethi ezingaphathekiyo	7	19	12
Inkcitho epheleleyo yokuhlawulelwa kweeasethi ezinkulu (capital assets)		1,212,384	736,777
Ukuhlawulelwa kweeasethi zezemali (financial assets)	5	9,949	12,266
		17,001,271	15,502,196
IMALI ESELEYO KULO NYAKA			
Ukudityaniswa kweMali eSeleyo emva kwento yonke (Net Surplus) kulo nyaka			
IiMali eziVunyiweyo		25,059	166,589
Ulwabiwo-mali lonyaka		25,059	166,589
Ingeniso yesebe neeMali eziFunyenweyo zeNgeniso yePhondo (Provincial Revenue Fund Receipts)	13	6,462	-
IMALI ESELEYO KULO NYAKA		31,521	166,589

**INGXELO YEMEKO YEZEMALI
 ngokwangowama-31 kuMatshi ka-**

	Qaphela	2014/15 R'000	2013/14 R'000
II-ASETHI			
liAsethi zaNgoku		12,518	151,311
limali nezinye iindidi zemali (cash equivalents)	8	-	135,869
lintlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko (advances)	9	1	-
limali ezifunyenweyo	10	12,517	15,442
liAsethi ezingezozangoku (Non-Current Assets)		72,671	84,418
lintlawulo zotyalo-mali	11	16,745	15,752
limali ezifunyenweyo	10	55,926	68,666
IIMALI EZIPHELELEYO ZEEASETHI		85,189	235,729
AMATYALA			
AmaTyala aNgoku		33,274	170,732
limali ezivunyiweyo ukuba zidluliselwe kwiMali yeNgeniso yePhondo	12	25,059	166,589
lingeniso zesebe neeMali eziFunyenweyo zeNgeniso yePhondo eziya kudluliselwa kwiMali yeNgeniso yePhondo	13	6,408	2,111
Izinto ezihlawulelwayo	14	1,807	2,032
AMATYALA EWONKE		33,274	170,732
IIASETHI ZASEMVA KOKUHLAWULWA KWAMATYALA (NET ASSETS)		51,915	64,997
Ezikhutshwa:			
Imali egcinelwe iiprojekthi ezinkulu		16,745	15,752
Ingeniso enokuqokelelwa (recoverable revenue)		35,170	49,245
IYONKE		51,915	64,997

**INGCACISO YOTSHINTSHO KWIASETHI ZASEMVA KOKUHLAWULWA KWAMATYALA
ngokwangowama-31 kuMatshi ka-2015**

	Qaphela	2014/15	2013/14
IIASETHI ZASEMVA KOKUHLAWULWA KWAMATYALA (NET ASSETS)		R'000	R'000
Imali ekuqalelwa phezu kwayo (opening balance)		15,752	15,489
limali eziya kwizibonelelo (transfers):			
Utshintsho kwiiMali zokuSebenza (Movement in Operational Funds)		993	263
Imali eseleyo ekugqityelwe kuyo (closing balance)		16,745	15,752
Ingeniso enokuqokelelwa			
Imali ekuqalelwa phezu kwayo (opening balance)		49,245	53,990
limali eziya kwizibonelelo		(14,075)	(4,745)
Izixa ezingenakubuyiswa nezicinyiweyo	5.2	(8,837)	(12,214)
limali zamatyala abuyisiweyo (eziqukwe kwiimali ezifunyelwe lisebe)		(5,238)	-
limali eziqokelelwe ngokubolekisa ngemali (debts raised)		-	7,469
Imali eseleyo ekugqityelwe kuyo		35,170	49,245
IYONKE		51,915	64,997

Ukudityaniswa kweNgeniso enokuQokelelwa yonyaka-mali ka-2013/14 iphinde yaxelwa ukwenzela ukuvumela uthlekiso olungqalileyo kunye nato nyaka kunikwa ingxelo ngawo. Ngaphambili, "iMali enikwa iziBonelelo" ("Transfers") (eyi-R4 745 000) iboniswe "njengezixa ezingenakubuyiswa nezicinyiweyo" zasemva kokuhlawulwa kwamatyala kuphela.

**INGXELO YENGENISO NENKCITHO
 yonyaka ophela ngowama-31 kuMatshi ka-2015**

	Qaphela	2014/15 R'000	2013/14 R'000
INGENISO NENKCITHO EYENZIWE KWIMICIMBI YOKUSEBENZA			
Imali efunyenwe lisebe		17 061 019	15 702 339
Imali efunyenwe kulwabiwo-mali lonyaka	1.1	17 026 330	15 668 785
Ingeniso efunyenwe lisebe	2	32 473	31 736
Inzala efunyenweyo	2.3	2 216	1 818
Ukukhula kwasemva kokuhlulwa kwamatyala kwimali yokusebenza ephelileyo (working capital)		15 439	72 170
Edluliselwe kwiMali yeNgeniso (Revenue Fund)		(196 981)	(114 567)
Lintlawulo zangoku		(13 881 805)	(13 070 904)
Ukuhlawulelwa kweeasethi zezemali (financial assets)		(9 949)	(12 266)
Iimali eziya kwizibonelelo neenkxaso-mali		(1 897 133)	(1 682 249)
Ingeniso nenkcitho yemali (net cash flow) efanekayo emva kwemimicimbi yokusebenza	15	1 090 590	894 523
INGENISO NENKCITHO EYENZIWE KWIMICIMBI YOTYALO-MALI			
Ukuhlawulelwa kweeasethi ezinkulu (capital assets) (Ukunyuka) kotyalo-mali	7	(1 212 384) (993)	(736 777) (263)
Ingeniso nenkcitho yasemva kokuhlulwa kwamatyala eyenziswe kwimimicimbi yotyalo-mali		(1 213 377)	(737 040)
INGENISO NENKCITHO EYENZIWE KWIMICIMBI YOKUKHUTSHA KWEMALI (FINANCING ACTIVITIES)			
(Ukwehla) kweeasethi zasemva kokuhlulwa kwamatyala (net assets)		(13 082)	(4 482)
Ingeniso nenkcitho yasemva kokuhlulwa kwamatyala eyenziswe kwimimicimbi yokukhutshwa kweemali (financing activities)		(13 082)	(4 482)
(Ukwehla) kwemali nezinye iindidi zemali (cash equivalents)		(135,869)	153,001
Imali nezinye iindidi zemali zasekuqaleni kweli thuba		135,869	(17,132)
Imali nezinye iindidi zemali zasekupheleni kweli thuba	16	-	135,869

**IMIGAQO-NKQUBO YOKULAWULWA KWEMALI
yonyaka ophela ngowama-31 kuMatshi ka-2015**

Isishwankathelo semigaqo-nkqubo ebalulekileyo yokulawulwa kwemali (accounting policies)

liNgxelo zeMali zilungisiwe ngokwale migaqo-nkqubo ilandelayo, eseyisetyenziswe 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 ukuhlola nokuqikelela (assessments and estimates) ukuqulunqa iingxelo-mali zonyaka. Le ngxelo isuselwa kweyona ngcaciso ichanekileyo ibifumaneka ngexesha lokuqulunqwa kwayo.

Nakuba kunjalo, apho kufanelekileyo nalapho kululutho khona ukwenjenjalo, kunikwe ingcaciso entsha ukugxininisa ukuba lulutho kweengxelo-mali nokuthobela iimfuneko ezingummiselo zikarhulumente zoMthetho woLawulo lweMali zikaRhulumente (Public Finance Management Act), (PFMA), uMthetho woku-1 ka-1999 (njengoko ufakelwe izilungiso ngoMthethowama- 29 ka-1999), kunye nemiMiselo yeSebe likaNondyobo (Treasury Regulations) ekhutshwe ngokwePFMA kunye noMthetho woKwahlulwa kweNgeniso yonyaka (annual Division of Revenue Act).

1. Indlela elungiswe ngayo

liNgxelo zemali zilungisiwe ngokwemiGangatho yeMali eTshintshiweyo (Modified Cash Standard).

2. Indlela eliza kuyenza ngayo inzuzo isebe ukususela ngoku

liNgxelo zemali zilungiswe ngokokwendlela eliza kuyenza ngayo inzuzo isebe ukususela ngoku.

3. Uhlobo lwemali olusetyenziswayo ukucacisa le ngxelo

Onke amaxabiso abhalwe ngohlobo lwemali eyiRandi (R) yaseMzantsi Afrika neluhlobo lwemali olusetyenziswayo lwesebe lemfundo.

4. Ukudlulisela kwiwaka elikufutshane (rounding)

Ngaphandle kokuba kuxelwe ngenye indlela, la maxabiso emali adluliselwe kwiwaka elikufutshane (R'000).

5. Ukutshintshwa kwemali yamanye amazwe

Ingeniso nenkcitho yemali eyenzeke kwiimali zamanye amazwe itshintshelwe kwiRandi yaseMzantsi Afrika kusetyenziswa amazinga onaniselwano (exchange rate) asebenzayo ngaloo mhla wentlawulo / wokungena kwemali.

**IMIGAQO-NKQUBO YOKULAWULWA KWEMALI
yonyaka ophela ngowama-31 kuMatshi ka-2015**

6. Uthelekiso lwenkqubo yalo nyaka neyeminye iminyaka

6.1 Ithuba laphambi kothelekiso lwenkqubo

Iinkcukacha zethuba laphambi kolu thelekiso lwenkqubo zinikiwe kumaxwebhu engxelo-mali yalo nyaka. Apho amaxabiso ayimfuneko aquka iingxelo-mali zethuba elidlulileyo aye ahlelwa ngokutsha ukwenzela ukuba ifomathi ezinikwa ngayo iinkcukacha iyahambelana nefomathi yamaxwebhu engxelo-mali alo nyaka.

6.2 Uthelekiso lwalo nyaka nebhajethi

Uthelekiso phakathi kwebhajethi eyamkelweyo yokugqibela nawona maxabiso emali yeprogram nganye nodidi lwezoqoqosho (economic classification) lubandakanyiwe kwingxelo yolwabiwo-mali (appropriation statement).

7. Ingeniso

7.1 Iimali ezabelwe isebe

Iimali ezabelwe isebe (appropriated funds) ziqulethe yonke imali eyabiweyo yesebe kwakunye neentlawulo ezingqalileyo (direct charges) ezithelekiswa nemali engenileyo (o.k.t. ulwabiwo olusemthethweni).

Iimali ezabelwe isebe zithathelwe ingqalelo kwingxelo yokusetyenziswa kwemali yomhla oluqala ngawo ukusebenza ulwabiwo-mali. Uhlengahlengiso olwenziweyo ngokwenkqubo yohlengahlengiso lwebhajethi luthathelwe ingqalelo kwingxelo yokusetyenziswa kwemali ngomhla oluqale ngawo ukusebenza uhlengahlengiso.

Ixabiso lasemva kokuhlawulwa kwamatyala (net amount) lazo naziphi iimali ezabelwe isebe ezifanele ukuhlawulwa / ukucela kwingeniso efanelekileyo yemali ngomhla wokunikwa kwengxelo kuthathelwe ingqalelo njengemali ehlawulwayo / efunyanwayo kwingxelo yemeko yemali.

7.2 Ingeniso yesebe

Yonke imali eyingeniso yesebe lemfundo (departmental revenue) ithathelwa ingqalelo njengengxelo yokusetyenziswa kwemali xa ifunyenwe ize emva koko ihlawulwe kwingxowa-mali yengeniso efanelekileyo, ngaphandle kokuba kuchazwe ngenye indlela.

Nasiphi isixa esinxulumene naloo ngxowa-mali ifanelekileyo sithathelwe ingqalelo njengemali efanele ukuhlawulwa (payable) kwingxelo yemeko yemali.

IMIGAQO-NKQUBO YOKULAWULWA KWEMALI yonyaka ophela ngowama-31 kuMatshi ka-2015

7.3 Ingeniso enyusiweyo (accrued) yesebe

Ingeniso engekabhaliswa (accruals) ngokumalunga nemali yesebe engenileyo (kungabandakanywanga ingeniso yerhafu) kubhalwa kwiingcaciso ezimalunga neengxelo-mali xa:

- Oku kunobangelwa mhlawumbi kukuba zonke iinzuzo zoqoqosho okanye iintlawulo ezimalunga nenkonzo ekusetyenzisweni kwemali ziya kungena kwisebe; yaye
- isixa semali engenileyo sinokulinganiselwa ngokuthembekileyo.

Imali engenileyo eyi-accrued revenue ilinganiselwa kwixabiso elamkelekileyo lemali ethathwa njengefunyenweyo.

I-Accrued tax revenue (nenzala/izihlwayo ezimalunga nayo) ilingiselwa nezixa ezinokufunyanwa kwii-arhente eziqokelela imali.

8. Inkcitho

8.1 Imbuyekezo yabasebenzi

8.1.1 Imivuzo nemirholo

Imivuzo nemirholo ithathelwe ingqalelo kwingxelo yokusetyenziswa kwemali yomhla wentlawulo.

8.1.2 Ukuncedwa koluntu (social contributions)

Ukuncedwa koluntu okwenziwe lisebe ngokunxulumene naba basebenzi bangoku kuthathelwe ingqalelo kwingxelo yokusetyenziswa kwemali yomhla wentlawulo.

Ukuncedwa koluntu okwenziwe lisebe ngokunxulumene nabo babesakusebenzela isebe kuhlelwe njengeemali zezibonelelo zamakhaya kwingxelo yokusetyenziswa kwemali yomhla wentlawulo.

8.2 Ezinye iinkcitho

Enye incitho (efana nempahla neenkonzo, imali eziya kwizibonelelo (transfers) kunye neenxaso kunye nokuhlawulelwa kweeasethi ezinkulu (capital assets)) kuthathelwe ingqalelo kwingxelo yokusetyenziswa kwemali yomhla wentlawulo. Le nkcitho ihlelwa njenge-capital expense ukuba isixa esiphelleleyo esihlawulweyo singaphezu kwemali ehlawulelwa iiasethi (capitalisation threshold).

8.3 Inkcitho enyuselweyo (accrued expenditure) ehlawuliweyo

I-accrued expenditure ehlawulwayo ibhalwe kwiingcaciso zeengxelo-mali xa kukho impahla efunyenweyo okanye, kwimeko yeenkonzo, xa zenzelwe isebe.

I-accrued expenditure ihlawulwayo ibalwa ngokweendleko.

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8.4 Izinto ezirentiswayo

8.4.1 Izinto ezirentiswayo ezisebenzayo

Intlawulo yeerenti ezisebenzayo eyenziwe ngethuba ekunikwa ingxelo yalo zithathelwe ingqalelo njengenkitho yangoku kwingxelo yokusetyenziswa kwemali yangomhla wentlawulo.

Izibophelelo zezinto ezirentwalo zibhalwe kwiingcaciso zeengxelo-mali.

8.4.2 Imali ebolekiweyo (finance leases)

Intlawulo yeemali ezibolekiweyo eyenziwe ngethuba ekunikwa ingxelo yalo zithathelwe ingqalelo njengenkitho yangoku kwingxelo yokusetyenziswa kwemali yangomhla wentlawulo.

Izibophelelo zemali ebolekiweyo (finance lease commitments) zibhalwe kwiingcaciso zeengxelo-mali yaye azabiwanga phakathi kweenxenywe zemali yokuqalisa umsebenzi (capital) kunye nenxenywe yenzala).

Iiasethi ezirentwayo (finance lease assets) azifunyenwe ekupheleni kwethuba lokurenta (lease term) zibhalwe zaza zalinganiswa kumazantsi:

- eendleko, njengexabiso elifanelekileyo leasethi leyo; okanye
- Ixabiso elipheleleyo leentlawulo ezenziweyo zerenti, kuquka naziphi iintlawulo ezenziweyo ukufumana ubunini ekupheleni kwethuba lokurentwa, ingabandakanywanga inzala.

9. Imali nezinye iindidi zemali (cash equivalents)

Imali nezinye iindidi zemali zixelwe njengeendleko kwingxelo yemeko yemali.

Iiowuvadrafti zebhanki ziboniswe ngokwahlukileyo kumphezulu (face) wengxelo yemeko yemali.

Ukulungiselela ingxelo yengeniso nenkcitho yemali, imali nezinye iindidi zemali (cash and cashe equivalents) ziquka imali esesandleni, iidiphozithi ezenziweyo, olunye utyalo-mali lwethutyana ekunokuba lula ukulusebenzisa njengemali kunye neeowuvadrafti zasebhankini.

**IMIGAQO-NKQUBO YOKULAWULWA KWEMALI
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10. lintlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko (advances)

lintlawulo zangaphambi kwexesha kunye nemivuzo ekhutshwe kwangoko (advances) zithathelwe ingqalelo kwingxelo yemeko yemali xa isebe lifumana okanye likhupha imali.

lintlawulo zangaphambi kwexesha kunye nemivuzo ekhutshwe kwangoko (prepayments and advances) zilinganiswa ngokweendleko zasekuqaleni kunye nezilandelayo.

Ukuthatha uhambo nezibonelelo ezinxulumene nako zihlawulwa xa igosa lithatha uhambo oluza kulenza lingabikho kwandlunkulu (headquarters) lize lifake isicelo sengqikelelo yeendleko eziza kuchithwa kumsebenzi karhulumente. Xa libuya elo gosa, liya kufaka ibango lezona ndleko zichithiweyo eziya kuhlawulwa ukongeza kwintlawulo ebesele liyini kiwe igosa elo. Nayiphi imali ehlawulwa kwangaphambi kwexesha (advances) engahlawulwanga ngomhla wama-31 kuMatshi iya kuboniswa kwiNgxelo yeMeko yeMali.

11. limali-mboleko neemali ezifunyenweyo (receivables)

limali-mboleko neemali ezifunyenweyo zithathelwa ingqalelo kwingxelo yemeko yemali ngokweendleko kunye nenzala efunyenweyo (accrued interest), apho kubizwa khona inzala, kuthatyathwe iizixa esele zihlawulwe okanye zicinyiwe (written off).

12. lintlawulo zotyalo-mali

Utyalo-mali luthathelwa ingqalelo kwingxelo yemeko yemali kwiindleko.

13. Ukonakala kweeasethi zemali (financial assets)

Apho kungekho nto ibonisa ukonakala kweasethi yemali, ingqikelelo yokuncitshiswa kwexabiso layo elibhaliweyo, ukubonisa eyona ngqikelelo yexabiso lexesha elizayo (future economic benefits) elilindelwe kuloo asethi, libhalwa kwiingcaciso zengxelo-mali.

**IMIGAQO-NKQUBO YOKULAWULWA KWEMALI
yonyaka ophele ngowama-31 kuMatshi ka-2015**

14. Izinto ezihlawulelwayo

Iimali-mboleko nezinto ezihlawulwelwayo zithathelwa ingqalelo kwingxelo yemeko yemali kwiindleko.

15. Iiasethi eziNkulu (Capital Assets)

15.1 Iiasethi ezinkulu ezingasukiyo (immovable capital assets)

Iiasethi ezinkulu ezingasukiyo ziqala ngokubhalwa kwingcaciso yemeko yemali kwiindleko. Iiasethi ezinkulu ezingasukiyo ezithengwe ngetranzekshini engakungabuyiselwa mali kuyo (non-exchange transaction) zilinganiswa ngokwexabiso elifanelekileyo elihambelana nelangomhla wokuthengwa kwayo.

Apho ixabiso leiasethi eezinkulu ezingasuswayo lingaziwa ngokuchanekileyo, ezo asethi zingasukiyo zilinganiswa ngokwe-R1, ngaphandle kokuba ixabiso elifanelekileyo laloo asethi liye laqikelelwa, apho ke kuya kusetyenziswa ixabiso elifanelekileyo.

Zonke iiasethi zaphambi komhla woku-1 ka-2002 (okanye umhla osemva kwalowo ovunywe yiOAG) zinokubhalwa njenge-R1.

Emva koko, iiasethi ezinkulu ezingasuswayo zigcinwa ngokwexabiso lazo yaye azichatshazelwa kukuhla kwamaxabiso okanye ukonakala kwazo.

Inkcitho enkulu elandelayo yongezwa kwixabiso leasethi ekupheleni kweprojekthi enkulu ekupheleni kweprojekthi enkulu, ngaphandle kokuba loo asethi ingasukiyo ibhalwe lelinye isebe, apho ke iindleko ezipheleleyo zaloo projekthi ziya kudluliselwa kwelo sebe.

15.2 Iiasethi ezinkulu ezisukayo (movable capital assets)

Iiasethi ezinkulu ezisukayo ziqala ngokubhalwa kwingcaciso yemeko yemali kwiindleko. Iiasethi ezinkulu ezisukayo ezithengwe ngetranzekshini engakungabuyiselwa mali kuyo (non-exchange transaction) zilinganiswa ngokwexabiso elifanelekileyo elihambelana nelangomhla wokuthengwa kwayo.

Apho iindleko zeeasethi ezinkulu ezisukayo zingenakuqondwa ngokuchanekileyo, ezo asethi zinkulu zisukayo zilinganiswa ngokwexabiso elifanelekileyo, kuze apho ixabiso elifanelekileyo lingenakuqotshwa; ezo asethi zisukayo zilinganiswa ngokwe-R1.

Zonke iiasethi zaphambi komhla woku-1 ka-2002 (okanye umhla osemva kwalowo ovunywe yiOAG) zinokubhalwa njenge-R1.

Emva koko, iiasethi ezinkulu ezisukayo zigcinwa ngokwexabiso lazo yaye azichatshazelwa kukuhla kwamaxabiso okanye ukonakala kwazo.

Inkcitho enkulu elandelayo yongezwa kwixabiso leasethi ekupheleni kweprojekthi enkulu ekupheleni kweprojekthi enkulu, ngaphandle kokuba loo asethi isukayo ibhalwe lelinye isebe, apho ke iindleko ezipheleleyo zaloo projekthi ziya kudluliselwa kwelo sebe.

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15.3 Iiasethi ezingaphathekiyo (intangible assets)

Iiasethi ezingaphathekiyo ziqala ngokubhalwa kwingcaciso yemeko yemali kwiindleko. Iiasethi ezingaphathekiyo ezithengwe ngetranzekshini engakungabuyiselwa mali kuyo (non-exchange transaction) zilinganiswa ngokwexabiso elifanelekileyo elihambelana nelangomhla wokuthengwa kwayo.

Iiasethi ezingaphathekiyo ezenziwe ngaphakathi kwiziko zibhalwe kwingcaciso yengxelo-mali xa isebe liqala inqanaba lophuhliso lweprojekthi.

Apho iindleko zeeasethi ezingaphathekiyo zingenakuqondwa ngokuchanekileyo, ezo asethi zinkulu zisukayo zilinganiswa ngokwexabiso elifanelekileyo, kuze apho ixabiso elifanelekileyo lingenakuqotshwa; ezo asethi zisukayo zilinganiswa ngokwe-R1.

Zonke iiasethi zaphambi komhla woku-1 ka-2002 (okanye umhla osemva kwalowo ovunywe yiOAG) zinokubhalwa njenge-R1.

Emva koko, iiasethi ezingaphathekiyo zigcinwa ngokwexabiso lazo yaye azichatshazelwa kukuhla kwamaxabiso okanye ukonakala kwazo.

Inkcitho enkulu elandelayo yongezwa kwixabiso leasethi ekupheleni kweprojekthi enkulu ekupheleni kweprojekthi enkulu, ngaphandle kokuba loo asethi ingaphathekiyo ibhalwe lelinye isebe, apho ke iindleko ezipheleleyo zaloo projekthi ziya kudluliselwa kwelo sebe.

16. Ulungiselelo nokuLungiselelwa kwemeko engekehli (Provisions and Contingents)

16.1 Ulungiselelo

Ulungiselelo lubhalwe kwingcaciso yeengxelo-mali apho kukho isibophelelo sasemthethweni okanye esakhayo (legal or constructive obligation) esiqhubayo ngoku sokulahlekana neenzuzo zezoqoqosho ngenxa yemicimbi ebiqhubeke ngaphambili, yaye kusenokwenzeka ukuba ukuphuma kwezixhobo ezixhamlisayo ngokoqoqosho okanye ezineenkonzo zezoqoqosho kuya kufuneka ukwenzela ukuqhuba eso sibophelelo yaye lunakho ukwenzeka uqikelelo lwesibophelelo eso. Oku kulinganiswa njengolona qikelelo lweemali lufunekayo ukwenzela ukuhlawula esi sibophelelo sikhoyo ngalo mhla wokunikwa kwengxelo.

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16.2 Amatyala abengalungiselelwanga (Contingent liabilities)

Amatyala abengalungiselelwanga abhalwa kwiingcaciso ezikwingxelo-mali, apho kukho isibophelelo esinokuvela semicimbi eyayenziwe ngaphambili, nalapho ubukho baso buya kuqinisekiswa kuphela ngokwenzeka okanye ukungenzeki komcimbi ozayo omnye okanye nangaphezulu ongaphaya kolawulo lwesebe okanye apho kukho isibophelelo sangoku esingathathelwanga ngqalelo kuba kungenakwenzeka ukuba ukuphuma kwezixhobo (outflow of resources) kuya kufuneka ukwenzela ukuhlawula elo tyala okanye eso sixa sesibophelelo okanye elo xabiso lesibophelelo lingenakulinganiswa ngokuthembekilyeo.

16.3 Iiasethi ebezingalungiselelwanga (Contingent assets)

Iiasethi ebezingalungiselelwanga zibhalwa kwiingcaciso ezikwingxelo-mali, apho kukho iiasethi enokuvela eyayenziwe ngaphambili, nalapho ubukho bayo buya kuqinisekiswa kuphela ngokwenzeka okanye ukungenzeki komcimbi ozayo omnye okanye nangaphezulu ongaphaya kolawulo lwesebe

16.4 Izibophelelo

Izibophelelo zibhalwe kwiingcaciso yeengxelo-mali apho kukho isivumelwano sekhontrakthi okanye imvume yabalawuli ngendlela anika ukulindelwa okufanelekileyo kokuba isebe liza kwenza uxanduva lwalo, ngokwenjenjalo lisebenzisa inkcitho yexesha elizayo neya kwenza ukuba kubekho imali ephumayo

17. Inkcitho engagunyaziswanga

Inkcitho engagunyaziswanga ithathelwe ingqalelo kwingxelo yemeko yemali de kube lelo xesha apho inkcitho:

- ivunywa yiPalamente okanye iNdlu yoWiso-mthetho yePhondo ngokuxhasa ngemali zize zifunyanwe iimali ezinxulumene noko; okanye
- ivunywe yiphalamente okanye iNdlu yoWiso-mthetho yePhondo kungabikho nkxaso-mali ize icinywe phantsi kolwabiwo-mali kwingxelo yokusetyenziswa kwemali; okanye
- idluliselwa kwizinto ezifunyanwayo zokubuyisa iindleko (receivables for recovery).

Inkcitho engagunyaziswanga ilinganiswa ngokwexabiso lenkcitho engagunyaniswanga eqinisekisiweyo.

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18. Inkcitho engenanzuzo nekukudyakraza

Inkcitho engenanzuzo nekukudyakraza ibhalwe kwingcaciso yengxelo-mali xa iqinisekisiwe. Ixabiso elibhaliweyo lilingana nexabiso elipheleleyo lenkcitho eyenziweyo engenanzuzo nekukudyakraza.

Inkcitho engenanzuzo nekukudyakraza iyasuswa kwingcaciso yengxelo-mali xa isonjululwe okanye idluliselwe kwiimali ezifunyenweyo zokubuyisa (receivables for recovery)

Izinto ezifunyanwayo eziyinkcitho engenanzuzo nekukudyakraza zilinganiswa nexabiso ekulindeleke ukuba likwazi ukubuyiseka yaye zenziwa zingabalwanga njengengeniso okanye inkcitho yethuba lerhafu elithile (de-recognised) xa zithe zahlawulwa okanye zaza zacinywa njengezingakwaziyo ukubuyiseka.

19. Inkcitho engahambi ngokomgaqo

Inkcitho engahambi ngokomgaqo ibhalwe kwingcaciso yengxelo-mali xa iqinisekisiwe. Isixa esibhaliweyo siyalingana nexabiso lenkcitho engahambi ngokomgaqo eyenziweyo ngaphandle kokuba akukwazeki ukuba iqatshelwe, apho ke kunikwe izizathu zoko kwingcaciso.

Inkcitho engahambi ngokomgaqo iyasuswa kwingcaciso xa ithe yavunyelwa (condoned) bangasemagunyeni abafanelekielyo, yadluliselwa kwiimali ezifunyenweyo zokubuyisa (receivables for recovery) okanye ayivunyelwanga ngoko ke ayibuyiseki.

Inkcitho engahambi ngokomgaqo ezifunyenweyo zilinganiswa nexabiso ekulindeleke ukuba likwazi ukubuyiseka yaye zenziwa zingabalwanga njengengeniso okanye inkcitho yethuba lerhafu elithile (de-recognised) xa zithe zahlawulwa okanye zaza zacinywa njengezingakwaziyo ukubuyiseka.

20. Abasebenzi bolawulo abaphambili

Abasebenzi bolawulo abaphambili ngabo bantu banegunya noxanduva lokucwangcisa, ukuphatha (directing) nokulawula (controlling) imicimbi yesebe. Inani labantu kunye nembuyekezo yabo ephela ibhalwe kwingcaciso yengxelo-mali.

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21. Utshintsho kwimigaqo-nkqubo yobalo-mali (accounting policies), iingqikelelo neempazamo zobalo-mali

Utshintsho kwimigaqo-nkqubo yobalo-mali olwenziwe ngabalawuli luphinde kwasetyenziswa ngokweemfuno zeMCS, ngaphande kwaxa kungekho ndlela yokubeka ithuba elichanekileyo okanye ifuthe elinokwenzeka ngokutshintshwa umgaqo-nkqubo. Kwiimeko ezinjalo, isebe liya kuphinda lixele iiasethi zokuqalisa (opening balance of assets), amatyala kunye neeasethi zasemva kokuhlululwa kwamatyala (net assets) kwangoko kangangoko kunakho ukuphinda kuxelwe.

Utshintsho kwiingqikelelo zobalo-mali lusetyenziswa ngokulandela iimfuno zeMCS.

Ukulungiswa kweempazamo kwenziwa emva koko kwithuba elo impazamo eyenziwe ngalo ngokweemfuno zeMCS, ngaphande kwaxa kungekho ndlela yokubeka ithuba elichanekileyo okanye ifuthe elinokwenzeka ngenxa yaloompazamo. Kwiimeko ezinjalo, isebe liya kuphinda lixele iiasethi zokuqalisa (opening balance of assets), amatyala kunye neeasethi zasemva kokuhlululwa kwamatyala (net assets) kwangoko kangangoko kunakho ukuphinda kuxelwe.

22. Imicimbi eyenzeke emva komhla wokunikwa kwengxelo

Imicimbi eyenzeke emva komhla wokunikwa kwengxelo ithathwa njengemicimbi ehlengahlengisayo exeliweyo kwiingxelo-mali. Imicimbi eyenzeke emva komhla wokunikwa kwengxelo ithathwa njengemicimbi engahlengahlengiswayo emva kokuba umhla wokunikwa kwengxelo uxeliwe kwingcaciso yengxelo-mali.

23. Imali egcinelwe iiprojekthi ezinkulu

Imali egcinelwe iiprojekthi ezinkulu iquka iiasethi zemali kunye/okanye namatyala avela kwithuba lengxelo elingaphambili kodwa ithathelwa ingqalelo kwingxelo yemeko yemali yokuqala kweli thuba lokunikwa kwengxelo. Izixa ezithathelwa ingqalelo kwimali egcinelwa iiprojekthi ezinkulu xa zichongiwe kweli thuba yaye zidluliselwa kwiNgxowa-mali yeNgeniso yePhondo xa loo asethi itshintshiweyo yaye neemali ezinxulumene nayo zifunyenwe.

24. Ingeniso enokuqokelelwa (recoverable revenue)

Izixa zithathelwa ingqalelo njengengeniso enokuqokelelwa xa intlawulo eyenziwe kunyaka-mali ongaphambili ikwazi ukuqokelelwa kumbolekisi kulo nyaka-mali. Izixa zisenokudluliselwa kwiNgxowa-mali yeNgeniso yePhondo apho iimali ezifunyenweyo zidluliselwa kwingxelo yokusetyenziswa kwemali xa sicinywa (written-off).

25. Iitranzekshini zamaqela achaphazelekayo (related party transactions)

Iitranzekshini yamaqela achaphazelekayo kukudluliselwa kwezixhobo, iinkonzo okanye amatyala phakathi kwequmrhu elinika ingxelo kunye neqela elichaphazelekayo. Iitranzekshini zamaqela achaphazelekayo zibhalwa kwingcaciso yeengxelo-mali xa itranzekshini engeyoyokuyeka iqela elo lizilawulele ngokwalo ezo mali (at arm's length).

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1. Ulwabiwo-mali

1.1 Ulwabiwo-mali loNyaka

	2014/15			2013/14
	Ulwabiwo-mali lokugqibela	Ezona Zipho-mali ziFunyenweyo	Iimali ezingacelwanga / ezingafunyanwanga	Ulwabiwo-mali oluFunyenweyo
liProgram	R'000	R'000	R'000	R'000
Ezolawulo	666 659	706 485	(39 826)	613 395
IMfundo yeZikolo zikaRhulumente eziQhelekileyo	12 156 707	12 083 075	73 632	11 405 561
liNkxaso-mali zeZikolo eziZimeleyo	89 845	90 326	(481)	84 932
IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	973 642	1 045 531	(71 889)	908 069
IMfundo noQeqesho oluQhubekayo	377 913	377,913	-	353 097
IMfundo noQeqesho olusisiSeko lwabaDala	36 609	39 793	(3,184)	37 912
UPhuhliso lweMfundo yabasaQalayo	511 778	515 449	(3 671)	456 712
UPhuculo lweziseko zophuhliso	1 453 432	1 397 772	55 660	1 147 394
linkonzo eziNcedisayo neenkonzo eziNxulumene nazo	759 745	769 986	(10 241)	661 713
Inani lilonke	17 026 330	17 026 330	-	15 668 785

	Qaphela	2014/15	2013/14
		R'000	R'000
1.2 IiGranti eziKhutshwa phantsi kwemiQathango ethile*			
Igranti epheleleyo efunyenweyo	31	1 794 093	1 639 728

* Makuqatshewle ukuba iigranti ezikhutshwa phantsi kwemiqathango ethile zifakiwe kwisixa soLwabiwo-mali oluPheleleyo ngalunye kwiNgongoma 1.1

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	Qaphela	2014/15 R'000	2013/14 R'000
2. INgeniso yeSebe			
Ukuthengiswa kweempahla neenkonz ngaphandle kweeasethi ezinkulu (capital assets)	2.1	11 762	11 959
lifayini, izohlwayo neemali ekuphulukenwe nazo	2.2	1 185	774
Inzala, izahlulo nerenti yemihlaba	2.3	2 216	1 818
litranzekshini ngokweeasethi zemali namatyala	2.4	19 526	19 003
Ingeniso eqokelelweyo epheleleyo		34 689	33 554
Kumke: Ingeniso yesebe equkwe kulwabiwo-mali	13	28 227	33 554
Ingeniso yesebe eqokelelweyo epheleleyo		6 462	-
2.1 Ukuthengiswa kweempahla neenkonz ngaphandle kweeasethi ezinkulu (capital assets)	2		
Ukuthengiswa kweempahla neenkonz ngaphandle eziveliswe lisebe lemfundo lintengiso ngokokusekwa kwasemakethe (market establishment)		11 492	11 701
Ukuthengiswa kwezikrebhu (scrap), inkukuma nezinye iimpahla ezisetyenzisiweyo zangoku		11 492	11 701
Inani lilonke		11 762	11 959
2.2 lifayini, izohlwayo neemali ekuphulukenwe nazo	2		
Isigwebo (Fine)		1 185	774
Inani lilonke		1,185	744
2.3 Inzala, izahlulo nerenti yemihlaba	2		
Inzala		2,216	1,818
Inani lilonke		2,216	1,818
2.4 litranzekshini ngokweeasethi zemali namatyala	2		
Iimali ezifunyenweyo		12 034	13 356
Ezinye iimali ezifunyenweyo, kuquka iNgeniso enokuQokelelwa (Recoverable Revenue)		7 492	5 647
Inani lilonke		19 526	19 003

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	Qaphela	2014/15	2013/14
		R'000	R'000
3. Imbuyekezo yabasebenzi			
3.1 Imivuzo nemirholo			
Umvuzo osisiseko (Basic salary)		9 324 145	8 642 942
Imbasa yentsebenzo		26 426	23 409
Esekelwe kwiiNkonzo		22 587	26 133
Eyimbuyekezo/eenikwa ngokweemeko		149 880	131 647
Iintlawulo zamathuba athile		14 372	9 046
Ezinye izibonelelo ezingabandakanywayo kumhlala-phantsi		1 310 936	1 229 333
Inani lilonke		10 848 346	10 062 510
3.2 UkuNcediswa koLuntu			
Imali ancedisa ngayo umqeshi			
Kumhlala-phantsi		1 105 631	1 023 142
Kwezonyango		470 379	478 431
KwiUIF		3	6
Ibhunga lothethathethwano		989	895
Iimanyano nemibutho emiselweyo (official)		1 979	1 949
Inani lilonke		1 578 981	1 504 423
Imbuyekezo epheleleyo yabasebenzi		12 427 327	11 566 933
Inani eliphakathi labasebenzi		41 137	40 537

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	Qaphela	2014/15 R'000	2013/14 R'000
4. Impahla neenkonz			
Intlawulo zolungiselelo (administrative fees)		763	611
Izibhengezo		7 600	5 697
Iiasethi ezincinci	4.1	9 619	3 933
Iibhasari (zabasebenzi)		2 868	4 669
Ukutyiswa kwabantu		13 526	14 265
Unxibelelwano		11 316	11 669
Iinkonzo zekhomyutha	4.2	19 989	20 369
Abacebisi: Iinkonzo zoshishino neengcebiso		37 930	34 769
Iinkonzo zezomthetho		4 803	6 235
Iikhontrakhi		11 766	5 798
Iinkonzo zeeqhela nenkxaso / ezinikwe iinkonzo zangaphandle		317 552	295 513
Ukonwabisa (Entertainment)		22	389
Iindleko zophicotho-zincwadi - Iwangaphandle	4.3	12 985	11 892
Iinkonzo zezithuthi		28 817	26 791
Ubhaliso lwempahla yesebe (inventory)	4.4	263 038	476 997
Izixhobo ezisetyenziswa ziphele	4.5	23 368	31 707
Iirenti eziqhubekayo (operating leases)		59 743	5 130
Ukuhlawulwelwa kweepropati	4.6	308 629	260 786
Ukurentwa kweendawo nokuqeshwa kweemoto		2 278	12 841
Izithuthi ezinikwe njengenxalenye yemicimbi yesebe		230 619	211 418
Ukuthatha uhambo nezibonelelo ezinxulumene nako	4.7	29 662	29 545
Iindawo zokusebenzela nezixhobo zokusebenzela		11 980	5 983
Uqeqesho nophuhliso		26 428	11 995
Ezinye iinkcitho zokusebenza	4.8	19 177	14 969
Inani lilonke		1 454 478	1 503 971

Uthelekiso olwenziwayo yi-i.r.o. U-2013/14 uxelwe ngokutsha ngokuhambelana nokuhlelwa kokutsha (re-classification) kweSCOA ukususela ngowoku-1 kuEpreli ka-2014.

4.1 Iiasethi ezincinci	4		
Iiasethi eziphathekayo		9 614	3 933
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)		9 614	3 933
Iiasethi ezingaphathekiyo		5	-
Isoftwe		5	-
Inani lilonke		9 619	3 933

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	Qaphela	2014/15 R'000	2013/14 R'000
4.2 linkonzo zekhompyutha	4		
linkonzo zeekomputha zeSITA		11 434	11 321
Abaniki bangaphandle beenkonzo bangaphandle		8 555	9 048
Inani lilonke		19 989	20 369
4.3 lindleko zophicotho-zincwadi - lwangaphandle	4		
Uphicotho-zincwadi olujonga ukulandelwa kwemigaqo (regularity audits)		10 018	10 990
Uphicotho lwentsebenzo		1 986	219
Uphicotho lwasekhompyutheni (computer audits)		981	683
Inani lilonke		12 985	11 892
4.4 Ubhaliso lwempahla yesebe (inventory)	4		
IziXhobo zokuXhasa ukuFunda nokuFundisa		88 909	385 242
Iimathiriyeli nezixhobo (materials and supplies)		1 055	235
Ukunikwa kwezonyango		-	302
Ezinye izixhobo ezithengwayo	4.4.1	173 074	91 218
Inani lilonke		263 038	476 997
4.4.1 Ezinye izixhobo ezithengwayo	4		
Iiasethi ezilungiselelwe ukusasazwa (distribution)		173 074	91 218
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)		173 073	91 218
Imathiriyeli yaselayibrari		1	-
Inani lilonke		173 074	91 218
4.5 Izixhobo ezisetyenziswa ziphele	4		
Izixhobo ezisetyenziswa ziphele		4 231	2 950
Iyunifomu neempahla		115	-
Impahla yendlu		1 742	989
Izixhobo ezincedisana nonxibelelwano		17	-
Izinto zelT ezisetyenziswa ziphele		467	-
Ezinye izinto ezisetyenziswa ziphele		1 890	1 961
Isiteyishinari, izixhobo zokuprinta nezaseofisini		19 137	28 757
Inani lilonke		23 368	31 707

Uthelekiso olwenziwayo yi-i.r.o. U-2013/14 uxelwe ngokutsha ngokuhambelana nokuhlelwa kokutsha (re-classification) kweSCOA ukususela ngowoku-1 kuEpreli ka-2014.

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	Qaphela	2014/15	2013/14
		R'000	R'000
4.6 UkuHlawulwelwa kweePropati	4		
linkonzo zikamasipala		50 391	51 194
Ukugcinwa kweepropati zikwimeko efanelekileyo nokulungiswa kwazo		248 817	196 932
Ezinye		9 421	12 660
Inani lilonke		308 629	260 786
4.7 Ukuthatha uhambo nezibonelelo ezinxulumene nako	4		
Oluya kwalapha kufutshane		29 564	29 173
Oluya ngaphandle		98	372
Inani lilonke		29 662	29 545
Uthelekiso olwenziwayo yi-i.r.o. U-2013/14 uxelwe ngokutsha ngokuhambelana nokuhlelwa kokutsha (re-classification) kweSCOA ukususela ngowoku-1 kuEpreli ka-2014.			
4.8 Ezinye iinkcitho zokusebenza	4		
Amaqumrhu eeTtshala (professional bodies), iimali zobulungu nezemirhumo		932	1 463
Iindleko zokufuduka		2 139	2 507
Ezinye		16 106	10 999
Inani lilonke		19 177	14 969
5. Ukuhlawulelwa kweeasethi zezemali (financial assets)			
Ezinye iilahleko ezibonakalayo ezicinyiweyo	5.1	1 112	52
Amatyala acinyiweyo	5.2	8 837	12 214
Inani lilonke		9 949	12 266
5.1 Ezinye iilahleko ezibonakalayo ezicinyiweyo Uhlobo lweelahleko	5		
Iingozi zeGG		293	30
Inkcitho engenanzuzo nekuKudiyakraza		819	22
Inani lilonke		1 112	52

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	Qaphela	2014/15 R'000	2013/14 R'000
5.2 Amatyala acinyiweyo	5		
Uhlobo lwamatyala acinyiweyo			
Amanye amatyala acinyiweyo			
Irhafu yabasebenzi		214	349
Ukuhlawulwa ngokugqithisileyo kwemivuzo		4 380	9 365
Iibhasari		2 123	831
Ezinye		349	273
Inzala yamatyala		1 771	1 396
Inani lilonke		8 837	12 214
Amatyala acinyiweyo ewonke		8 837	12 214
6. Iimali eziya kwizibonelelo neenkxaso-mali			
Iiarhente neekhawunti zesebe	Isihlomelo 1A	6 107	5 827
Amaziko angenzi nzuzo	Isihlomelo 1B	1 791 958	1 604 338
Ezamazakhiyo	Isihlomelo 1C	99 068	72 084
Inani lilonke		1 897 133	1 682 249
7. Inkcitho yokuhlawulelwa kweeasethi ezinkulu (capital assets)			
Iiasethi eziphathekayo		1 212 365	736 765
Izakhiwo nezinye iindawo ezingasukiyo	29	1 164 790	711 520
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	27	47 575	25 245
Iiasethi ezingaphathekiyo		19	12
Isoftwe	28	19	12
Inani lilonke		1 212 384	736 777

Uthelekiso olwenziwayo yi-i.r.o. U-2013/14 uphinde waxelwa. Ngaphambili, inkcitho yeeklasu zeeprifebhu (prefabricated) bezifakwe "kooMatshini nezixhobo ezincedisa umsebenzi" (Machinery and equipment) nanjengoko bezithathwa "njengeeAsethi zezothutho". Kodwa ke, izebe likaNondyebo (Treasury) liyalele ukuba le nkcitho ibekwe phantsi "kweZakhiwo nezinye iindawo ezingasukiyo" (buildings and other fixed structures). Isixa sezigidi eziyi-R31.814 sisuswe "kwiiMatshini nezixhobo ezincedisa umsebenzi" (Machinery and equipment) zasiwa "kwiZakhiwo nezinye izakhiwo ezingasukiyo".

Ngenxa yokuhlela ngokutsha kweSCOA, esinye isixa sezigidi eziyi-R48.937 siphinde sasuswa "kooMatshini nezixhobo ezincedisa umsebenzi" sasiwa kwiiMpahla neenkonzu, Ubhaliso lwempahla yesebe (Inventory), neZinye izinto" njengeeasethi zokusasazwa (distribution) ze-i.r.o. 2013/14 comparatives.

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7.1 Ukucazululwa kweemali ukwenzela ukufumana iiasethi ezinkulu - 2014/15

	IiMali eziVunyiweyo R'000	Ukuncediswa ngeNkxaso (Aid assistance) R'000	Inani lilonke R'000
Iiasethi eziphathekayo	1 212 365	-	1 212 365
Izakiwo nezinye iindawo ezingasukiyo	1 164 790	-	1 164 790
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	47 575	-	47 575
Iiasethi ezingaphathekiyo	19	-	19
Isoftwe	19	-	19
Inani lilonke	1 212 384	-	1 212 384

7.2 Ukucazululwa kweemali ukwenzela ukufumana iiasethi ezinkulu - 2013/14

	IiMali eziVunyiweyo R'000	Ukuncediswa ngeNkxaso (Aid assistance) R'000	Inani lilonke R'000
Iiasethi eziphathekayo	736 765	-	736 765
Izakiwo nezinye iindawo ezingasukiyo	711 520	-	711 520
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	25 245	-	25 245
Iiasethi ezingaphathekiyo	12	-	12
Isoftwe	12	-	12
Inani lilonke	736 777	-	736 777

Qaphela	2014/15 R'000	2013/14 R'000
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**7.3 Inkciitho yokubolekisa ngemali (finance lease)
iqukwe kwiNkciitho yeeasethi ezinkulu**

	2014/15 R'000	2013/14 R'000
Iiasethi eziphathekayo	22 445	21 721
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	22 445	21 721
Inani lilonke	22 445	21 721

8. Iimali nezinye iindidi zemali (cash equivalents)

Iakhawunti Jikelele yePaymaster edityanisiweyo (Consolidated Paymaster General Account)	-	135 869
Inani lilonke	-	135 869

Isixa (esele sikhutshwe amatyala) (net) seConsolidated Paymaster General Account senza imali engaphantsi kwe-R500.00, yiyo loo nto mali iseleyo (bhalansi) ibonisiweyo kwingcaciso.

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		Qaphela	2014/15 R'000	2013/14 R'000			
9.	Iintlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko (advances)						
	Ukuthatha uhambo nezibonelelo ezinxulumene nako		1	-			
	Inani lilonke		1	-			
10.	limali ezifunyenweyo						
			2014/15	2013/14			
		Qaphela	Unyaka omnye ukuya kwemithathu R'000	Ezingaphezu kweminyaka emithathu R'000	Inani lilonke R'000	R'000	
	Amabango anokubuyiswa	10.1	649	672	-	1 321	6 489
	Isihlomelo	3					
	Inkcitho enokubuyiswa	10.2	1 225	558	916	2 699	4 199
	Amatyala abasebenzi	10.3	4 818	3 995	14 186	22 999	28 724
	Abanye abanini bamatyala	10.4	5 825	7 223	28 376	41 424	44 696
	Inani lilonke		12 517	12 448	43 478	68 443	84 108
					Qaphela	2014/15 R'000	2013/14 R'000
10.1	Amabango anokubuyiswa			10			
	Amasebe kazwelonke				13	4 641	
	Amasebe ephondo				147	1 007	
	Amashishini abucala				447	447	
	Amakhaya namaziko angenzi nzuzo				714	394	
	Inani lilonke				1 321	6 489	
10.2	Inkcitho enokubuyiswa (Recoverable expenditure) (iikhawunti ezingezozasibonelelo)			10			
	Iikhawunti ezingezozasibonelelo (disallowance accounts)				864	1 532	
	Imivuzo: ULawulo loJikiso-mali (Reversal Control)				532	1 688	
	Imivuzo: ITyala leRhafu				1 284	959	
	Imivuzo: Umyalelo wenkundla				19	20	
	Inani lilonke				2 699	4 199	
10.3	Amatyala abasebenzi			10			
	I-akhawunti yamatyala				22 999	28 724	
	Inani lilonke				22 999	28 724	
10.4	Abanye abanini bamatyala			10			
	Ukungalandelwa kweekhontrakthi				4 068	7 864	
	Abasebenzi abasele bemka				33 848	33 563	
	Izibambiso zikarhulumente (state guarantee)				283	488	
	Izenzo zolwaphulo-mthetho				311	506	
	Amanye amatyala				2 879	2 240	
	Iikhawunti zokucoca (clearing accounts)				35	35	
	Inani lilonke				41 424	44 696	

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	Qaphela	2014/15	2013/14
		R'000	R'000
10.5 Umonakalo kwizinto ezifunyanwayo			
Uqikelelo lomonakalo kwizinto ezifunyanwayo		61 931	71 786
Inani lilonke		61 931	71 786
11. Iintlawulo zotyalo-mali			
Ezingezozangoku (non-current)			
Izabelo nezinye izibonelelo (shares and other equity)			
IMali yeZakhiwo zeZikolo		16 745	15 752
Inani lilonke		16 745	15 752
Ezingezozangoku xa zizonke		16 745	15 752
Ucazululo lotyalo-mali olungelolwangoku (non-current investments)			
Imali ekuqalelwa phezu kwayo (opening balance)		15 752	15 489
Udityaniso lwemali (Additions in cash)		993	263
Imali eseleyo ekugqityelwe kuyo (closing balance)		16 745	15 752
12. Imali ezivunyiweyo ukuba ziDluliselwe kwiMali yeNgeniso yePhondo			
Imali ekuqalelwa phezu kwayo (opening balance)		166 589	72 133
Njengoko zixelwe ngokutsha		166 589	72 133
Ukudluliselwa okusuka kwingxelo yokusetyenziswa kwemali (njengoko ixelwe ngokutsha)		25 059	166 589
Ehlawulwe apha enyakeni		(166 589)	(72 133)
Imali eseleyo ekugqityelwe kuyo (closing balance)		25 059	166 589
13. Iingeniso zesebe neeMali eziFunyenweyo zeNgeniso yePhondo eziya kudluliselwa kwiMali yeNgeniso yePhondo			
Imali ekuqalelwa phezu kwayo (opening balance)		2 111	10 991
Ukudluliselwa okusuka kwiNngxelo yokuSetyenziswa kweMali (njengoko ixelwe ngokutsha)		6 462	-
Iingeniso yesebe equkwe kulwabiwo-mali		28 227	33 554
Ehlawulwe apha enyakeni		(30 392)	(42 434)
Imali eseleyo ekugqityelwe kuyo (closing balance)		6 408	2 111
14. Izinto ezihlawulelwayo - zangoku			
Iikhawunti zokucoca (clearing accounts)	14.1	1 095	1 008
Ezinye izinto ezihlawulelwayo	14.2	712	1 024
Inani lilonke		1 807	2 032

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	Qaphela	2014/15 R'000	2013/14 R'000
14.1 Iiakhawunti zokucoca (clearing accounts)	14		
Sal: Ukubuyiselwa kweACB		1 033	377
Sal: Irhafu yengeniso (income tax)		5	303
Sal: Imali yomhlala-phantsi		9	159
Sal: I-Medical Aid		21	53
Ezinye iiakhawunti ezisalwayo (deduction accounts)		14	41
Sal: Ityala lerhafu		-	75
Ukutsalelwa ngeSal ukungabi nasibonelelo (Sal deduction disallowance)		13	-
Inani lilonke		1 095	1 008
14.2 Ezinye izinto ezihlawulelwayo	14		
likhredithi zeeakhawunti zamatyala		712	1 024
Inani lilonke		712	1 024
15. Ingeniso nenkcitho yemali (net cash flow) efumanekayo emva kwemicimbi yokusebenza			
Imali eseleyo xa sekuhlawulwe amatyala (net surplus) ngokweNngxelo yokuSetyenziswa kweMali Ukuphindwa kokudityaniswa kokutshintshwa kwezinto ezingeyomali/kwemali engathathwa njengemicimbi yokusebenza		31 521	166 589
Ingeniso nenkcitho yemali (net cash flow) efumanekayo emva kwemicimbi yokusebenza		1 059 069	727 934
Ukuhliswa kwezinto ezifunyanwayo - zangoku (Ukunyuswa) kweentlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko (advances)		15 665	72 380
(Ukuhliswa) kwezinto ezifunyanwayo - zangoku		(1)	47
Inkcitho yokuhlawulelwa kweeasethi ezinkulu (capital assets)		(225)	(257)
Edluliselwe kwiMali yeNgeniso (Revenue Fund)		1 212 384	736 777
Ingeniso yesebe equkwe kulwabiwo-mali		(196 981)	(114 567)
Ingeniso nenkcitho yemali (net cash flow) efumanekayo emva kwemicimbi yokusebenza		28 227	33 554
16. Ukudityaniswa kwemali nezinye iimali (cash equivalents) ukwenzela ukungena nenkcitho yemali			
IAkhawunti Jikelele yePaymaster edityanisiweyo (Consolidated Paymaster General Account)		-	135 869
Inani lilonke		-	135 869

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		Qaphela	2014/15	2013/14
			R'000	R'000
17. Amatyala abengalindelwanga (contingent liabilities) neeasethi ezingalungiselelwanga (contingent assets)				
17.1 Amatyala abengalindelwanga				
Amalunga (liable)	Uhlobo			
Nezibambiso zeemali-mboleko zokuthenga izindlu	Abasebenzi	Isihlomelo 2A	361	573
Amabango afakwa kwisebe lemfundo		Isihlomelo 2B	96 105	317 071
Izinto ezihlawulelwayo eziphakathi kwamacandelo karhulumente (intergovernmental payables) (iibhalansi ezingaqinisekiswa)		Isihlomelo 4	837	23
Ezinye		Isihlomelo 2B	67 999	32 114
Inani lilonke			165 302	349 781

17.2 Iiasethi ebezingalungiselelwanga (contingent assets)
Uhlobo lweasethi ebingalungiselelwanga

Ngaphezu kwale ngcaciso ilapha ngezantsi, njengoko kubonisiwe kumaXwebhu eNgxelo-mali ka-2013/14, kunganikwa le ngxelo yenkqubela ilandelayo:

- UMLawuli wemiNgcipheko yezeMpilo (Health Risk Manager) (HRM), oko kukuthi abalawuli bomNgcipheko wezeMpilo kwiDolophu enkulu (Metropolitan Health Risk Management), uqeshwe ngokuhambelana nezikhokelo zeSebe leeNkonzo zikaRhulumente noLawulo (Department of Public Service and Administration (DPSA), ukuba ajongane ngokukodwa imiba ePakisheneyo (Stockpile-cases); yaye
- Imiba ePakisheneyo iye yathunyelwa kwiHRM ngoMatshi ka-2015 yaye iziphumo zokuhlolwa kwezo meko zisalindiwe.

Ukuqhutywa komgaqo-nkqubo neendlela ezilandelwayo kuMhlala-phantsi weMpilo wokungakwazi ukuSebenza ngenxa yempilo eNkenenkene kunye nokugula (Incapacity Leave & Ill-health Retirement (PILIR) kuye kwarhoxiselwa inxenye yonyaka-mali. I-PILIR ilungiselela ukuqeshwa kwepaneli kwabaLawuli bemiNgcipheko yezeMpilo aba-akhredithiweyo (accredited Health Risk Managers) okuya kwenziwa liSebe. ISebe leeNkonzo zikaRhulumente noLawulo (DPSA), njengabaniki beenkonzo abakhoyo besebe bokuphanda baze bahlale izicelo ezifakwe ngabasebenzi. Ukuqeshwa kwaba baniki beenkonzo kuye kwalibaziseka ngenxa yotshintsho lwezomthetho oluziswe kwiNkundla ePhakamileyo lunxamnye nale nkqubo yokuqhesha. Ngoko ke, kwisiqingatha sokuqala sonyaka-mali bekungekho ukuba kungathathwa izigqibo malunga nokufaneleka kwezicelo ezifunyenwe kubasebenzi malunga nomhlala-phantsi nokungakwazi ukusebenza ngenxa yempilo enkenenkene kunye/okanye nokugula. Nangona ipaneli ide yasekwa ngowoku-1 kuNovemba ka-2013, kusenokwenzeka ukuba izixa ezahlululwa abasebenzi abathathe umhlala-phantsi ngenxa yempilo enkenenkene kunye/okanye ukugula, zisenokubuyiswa ukuba izicelo ebezenziwe kwisiqingatha sokuqala sonyaka-mali azivunywanga ngabaniki beenkonzo.

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	Qaphela	2014/15 R'000	2013/14 R'000
18. Iimali ezibekelwe okuthile			
Inkcitho yangoku		798 783	958 224
Ivunyiwe kwakhutshwa ikhontrakthi		798 783	958 224
INkcitho eNkulu (Capital Expenditure)		1 017 400	774 813
Ivunyiwe kwakhutshwa ikhontrakthi		1 017 400	774 813
Iimali ePheleleyo eBekelwe oku (Total Commitments)		1 816 183	1 733 037

Uthelekiso olwenziwayo yi-i.r.o. Ngo-2013/14 "kwiNkcitho eNkulu, okuVunyiweyo kwakhutshelwa iikhontrakthi" kuphinde kwaxelwa kwaza kwathotywa ngezigididi eziyi-R20,637. Oku kwenziwe ngumba wokuba eli xabiso belisele lifakiwe "kwiNgeniso engekaBhaliswa" ("Accruals"). Iimali ezibekiweyo zimelwe kakhulu ziikhontrakthi zothutho lwabafundi ebezigqitywe kwithuba leminyaka emihlanu. Iimali ezinkulu ezibekelwe imisebenzi ethile zimele iikhontrakthi zokwakha izikolo eziya kwenziwa ithuba elingaphezu konyaka.

			2014/15 R'000	2013/14 R'000
Ezidweliswe ngokodidi lwezoqoqosho (Economic classification)	Iintsuku ezingam a-30	Iintsuku ezingam a-30+	Inani lilonke	Inani lilonke
Ezinye	4	1 021	1 025	624
Impahla neenkonzelo	33 676	4 990	38 666	17 945
Iimali eziya kwizibonelelo neenkxaso-mali	13 273	3 267	16 540	319
Iiasethi ezinkulu (Capital assets)	27 089	5 740	32 829	20 492
Inani lilonke	74 042	15 018	89 060	39 380

	2014/15 R'000	2013/14 R'000
Ezidweliswe ngokwenqanaba leprogram		
IProgram 1	9 617	18 375
IProgram 2	27 823	14
IProgram 4	23	2
IProgram 5	-	270
IProgram 7	335	-
IProgram 8	49 271	20 524
IProgram 9	1 991	195
Inani lilonke	89 060	39 380

Uthelekiso olwenziwayo yi-i.r.o. U-2013/14 uphinde waxelwa waza wonyuswa nge-R624 000 ngenxa yezibonelelo zokusebenza ixesha eligqithisileyo (overtime) kwabasebenzi, ebezikade zifakwa kuthiwe "Ezinye" phantsi "kweZibonelelo zaBasebenzi".

Iimali eziseleyo (balances) eziqinisekisiweyo zikumasebe	Isihlomel o 4	2 531	384
Inani lilonke		2 531	384

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20. Izibonelelo zabasebenzi

Isibonelelo zokufaneleka kwikhefu	120 501	122 630
Ibhonasi yenkonzo (Itshekhi yeshumi elinesithathu)	370 465	344 890
Imbasa yentsebenzo	15 027	14 320
Imali ebekelwe ikhefu elihlawulelwayo	970 653	1 009 718
Ezinye	58 662	66 356
Inani lilonke	1 535 308	1 557 914

Uthelekiso olwenziwayo yi-i.r.o. U-2013/14 uphinde waxelwa waza wehlisa nge-R624 000 ngenxa yezibonelelo zokusebenza ixesha eligqithisileyo (overtime) kwabasebenzi, ebezikade zifakwa kuthiwe "Ezinye" phantsi "kweZibonelelo zaBasebenzi" ngoku ezifakwa kuthiwe "Ezinye" phantsi kwe"iNgeniso engekabhaliswa" (Accruals). Iimbasa zenkonzo ende ngoku zifakwe kwathiwa "Ezinye" ezinyuswe nge-E246 000 kuthelekiso luka-2013/14.

21. Imali ezibekelwe irenti (lease commitments)

21.1 Inkcitho yerenti eqhubekayo (operating leases)

	Iiasethi ezikhethelwe eyo zasemkhosini (specialized military assets)	Umhlaba	Izakhiwo nezinye iindawo ezingasukiy	Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	Inani lilonke
2014/15	R'000	R'000	R'000	R'000	R'000
Ungedlulanga unyaka om-1	-	-	47 229	4 742	51 971
Emva konyaka om-1 kodwa ingedlulanga iminyaka emi-5	-	-	112 515	1 225	113 740
Emva kweminyaka emihlanu	-	-	55 357	1 043	56 400
Imali epheleleyo ebekelwe irenti	-	-	215 101	7 010	222 111

	Iiasethi ezikhethelwe eyo zasemkhosini (specialized military assets)	Umhlaba	Izakhiwo nezinye iindawo ezingasukiy	Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	Inani lilonke
2013/14	R'000	R'000	R'000	R'000	R'000
Ungedlulanga unyaka om-1	-	-	-	5 346	5 346
Emva konyaka om-1 kodwa ingedlulanga iminyaka emi-5	-	-	-	1 335	1 335
Imali epheleleyo ebekelwe irenti (lease commitments)	-	-	-	6 681	6 681

IZAKHIWO ZEZIKOLO: Ukurentwa kwe-i.r.o. iindawo zezikolo (school facilities) kuye kwalawulwa liSebe lezoThutho nemiSebenzi kaRhulumente ukuya kutsho kowama-31 kaMatshi ka-2014, yiyo loo nto kungayi kubakho thelekiso. Ezi mali zibekelwe irenti zibalwe ngokwesibophelelo sekhontrakthi esiphakathi komrenti nabarentisi. Ukunyuka okuzinzileyo kwaqho ngonyaka (fixed annual escalation) okuphakathi ko-5 ukuya ku-9%, okanye iCPIX efanelekileyo esinxulunyaniswe nezinga lokunyuka kwamaxabiso (inflation rate), kulungiselelwe kolu balo. Ukulungiselela eli thuba kunikwa ingxelo yalo, isebe lilungiselele iindawo (facilities) ezingama-305. ISebe libeke imali yerenti eya kutsho kwelona xesha lininzi eliyiminyaka engama-20.

OOMATSHINI NEZIXHOBHO EZINCEDISA UMSEBENZI (MACHINERY & EQUIPMENT): Inkcitho eninzi kolu didi yi-i.r.o. yezixhobo ezincedisa ekuprintweni nasekusongelweni kwamaphepha kwicandelo lezeeMviwo.

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21.2 Inkcitho yerenti eyimali (finance leases)

	Iiasethi ezikhethekile yo zasemkhosini (specialized military assets) R'000	Umhlaba R'000	Izakhiwo nezinye iindawo ezingasukiyo R'000	Oomatshini nezixhobo ezincedisa umsebenzi (equipment) R'000	Inani lilonke R'000
2014/15					
Ungedlulanga unyaka om-1	-	-	-	24 381	24 381
Emva konyaka om-1 kodwa ingedlulanga iminyaka emi-5	-	-	-	83 465	83 465
Emva kweminyaka emihlanu	-	-	-	6 285	6 285
Imali epheleleyo ebekelwe irenti (lease commitments)	-	-	-	114 131	114 131
	Iiasethi ezikhethekile yo zasemkhosini (specialized military assets) R'000	Umhlaba R'000	Izakhiwo nezinye iindawo ezingasukiyo R'000	Oomatshini nezixhobo ezincedisa umsebenzi (equipment) R'000	Inani lilonke R'000
2013/14					
Ungedlulanga unyaka om-1	-	-	-	22 629	22 629
Emva konyaka om-1 kodwa ingedlulanga iminyaka emi-5	-	-	-	85 635	85 635
Emva kweminyaka emihlanu	-	-	-	14 132	14 132
Imali epheleleyo ebekelwe irenti (lease commitments)	-	-	-	122 396	122 396

ISebe leMfundo lirente iimoto ezingama-518 kwa-GMT ngo-2014/15. Amaxabiso emini nganye ahlawulwa qho ngenyanga, ebandakanya iindleko zokusetyenziswa neendleko ezingundoqo ezinxulumene nokutshintshwa kwezithuthi, kunye neendleko zemali ezingaboniswa ngokuggamileyo (implicit financial costs) kolu hlobo lolungiselelo.

	2014/15 R'000	2013/14 R'000
22. Ingeniso enyusiweyo yesebe (accrued departmental revenue)		
litranzekshini ngokweeasethi namatyala esebe lemfundo	-	9
Inani lilonke	-	9
22.1 Ucazululo lwengeniso enyusiweyo (accrued) yesebe		
Imali ekuqalelwa phezu kwayo (opening balance)	9	1 712
Kumke: Imali efunyenweyo	9	3 350
Kongezwe: Izixa ezithathelwe ingqalelo	-	1 647
Imali eseleyo ekugqityelwe kuyo (closing balance)	-	9

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23.	Inkcitho engahambi ngokomgaqo		
23.1	Ukudityaniswa kwenkcitho engahambi ngokomgaqo (irregular expenditure)		
	Imali ekuqalelwa phezu kwayo (opening balance)	2 736	32 592
	Impazamo yethuba langaphambili (prior period error)	-	(7 040)
		<hr/>	<hr/>
	Njengoko zixelwe ngokutsha	2 736	25 552
	Kongezwe: Inkcitho engahambi ngokomgaqo - enxulumene nonyaka odlulileyo	156	2 111
	Kongezwe: Inkcitho engahambi ngokomgaqo - enxulumene nalo nyaka	105	2 459
	Kumke: Izixa ezidluliselwe (condoned) zisuka kunyaka odlulileyo	(2 892)	(24 927)
	Kumke: Izixa ezidluliselwe (condoned) zisuka kunyaka odlulileyo	(105)	(2 459)
		<hr/>	<hr/>
	Inkcitho engahambi ngokwemigaqo elinde ukudluliselwa (condonation)	-	2 736
		<hr/> <hr/>	<hr/> <hr/>
	Ucazululo olulinde ukudluliselwa ngokodidi lobudala beminyaka		
	Iminyaka engaphambili	-	2 736
	Inani lilonke	-	2 736
		<hr/> <hr/>	<hr/> <hr/>
23.2	Ukudityaniswa kwenkcitho engahambi ngokomgaqo - yalo nyaka		
			2014/15
			R'000
	Isehlo		
	Ulawulo lweekhontrakthi		84
	Ikhampani erhoxisiweyo kwiDathabheyisi yeeNkampani ezinika iiNkonzo eNtshona Koloni		21
			<hr/>
	Inani lilonke		105
			<hr/> <hr/>
23.3	Iinkcukacha zenkcitho engahambi ngokomgaqo edluliselweyo (condoned)		
			2014/15
			R'000
	Isehlo	Idluliselwe (ngabasemagunyeni okudlulisela) (condoning authority)	
	likowutheyishini ezingaphelelanga	IGosa loCwangciso-mali	1 417
	Ikhampani erhoxisiweyo kwiDathabheyisi yeeNkampani ezinika iiNkonzo eNtshona Koloni	IGosa loCwangciso-mali	124
	Enye - izicelo ezifakiweyo zeekhontrakthi	IGosa loCwangciso-mali	1 456
			<hr/>
	Inani lilonke		2 997
			<hr/> <hr/>

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23.4	linkcukacha zenkcitho engahambi ngokomgaqo esaphandwayo		2014/15 R'000
	Isehlo		
	likowutheyishini ezingaphelanga		6 378
	Ulawulo lweekhontrakthi		3 607
	Ezinye		424
	Izityholo zezenzo zenkohliso		11
	Inkampani erhoxisiweyo		6 116
	Inani lilonke		16 536
Qaphela			
23.5	Impazamo yethuba langaphambili (prior period error)	23.1	
			2014/15 R'000
	Ngokunxulumene no-2012/13		(7 040)
	Izixa eziqukiweyo eziphandwayo, kodwa azikaqinisekiswa		(7 040)
	Ngokunxulumene no-2013/14		2 136
	Izixa eziqukiweyo eziphandwayo, kodwa azikaqinisekiswa		2 136
	Inani lilonke		(4 904)
		2014/15 R'000	2013/14 R'000
24.	Inkcitho engenanzuzo nekukudyakraza		
24.1	Ukudityaniswa kwenkcitho engenanzuzo nekukudyakraza		
	Imali ekuqalelwa phezu kwayo (opening balance)	45	140
	Impazamo yethuba langaphambili (prior period error)	-	(132)
	Njengoko zixelwe ngokutsha	45	8
	Inkcitho engenanzuzo nekukudyakraza - enxulumene nonyaka odlulileyo	487	28
	Inkcitho engenanzuzo nekukudyakraza - enxulumene nalo nyaka	526	651
	Kumke: Izixa ezisonjululweyo	(789)	(642)
	Inkcitho engenanzuzo nekukudyakraza elinde izisombululo	269	45
24.2	Ucazululo olulinde ukusonjululwa ngokodidi loqoqosho		
	Olwangoku	228	45
	Olungundoqo (Capital)	41	-
	Inani lilonke	269	45

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24.3 Ucazululo lweNkcitho engenaNzuzo nekukudyakraza kulo Nyaka

	2014/15 R'000
Isehlo	
Inzuzo ehlawulwe kwiNgxowa-mali yoMhlala-phantsi yabaSebenzi bakaRhulumente	116
Inzala kwiikhawunti zikamasipala/zikaTelkom	234
Amaxabiso angachanekanga eenkonzo	1
Isigwebo solungiselelo (administrative fine)	175
Inani lilonke	526

Isixa sezigidi eziyi-R1,575 esichongwe ngo-2013/14 nesivela kwimigama ekuthiwa ayibalwanga kakuhle yezikum ezili-10 zokuthutha abafundi, sifakwe kuBhaliso lweNkcitho yesebe engenaNzuzo nekukuDyarkaza (Fruitless & Wasteful Expenditure Register). Olu bhaliso lungangqinisiswanga (unconfirmed entry) lusephantsi kophando. Ezinye izigidi eziyi-R3,752 nazo zisaphandwa, ngokunxulumene namatyala angama-273.

25. Iitranezeshini zamaqela achaphazelekayo (related party transactions)

Iimpahla neenkonzo ezingahlawulisiyo (in kind) ezinikiweyo/ezifunyenweyo

- Iitranezeshini ezinxulumene nezikolo eziqhelekileyo zikarhulumente zixelwe phantsi kwisiHlomelo 1B.
- Ngethuba lalo nyaka iSebe lifumene iinkonzo ezivela kwiSebe lezoThutho nemiSebenzi kaRhulumente (DTPW) leNtshona Koloni ngolu hlobo lulandelayo:
 - ISebe lisebenzisa izakhiwo ezilawulwa yiDTPW ngaphandle kwentlawulo. Amagosa karhulumente akwanikwa iindawo zokupaka iimoto ngemali evunyiweyo engahambelaniyo nemali ebizwayo yesiqhelo.
 - ISebe lisebenzisa iimoto zikarhulumente ezilawulwa liCandelo leziThuthi zikaRhulumente (Government Motor Transport) (GMT) leSebe iDTPW ngokwetranezeshini enikwayo iyekwe isebe lizilawulele (arms length transaction) ngexabiso elivunye liSebe likaNondyebo wePhondo (Provincial Treasury).
- ISebe lemfundo lifumene iinkonzo ezincedisayo (corporate services) kwiSebe leNkulumbuso (DotP) leNtshona Koloni ezizezi zilandelayo:
 - ITeknoloji yeeNkcukacha noNxibelelwano (Information and Communication Technology)
 - UPhuhliso lweZiko (Organisation Development)
 - UQeqesho (oluxananazileyo) lwasePhondweni (Provincial Training (transversal))
 - ULawulo lwemiNgcipheko yeZiko (Enterprise Risk Management)
 - UPhicotho-zincwadi lwangaPhakathi (Internal Audit)
 - IiNkonzo zezeMali zePhondo (Provincial Forensic Services)
 - IiNkonzo zezoMthetho (Legal Services)
 - UNxibelelwano lweZiko (Corporate Communication)
- ISebe leMfundo lifumene iinkonzo zeengcebiso zezokhuselo kunye nezokhuselo (security operation) ezivela kwiSebe loKhuselo loLuntu leNtshona Koloni.

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26. Iabasebenzi bolawulo abaphambili

	Inani Abantu	2014/15 R'000	2013/14 R'000
Amalungu ezigqeba zezopolitiko	2	1 777	1 652
Inqanaba 15 ukuya ku-16	5	7 556	6 722
Inqanaba 14	11	10 706	8 625
Amalungu eentsapho zabasebenzi abaphambili bezolawulo	11	4 537	4 035
Inani lilonke		24 576	21 034

27. IiAsethi eziNkulu eziSusekayo (Movable Tangible Capital Assets)

UKUHANJISWA KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Imali ekuqalelwa phezu kwayo (opening balance) R'000	Izongezelelo R'000	Izinto ezitshintshi- weyo (Disposals) R'000	Imali eseleyo ekugqity- elwe kuyo (closing balance) R'000
OoMatshini neziXhobo ezincedisa umsebenzi (equipment)	137 265	39 781	17 929	159 117
Iiasethi zezothutho	69 985	14 671	9 484	75 172
Izixhobo zokuncedisa ekusebenziseni ikhompyutha (computer equipment)	41 713	15 095	7 852	48 956
Ifenitsha enzinye izixhobo ezincedisa umsebenzi waseofisini (office equipment)	19 898	10 005	593	29 310
Abanye oomatshini nezixhobo ezincedisa umsebenzi	5 669	10	-	5 679
Inani elipheleleyo leeasethi ezinkulu ezisusekayo (movable tangible capital assets)	137 265	39 781	17 929	159 117

27.1 Izongezelelo

IZONGEZO ECUHANJISWENI KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Ezemali eziinkozo (cash) R'000	Ezingezo- zemali (non- cash) R'000	(Iindleko zangoku zomsebenzi omkhulu oqhubekayo kunye neentlawulo zeerenti zemali (finance lease payments) R'000	Ezifunyenwe ngoku, ezingahla- wulelwanga (Ezihlawulel- weyo zalo nyaka, ezifunyenwe ngonyaka odlulileyo) R'000	Inani lilonke R'000
OoMatshini neziXhobo ezincedisa umsebenzi (equipment)	47 575	14 651	(22 445)	-	39 781
Iiasethi zezothutho	22 615	14 501	(22 445)	-	14 671
Izixhobo zokuncedisa ekusebenziseni ikhompyutha (computer equipment)	14 990	105	-	-	15 095
Ifenitsha enzinye izixhobo ezincedisa umsebenzi waseofisini (office equipment)	9 960	45	-	-	10 005
Abanye oomatshini nezixhobo ezincedisa umsebenzi	10	-	-	-	10
Inani elipheleleyo lezongezo zeeasethi ezinkulu ezisusekayo (movable tangible capital assets)	47 575	14 651	(22 445)	-	39 781

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27.2 Izinto ezitshintshiweyo (Disposals)

UKUTSHINTSHWA KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Ngokuthengi selwa ukufumana imali R'000	Zitshintshelwe ngaphandle (transfer out) okanye zatshatyalalisw a okanye zikhutshwe kwizinto ezisebenzayo (scrapped) R'000	Inani elipheleleyo lezinto ezitshintshiweyo R'000	Eyona mali efunyenweyo (Cash received Actual) R'000
OoMatshini neziXhobo ezincedisa umsebenzi (equipment)	-	17 929	17 929	-
liaseethi zezothutho	-	9 484	9 484	-
Izixhobo zokuncedisa ekusebenziseni ikhompuyutha (computer equipment)	-	7 852	7 852	-
Ifenitsha enzinye izixhobo ezincedisa umsebenzi waseofisini (office equipment)	-	593	593	-
Inani elipheleleyo leeasethi ezinkulu ezisusekayo (movable tangible capital assets) ezitshintshiweyo	-	17 929	17 929	-

27.3 Ukuhanjiswa (movement) kwango-2013/14

UKUHANJISWA KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Imali ekuqalelwa phezu kwayo (opening balance) R'000	Impazamo yethuba langapham bili (prior period error) R'000	Izinto ezitshint- shiweyo (Disposals) R'000	Imali eseleyo ekugqityel we kuyo (closing balance) R'000
OoMatshini neziXhobo ezincedisa umsebenzi (equipment)	395 080	(298 192)	103 137	62 760
liaseethi zezothutho	330 710	(298 890)	50 721	12 556
Izixhobo zokuncedisa ekusebenziseni ikhompuyutha (computer equipment)	39 991	28	42 898	41 204
Ifenitsha enzinye izixhobo ezincedisa umsebenzi waseofisini (office equipment)	19 380	-	9 518	9 000
Abanye oomatshini nezixhobo ezincedisa umsebenzi	4 999	670	-	-
Inani elipheleleyo leeasethi ezinkulu ezisusekayo (movable tangible capital assets)	395 080	(298 192)	103 137	62 760

Impazamo yethuba langaphambili (prior period error)

2013/14
R'000

Uhlobo lwempazamo yethuba langaphambili (prior period error)

Ngokunxulumene no-2013/14

(299 893)

Ukuhlolwa ngokutsha kwemathiriyeli yaselayibrari

656

Amagumbi okufundela eeprefebhu (prefab-classroom)

(300 549)

abekade efakwa kudidi lweeasethi zezothutho

Inani lilonke

(299 893)

Amagumbi okufundela eeprefebhu abekade efakwa ekwalungiselelwa phantsi kweeasethi ezisuswayo (movable assets). Ezi asethi ngoku zilungiselelwe ngokuchanekileyo yaye zibekwe njengeeasethi ezingasukiyo (immovable assets).

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27.4 Iiasethi ezincinci

UKUHANJISWA KWEEASETHI EZINCINCI NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Iiasethi ezikhethekileyo zasemkhosini (specialized military assets) R'000	Iiasethi ezingapha-thekiyo R'000	Iiasethi zamafa (heritage assets) R'000	Oomatshini nezixhobo ezincedisa umsebenzi (equipment) R'000	Iiasethi zendalo (biological assets) R'000	Inani lilonke R'000
Imali ekuqalelwa phezu kwayo (opening balance)	-	1 372	-	53 811	-	55 183
Izongezelelo	-	6	-	11 669	-	11 675
Izinto ezitshintshiweyo (Disposals)	-	-	-	5 562	-	5 562
Iiasethi ezincinci ezipheleleyo	-	1 378	-	59 918	-	61 296
Inani leeasethi ezincinci ze-R1	-	317	-	97 135	-	97 452
Inani leeasethi ezincinci ezibekwa ixabiso (at cost)	-	-	-	148 637	-	148 637
Inani elipheleleyo leeasethi ezincinci	-	317	-	245 772	-	246 089

IiAsethi eziNcinci ezinguNdoqo (Minor Capital Assets) eziphandwayo

	Inani	Ixabiso R'000
Zibandakanywe kwezi asethi zipheleleyo zincinci zinkulu zingentla ngokobhaliso lweeasethi eziphandwayo:		
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	22 366	1 055

Iincwadi ezingama-20 827 zaselayibrarii zichongwe njengezingeyomfuneko (redundant) nezingafanelekanga ngethuba lenkqubo yokususwa kweencwadi ezingeyomfuneko yaye zikwinkqubo yokutshintshwa. Izinto ezili-1 539 zichongwe ngophando njengezingabuyiswanga ziiklayenti. Uthetha-thethwano luqhutyelwa ukugqitywa ukuze luvunywe ukwenzela ukuba zisuswe kwezi zinto zikwiiasethi ezibhaliweyo.

UKUHANJISWA KWEEASETHI EZINCINCI NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2014

	Iiasethi ezikhethekileyo zasemkhosini (specialized military assets) R'000	Iiasethi ezingapha-ekiyo R'000	Iiasethi zamafa (heritage assets) R'000	Oomatshini nezixhobo ezincedisa umsebenzi (equipment) R'000	Iiasethi zendalo (biological assets) R'000	Inani lilonke R'000
Imali ekuqalelwa phezu kwayo (opening balance)	-	1 372	-	50 384	-	51 756
Impazamo yethuba langaphambili (prior period error)	-	-	-	76	-	76
Izongezelelo	-	4 525	-	49 078	-	53 603
Izinto ezitshintshiweyo (Disposals)	-	4 525	-	45 727	-	50 252
Iiasethi ezincinci ezipheleleyo	-	1 372	-	53 811	-	55 183

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2013/14
R'000

**Impazamo yethuba
langaphambili (prior period
error)**

**Uhlobo lwempazamo
yethuba langaphambili (prior
period error)**

Ngokunxulumene no-2012/13
Ukuhlolwa kwakhona
kwemathiriyeli yaselayibrari
ngokweendleko, ezaziqale
ngokuxabisa i-R1 (uhlaziywa
kwemali yokuqalisa (opening
balance).

17 146

17 146

Inani lilonke

17 146

27.5 Iiasethi ezisukayo ezicinyiweyo kubhaliso (written off)

**IIASETHI EZISUKAYO EZICINYIWEYO KUBHALISO UKWENZELA UNYAKA OPHELE NGOWAMA-31
KUMATSHI KA-2015**

	Iiasethi ezikhethekileyo zasemkhosini (specialized military assets) R'000	Iiasethi ezingaphat hekiyo R'000	Iiasethi zamafa (heritage assets) R'000	Oomatshini nezixhobo ezincedisa umsebenzi (equipment) R'000	Iiasethi zendalo (biological assets) R'000	Inani lilonke R'000
Iiasethi ezicinyiweyo	-	-	-	7 536	-	7 536
Inani elipheleyo leasethi ezisukayo ezicinyiweyo (written off)	-	-	-	7 536	-	7 536

**IIASETHI EZISUKAYO EZICINYIWEYO KUBHALISO UKWENZELA UNYAKA OPHELE NGOWAMA-
31 KUMATSHI KA-2014**

	Iiasethi ezikhethekileyo zasemkhosini (specialized military assets) R'000	Iiasethi ezingaphat hekiyo R'000	Iiasethi zamafa (heritage assets) R'000	Oomatshini nezixhobo ezincedisa umsebenzi (equipment) R'000	Iiasethi zendalo (biological assets) R'000	Inani lilonke R'000
Iiasethi ezicinyiweyo	-	-	-	5 159	-	5 159
Inani elipheleyo leasethi ezisukayo ezicinyiweyo (written off)	-	-	-	5 159	-	5 159

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28. IiAsethi eziNkulu eziNgaphathekiyo (Intangible Capital Assets)
IIASETHI EZISUKAYO EZICINYIWEYO KUBHALISO UKWENZELA UNYAKA OPHELE
NGOWAMA-31 KUMATSHI KA-2015

	Imali ekuqalelwa phezu kwayo (opening balance) R'000	Izongezelelo R'000	Izinto ezitshintshweyo (Disposals) R'000	Imali eseleyo ekugqityelwe kuyo (closing balance) R'000
Isoftwe	19 702	19	-	19 721
Inani elipheleleyo leeasethi ezinkulu ezingaphathekiyo (movable intangible capital assets)	19 702	19	-	19 721

28.1 Izongezelelo
IZONGEZO EKHANJISWENI KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA
OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Ezemali eziinkozo (cash) R'000	Ezingezo-zemali (non-cash) R'000	(Uphuhliso oluqhubekayo lweendleko zangoku) R'000	Ezifunyenwe ngoku, ezingahlawul elwanga (Ezihlawulelweyo zalo nyaka, ezifunyenwe ngonyaka odlulileyo) R'000	Inani lilonke R'000
Isoftwe	19	-	-	-	19
Inani elipheleleyo lezongezo zeeasethi ezinkulu ezisusekayo (movable tangible capital assets)	19	-	-	-	19

28.2 Ukuhanjiswa (movement) kwango-2013/14
UKUHANJISWA KWEEASETHI EZINGAPHATHEKIYO NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA
OPHELE NGOWAMA-31 KUMATSHI KA-2014

	Imali ekuqalelwa phezu kwayo (opening balance) R'000	Impazamo yethuba langaphambili (prior period error) R'000	Izongezelelo R'000	Izinto ezitshintshweyo (Disposals) R'000	Imali eseleyo ekugqityelwe kuyo (closing balance) R'000
Isoftwe	19 690	-	12	-	19 702
Inani elipheleleyo leeasethi ezinkulu ezingaphathekiyo (movable intangible capital assets)	19 690	-	12	-	19 702

29. IiAsethi eziNkulu eziPhathekayo ezingaSukiyo (Immovable Tangible Capital Assets)
UKUHANJISWA KWEEASETHI EZINKULU EZINGASUKIYO NGOKWEREJISTA YOKUBHALISA IIASETHI
YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Imali ekuqalelwa phezu kwayo (opening balance) R'000	Izongezelelo R'000	Izinto ezitshintshweyo (Disposals) R'000	Imali eseleyo ekugqityelwe kuyo (closing balance) R'000
Izakhiwo nezinye iindawo ezingasukiyo	299 030	645 555	-	944 585
Izakhiwo ezingezozokuhlala	299 030	645 555	-	944 585
Inani elipheleleyo leeasethi ezinkulu ezingasusekiyo (immovable tangible capital assets)	299 030	645 555	-	944 585

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29.1 Izongezelelo
IZONGEZO EKUHANJISWENI KWEEASETHI EZINKULU EZINGASUKIYO NGOKWEREJISTA YOKUBHALISA
IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Ezemali eziinkozo (cash) R'000	Ezingezoz emali (non- cash) R'000	(lindleko zangoku zomsebenzi omkhulu oqhubekayo kunye neentlawulo zeerenzi zemali (finance lease payments) R'000	Ezifunyenwe ngoku, ezingahlawulel wanga (Ezihlawulelwe yo zalo nyaka, ezifunyenwe ngonyaka odlulileyo) R'000	Inani lilonke R'000
Izakhiwo nezinye iindawo ezingasukiyo	1 164 790	640 014	(1 164 790)	5 541	645 555
Izakhiwo ezingezozokuhlala	1 164 790	640 014	(1 164 790)	5 541	645 555
Inani elipheleleyo lezongezo zeeasethi ezinkulu ezingasukiyo (immovable tangible capital assets)	1 164 790	640 014	(1 164 790)	5 541	645 555

29.2 Ukuhanjiswa (movement) kwango-2013/14
UKUHANJISWA KWEEASETHI EZINKULU EZINGASUKIYO NGOKWEREJISTA YOKUBHALISA IIASETHI
YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2014

	Imali ekuqalelwa phezu kwayo (opening balance) R'000	Impazamo yethuba langaphambili (prior period error) R'000	Izongezelelo R'000	Izinto ezitshintshw eyo (Disposals) R'000	Imali eseleyo ekugqityelwe kuyo (closing balance) R'000
Izakhiwo nezinye iindawo ezingasukiyo	-	299 030	-	-	299 030
Izakhiwo ezingezozokuhlala	-	299 030	-	-	299 030
Inani elipheleleyo leeasethi ezinkulu ezingasusekiyo (immovable tangible capital assets)	-	299 030	-	-	299 030

2013/14
R'000

**29.2.1 Impazamo yethuba langa-
phambili (prior period error)**
**Uhlobo lwempazamo yethuba
langaphambili (prior period
error)**

Ngokunxulumene no-2013/14
Amagumbi okufundela
eeprifebhu (prefabricated
classroom) abekade efakwa
kudidi lweeasethi zezothutho
Amagumbi okufundela
eeprifebhu abalwe kwiindawo
ezimbini
Uhlengahlengiso lwamaxabiso
amagumbi okufundela
eeprifebhu kwingxelo
yokugqibela
Inani elipheleleyo

299 030

300 549

(479)

(1 040)

299 030

Isixa sezigidi eziyi-R300.549 asinxulumananga nempazamo yonyaka wangaphambili, koko kukubekwa ngokutsha kwamagumbi okufundela eeprifebhu okusekelwe kumyalelo ofunyenwe kwiSebe likaNondyebo wePhondo (Provincial Treasury).

**INGCACISO MALUNGA NEENGXELO-MALI YONYAKA
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		2013/14 R'000
30.	Impazamo yethuba langaphambili (prior period error)	
30.1	Ukulungiswa kweempazamo zethuba langaphambili (prior period error)	
	Iiasethi: Ezifunyenweyo: EzaNgoku neziNgezozangoku	
	IiAsethi zaNgoku: Ezifunyenweyo - zincitshiswe nge-R68,666	(68 666)
	IiAsethi ezingezozangoku (Non-Current Assets): Ezifunyenweyo - zincitshiswe nge-R68,666	68 666
	Ifuthe lasemva kokuhlawulwa kwamatyala (net effect)	-
	Amatyala: (umz. Izinto ezifuna ukuhlawulwa ngoku, limali ezivunyiweyo eziza kudluliselwa, limali ezibekelwe okuthile, Ulungiselelo, njl.)	(795 450)
	limali ezibekelwe okuthile, linkcitho engundoqo (capital expenditure), Ezivunyiweyo nezikhutshelwe iikhontrakthi xa zincitshiswa ngezigidi eziyi-R20,637 - esele zifakiwe kwiiNgeniso ezingekabhaliswa (Accruals) (2013/14)	774 813
	Ifuthe lasemva kokuhlawulwa kwamatyala (net effect)	(20 637)

INGCACISO MALUNGA NEENGXELO-MALI YONYAKA
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31. Ingxelo ngeeGranti ezifunyenweyo eziKhutshwa phantsi kwemiQathango ethile

IGAMA LEGRANTI	UKWABIWA KWEGRANTI					ESETYENZISIWEYO				2013/14	
	wokwaHlulwa kweNgeniso (Division of Revenue (Act))/iGranti	IiMali ezisuika kwiminyaka eNgaphambili	Uhlangahlengiso lweDORA	Olunye uHlangahlengiso	Iyonke eKhoyo	Isixa esifunyenwe lisebe	Isixa esisetyenziswe lisebe	(Inkciitho) eNgaphantsi / (Egqithsileyo)	I-% yeemali ezikhoyo ezisetyenziswe lisebe	UMthetho wokwaHlulwa kweNgeniso	Isixa esisetyenziswe lisebe
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	I-%	R'000	R'000
IGranti yeZikolo zeDinaledi	10 673	-	-	-	10 673	10 673	10 673	-	100	13 366	11 868
IGranti yeziSeko zoPhuhliso zezeMfundo	485 024	138 634	397 676	-	1 021 334	1 021 334	1 008 579	12 755	99	960 465	821 831
IGranti eDibeneyo yeEPWP yamaPhondo	2 564	-	-	-	2 564	2 564	1 437	1 127	56	3 000	3 000
IMfundo ePhakamileyo noQeqesho	377 913	-	-	-	377 913	377 913	377 865	48	100	353 097	353 078
IGranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	17 077	654	-	-	17 731	17 731	17 690	41	100	18 501	17 848
IGranti yeProgram yokuTyiswa kweZikolo (National School Nutrition Programme Grant)	282 486	-	-	-	282 486	282 486	282 466	20	100	265 103	258 328
IGranti yeeTheraphisti zeMiba eThile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	50 395	-	-	-	50 395	50 395	50 395	-	100	-	-
IGranti yamaPhondo yeziBonelelo zeEPWP yamaCandelo eNtlalo (Social Sector EPWP Incentive Grant for Provinces)	13 354	-	-	-	13 354	13 354	13 193	161	99	12 298	12 064
IGranti yokubalwa ngokutsha kwamatyala eZikolo zobuChwepheshe zaseSekondari	12 597	5 046	-	-	17 643	17 643	17 643	-	100	13 898	3 717
	1 252 083	144 334	397 676	-	1 794 093	1 794 093	1 779 941	14 152		1 639 728	1 481 734

**IZIHLOMELO ZAMAXWEBHU ENGXELO-MALI YONYAKA
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ISIHLOMELO 1A

INGXELO YEEMALI ZEZIBONELELO (TRANSFERS) EZISIWE KWII-ARHENTE NEEAKHAWUNTI ZESEBE

ISEBE/IARHENT E/ IAKHAWUNTI	ULWABIWO LWEZIBONELELO (TRANSFER ALLOCATION)				IMALI YEZIBONELELO		2013/14
	Ulwabiwo-mali oluhlengahlengisiwe yo R'000	liMali ezisuka kwiminyaka eNgaphambili R'000	Uhlengahlengiso R'000	lyonke eKhoyo R'000	Eyona Mali yeziBonelelo R'000	I-% yeemali ezikhoyo ezidluliselwe kwizibonelelo I-%	UMthetho woLwabiwo- mali (Appropriati on Act) R'000
SETA	6 096	-	-	6 096	6 096	100	5 811
Ilayisenisi yeSABC TV	8	-	3	11	11	100	16
	6 104	-	3	6 107	6 107		5 827

ISIHLOMELO 1B

INGXELO YEEMALI ZEZIBONELELO EZIYA KUMAZIKO ANGENZI NZUZO

AMAZIKO ANGENZI NZUZO	ULWABIWO OLUYA KWIZIBONELELO (TRANSFER ALLOCATION)				INKCITHO		2013/14
	UMthetho woLwabiwo- mali ohlaziyiwe yo (Adjusted appropriati on Act) R'000	liMali ezisuka kwiminyaka eNgaphambili R'000	Uhlengahlengiso R'000	lyonke eKhoyo R'000	Eyona Mali yeziBonelelo R'000	I-% yeemali ezikhoyo ezidluliselwe kwizibonelelo I-%	UMthetho woLwabiwo- mali (Appropriati on Act) R'000
Iimali eziya kwizibonelelo							
Izikolo eziQhelekileyo zikaRhulumente	871 311	-	184 398	1 055 709	1 055 709	100	952 874
Izikolo ezizimeleyo	90 326	-	(481)	89 845	89 845	100	84 648
Izikolo zabafundi abaneemfundo ezizodwa zemfundo	132 863	-	6 898	139 761	139 761	100	130 940
Iikholeji zemfundo noqeqesho oluqhubelekayo	51 190	-	34 117	85 307	85 307	100	63 161
ABET: Amaziko abucala	29 425	-	1 757	31 182	31 182	100	32 641
ECD: Izikolo zikaRhulumente ezineBanga R	248 176	-	9 188	257 364	257 364	100	223 494
ECD: IBanga R loLuntu	60 162	-	413	60 575	60 575	100	53 760
ECD: IiNkqubo zokunika abafundi amava (learnerships).	79 558	-	(7 358)	72 200	72 200	100	62 807
IKlabhu yeBhola eKhatywayo yeSebe lwced	15	-	-	15	15	100	13
Inani lilonke	1 563 026	-	228 932	1 791 958	1 791 958		1 604 338

**IZIHLOMELO ZAMAXWEBHU ENGXELO-MALI YONYAKA
 yonyaka ophele ngowama-31 kuMatshi ka-2015**

**ISIHLOMELO 1C
 INGXELO YEEMALI ZEZIBONELELO EZIYA EMAKHAYENI**

AMAKHAYA	ULWABIWO LWEZIBONELELO (TRANSFER ALLOCATION)				INKCITHO		2013/14
	wolwabiwo-mali ohlaziyiweyo (Adjusted appropriation Act) R'000	IMali ezisuka kwiminyaka eNgaphambili R'000	Uhlangahlengiso R'000	Iyonke eKhoyo R'000	Eyona Mali yezibonelelo R'000	I-% yeemali ezikhoyo ezidluliselwe kwizibonelelo I-%	UMfihetho wolwabiwo- mali (Appropriation Act) R'000
Iimali eziya kwizibonelelo							
Isibonelelo senkonzo yabasebenzi beH/H: ukwenzakalela emsebenzini	1 125	-	(1 125)	-	-	-	106
Isibonelelo senkonzo yabasebenzi beH/H: ukuhlawulelwa kwekhefu ellingathathwanga (leave gratuity)	26 931	-	56 531	83 462	83 462	100	59 200
Isibonelelo senkonzo yabasebenzi beH/H: Isibonelelo somhlala-phantsi sePST	5 292	-	(5 265)	27	27	100	63
Isibonelelo senkonzo yabasebenzi beH/H: Iphakeji yokuthatha umhlala-phantsi (severance)	-	-	2 367	2 367	2 368	100	6 569
Isibonelelo senkonzo yabasebenzi beH/H: libhasari (zabo bangasebenzi kweli sebe)	5 000	-	(2 603)	2 397	2 397	100	3 913
H/H: amabango (emali) abangwa kurhulumente	-	-	10 814	10 814	10 814	100	2 223
H/H: I-PMT/ukubuyiswa kwemali ne- rem-act/i-grace	-	-	-	-	-	-	10
Inani lilonke	38 348	-	60 719	99 067	99 068		72 084

**ISIHLOMELO 1D
 UKUXELWA KWEZIPHU, IZIPHU ZESISA NEENKXASO-MALI EZIFUNYENWEYO**

IGAMA LEZIKO (UMBUTHO)	2014/15 R'000	2013/14 R'000
Ezifunyenweyo ezingahlawulisiyo (Received in kind)		
Cape Peninsula University of Technology	22	-
Communication 2000	30	-
MTN Foundation	105	-
Faculty Training Institute	3	-
Bibliothet & The Rotary	63	-
Inani lilonke	223	-

**ISIHLOMELO ZAMAXWEBHU ENGXELO-MALI YONYAKA
yonyaka ophela ngowama-31 kuMatshi ka-2015**

ISIHLOMELO 2A

UKUXELWA KWEZIBAMBISO ZEMALI EZIKHUTSHWE NGOKWANGOWAMA-31 KUMATSHI KA-2015 - EZALAPHA

Iziko elinikwe isibambiso	Ezezindlu	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
	Into esikhutshelwe yona isibambiso	Ixabiso lokuqala elingundoqo lesibambiso (origina guarantee capital amount)	Imali ekuqalelwa phezu kwayo (opening balance) ngowoku-1 kuEpreli ka-2014	Ukwehliswa kwezibonelelo apha enyakeni	Iintlawulo / ukucinywa/ ukucuthwa kwesibambiso okukhutshwe apha enyakeni	Ukubalwa kwexabiso ngokuisha (revaluation)	Imali eseleyo ekugqityelwe kuyo (closing balance) ngowama-31 kuMatshi ka-2015	Inzala yesibambiso yonyaka ophela ngowama-31 kuMatshi ka-2015	Iilahleko eziqatshelweyo ezingenakubuyiseka oki. ukuhlawulwa kwamabango
0001 - Standard Bank of S.A. Limited		-	199	-	116	-	83	-	-
0004 - FirstRand Bank Limited: I-First NA		-	198	-	-	-	198	-	-
0017 - Absa		-	111	-	31	-	80	-	-
0516 - Green Start Home Loans (Pty) Ltd		-	65	-	65	-	-	-	-
Inani lilonke		-	573	-	212	-	361	-	-

ISIHLOMELO 2B

INGXELO YAMATYALA ABENGALINDELEKANGA NGOKWANGOWAMA-31 KUMATSHI KA-2015

Uhlobo lwetyala	R'000	R'000	R'000	R'000	R'000
	Imali ekuqalelwe phezu kwayo ngowoku-1 kuEpreli ka-2014	Amatyala enziwe apha enyakeni	Amatyala ahlawuliweyo / acinyiweyo/ acithiweyo apha enyakeni	Amatyala anokubuyiswa (Nika iinkcukacha apha ngezantsi)	Imali eseleyo ekugqityelwe kuyo (closing balance) ngowama-31 kuMatshi ka-2015
Amabango afakwa kwisebe lemfundo					
Amabango ohlukeneyo	317 071	21 613	242 579	-	96 105
INani elingekaPheleli	317 071	21,613	242,579	-	96,105
Uxanduva ngakwezendalo (environmental liability)					
Ezinye					
Iiakhawunti zikaMasipala *(Jonga ingcaciso esekupheleni kwephepha)	32 114	195 648	159 763	-	67 999
INani elingekaPheleli	32,114	195,648	159,763	-	67,999
IYONKE	349 185	217 261	402 342	-	164 104

* Imali eseleyo ekugqityelwe kuyo (closing balance) ibonisa iiaxhawunti ezipheleleyo zeenkondo zikamasipala ezingekenziwa zezikolo ngokwangowama-31 kuMatshi ka-2015. Akunakwenzeka ukuba sikwazi ukuqonda imali ephelileyo yeeakhawunti zeenkondo zikamasipala zezikolo echithiweyo nehlawuliweyo/erhoxisiweyo/encitshisiweyo apha ekuhambeni konyaka, nanjengoko ezi akhawunti zikwahlawulwa nazizikolo zizihlawulela ngokwazo.

IZIHLOMELO ZAMAXWEBHU ENGXELO-MALI YONYAKA
yonyaka ophela ngowama-31 kuMatshi ka-2015

ISIHLOMELO 3
AMABANGO ANOKUBUYISWA

	Imali engekahlawulwa eqinisekisiweyo		Imali engekahlawulwa engaqinisekisiwanga		Inani lilonke		Imali esekwinqubo yokuhlawulela iinkonzo (cash in transit) ekupheleni kuka-2014/15	
	31/03/2015	31/03/2014	31/03/2015	31/03/2014	31/03/2015	31/03/2014	Umhla wentlawulo ukuya kutsho kwiintsuku zokusebenza ezintandathu (6) emva kokuphela konyaka	Isixa
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
IQumrhu likaRhulumente								
Amasebe								
ISebe leMfundo - laseMpuma Koloni (EED)	-	-	-	594	-	594	-	-
ISebe leMfundo - laseGauteng (JED)	-	-	98	98	98	98	-	-
ISebe leMfundo - laseMntla Koloni (NWE)	-	-	42	42	42	42	-	-
ISebe leNkulumbuso (WAM)	-	-	-	7	-	7	-	-
ISebe lezeMpilo (WHW)	-	-	7	(65)	7	(65)	-	-
ISebe leMfundo - laKwaZulu Natal (ZED)	-	-	-	66	-	66	-	-
ISebe leMfundo esisiSeko (DBE)	-	-	-	4,622	-	4,622	-	-
ISebe leMfundo - laseFree State (FED)	-	-	-	43	-	43	-	-
ISebe loPhuhliso lweNtlalo (WSS)	-	-	-	200	-	200	-	-
ISebe lezoBulungisa noPhuhliso lwezoMthetho (Department of Justice & Constitutional Development)	-	-	-	22	-	22	-	-
IiNkonzo zesiPolisa saseMzantsi Afrika (SAPS)	-	-	13	19	13	19	-	-
	-	-	160	5 648	160	5 648		-
Amanye amaQumrhu kaRhulumente								
ICape Teachers Professional Association (CTPA)	-	-	332	332	332	332	-	-
IGovernment Employees Pension Fund (GEPPF)	-	-	714	394	714	394	-	-
IDie Burger	-	-	115	115	115	115	-	-
	-	-	1 161	841	1 161	841		-
Inani lilonke	-	-	1 321	6 489	1 321	6 489		-

**IZIHLOMELO ZAMAXWEBHU ENGXELO-MALI YONYAKA
zonyaka ophela ngowama-31 kuMatshi ka-2015**

ISIHLOMELO 4

IINTLAWULO EZIFANELE UKWENZIWA PHAKATHI KWAMASEBE KARHULUMENTE

	Imali engekahlawulwa eqinisekisweyo		Imali engekahlawulwa engaqinisekiswanga		Inani lilonke		Imali esekwinkqubo yokuhlawulela iinkonzo (cash in transit) ekupheleni kuka-2014/15	
	31/03/2015	31/03/2014	31/03/2015	31/03/2014	31/03/2015	31/03/2014	Umhla wentlawulo ukuya kutsho kwiintsuku zokusebenza ezintandathu (6) phambi kokuphela konyaka	Isixa
IQumrhu likaRhulumente	R'000	R'000	R'000	R'000	R'000	R'000		R'000
Amasebe								
Ngoku								
ISebe lezoBulungisa noPhuhliso lwezoMthetho (Department of Justice & Constitutional Development)	-	91	547	-	547	91	-	-
ISebe leNkulumbuso yeNtshona Koloni	-	-	218	-	218	-	-	-
ISebe likaNondyebo wePhondo leNtshona Koloni	120	-	-	-	120	-	-	-
Isebe lezaBasebenzi likaZwelonke	-	-	-	22	-	22	-	-
IiMoto zikaRhulumente (Governmente Motor Transport)	2 344	251	-	-	2 344	251	-	-
ISebe lezeMpilo leNtshona Koloni	13	42	-	1	13	43	-	-
ISebe leMfundo esisiSeko likaZwelonke	-	-	2	-	2	-	-	-
ISebe lemiCimbi yezeKhaya	54	-	70	-	124	-	-	-
INani elingekaPheleli	2 531	384	837	23	3 368	407	-	-
INani eliPheleleyo lamaSebe	2 531	384	837	23	3 368	407	-	-
Inani eliPheleleyo lamacandelo karhulumente asebenzisanayo (intergovernmental)	2,531	384	837	23	3,368	407	-	-

**IZIHLOMELO ZAMAXWEBHU ENGXELO-MALI YONYAKA
 zonyaka ophela ngowama-31 kuMatshi ka-2015**

**ISIHLOMELO 5
 UBHALSO LWEMPAHLA YESEBE (INVENTORY)**

	2014/15		2013/14	
	INANI	R'000	INANI	R'000
Ubhaliso lwempahla yesebe (inventory)				
Kongezwe: Izongezelelo/Okuthengiweyo - Imali eziinkozo (Cash)	-	263 038		476 997
(Kukhutshwe): Imiba	-	(263 038)		(476 997)
Imali eseleyo ekugqityelwe kuyo (closing balance)	-	-		-

Ezi zinto ziquka isiteyishinari, iincwadi zezifundo (text books), ifenitshala yesikolo kunye nezixhobo zokuncedisa ukusebenzisa iT, zinto ezo zinamaxabiso angafaniyo. Ngoko ke akunantsingiselo ukubeka amanani.

**ISIHLOMELO 6
 UKUTSHINTSWA KWEMALI EKUQALELWA PHEZU KWAYO (CAPITAL) ENGUMSEBENZI OSAQHUTYWAYO**

**UKUTSHINTSWA KWEMALI EKUQALELWA PHEZU KWAYO ENGUMSEBENZI OSAQHUTYWAYO NGONYAKA OPHELE
 NGOWAMA-31 KUMATSHI KA-2015**

	Imali ekuqalelwa phezu kwayo (opening balance) R'000	Imali ekuqalelwa Phezu kwayo kulo Nyaka (WIP) R'000	IiAsethi eziGqityiweyo R'000	Imali eseleyo ekugqityelwe kuyo (closing balance) R'000
Izakhiwo nezinye iindawo ezingasukiyo	1 444 319	1 164 790	(640 014)	1 969 095
Izakhiwo ezingezozokuhlala	1,444,319	1,164,790	(640,014)	1,969,095
Inani lilonke	1,444,319	1,164,790	(640,014)	1,969,095



iziHlomelo

ISIHLOMELO A: IsiCwangciso sokuSebenza (Action Plan) sika-2014 kunye neZalathisi-nkqubela zeziVumelwano zokuNikwa kweNkonzo (kuZwelonke)

ISebe leMfundo esisiSeko siya kunika amaphondo ulwazi malunga neli candelo. Ukunikwa kolwazi malunga nezalathisi 15.2 ukuya ku-27.2 zixhomekeke kubukho beziphumo zesaveyi yokubeka esweni izikolo eyenziwa liSebe leMfundo esisiSeko. ISebe leMfundo liya kuhlaziya iinkcukacha malunga nezi zalathisi ngokuya lufumaneka olu lwazi.

Inamba yesalathisi	Isihloko sesalathisi	Umthombo ethathwe kuwo idatha	INkqubo yePhondo (eyona yakutshana nje)
1.1	Ipesenti yabafundi beBanga lesi-3 abaqhube ngokwenqanaba elifunekayo <i>kwilitheresi</i> ngokoHlolo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	57.9
1.2	Ipesenti yabafundi beBanga lesi-3 abaqhube ngokwenqanaba elifunekayo <i>kwinyumeresi</i> ngokoHlolo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	60.5
2.1	Ipesenti yabafundi beBanga lesi-6 abaqhube ngokwenqanaba elifunekayo <i>kulwimi</i> ngokoHlolo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	64.8
2.2	Ipesenti yabafundi beBanga lesi-6 abaqhube ngokwenqanaba elifunekayo <i>kwimathematika</i> ngokoHlolo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	50.9
3.1	Ipesenti yabafundi beBanga lesi-9 abaqhube ngokwenqanaba elifunekayo <i>kulwimi</i> ngokoHlolo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	49.5
3.2	Ipesenti yabafundi beBanga lesi-9 abaqhube ngokwenqanaba elifunekayo <i>kwimathematika</i> ngokoHlolo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	13
4	Inani labafundi beBanga le-12 abakufaneleyo ukungenela iprogram yesiDanga sokuQala eyunivesithi kwiimviwo zelizwe zikarhulumente.	Idathabh eyisi yeNSC	18 524
5	Inani labafundi beBanga le-12 abapasa <i>imathematika</i> .	Idathabh eyisi yeNSC	11 265
6	Inani labafundi beBanga le-12 abapasa <i>iphysical sciences</i> .	Idathabh eyisi yeNSC	7 845
7	Amanqaku aphakathi kwiBanga lesi-6 <i>kulwimi</i> kuhlolo lweSACMEQ.	Idathabh eyisi yeSACMEQ	583 (2007)
8	Amanqaku aphakathi kwiBanga lesi-6 <i>kwimathematika</i> kuhlolo lweSACMEQ.	Idathabh eyisi yeSACMEQ	566 (2007)
9	Amanqaku aphakathi kwimathematika yeBanga lesi-8 afunyenwe kwiTIMSS. Amanqaku oMzantsi Afrika ngu-348	Idathabh eyisi yeTIMSS	404 (2011)

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

Inamba yesalathisi	Isihloko sesalathisi	Umthombo ethathwe kuwo idatha	INkqubo yePhondo (eyona yakutsha nje)
10.	Ipesenti yabantwana abaminyaka isi-7 ukuya kwi-15 abahamba isikolo kumaziko emfundo.	GHS	91.9%
11.1	Ipesenti yabafundi beBanga loku-1 abafumene imfundo esesikweni yeBanga R.	ASS	65.8%
11.2	Izinga lobhaliso lwabantwana abakwiminyaka emi-3 ukuya kwemi-5. (Esi sisalathisi esixhalabisayo kwiDBE neDSD.)	GHS	62.4
12.1	Umyinge wabantwana abaneminyaka eli-9 xa beqala unyaka abakwiBanga lesi-4 nangaphezulu.	ASS/GHS	68.71%
12.2	Umyinge wabantwana abaneminyaka eli-12 xa beqala unyaka abakwiBanga lesi-7 nangaphezulu.	ASS/GHS	63.17%
13.1	Umyinge wolutsha olufumana isiQinisekiso seMatriki sikaZwelonke esikolweni.	GHS	46.1%
13.2	Umyinge wolutsha olufumana nasiphi isiqinisekiso seFET. (Esi sisalathisi esixhalabisayo kwiDBE neDHET.)	GHS	Awukho
14	Inani lootitshala abaqeqeshelwe ubutitshala abaneminyaka engama-30 nangaphantsi abangene kwinkonzo karhulumente njengootitshala abaqalayo kulo nyaka upheleyo.	PERSAL	747
15.1	Umyinge weeklasi ezinabafundi abangekho ngaphezu kwama-45.	ASS	85.62

Idatha emalunga nezi zalathisi zingezantsi inikwe ngesaveyi yesampule kazwelonke (national sample survey) eqhutywe liSebe leMfundo esisiSeko.

		WC	Kuzwelonke
15.2	Umyinge wezikolo ezinezithuba zootitshala ezizabelweyo ezizaliswe zonke.	71%	69%
16.1	Iiyure eziphakathi ngonyaka ngamye ezichithwa ngootitshala kwimicimbi yokuphuhlisa ootitshala.	60	38
16.2	Umyinge wootitshala abakwaziyo ukufumana eyona migangatho iphantsi kuhlolo lolwazi lwezifundo zabo olungamxeliyo umntu olubhalayo nolusekelwe kwisampule.	Awukho	Awukho
17	Umyinge weetitshala ezingekhoyo esikolweni kusuku oluqhelekileyo (average day).	3.4%	6.1%
18	Umyinge wabafundi abayenza yonke into kwikharithulam yonyaka wabo osekelwe kuhlolo olusekelwe kwisampule yeerekhodi ezigcinwa ngootitshala kunye nobungqina bemisebenzi eyenziwe ngabafundi (practical exercises).	Awukho	Awukho
19	Umyinge wabafundi abakwaziyo ukufikelela kwiincwadi zezifundo (textbooks) neencwadi zokusebenzela (workbooks) ezifunekayo kunyaka opheleleyo wesikolo.	Awukho	Awukho
20	Umyinge wabafundi abasesikolweni esinelayibrari okanye i-media centre efezekisa ubuncinane obuthile bemigangatho.	Eprayimari 89% Kwisikolo esiPhaka-mileyo 89%	Eprayimari 59% Kwisikolo esiPhaka-mileyo 53%

Idatha emalunga nezi zalathisi zingezantsi inikwe ngesaveyi yesampule kazwelonke (national sample survey) eqhutywe liSebe leMfundo esisiSeko.			
		WC	Kuzwelonke
21.	Umyinge wezikolo ezivelisa ubuncinane beseti yamaxwebhu olawulo (management documents) olukumgangatho ofunekayo, umzekelo ibhajethi yesikolo, isicwangciso sophuculo lwesikolo, ingxelo yonyaka, usayinelo lokuhanjwa kwesikolo ngootitshala kunye neeshedyuli zamanqaku abafundi.	68%	58%
22.	Umyinge wezikolo apho iBhodi eLawula iSikolo ibufezekisayo ubuncinane beekhrayitheriya ngokwempumelelo yomsebenzi wayo.	67%	48%
23.1	Umyinge wabafundi abasesikolweni abaxhaswa ngemali kwelona nqanaba lisezantsi.	89%	47%
23.2	Umyinge wezikolo ezifumene iseti epheleleyo yoxanduva lolawulo lwemali ngokokuhlolwa kokukwazi kwazo ukulawula imali.	86%	74%
24.1	Umyinge wezikolo ezibufezekisayo <i>ubuncinane</i> bemigangatho yeziseko zophuhliso eziphathekayo (physical infrastructure standards) ezibekwe nguzwelonke.	85%	55%
24.2	Umyinge wezikolo eziyifezekisayo eyona migangatho <i>iphezulu</i> yeziseko zophuhliso eziphathekayo (physical infrastructure standards) ezibekwe nguzwelonke.	Awukho	Awukho
25	Umyinge wabantwana abafumana ilantshi kwisikolo esixhaswa ngurhulumente yonke imihla yesikolo.	71%	85%
26	Umyinge wezikolo ezinobuncinane betitshala enye efumene uqeqesho olukhethekileyo (specialised training) ekuchongeni nasekuxhaseni iimfuno ezizodwa zemfundo.	87%	70%
27.1	Umyinge wezikolo ezityelelwe ngamagosa esithili ubuncinane kabini ngonyaka ngeenjongo zoqwalaselo nenkxaso.	99%	87%
27.2	Umyinge weenkqununu zezikolo ezireyithe iinkonzo zenkxaso yezithili njengeyonelisayo.	63%	34%

Isihlomelo B: Iindlela (zikaZwelonke) zokulinganisa iNtsebenzo yeProgram - IzaLathisi ngokwamaCandelo athile (Technical Indicators)

A. IProgram 1	
Isihloko sesalathisi	PPM101: Inani lezikolo zikarhulumente ezisebenzisa iisistim zolawulo lokuphathwa kwezikolo (school administration management system) (esekhompuyutheni) ukunika idatha kwisistim kazwelonke yokulandelela abafundi (national learner tracking system)
Ingcaciso emfutshane	Kuqaliswe iSistim yokuPhathwa nokuLawulwa kweZikolo zaseMzantsi Afrika (South African School Administration and Management System (SA-SAMS) ukwenzela ukuncedisa izikolo ekulawuleni iisistim yazo yokulungiselela (administrative systems). Izikolo zikarhulumente kuwo onke amaphondo zilindeleke ukuba ziye ziyisebenzisa ngokuyisebenzisa le sistim ukwenzela ukubhala nokunika ingxelo malunga nedatha yazo. Le sistim inakho nokuquka iqela langaphandle okanye abanye abaniki beenkonzo. Esi salathisi sentsebenzo silinganisa inani lezikolo zikarhulumente ezisebenzisa isistim yekhompuyutha (electronic system) ukunika idatha kwisistim kazwelonke yokulandelela abafundi (national learner tracking system). Isikolo sikaRhulumente: Sibhekisa kwizikolo zesiqhelo nezikolo zemfundo eneemfundo ezizodwa. Asizibandakanyi izikolo ezizimeleyo.
Injongo/ukubaluleka	Ukulinganisa uphuculo kwizinga izikolo eziyifaka ngalo idatha ngokwasekhompuyutheni.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMgaqo-nkqubo weeNkcukacha zeMfundo kaZwelonke (National Education Information Policy we-13 kuAgasti ka-2004
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS yePhondo
Iindlela zokungqinisisa	Ukuqwalaselwa ngokushwankathelayo (snapshot) kwezikolo ezinika iinkcukacha kwiLURITS (Oku makuquke iNamba yeEMIS, iSithili kunye negama lesikolo).
Uhlobo olusetyenziswe ekubaleni	Ukubalwa nokubhalwa kwenani elipheleleyo lezikolo zikarhulumente ezisebenzisa isistim yokulawulwa kolungiselelo lwezikolo ukwenzela ukunika idatha kwiLearner Unit Record Tracking System (LURITS).
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi /iidathabheyisi zasekhompuyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo zikarhulumente mazikwazi ukuqokelela nokufaka idatha ngokwasekhompuyutheni (electronically)
Uxanduva lwesalathisi	ICandelo leEMIS (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (ngeimeyile)
Ingcaciso emfutshane	Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ekhomyutheni, ngakumbi xa kusetyenziswa ii-meeyile. ISikolo sikaRhulumente: Sibhekisa kwizikolo zesiqhelo nezikolo zemfundo eneemfundo ezizodwa. Asizibandakanyi izikolo ezizimeleyo.
Injongo/ukubaluleka	Esi sibonisi silinganisa ukuba iIPED neDBE zinganxulumana okanye zinxibelelane kangakanani na nezikolo ngokusebenzisa ezinye iindlela ezingaquki ukuya ngeenyawo, iposi ethunyelwa kungasetyenziswa khompyutha nangefowuni. I-meeyile iluncedo ekuthumeleni iisetyhula, ukunika iimathiriyeli ezincedisayo kwanokuqokelela ulwazi ezikolweni ngokukhawuleza.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho woMgaqo-nkqubo weeNkcukacha zeMfundo (Education Information Policy Act)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS yePhondo
Iindlela zokungqinisisa	INamba yeEMIS, iGama lesikolo nedilesi yeimeyile
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi /iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo zikarhulumente kufuneka kuqhagamshelwane nazo ngeimeyile.
Uxanduva lwesalathisi	ICandelo leEMIS / iCandelo leIT (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM103: Ipesenti yenkcitho yangoku (current expenditure) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (non-personnel items)
Ingcaciso emfutshane	Inkcitho epheleleyo (yebhajethi) eyenziwe kwizinto ezingezozabasebenzi (non-personnel items) eziboniswa njengepesenti yale nkcitho ipheleleyo yangoku eyenziwe kwezemfundo. Inkcitho yaNgoku yezeMfundo Ibhekisa kuzo zonke iinkcitho zezemfundo zezinto ezingekho nkulu zikarhulumente (government non-capital education expenditure) (eziquka onke amacandelwana emfundo kuquka izikolo zemfundo eneemfundo ezizodwa, izikolo ezizimeleyo neegranti ezinikwa phantsi kwemiqathango ethile). Esi salathisi sijonga kwibhajethi epheleleyo.
Injongo/ukubaluleka	Ukulinganisa inkcitho yezemfundo kwizinto ezingezozabasebenzi.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Imimiselo yokuxhaswa ngemali kwezikolo
Umthombo ethathwe/eqokelelwe kuwo idatha	Basic Account System (BAS) system

Isihloko sesalathisi	PPM103: Ipesenti yenkcitho yangoku (current expenditure) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (non-personnel items)
Iindlela zokungqinisisa	Iingxelo zeeMali zoNyaka
Uhlobo olusetyenziswe ekubaleni	Inkcitho ephela (yebhajethi) yezemfundo eyenziwe kwizinto ezingezozabasebenzi (non-personnel items) eziboniswa njengepesenti yale nkcitho ipheleleyo yangoku eyenziwe kwezemfundo.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Ukugqibelela
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwehlisa inkcitho yezemisebenzi nokuqinisekisa ukuba kukho imali eninzi eyenziwa ifumaneka yezinto ezingezozabasebenzi.
Uxanduva lwesalathisi	UMlawuli oNoxanduva (iCandelo lezeMali) (amaphondo anokufaka uMlawuli onoxanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM104: Inani lwezihlandlo zotyalelo olwenziwa nguMlawuli weSekethe ezikolweni
Ingcaciso emfutshane	Inani lezihlandlo zotyalelo ezikolweni olwenziwe nguMlawuli weSekethe ngekota esenzela ukubeka esweni, inkxaso nokubonisana nezikolo. Oku kuquka izihlandlo zotyalelo zokuya kwizikolo eziqhelekileyo zikarhulumente, izikolo zomfundo eneemfuno ezizodwa kodwa akuzibandakanyi izihlandlo zotyalelo kwizikolo ezizimeleyo. UMlawuli weSekethe: lo ngumlawuli ojongene nako konke okuqhubekayo ekwanika nenkxaso kwiklasta/iqela lezikolo egameni loMlawuli weSithili.
Injongo/ukubaluleka	Ukulinganisa inkxaso enikwa izikolo ngabaLawuli beeSekethe
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	SASA
Umthombo ethathwe/eqokelelwe kuwo idatha	Ishedyuli zezikolo ezisayinwe ngabaLawuli beeSekethe kunye neerekhodi zabatyaleli ezikolweni okanye iifomu zotyalelo lwezikolo.
Iindlela zongqinisiso	Iingxelo zekota (malunga nenali lezihlandlo zotyalelo ezenziwe ngabaLawuli beeSekethe ezikolweni)
Uhlobo olusetyenziswe ekubaleni	Ukubhalwa kwenani elipheleleyo lezihlandlo zotyalelo olwenziwe ngabaLawuli beSekethe ezikolweni ngekota besiya kunika inkxaso, ukubeka esweni nokubonisana nazo.
Imiba engafikelelwanga yidatha	Ukugqibeka nokuchaneka kweeshedyuli zezikolo neerekhodi zabatyaleli ezifakwa ngabaLawuli beeSekethe xa befaka iingxelo zabo.
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Olukhulayo
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo ezidinga uncedo ziya kutyelelwa ngabaLawuli beeSekethe rhoqo ngekota ukwenzela ukubeka esweni, ukunika inkxaso nokubonisana nazo.
Uxanduva lwesalathisi	ULawulo nokuKhokelwa kweNkxaso yeZiko (Institutional Support Management and Governance) (amaphondo anokufaka uMlawuli onoxanduva okanye iyunithi efanelekileyo)

B. IProgram 2

Isihloko sesalathisi	PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo
Ingcaciso emfutshane	Inani elipheleleyo labafundi ababhalise kwizikolo eziqhelekileyo zikarhulumente ukususela kwiBanga loku-1 ukuya kwele-12, kodwa zingabandakanywa izikolo zemfundo eneemfundo ezizodwa, kunye nobhaliso lwamaBanga R kwizikolo eziqhelekileyo zikarhulumente.
Injongo/ukubaluleka	Ukukwazi ukuqaphela inani elipheleleyo labantwana esikolweni ukwenzela ukulinganisa inkqubo eya ekubeni abantwana belizwe lonke bakwazi ukufikelela kwimfundo yehlabathi. Olu lwazi luza kuncedisa ezemfundo ekulungiseleleni ukucwangcisa nokulinganisa inkcitho ngomfundo ngamnye esikolweni
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMgaqo-nkqubo wokwamkelwa kwabantwana kwiZikolo eziQhelekileyo zikaRhulumente (Admission Policy for Ordinary Public Schools) noMgaqo-nkqubo omalunga nokuHamba kwabantwana isikolo (Policy on Attendance of Learners) ngokoMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act), ka-1996 (uMthetho wama-27 ka-1996), ohlaziyiweyo, noMthetho weZikolo zaseMzantsi Afrika (South African School Act) (SASA), ka-1996 uMthetho wama-84 ka-1996), ohlaziyiweyo, ngokweCandelo lwesi-3 lokuhamba isikolo okunyanzelekileyo kunye neCandelo lesi-5 lokwamkelwa kwabafundi
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS (ISaveyi yeSikolo yoNyaka yonyaka wesikolo odlulileyo)
Iindlela zokungqinisisa	Izibhengezo ezisayinwa ziinqununu xa zifaka iifomu ezizalisiweyo zesaveyi okanye iidathabheyisi ezithunyelwa ngekhompyutha nezikwasayinwa nangabaLawuli beeSekethe nabeZithili (nokuba zisayinwa ekhompyutheni okanye ziprintiwe)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi ababhaliswe kwizikolo eziqhelekileyo zikarhulumente.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi okanye iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ubhaliso nokuhamba isikolo kwabo bonke abafundi abaphakathi kweminyaka esi-7 neli-15 yinto enyanzelekileyo ngokoMgaqo-siseko, kodwa ke kungumnqweno welizwe ukuba uninzi okanye bonke abafundi bekufanele ukuba bahlale besesikolweni de bagqibe iBanga le-12 ukuze bafumane izinga lokugqibe eliphakathi kwe-80 ukuya kwi-90% njengoko kubekiwe kwisiCwangciso soPhuhliso sikaZwelonke.
Uxanduva lwesalathisi	ICandelo leEMIS (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM202: Inani lootitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente
Ingcaciso emfutshane	Inani elipheleleyo lootitshala abaqeshwe kwinkonzo karhulumente. UTitshala: ubhekisa kumntu ofundisa, oqeqesha ngokwemfundo okanye oqesha omnye umntu okanye onika iinkonzo zemfundo enikwa ngumntu okuqeqeshelweyo oko (kuquka owethutyana, obambeleyo, isayikholojisti, njl.) Ababandakanyeki abasebenzi abangathitshiyo abasenokuba basebenza ezikolweni.
Injongo/ukubaluleka	Ukukwazi ukulinganisa inkcitho kubasebenzi nokuqinisekisa ukuba izikolo zinootitshala abaneleyo ngokommiselo womyinge phakathi kotitshala:nomfundi.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	IsiCwangciso-nkqubo (inkqubo) sezabaSebenzi (Human Resource Strategy) iCandelo lesi-5 loMthetho wokuQeshwa kooTitshala (Employment of Educators Act), ka-1998 (uMthetho wama-76 ka-1998), ohlaziyiweyo, ufundwa nemiMiselo yokuZaliswa kweZithuba zeNgqesho zooTitshala (Educator Post Provisioning Norms) kunye nesiCwangciso semiNyaka emi-5 sezabaSebenzi beSebe (5-year Departmental Human Resource Plan) esifunekayo ngokweCandelo III D.1C lemiMiselo yeeNkonzo zikaRhulumente (Public Service Regulation Part III D.1C)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yePERSAL (ngokwangethuba lokunikwa kwengxelo ngowama-31 kaMatshi njengeNgxelo yoNyaka)
Iindlela zokungqinisisa	Idathabheyisi yePERSAL
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala bonke ootitshala ababhaliswe kwisistim yePERSAL, ngaphandle kwabasebenzi abangengabo ootitshala.
Imiba engafikelelwanga yidatha	Ukugqibeka nokuchaneka kweenkcukacha zePersal
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukuqinisekisa ukuba kukho inani elaneleyo lootitshala ezikolweni nokunciphisa ingxinano ezikolweni.
Uxanduva lwesalathisi	ICandelo lezaBasebenzi neloLawulo/liNkonzo zeNkxaso (Human Resource and Management Directorate/Corporate Services) - ULawulo lweHR (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanekileyo)

Isihloko sesalathisi	PPM 203: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente
Ingcaciso emfutshane	Inani elipheleleyo labasebenzi abangezotitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente Abasebenzi abangezotitshala bonke abasebenzi basesikolweni abangezizo iititshala. Aba baquka abasebenzi benkxaso, abasebenzi bolungiselelo (administrative), abasebenzi basehostele kunye nabasebenzi abaziingcali ezingezotitshala .
Injongo/ukubaluleka	Ukulinganisa ulawulo nenkxaso enikwa ootitshala
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	ImiMiselo yokuZaliswa kwezithuba zeNgqesho zaseSikolweni
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yePERSAL (ngokwangethuba lokunikwa kwengxelo ngowama-31 kaMatshi njengengxelo yonyaka)
Iindlela zokungqinisisa	Idathabheyisi yePERSAL
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labasebenzi abangezotitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente

Isihloko sesalathisi	PPM 203: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente
Imiba engafikelelwanga yidatha	Ukugqibeka nokuchaneka kweenkcukacha zePersal
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente zibe nabasebenzi basesikolweni abalungiselelayo (administrative) nabenkxaso ukwenzela ukuba ootitshala bakwazi ukuya eziklasini ithuba elibekelwe ukutitshala bangasindwa yimisebenzi yolungiselelo.
Uxanduva lwesalathisi	ICandelo lezaBasebenzi neloLawulo/liNkonzo zeNkxaso (Human Resource and Management Directorate/Corporate Services) - ULawulo lweHR (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM204: Inani labafundi abakwizikolo eziqhelekileyo zikarhulumente ezixhamla kumgaqo-nkqubo "weZikolo eziNgabizi Fizi" ("No Fee School" policy)
Ingcaciso emfutshane	Inani labafundi abafunda kwizikolo eziqhelekileyo zikarhulumente bengahlawuli fizi zasikolo ngokomgaqo-nkqubo "weZikolo ezingabizi Fizi. Urhulumente uqalise umgaqo-nkqubo wezikolo ezingabizi fizi ukwenzela ukuphelisa ukungafumani mathuba emfundo kwabafundi abangathathi ntweni. Oku kuhambelana noMgaqo-siseko weli lizwe, othi abemi banelungelo lemfundo esisiseko nokuba banazo na okanye abanazo iintsiba.
Injongo/ukubaluleka	Ukuqaphela inani labafundi abafikelela kwimfundo yasimahla kweli phondo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMgaqo-siseko, iSASA noMgaqo-nkqubo wezikolo eziNgabizi Fizi
Umthombo ethathwe/eqokelelwe kuwo idatha	Iithagethi zezixhobo nedathabheyisi yeEMIS
Iindlela zokungqinisisa	Itheyibhile yokwenza iithagethi zezixhobo (resource targeting table) (enokubizwa ngamagama ohlukeneyo kumaphondo ngamaphondo)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala bonke abafundi abakwizikolo eziqhelekileyo zikarhulumente abaxhamla kumgaqo-nkqubo "weZikolo eziNgabizi Fizi".
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi okanye iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abafanelekileyo ukuba baxhamle kumgaqo-nkqubo "weZikolo ezingabizi fizi"
Uxanduva lwesalathisi	UMlawuli weBhajethi (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM205: Inani labafundi abaxhamla kwiProgram yokuTyiswa kweZikolo kaZwelonke (National School Nutrition Programme) (NSNP).
Ingcaciso emfutshane	Inani labafundi abafunda kwizikolo eziqhelekileyo zikarhulumente abakwaziyo ukufikelela kwiProgram yokuTyiswa kweZikolo kaZwelonke ibandakanya abafundi abasezikolweni ekutyiswayo kuzo kusetyenziswa iNSNP.
Injongo/ukubaluleka	Ukulinganisa ukufikelwa kwezidlo zasimahla ezisempilweni ezikolweni. I-NSNP iprogram yokutyiswa kwezikolo eqaliselwe ukuphucula impilo nenkqubo yabafundi ngokunika abafundi abahlelekileyo ukutya okunezakhamzimba. Izikolo ezikwiNqanaba 1 ukuya ku-3 zizo ezifanelekileyo ezifanelekileyo kule granti
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Ukukhuthazwa kwempilo nokuphuculwa kwenkqubo yabafundi
Umthombo ethathwe/eqokelelwe kuwo idatha	IDathabheyisi yeEMIS okanye idathabheyisi yeProgram yokuTyiswa kweZikolo kaZwelonke
Iindlela zokungqinisisa	Izibhengezo ezisayinwa ziinqununu xa zifaka iifomu ezizalisiweyo zesaveyi okanye iidathabheyisi ezithunyelwa ngekhompyutha nezikwasayinwa nangabaLawuli beeSekethe nabeZithili (nokuba zisayinwa ekhompyutheni okanye ziprintiwe)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhaliswa kwabo bonke abafundi abakwaziyo ukufikelela kwiNSNP.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi okanye iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Ngekota (ukulungiselela ingxelo yonyaka iphondo lingasebenzisa iavareji kunyaka-mali xa uwonke)
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abafanelekileyo ukuba baxhamle kwiProgram yokuTyiswa kweZikolo kaZwelonke (National School Nutrition Programme)
Uxanduva lwesalathisi	ICandelo lokuTyiswa kweZikolo likaZwelonke okanye uMlawuli weEMIS (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 206: Inani labafundi abaxhamla kuthutho lwabafundi (learner transport)
Ingcaciso emfutshane	Inani labafundi abahamba izikolo eziqhelekileyo zikarhulumente abafanele ukuxhamla "kuThutho lwabaFundi". Uthutho lwabafundi yinkqubo apho urhulumente anika abafundi abahamba umgama ongaphezu kweekhilomitha ezi-5 ukuya kwisikolo esikufutshane.
Injongo/ukubaluleka	Ukuqinisekisa ukuba bonke abafundi bayakwazi ukuya esikolweni
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	IProgram yoThutho lwaBafundi
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yoThutho lwaBafundi
Iindlela zokungqinisisa	Iingxelo zekota nezintlu ezidityanisiweyo okanye ezishwankathelweyo zabafundi kwisikolo ngasinye esisebenzisa iinkonzo zothutho

Isihloko sesalathisi	PPM 206: Inani labafundi abaxhamla kuthutho lwabafundi (learner transport)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala bonke abafundi abafanele ukuxhamla kwiNkqubo yoThutho lwabaFundi
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yoThutho lwabaFundi
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Uthutho lwabafundi oluza kunikwa bonke abafundi abafanelekileyo ekufuneka bahambe umgama ongaphezu kweekhilomitha ezi-5 ukuya kwisikolo esikufutshane.
Uxanduva lwesalathisi	ICandelo loThutho lwabaFundi likaZwelonke okanye uMlawuli onoXanduva (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM207: Inani labafundi abaneemfuno ezizodwa zemfundo ababhaliswe kwizikolo eziqhelekileyo zikarhulumente
Ingcaciso emfutshane	Abafundi abaneemfuno ezizodwa zemfundo abakwizikolo eziqhelekileyo zikarhulumente ngabafundi abaneenkubazeko eziphakathi. Iimfuno zemfundo eneemfuno ezizodwa: Imfundo elungiselelwe abathile ngokohlobo lwayo nejongana nemiqobo ethintela ukufunda nophuhliso olufunyanwa ngabafundi abaneemfuno ezizodwa zemfundo (kuquka abo baneenkubazeko) kwizikolo eziqhelekileyo zikarhulumente.
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwimfundo kwabantwana abaneemfuno ezizodwa zemfundo ukwenzela ukuqinisekisa ukuba imiqobo ethingela imfundo iyasingatheka.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS (ISaveyi yeSikoko yoNyaka)
Iindlela zokungqinisisa	Izibhengezo ezisayinwa ziinqununu xa zifaka iifomu ezizalisweyo zesaveyi okanye iidathabheyisi ezithunyelwa ngekhompyutha nezikwasayinwa nangabaLawuli beeSekethe nabeZithili (nokuba zisayinwa ekhompyutheni okanye ziprintiwe)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi abaneemfuno ezizodwa zemfundo ababhaliswe kwizikolo eziqhelekileyo zikarhulumente
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi okanye iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abaneenkubazeko eziphakathi nabasekwiminyaka yokuya esikolweni kufuneka baye kwizikolo eziqhelekileyo zikarhulumente
Uxanduva lwesalathisi	ICandelo leEMIS (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM208: Inani lezikolo ezenza zonke iinkonzo zokufundisa ezinika inkxaso kubafundi abanemiqobo ethintela ukufunda
Ingcaciso emfutshane	Inani lezikolo eziqhelekileyo zikarhulumente ezizizikolo ezinika iinkonzo ezipheleleyo zezikolo. Izikolo zeenkono ezipheleleyo: zizikolo eziqhelekileyo zikarhulumente ezinikwa izixhobo nangakumbi (specially resourced) nezijonge ukusingatha uluhlu lwemiqobo ethintela ukufunda kwimeko yemfundo edibanisayo (inclusive education).
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwabafundi abanemiqobo ethintela ukufunda befikelela kwizikolo eziqhelekileyo zikarhulumente
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS okanye idathabheyisi yezikolo zeMfundo eDibanisayo
Iindlela zokungqinisisa	Uluhlu lwezikolo eziqhelekileyo zikarhulumente eziguqulwe zaba zizikolo ezineenkono ezipheleleyo okanye izikolo zikarhulumente ezinikwa izixhobo ezincedisayo okanye iziseko zophuhliso (infrastructure) ezifanelekileyo.
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo lezikolo eziqhelekileyo zikarhulumente
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi okanye iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukuqinisekisa ukuba bonke abafundi abaneemfuno ezizodwa zemfundo bayafikelela ezikolweni kwanokuba izikolo eziqhelekileyo zikarhulumente ziyakwazi ukubafaka aba bafundi.
Uxanduva lwesalathisi	ICandelo leMfundo eDityanisiweyo (Inclusive Education) (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

C. IProgram 3 - Izikolo ezizimeleyo

Isihloko sesalathisi	PPM301: Inani labafundi abafumana inkxaso-mali kwizikolo ezizimeleyo
Ingcaciso emfutshane	Izikolo eziZimeleyo isikolo esibhalisiweyo okanye esithathwa njengokuba sizimele ngokoMthetho weZikolo waseMzantsi Afrika (South African Schools Act) (SASA). Iimali zidluliselwa kwizikolo eziqhelekileyo zikarhulumente ezifake izicelo zaza zafaneleka ukuba zibe zingafumana inkxaso-mali karhulumente emalunga nabafundi abasezikolweni zazo.
Injongo/ukubaluleka	Ukuphucula ukufikelela kwimfundo
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Ukuhambelana nemimiselo nemigangatho yokuxhaswa ngemali kwezikolo yezikolo ezizimeleyo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yemiMiselo nemigangatho yokuXhaswa ngemali kwezikolo okanye idathabheyisi yeEMIS

Isihloko sesalathisi	PPM301: Inani labafundi abafumana inkxaso-mali kwizikolo ezizimeleyo
Iindlela zokungqinisisa	Amaxwebhu ebhajethi yemali yezibonelelo (Ia maxwebhu adwelisa izikolo, inani labafundi nokwabiwa kwebhajethi). Izibhengezo ezisayinwa ziinqununu xa zifaka iifomu ezizalisweyo zesaveyi okanye iidathabheyisi ezithunyelwa ngekhompyutha nezikwasayinwa nangabaLawuli beeSekethe nabeZithili (nokuba zisayinwa ekhompyutheni okanye ziprintiwe)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi abakwizikolo ezizimeleyo abafumana inkxaso-mali (subsidised)
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi okanye iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abakwizikolo ezizimeleyo ezifanelekileyo baya kuxhaswa ngemali yaye izikolo ezizimeleyo ezifumana inkxaso-mali mazilande ubuncinane bemigangatho yokulawula (regulating) izikolo eziZimeleyo.
Uxanduva lwesalathisi	ULawulo nokuPhathwa kweNkxaso yamaZiko (Institutional Management and Governance) IZikolo eziZimeleyo okanye uMlawuli weProgram yeZikolo eziZimeleyo (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

D. IProgram 4 (izikolo ezineMfundo eziZodwa zeMfundo)

Isihloko sesalathisi	PPM401: Inani labafundi ababhaliswe kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa
Ingcaciso emfutshane	Inani labafundi ababhaliswe kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa. IZikolo zeMfundo eneemfundo eziZodwa: Izikolo ezixhotyiselwe ukuba zinike imfundo kubafundi abadinga inkxaso enkulu ngokwasezifundweni nakwezinye izinto nokuba loo nto yenziwa ngokusisigxina okanye okwethutyana. Abafundi abafunda kwezi zikolo baquka abao baneenkubazeko zomzimba, ezengqondo okanye ezokungaboni nokungeva kungenjalo abaneengxaki ezinkulu zendlela yokuziphatha kunye/okanye nezokuvakalelwa (emotional problems), abangawulandeliyo umthetho okanye abaneemfundo ezinzulu zokhathalelo lwezempilo.
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwimfundo kwabantwana abaneemfundo zemfundo ezizodwa, ukwenzela ukunika iinkcukacha eziza kunceda kucwangciso nenkxaso elungiselelwe izikolo zemfundo eneemfundo ezizodwa
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yePERSAL
Iindlela zokungqinisisa	Izibhengezo ezisayinwa ziinqununu xa zifaka iifomu ezizalisweyo zesaveyi okanye iidathabheyisi ezithunyelwa ngekhompyutha nezikwasayinwa nangabaLawuli beeSekethe nabeZithili (nokuba zisayinwa ekhompyutheni okanye ziprintiwe)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi ababhaliswe kwizikolo zemfundo eneemfundo ezizodwa
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi okanye iidathabheyisi zasekhompyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)

Isihloko sesalathisi	PPM401: Inani labafundi ababhaliswe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abaneenkubazeko zomzimba, ezengqondo okanye ezokungaboni nokungeva kungenjalo abaneengxaki ezinkulu zendlela yokuziphatha kunye/okanye nezokuvakalelwa (emotional problems), abangawulandeliyo umthetho okanye abaneemfuno ezinzulu zokhathalelo lwezempilo bafunda kwezi zikolo zemfundo eneemfuno ezizodwa.
Uxanduva lwesalathisi	UMlawuli weProgram yeMfundo eDibanisayo (Inclusive Education Programme Manager)

Isihloko sesalathisi	PPM402: Inani lootitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
Ingcaciso emfutshane	Inani elipheleleyo lootitshala abaqeshwe kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente. Utiitshala: ubhekisa kumntu ofundisa, oqeqesha ngokwemfundo okanye oqesha omnye umntu okanye onika iinkonzo zemfundo enikwa ngumntu okuqeqeshelweyo oko (kuquka owethutyana, obambeleyo, njl.). Ababandakanywa abasebenzi abangezotitshala
Injongo/ukubaluleka	Ukukwazi ukulinganisa inkcitho kubasebenzi nokuqinisekisa ukuba izikolo zemfundo eneemfuno ezizodwa zinootitshala abaneleyo ngokommiselo womyinge phakathi kotitshala: nomfundi.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yePERSAL
Iindlela zokungqinisisa	Idathabheyisi yePERSAL
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo lootitshala abakwizikolo zemfundo eneemfuno ezizodwa ababhalisweyo kwisistim yePERSAL, kodwa bengabandakanywa abasebenzi abangeabangezotitshala.
Imiba engafikelelwanga yidatha	Ukugqibeka nokuchaneka kweenkcukacha zePersal
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Inani elaneleyo lootitshala abaza kuqeshwa ngokuhambelana nesistim yokubhaliswa kwabafundi.
Uxanduva lwesalathisi	ICandelo lezaBasebenzi neloLawulo/liNkonzo zeNkxaso (Human Resource and Management Directorate/Corporate Services) - ULawulo lweHR (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
Ingcaciso emfutshane	Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa. Abasebenzi abaziingcali ezingezotitshala aba ngabasebenzi ababekwa kudidi lweenkonzo zoncedo lwezempilo olukhawulezayo (paramedics), oonontlalontle, abakhathaleli babantwana, iitheraphisti, kodwa bengezotitshala.

Isihloko sesalathisi	PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
Injongo/ukubaluleka	Ukulinganisa inkxaso yobungcali (professional support) enikwa abafundi nootitshala kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yePERSAL
Iindlela zokungqinisisa	Idathabheyisi yePERSAL
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa.
Imiba engafikelelwanga yidatha	Ukugqibeka nokuchaneka kweenkcukacha zePersal
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo zikarhulumente zemfundo eneemfuno ezizodwa kufuneka zibe nenani elifunekayo labasebenzi basesikolweni abaziingcali ezingezotitshala
Uxanduva lwesalathisi	ICandelo lezaBasebenzi neloLawulo/liNkonzo zeNkxaso (Human Resource and Management Directorate/Corporate Services) - ULawulo lweHR (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

E. IProgram 5

Isihloko sesalathisi	PPM501: Inani labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET
Ingcaciso emfutshane	Inani elipheleleyo labafundi ababhaliswe kwiiKholeji zeSatifikethi zikaZwelonke (sezobuChule) (Vocational) zeeKholeji zeMfundo noQeqesho oluQhubekayo.
Injongo/ukubaluleka	Ukulinganisa inani labafundi abaqhubeka nemfundo bengafundi kwizikolo eziqhelekileyo zikarhulumente koko befunda kwiiKholeji zeFET
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weMfundo noQeqesho oluQhubekayo (Further Education and Training Act)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yoMlawuli weProgram yePhondo (yeeKholeji zeFET)
Iindlela zokungqinisisa	Uphando olwenziwe ngokushwankathelayo (snapshot) kwidathabheyisi yeHEMIS
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi ababhaliswe kwiiKholeji zeNC(V) kwiiKholeji zeMfundo noQeqesho oluQhubekayo kulo nyaka-mali uphelileyo.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yoMlawuli weProgram yePhondo (yeeKholeji zeFET)
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abafanelekileyo nabanomdla babhalisela ezi khosi zeNC(V).
Uxanduva lwesalathisi	UMlawuli weProgram yeMfundo noQeqesho oluQhubekayo (FET) (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM502: Inani labafundi beeKholeji zeFET NC(V) abagqiba zonke izifundo zabo ngempumelelo
Ingcaciso emfutshane	Inani elipheleleyo labafundi beeKholeji zeFET NC(V) abagqiba zonke izifundo zabo ngempumelelo ngonyaka othile.
Injongo/ukubaluleka	Ukulinganisa ukugqitywa kweekhosi zeNC(V) ngabafundi ababhalisayo
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weMfundo noQeqesho oluQhubekayo (Further Education and Training Act)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yoMlawuli weProgram yePhondo (yeeKholeji zeFET)
Iindlela zokungqinisisa	Uphando olwenziwe ngokushwankathelayo kwidathabheyisi yeHEMIS
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi beeKholeji zeFET abazigqiba ngempumelelo iikhosi zabo.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwidathabheyisi yoMlawuli weProgram yePhondo (yeeKholeji zeFET)
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukugqitywa ngokupheleleyo kweekhosi zeNC(V) ngabo bonke abafundi ababhalisweyo
Uxanduva lwesalathisi	UMlawuli weNkqubo yeMfundo noQeqesho oluQhubekayo (FET)

F. IProgram 6

Isihloko sesalathisi	PPM601: Inani labafundi ababhaliswe kumaZiko karhulumente eAET
Ingcaciso emfutshane	IMfundo noQeqesho lwabaDala (AET): Zonke iiprogram zokufunda noqeqesho lwabadala ukususela kwiNqanaba 1 ukuya ku-4, apho iNqanaba 4 leAET lihambelana neBanga le-9 kwizikolo zikarhulumente okanye uMgaqo-sikhokelo weziQinisekiso zikaZwelonke (National Qualifications Framework) inqanaba 1, njengoko ubekwe nguMthetho wabasemaGunyeni eziQinisekiso waseMzantsi Afrika (South African Qualifications Authority Act), Namba 58 ka-1995. I-AET ibisakwaziwa njengeMfundo esisiSeko noQeqesho lwabaDala (AET). Amaziko eAET: Amaziko anika iiprogram zeAET ngokwengcaciso yeAET. Ngoku ibizwa ngokuba yiMfundo noQeqesho lwabaDala (AET).
Injongo/ukubaluleka	Ukunika isiboniso sokuba abantu abangazange baya esikolweni (illiterate) nabaphele kumabanga aphantsi (semi-literate) njengoko bebhale kwiSaveyi yamaKhaya Jikelele (General Household Survey) eqhutywe yiStatistics SA bayithatha kangakanani inxaxheba kwiAET enikwa ngurhulumente kweli phondo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	IProgram yeMfundo noQeqesho lwabaDala (AET)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeAET/EMIS
Iindlela zokungqinisisa	Uphando olwenziwe ngokushwankathelayo (snapshot) kwidathabheyisi yeHEMIS

Isihloko sesalathisi	PPM601: Inani labafundi ababhaliswe kumaZiko karhulumente eAET
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi ababhaliswe kumaZiko karhulumente eAET
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeAET/EMIS
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunikwa kweAET kubo bonke abafundi abafanelekileyo ukuba bangayifumana.
Uxanduva lwesalathisi	ICandelo leEMIS / iCandelo leIT (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM602: Inani lootitshala abaqeshwe kumaZiko karhulumente eAET
Ingcaciso emfutshane	Inani elipheleleyo lootitshala abaqeshwe kumaZiko eAET.
Injongo/ukubaluleka	Ukuqinisekisa ukuba ukufunda nokufundisa kuyenzeka kwanokuba bonke abafundi abakumaziko eAET banenani elaneleyo lootitshala.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	IProgram yeMfundo noQeqesho lwabaDala (AET)
Umthombo ethathwe/ eqokelelwe kuwo idatha	Idathabheyisi yeEMIS okanye idathabheyisi yePERSAL
Iindlela zokungqinisisa	Uphando olwenziwe ngokushwankathelayo (snapshot) kwidathabheyisi yeHEMIS
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo lootitshala abaqeshwe kumaZiko karhulumente eAET
Imiba engafikelelwanga yidatha	Ukugqibeka nokuchaneka kweenkcukacha zezeEMIS okanye iinkcukacha zePersal
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abakumaziko eAET kufuneka babe nenani elaneleyo lootitshala.
Uxanduva lwesalathisi	ICandelo leEMIS / iCandelo leIT (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

G. IProgram 7 (ECD)

Isihloko sesalathisi	PPM701: Inani labafundi ababhaliswe kwiBanga R kwizikolo zikarhulumente
Ingcaciso emfutshane	Ukubhala inani elipheleleyo labafundi ababhalise kwiBanga R kwizikolo zikarhulumente (izikolo zesiqhelo nezemfundo eneemfuno ezizodwa). IBanga R - unyaka wokuqala womfundi esikolweni okanye kwiZiko leECD, oko kukuthi, ibanga elandulelwa liBanga loku-1.
Injongo/ukubaluleka	Ukulinganisa ukuba abafundi sele bekulungele kangakanani ukuya kwiBanga loku-1
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 5 (White Paper 6)
Umthombo ethathwe/ eqokelelwe kuwo idatha	Idathabheyisi yePERSAL
Iindlela zokungqinisisa	Isibhengezo esisayinwe yiNqununu noMlawuli weSithili (esisayinwe ekhompuyutheni okanye esiprintiweyo)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala bonke abafundi ababhalise kwiBanga R kwizikolo eziziqhelekileyo zikarhulumente
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeEMIS

Isihloko sesalathisi	PPM701: Inani labafundi ababhaliswe kwiBanga R kwizikolo zikarhulumente
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abantwana abafanele ukufunda iBanga R ngonyaka othile
Uxanduva lwesalathisi	ICandelo leEMIS

Isihloko sesalathisi	PPM702: Inani lezikolo zikarhulumente ezineBanga R
Ingcaciso emfutshane	Inani elipheleleyo lezikolo zikarhulumente (zikarhulumente nezinemfundo eneemfuno ezizodwa) ezinika iBanga R.
Injongo/ukubaluleka	Ukulinganisa ukwandiswa nokunikwa kweBanga R kwizikolo zikarhulumente.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 5 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yePERSAL
Iindlela zokungqinisisa	Isibhengezo esisayinwe yiNqununu noMlawuli weSithili (esisayinwe ekhompuyutheni okanye esiprintiweyo)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani lezikolo zikarhulumente (zikarhulumente nezinemfundo eneemfuno ezizodwa) ezinika iBanga R.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeEMIS
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo zikarhulumente ezineBanga loku-1 kufuneka zibe neBanga R
Uxanduva lwesalathisi	ICandelo leEMIS (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 703: Inani leepraktishina zeBanga R eziqeshwa kwizikolo eziqhelekileyo zikarhulumente ngekota.
Ingcaciso emfutshane	Inani elipheleleyo leepraktishini zeBanga R eziqeshwe kwizikolo eziqhelekileyo zikarhulumente ngekota nganye. Ipraktishina zophuhliso lwemfundo yabantwana abasaqalayo (ECD) zicaciswa njengabantu abaqeqeshwe ngokusesikweni okanye nangokungekho sesikweni abanika inkonzo yemfundo kwiECD, kuquka abantu abachaphazelekayo nguMthetho wokuQeshwa kweTitshala (Educators' Employment Act), ka-1994 (uMthetho we-138 ka-1994).
Injongo/ukubaluleka	Esi salathisi sancedisa ekulinganiseni ukunikwa komgangatho weprogram yeECD kwizikolo zikarhulumente.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 5 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yaBasebenzi noLawulo/ uMlawuli weProgram yeECD
Iindlela zokungqinisisa	Uluhlu lweepraktishina zeBanga R
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo leepraktishina zeECD eziqeshwe liSebe lezeMfundo ukuba bafundise iBanga R.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeHR - kodwa ke, kwamanye amaphondo aba titshala ababandakanywa kwisistim yePERSAL.
Uhlobo lwesalathisi	Isiphumo

Isihloko sesalathisi	PPM 703: Inani leeprakthishina zeBanga R eziqeshwa kwizikolo eziqhelekileyo zikarhulumente ngekota.
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke iiklasi zeBanga R kwizikolo zikarhulumente kufuneka zibe neprakthishina zeBanga R ngokuhambelana nemiMiselo nemiGangatho (Norms and Standards).
Uxanduva lwesalathisi	ICandelo lezaBasebenzi neloLawulo/liNkonzo zeNkxaso (Human Resource and Management Directorate/Corporate Services) (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

H. IProgram 8

Isihloko sesalathisi	PPM801: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa amanzi
Ingcaciso emfutshane	Inani elipheleleyo lezikolo eziqhelekileyo zikarhulumente ekuthagethwe ukuba zinikwe amanzi. Zona ziquka izikolo eziza kunikwa amanzi angesosigxina (portable water). Oku kuquka amatanki amanzi okanye imingxuma yokutsala amanzi (boreholes) okanye amanzi etephu. Olu linganiso lusebenza kwizikolo esele zikhona yaye azibalwa izikolo ezitsha.
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwezikolo emanzini
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UkuNikwa kweziSeko zoPhuhliso (Infrastructure) zeZikolo

Isihloko sesalathisi	PPM801: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa amanzi
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala zonke izikolo eziqhelekileyo zikarhulumente ezingenawo amanzi etephu (running water).
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNEIMS/ Yeziseko zoPhuhliso
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Olukhulayo
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namanzi etephu
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate) / IYunithi yoPhuhliso lweziSeko zoPhuhliso

Isihloko sesalathisi	PPM802: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa umbane
Ingcaciso emfutshane	Inani elipheleleyo lezikolo eziqhelekileyo zikarhulumente ekuthagethwe ukuba zinikwe umbane.. Olu linganiso lusebenza kwizikolo esele zikhona yaye azibalwa izikolo ezitsha. Ingcaciso: Isikolo esinombane sibhekisa kwizikolo ezinalo naluphi uhlobo lomthombo wombane, kuquka iGridi kaEskom, iipaneli zombane wamandla elanga (solar panels) kunye neejenereyitha.
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwezikolo embaneni

Isihloko sesalathisi	PPM802: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa umbane
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UkuNikwa kweziSeko zoPhuhliso (Infrastructure) zeZikolo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala zonke izikolo eziqhelekileyo zikarhulumente ezinikwe umbane.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNEIMS/ Yeziseko zoPhuhliso
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Olukhulayo
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namanzi nombane.
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate) / IYunithi yoPhuhliso lweziSeko zoPhuhliso

Isihloko sesalathisi	PPM803: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa iinkonzo zogutyulo
Ingcaciso emfutshane	Inani elipheleleyo lezikolo eziqhelekileyo zikarhulumente ekuthagethwe ukuba zinikwe umbane. Olu linganiso lusebenza kwizikolo esele zikhona yaye azibalwa izikolo ezitsha. Ugutyulo: Luthetha zonke iintlobo zeethoyilethi ezifana: nezinemingxuma ezineepali eziyimibhobho yokukhupha ivumba ngasemva ethoyilethi (pit latrine with ventilated pipe at the back of the toilet), eziGungxulela etankini elombiweyo (Septic Flush), eziGungxulela kwimibhobho kaMasipala (Municipal Flush), EziLungiselelwe ukuKhathalela iNdalo (Enviro Loo), ezinemiNgxuma egalelwa iiKhemikhali (Pit-latrines and Chemical).
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwezikolo kugutyulo
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UkuNikwa kweziSeko zoPhuhliso (Infrastructure) zeZikolo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala zonke izikolo eziqhelekileyo zikarhulumente ezineendlela zogutyulo.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNEIMS/ Yeziseko zoPhuhliso
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Olukhulayo
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe nogutyulo.
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate) / IYunithi yoPhuhliso lweziSeko ezinguNdoqo (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM804: Inani lamagumbi okufundela aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente
Ingcaciso emfutshane	Inani lamagumbi okufundela ekulindeleke ukuba akhiwe anikwe izikolo eziqhelekileyo zikarhulumente. Zona ziquka amagumbi okufundela ongezelelayo okanye amagumbi okufundela angesosigxina kwizikolo ezikhoyo nakwizikolo ezitsha. Amagumbi okufuneka: Amagumbi ekwenzeka kuwo ukufunda nokufundisa, kodwa angayilelwanga izezo zokufundisa ezizodwa (special instructional activities). Esi salathisi asiwabandakanyi amagumbi eengcali
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwezikolo kwimeko yokufunda efanelekileyo kunye neziseko zophuhliso ezisezikolweni
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	IziKhokelo malunga neziSeko eziNgundoqo zeZikolo (Guidelines on School Infrastructure) (eziseza kuhlaziywa)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo lamagumbi okufundela akhiweyo
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNEIMS/ Yeziseko zoPhuhliso
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Olukhulayo
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namagumbi okufundela oneleyo.
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate/ IYuniti yoPhuhliso lweziSeko ezingundoqo (amaphondo anokufaka uMlawuli onoXanduva okanye iyuniti efanelekileyo)

Isihloko sesalathisi	PPM805: Inani lamagumbi eengcali (specialist rooms) aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente
Ingcaciso emfutshane	Inani lamagumbi eengcali (specialist rooms) aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente. Zona ziquka amagumbi okufundela ongezelelayo kwizikolo ezikhoyo nakwizikolo ezitsha. Igumbi elilungiselelwe okuthile licaciswa njengegumbi elixhotyiswe ngokweemfuno zekharithulam. Imizekelo: igumbi lokwenzelwa kwemizobo yobuchwepheshe (technical drawing room), igumbi lomculo, igumbi lokwenzela imisebenzi yeentsimbi (metalwork room). Aliziquki iiofisi zabalungiseleli besikolo (administrative offices) namagumbi okufundela (acaciswe kwiPPM 804) yaye liquka amagumbi afana neelebhu.
Injongo/ukubaluleka	Ukulinganisa ubukho nokunikwa kwamagumbi alungiselelwe okuthile ezikolwnei ukwenzela ukunika imeko efanelekileyo yokufundwa kwezifundo ezithile (subject specialisation) okwenziwa ngekharithulam.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	IziKhokelo malunga neziSeko eziNgundoqo zeZikolo (Guidelines on School Infrastructure) (eziseza kuhlaziywa)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokuGqiba ukufunda

Isihloko sesalathisi	PPM805: Inani lamagumbi eengcali (specialist rooms) aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo lamagumbi alungiselelwe okuthile
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNEIMS/ Yeziseko zoPhuhliso
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Olukhulayo
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namagumbi alungiselelwe okuthile (specialist facilities).
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate/ IYunithi yoPhuhliso lweziSeko ezinguNdoqo (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

I. IProgram 9

Isihloko sesalathisi	PPM 901: Inani labafundi beBanga le-12 ababhale iimviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC)
Ingcaciso emfutshane	Inani elipheleleyo labafundi ababhale iimviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC). Oku akubabandakanyi abafundi abangakhange bazibhale iimviwo zokugqibela zeNSC.
Injongo/ukubaluleka	Esi salathisi silinganisa ukuthatha inxaxheba kwabafundi beBanga le-12 kwiimviwo zeNSC eziziimviwo zokugqibela zemfundo esisiseko nezibonisa ukuba abafundi bafanelekile na ukuba bangaqhubeka ukuya kwimfundo eqhubekayo, ngakumbi ngokuya kufunda eziyunivesithi.

Isihloko sesalathisi	PPM 901: Inani labafundi beBanga le-12 ababhale iimviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC)
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> UMgaqo-nkqubo kaZwelonke omalunga nokuziphatha, ukulungiselelwa nokuLawulwa (National Policy on the Conduct, Administration and Management) kweSatifikethi seMatrikhi sikaZwelonke: Isiqinisekiso esikwiNqanaba 4 loMgaqo-sikhokelo weziQinisekiso zikaZwelonke (National Qualifications Framework) (NQF) we-16 kaOktobha ka-2009, esihlaziyiweyo. Imimiselo ngokuphathelene nokuziphatha, ukulungiselelwa nokulawulwa kohlolo lweSatifikethi seMatrikhi sikaZwelonke epapashwe kwiSaziso sikaRhulumente 1041 no-1042 kwiGazethi kaRhulumente, Vol.533, Namba 32678 yowesi-3 kuNovemba ka-2009, ehlaziyiweyo.
Umthombo ethathwe/ eqokelelwe kuwo idatha	Idathabheyisi yeNSC
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi ababhale iNSC
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNSC
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)

Isihloko sesalathisi	PPM 901: Inani labafundi beBanga le-12 ababhale iimviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	I-80% ukuya kwi-90% yabafundi ababhalelele ukubhala iimviwo zeNSC ngokuhambelana nethagethi yeNDP.
Uxanduva lwesalathisi	ICandelo leemviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 902: Inani labafundi abapase iSatifikethi seMatrikhi sikaZwelonke (NSC)
Ingcaciso emfutshane	Inani elipheleleyo labafundi abapase iimviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC).
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwemfundo yasesikolweni
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • UMgaqo-nkqubo kaZwelonke omalunga nokuziphatha, ukuLungiselelwa nokuLawulwa (National Policy on the Conduct, Administration and Management) kweSatifikethi seMatrikhi sikaZwelonke: Isiqinisekiso esikwiNqanaba 4 loMgaqo-sikhokelo weziQinisekiso zikaZwelonke (National Qualifications Framework) (NQF) we-16 kaOktobha ka-2009, esihlaziyiweyo. • Imimiselo ngokuphathelene nokuziphatha, ukulungiselelwa nokulawulwa kohlobo lweSatifikethi seMatrikhi sikaZwelonke epapashwe kwiSaziso sikaRhulumente 1041 no-1042 kwiGazethi kaRhulumente, Vol.533, Namba 32678 yowesi-3 kuNovemba ka-2009, ehlaziyiweyo.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC neengxelo zemiba ethile (technical reports)
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi abapase iimviwo zeNSC
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNSC
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	I-80% ukuya kwi-90% yabafundi ababhala iimviwo zeNSC bapasa ngokuhambelana nethagethi yeNDP.
Uxanduva lwesalathisi	ICandelo leemviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 903: Inani labafundi abapase iSatifikethi seMatrikhi sikaZwelonke (NSC) ngendlela ebangenisa kwisiDanga
Ingcaciso emfutshane	Inani labafundi abapase iSatifikethi seMatrikhi sikaZwelonke (NSC) ngendlela ebangenisa kwisiDanga. Ukupasela ukufunda isidanga kwenza umfundi opase iNSC angene kwikhosi yesidanga eyunivesithi.
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni ngokwabafundi beBanga abafanele ukungena kwizidanga

Isihloko sesalathisi	PPM 903: Inani labafundi abapase iSatifikethi seMatrikhi sikaZwelonke (NSC) ngendlela ebangenisa kwisiDanga
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> UMgaqo-nkqubo kaZwelonke omalunga nokuziPhatha, ukuLungiselelwa nokuLawulwa (National Policy on the Conduct, Administration and Management) kweSatifikethi seMatrikhi sikaZwelonke: IsiQinisekiso esikwiNqanaba 4 loMgaqo-sikhokelo weziQinisekiso zikaZwelonke (National Qualifications Framework) (NQF) we-16 kaOktobha ka-2009, esihlaziyiweyo. Imimiselo ngokuphathelene nokuziphatha, ukulungiselelwa nokulawulwa kohlolo lweSatifikethi seMatrikhi sikaZwelonke epapashwe kwiSaziso sikaRhulumente 1041 no-1042 kwiGazethi kaRhulumente, Vol.533, Namba 32678 yowesi-3 kuNovemba ka-2009, ehlaziyiweyo.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani labafundi beBanga le-12 abapase ngesiDanga kwiSatifikethi seMatrikhi sikaZwelonke.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNSC
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukufezekisa ithagethi ebekiweyo yabafundi abapasa iimviwo zeNSC ngesiDanga
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 904: Inani labafundi abapase iMathematika kwiimviwo zeNSC
Ingcaciso emfutshane	Inani labafundi beBanga le-12 abapase iMathematika kwiimviwo zeNSC
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe iMathematika njengesifundo esingundoqo yempumelelo (key gateway subject).
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> UMgaqo-nkqubo kaZwelonke omalunga nokuziPhatha, ukuLungiselelwa nokuLawulwa (National Policy on the Conduct, Administration and Management) kweSatifikethi seMatrikhi sikaZwelonke: IsiQinisekiso esikwiNqanaba 4 loMgaqo-sikhokelo weziQinisekiso zikaZwelonke (National Qualifications Framework) (NQF) we-16 kaOktobha ka-2009, esihlaziyiweyo. Imimiselo ngokuphathelene nokuziphatha, ukulungiselelwa nokulawulwa kohlolo lweSatifikethi seMatrikhi sikaZwelonke epapashwe kwiSaziso sikaRhulumente 1041 no-1042 kwiGazethi kaRhulumente, Vol.533, Namba 32678 yowesi-3 kuNovemba ka-2009, ehlaziyiweyo.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani labafundi beBanga le-12 abapase iMathematika kwiSatifikethi seMatrikhi sikaZwelonke.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNSC

Isihloko sesalathisi	PPM 904: Inani labafundi abapase iMathematika kwiimviwo zeNSC
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukufezekisa ithagethi ebekiweyo yabafundi abapasa iMathematika kwiimviwo zeNSC
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 905: Inani labafundi abapase iPhysical Science kwiimviwo zeNSC
Ingcaciso emfutshane	Inani labafundi beBanga le-12 abapase iPhysical Science kwiimviwo zeNSC.
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe iPhysical Science njengesifundo esingundoqo yempumelelo (key gateway subject).
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • UMgaqo-nkqubo kaZwelonke omalunga nokuziPhatha, ukuLungiselelwa nokuLawulwa (National Policy on the Conduct, Administration and Management) kweSatifikethi seMatrikhi sikaZwelonke: Isiqinisekiso esikwiNqanaba 4 loMgaqo-sikhokelo weziQinisekiso zikaZwelonke (National Qualifications Framework) (NQF) we-16 kaOktobha ka-2009, esihlaziyiweyo. • Imimiselo ngokuphathelene nokuziphatha, ukulungiselelwa nokulawulwa kohlobo lweSatifikethi seMatrikhi sikaZwelonke epapashwe kwiSaziso sikaRhulumente 1041 no-1042 kwiGazethi kaRhulumente, Vol.533, Namba 32678 yowesi-3 kuNovemba ka-2009, ehlaziyiweyo.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani labafundi beBanga le-12 abapase iPhysical Science kwiSatifikethi seMatrikhi sikaZwelonke.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeNSC
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukufezekisa ithagethi ebekiweyo yabafundi abapasa iPhysical Science kwiimviwo zeNSC
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 906: INani labafundi beBanga lesi-3 abapase ulwimi kuHlobo loNyaka kukaZwelonke (ANA)
Ingcaciso emfutshane	Inani labafundi beBanga lesi-3 abafezekise izakhono ezisisiseko zokufunda zoLwimi ezibekwe nguzwelonke eziboniswe kuHlobo lukaZwelonke loNyaka (ANAs).
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe ekulinganiseni izakhono kwisiGaba ezisisiseko

Isihloko sesalathisi	PPM 906: INani labafundi beBanga lesi-3 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • IProtokholi kaZwelonke yoHlolo (National Protocol on Assessment) iBanga R - 12 • UMthetho weZikolo zaseMzantsi Afrika (South African Schols Act), ka-1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo - Ukuvunywa kwemimiselo ephathelele neNkcazelo yeKharithulam yeSizwe iBanga R-12 epapashwe kwiGazethi kaRhulumente Namba 36041 ngowama-28 kuDisemba ka-2012, ifundwa kunye neNkcazelo yePolisi yeKharithulam nokuHlola
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeANA - eya kuthi, kuba yimodyuli yeSA SAMS ibe yinxalenye yedathabheyisi yeEMIS
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase iimvavanyo zeANA
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi beBanga lesi-3 abapase iimviwo zeANA kuLwimi.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeANA
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beBanga lesi-3 abapasa iimviwo zeANA kwiMathematika. Ngo-2014 inkqubo ebifuneka kukufumana ireyithi yokupasa engu-60% kubafundi bebanga lesi-3 kwiimviwo zeANA zoLwimi zika-2014.
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 907: INani labafundi beBanga lesi-3 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)
Ingcaciso emfutshane	Inani labafundi beBanga lesi-3 abafezekise uluhlu lwezakhono ezisisiseko zokufunda zeMathematika ezibekwe nguzwelonke eziboniswe kuHlolo lukaZwelonke loNyaka (ANAs).
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe ekulinganiseni izakhono kwisiGaba esisisiSeko
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • IProtokholi kaZwelonke yoHlolo (National Protocol on Assessment) iBanga R - 12 • UMthetho weZikolo zaseMzantsi Afrika (South African Schols Act), ka-1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo - Ukuvunywa kwemimiselo ephathelele neNkcazelo yeKharithulam yeSizwe iBanga R-12 epapashwe kwiGazethi kaRhulumente Namba 36041 ngowama-28 kuDisemba ka-2012, ifundwa kunye neNkcazelo yePolisi yeKharithulam nokuHlola
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeANA - eya kuthi, kuba yimodyuli yeSA SAMS ibe yinxalenye yedathabheyisi yeEMIS
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase iimvavanyo zeANA
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi beBanga lesi-3 abapase iimviwo zeANA kwiMathematika.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeANA
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka

Isihloko sesalathisi	PPM 907: INani labafundi beBanga lesi-3 abapase iMathematika kuHlobo loNyaka kukaZwelonke (ANA)
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beBanga lesi-6 abapasa iimviwo zeANA kuLwimi. Ngo-2014 inkqubo ebifuneka kukufumana ireyithi yokupasa engu-60% kubafundi bebanga lesi-6 kwiimviwo zeANA zeMathematika.
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 908: INani labafundi beBanga lesi-6 abapase uLwimi kuHlobo loNyaka kukaZwelonke (ANA)
Ingcaciso emfutshane	Inani labafundi beBanga lesi-6 abafezekise uluhlu lwezakhono ezisisiseko zokufunda zoLwimi ezibekwe nguzwelonke eziboniswe kuHlobo lukaZwelonke loNyaka (ANAs).
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe ekulinganiseni izakhono kwisiGaba esiPhakathi
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • IProtokholi kaZwelonke yoHlobo (National Protocol on Assessment) iBanga R - 12 • UMthetho weZikolo zaseMzantsi Afrika (South African Schols Act), ka-1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo - Ukuvunywa kwemimiselo ephathelele neNkcazelo yeKharithyulam yeSizwe iBanga R-12 epapashwe kwiGazethi kaRhulumente Namba 36041 ngowama-28 kuDisemba ka-2012, ifundwa kunye neNkcazelo yePolisi yeKharithyulam nokuHlola
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeANA - eya kuthi, kuba yimodyuli yeSA SAMS ibe yinxalenye yedathabheyisi yeEMIS
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase iimvavanyo zeANA
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi beBanga lesi-6 abapase iimviwo zeANA kuLwimi.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeANA
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beBanga lesi-6 abapasa iimviwo zeANA kuLwimi. Ngo-2014 inkqubo ebifuneka kukufumana ireyithi yokupasa engu-60% kubafundi bebanga lesi-6 kwiimviwo zeANA zoLwimi.
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 909: INani labafundi beBanga lesi-6 abapase iMathematika kuHlobo loNyaka kukaZwelonke (ANA)
Ingcaciso emfutshane	Inani labafundi beBanga lesi-6 abafezekise uluhlu lwezakhono ezisisiseko zokufunda zeMathematika ezibekwe nguzwelonke eziboniswe kuHlobo lukaZwelonke loNyaka (ANAs).
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe ekulinganiseni izakhono kwisiGaba esiPhakathi

Isihloko sesalathisi	PPM 909: INani labafundi beBanga lesi-6 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • IProtokholi kaZwelonke yoHlolo (National Protocol on Assessment) iBanga R - 12 • UMthetho weZikolo zaseMzantsi Afrika (South African Schols Act), ka-1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo - Ukuvunywa kwemimiselo ephathelele neNkcazelo yeKharithulam yeSizwe iBanga R-12 epapashwe kwiGazethi kaRhulumente Namba 36041 ngowama-28 kuDisemba ka-2012, ifundwa kunye neNkcazelo yePolisi yeKharithulam nokuHlola.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeANA - eya kuthi, kuba yimodyuli yeSA SAMS ibe yinxalenye yedathabheyisi yeEMIS
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase iimvavanyo zeANA
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi beBanga lesi-6 abapase iimviwo zeANA kwiMathematika.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeANA
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beBanga lesi-6 abapasa iimviwo zeANA kwiMathematika. Ngo-2014 inkqubo ebifuneka kukufumana ireyithi yokupasa engu-60% kubafundi bebanga lesi-6 kwiimviwo zeANA zeMathematika.
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 910: INani labafundi beBanga le-9 abapase ulwimi kuHlolo loNyaka kukaZwelonke (ANA)
Ingcaciso emfutshane	Inani labafundi beBanga le-9 abafezekise uluhlu lwezakhono ezisisiseko zokufunda zoLwimi ezibekwe nguzwelonke eziboniswe kuHlolo lukaZwelonke loNyaka (ANAs).
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe ekulinganiseni izakhono kwisiGaba esiPhakathi
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • IProtokholi kaZwelonke yoHlolo (National Protocol on Assessment) iBanga R - 12 • UMthetho weZikolo zaseMzantsi Afrika (South African Schols Act), ka-1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo - Ukuvunywa kwemimiselo ephathelele neNkcazelo yeKharithulam yeSizwe iBanga R-12 epapashwe kwiGazethi kaRhulumente Namba 36041 ngowama-28 kuDisemba ka-2012, ifundwa kunye neNkcazelo yePolisi yeKharithulam nokuHlola
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase iimvavanyo zeANA
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeANA - eya kuthi, kuba yimodyuli yeSA SAMS ibe yinxalenye yedathabheyisi yeEMIS
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi beBanga le-9 abapase iimviwo zeANA kuLwimi.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeANA
Uhlobo lwesalathisi	Isiphumo

Isihloko sesalathisi	PPM 910: INani labafundi beBanga le-9 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beBanga le-9 abapasa iimviwo zeANA kuLwimi. Ngo-2014 inkqubo ebifuneka kukufumana ireyithi yokupasa engu-60% kubafundi bebanga le-9 kwiimviwo zeANA zoLwimi.
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

Isihloko sesalathisi	PPM 911: INani labafundi beBanga lesi-9 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)
Ingcaciso emfutshane	Inani labafundi beBanga le-9 abafezekise uluhlu lwezakhono ezisisiseko zokufunda zeMathematika ezibekwe nguzwelonke eziboniswe kuHlolo lukaZwelonke loNyaka (ANAs).
Injongo/ukubaluleka	Ukulinganisa ukugqibelela kwesistim yemfundo yasesikolweni kujongwe ekulinganiseni izakhono kwisiGaba esiPhakathi
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	<ul style="list-style-type: none"> • IProtokholi kaZwelonke yoHlolo (National Protocol on Assessment) iBanga R - 12 • UMthetho weZikolo zaseMzantsi Afrika (South African Schols Act), ka-1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo - Ukuvunywa kwemimiselo ephathelele neNkcazelo yeKharithulam yeSizwe iBanga R-12 epapashwe kwiGazethi kaRhulumente Namba 36041 ngowama-28 kuDisemba ka-2012, ifundwa kunye neNkcazelo yePolisi yeKharithulam nokuHlola
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeANA - eya kuthi, kuba yimodyuli yeSA SAMS ibe yinxalenye yedathabheyisi yeEMIS
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase iimvavanyo zeANA
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi beBanga le-9 abapase iimviwo zeANA kwiMathematika.
Imiba engafikelelwanga yidatha	Ukugqitywa nokuchaneka kwedathabheyisi yeANA
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beBanga le-9 abapasa iimviwo zeANA kwiMathematika. Ngo-2014 inkqubo ebifuneka kukufumana ireyithi yokupasa engu-60% kubafundi bebanga le-9 kwiimviwo zeANA zeMathematika.
Uxanduva lwesalathisi	ICandelo leeMviwo nokuHlola (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

IsiHlomelo C: IZalathisi (zePhondo) zeNtsebenzo yeProgram - IzaLathisi ngokwamaCandelo athile (Technical Indicators)

IProgram 2	
Isihloko sesalathisi	PPI 2.1. Abafundi abagcinwe besesikolweni ukususela kwiBanga le-10 - 12
Ingcaciso emfutshane	Ukulinganisa izinga (i-%) abafundi abangena kwibanga le-10 abanokuqhubeka ngalo ukuya kwibanga le-12 kwiZikolo eziQhelekileyo zikaRhulumente befunda beliqela elinye elilandela iminyaka ebekiweyo yokufunda.
Injongo/ukubaluleka	1-% ephezulwana yabafundi abashiyeka besesikolweni de bafike kwibanga le-12 Abasebenzi abazilungiselele ngcono ngokwezifundo; ithuba elingcono labafundi; ukuphucuka kokufikelela kwimfundo yamaziko emfundo ephakamileyo; ukunciphisa izinga lokuba buthathaka (vulnerability) kubafundi; uphuhliso olusebenza ngcono kwenkxaso (yasekuhlaleni)
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo
Iindlela zokungqinisisa	Idatha esuka kwiEduInfoSearch
Umthombo ethathwe/eqokelelwe kuwo idatha	Annual School Survey ICandelo loLawulo loLwazi neeNkcukacha (Directorate Knowledge and Information Management): Lukhutshwe kwiiseti zedatha yeASS.
Uhlobo olusetyenziswe ekubaleni	Inani labafundi beBanga le-12 lahlulwe ngenani labafundi beBanga le-10 beli qela labafundi lifunda ngexesha elinye (abafike kwiminyaka emi-2 engaphambili) njengepesenti.
Imiba engafikelelwanga yidatha	Oku kubala kokwezikolo eziQhelekileyo zikaRhulumente kuphela yaye luxhomekeke kulungiselelo lweerekhodi zeeyunithi (unit record administration) ezikolweni. Akubonisi bonke abafundi abakumacandelo emfundo. Oku akukubandakanyi ukufuduka kwabafundi abangenayo nabaphumayo, ukusweleka, neminye imiba.
Uhlobo lwesalathisi	Isiphumo; Ukugqibelela; Uqoqosho; Ukufaneleka (Equity)
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphezu kwethageathi ebifunwa.
Uxanduva lwesalathisi	Lulungiselelwe ziZithili zabaPhathi abaziiNtloko (Chief Director Districts); idatha iqokelelwe kwanikwa ingxelo yayo yiDKM; Umsebenzi wokubambisana oquka amaqela amaninzi athe adlala indima.
Isihloko sesalathisi	PPI 2.2. Ukungahambi sikolo kootitshala kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%
Ingcaciso emfutshane	Ipesenti yeentsuku zomsebenzi ezilahleke ngenxa yokungahambi sikolo kootitshala kwizikolo eziqhelekileyo zikarhulumente. [isiphumo masibekwe ngokwe-% yenani elipheleleyo lezona ntsuku zokusebenza kunyaka/kwikota yesikolo]
Injongo/ukubaluleka	1-% yeentsuku zokusebenza ezinokuba zilahleke ngenxa yokungahambi sikolo kootitshala ngonyaka/ngekota yesikolo ethile. Le meko incedisa kwizicwangciso-nkqubo (strategies) zokucwangcisa namaphulo ongenelelo lokuncedisa aza kwenziwa ukwenzela ukuphucula umgaqo-nkqubo wemfundo kunye nenkxaso/ululeko.

Isihloko sesalathisi	PPI 2.2. Ukungahambi sikolo kootitshala kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku lindlela zokungqinisisa	UMthetho wezeNgqesho yooTitshala (Employment of Educators Act), 1998, (UMthetho wama-76 ka-1998)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idatha ekhutshwe kwiPERSAL PERSAL ICandelo: uLawulo oluLungiselelweyo lweMicimbi yaBasebenzi (Director: Strategic People Management) Idatha ekhutshwe kwiPersal yexesha elithile ukwenzela ukubonisa ukungahambi sikolo kootitshala ngekota okanye ngonyaka
Uhlobo olusetyenziswe ekubaleni	Le datha iqokelelwe ngokusebenzisa umhla wokuqala kwekhefu ukwenzela ukuqonda ukuba ikhefu elo lingena kweyiphi ikota Xa ithuba lekhefu (ikhefu elivunyelwe iikota ezimbini okanye nangaphezulu) lingaphandle kwethuba ekunikwa ingxelo ngalo, elo khefu lithathiweyo liya kubandakanywa kwithuba lokunika ingxelo elihambelana nokuphela kwelo khefu. Inani leentsuku zekhefu elithathiweyo libalwa njenge-% yeentsuku ezipheleleyo zeentsuku ebezinokuba zezomsebenzi ngekota.
Imiba engafikelelwanga yidatha	Kukho ukunqunyanyiswa (lag) kwethuba eliphakathi kweentsuku ezithathiweyo kunye nokulungiswa kwamaxwebhu. Kuphinde kubekho ukunqunyanyiswa (lag) ekubalweni kweekhathegori nanjengoko ezinye iintlobo zekhefu zingafakwa (exempt) kunye nemimiselo yekhefu apho ikhefu libalwa ngokomjikelo weminyaka emi-3
Uhlobo lwesalathisi	Isiphumo/ukugqibelela
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	UMphathi oyiNtloko (Chief-Director): liNdllela zokuLawula aBantu (People Management Practices)

Isihloko sesalathisi	PPI 2.3. Ukungahambi sikolo kwabafundi kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%
Ingcaciso emfutshane	Inani leentsuku zomsebenzi ezilahleke ngenxa yokungahambi sikolo kwabafundi kwizikolo eziqhelekileyo zikarhulumente. [isiphumo masibekwe ngokwe-% yenani elipheleleyo lezona ntsuku zokusebenza kunyaka/kwikota yesikolo]
Injongo/ukubaluleka	I-% yeentsuku zokusebenza ezinokuba zilahleke ngenxa yokungahambi sikolo kwabafundi ngonyaka/ngekota yesikolo ethile. Le meko incedisa kwizicwangciso-nkqubo (strategies) zokucwangcisa namaphulo ongenelelo lokuncedisa aza kwenziwa ukwenzela ukuphucula umgaqo-nkqubo wemfundo kunye nenkxaso/ululeko.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku lindlela zokungqinisisa	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996) Ukubala kusekelwe kwidatha ekwiEduInfosearch

Isihloko sesalathisi	PPI 2.3. Ukungahambi sikolo kwabafundi kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%
Umthombo ethathwe/eqokelelwe kuwo idatha	CEMIS- ICandelo: loLawulo loLwazi lweeNkcukacha (Knowledge and Information Management) <ul style="list-style-type: none"> • Kwizikolo ngasinye ukuhamba isikolo komfundi makubhalwe qho ngekota kwisistim yeCEMIS ekupheleni kwikota nganye ingedlulanga iveki yokuqala yekota elandelayo. • AbaLawuli bamaQela eeSekethe (Circuit Team Managers) angayibeka esweni idatha kwiEdulnfosearch. • Umlungiseleli (administrator) okwaNdlunkulu ubhala iingxelo ezimalunga nokuHamba iSikolo kwaBafundi xa zifuneka, kodwa ugxila kakhulu ekunikeni ingxelo qho ngekota/ngonyaka. • Ukungalandelwa kwemimiselo kuxelwa kuMphathi oyiNtloko: eZithilini ukwenzela amaphulo ongenelelo loncedo • Amanani abonisa indlela esihanjwa ngayo isikolo anikezelwa ngokwepesenti yeentsuku ezilahlekileyo ngenxa yokungahambi sikolo kwaBafundi.
Uhlobo olusetyenziswe ekubaleni	Inani elidityanisiweyo labafundi abangekhoyo kuzo zonke izikolo eziqhelekileyo zikarhulumente ezilandela imimiselo, lithi lixelwe njengepesenti yenani eliphelileyo leentsuku ebekufanele ukuba kuyiwe ngazo esikolweni.
Imiba engafikelelwanga yidatha	Ngo-2012, i-75% yezikolo iye yayilandela imimiselo yezicelo zedatha. Umngeni wokulandela imimiselo uye wasingathwa ngo-2013 nanjengoko ngoku usisalathisi kwiziCwangciso zoPhuculo lweZikolo. Ukulandela kwemimiselo kunyuke kwangaphezu kwe-95%. Izikolo ezisoloko zibuyisa idatha eneempazamo ziya kuchongwa zize zifumane uqeqesho.
Uhlobo lwesalathisi	Isiphumo/ukugqibelela
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	UMphathi oyiNtloko (Chief-Director): ULawulo lweNgqiqo yokuShishina (Business Intelligence Management)

IProgram 9

Isihloko sesalathisi	PPI 9.1 I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kuLwimi
Ingcaciso emfutshane	Oku kulinganisa umyinge (proportion) wabafundi abathatha inxaxheba kwiimvavanyo zeBanga lesi-3 zokujonga inkqubo (systemic tests) (kuLwimi), baze bakwazi ukuzipasa ezi mvavanyo. Amanqaku okupasa ezi mvavanyo abekwa kwi-50%
Injongo/ukubaluleka	Esi salathisi sibonisa inqanaba jikelele lokuphumelela (proficiency) kwabafundi abahamba isikolo kwisigaba esisisiseko. Esi salathisi sibalulekile nanjengoko silinganisa ukugqwesa kwesistim yemfundo yasesikolweni kwisigaba esisisiseko
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Iinkcukacha ezikwiNngxelo

Isihloko sesalathisi	PPI 9.1 I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kuLwimi
Umthombo ethathwe/eqokelelwe kuwo idatha	Umthombo osisiseko wedatha yingxelo elungiswa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo. Le ngxelo inenani elipheleleyo labafundi ababhala iimvavanyo ekukhutshwe kulo umyinge (proportion) wabapasayo kunye nomyinge wabo bangalupasiyo olu vavanyo. ICandelo: loPhando Kuthathwa kwingxelo yokugqibela efakwa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo lokujonga inkqubo.

Isihloko sesalathisi	PPI 9.1 I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kuLwimi
Uhlobo olusetyenziswe ekubaleni	Inani labafundi abapasa olu vavanyo (ngo-50% nangaphezulu) liboniswa njengepesenti yenani elipheleleyo labafundi ababhale olu vavanyo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi abafunda iBanga lesi-3 abangaphantsi kwesi-5 azithathi nxaxheba kwiimvavanyo zokujonga inkqubo (systemic tests).
Uhlobo lwesalathisi	Iziphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulawulwa kwesalathisi ngumsebenzi weSetyana leKharithyulam, ngelixa ukunika ingxelo malunga nesibonisi ngumsebenzi weCandelo: loPhando.

Isihloko sesalathisi	PPI 9.2. I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kwiMathematika
Ingcaciso emfutshane	Oku kulinganisa umyinge (proportion) wabafundi abathatha inxaxheba kwiimvavanyo zeBanga lesi-3 zokujonga inkqubo (systemic tests) (kwiMathematika), baze bakwazi ukuzipasa ezi mvavanyo. Amanqaku okupasa ezi mvavanyo abekwa kwi-50%
Injongo/ukubaluleka	Esi salathisi sibonisa inqanaba jikelele lokuphumelela (proficiency) kwabafundi abahamba isikolo kwisigaba esisisiseko. Esi salathisi sibalulekile nanjengoko silinganisa ukugqwesa kwesistim yemfundo yasesikolweni kwisigaba esisisiseko
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Iinkcukacha ezikwiINgxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Umthombo osisiseko wedatha yingxelo elungiswa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo. Le ngxelo inenani elipheleleyo labafundi ababhala iimvavanyo ekukhutshwe kulo umyinge (proportion) wabapasayo kunye nomyinge wabo bangalupasiyo olu vavanyo. ICandelo: loPhando Kuthathwa kwingxelo yokugqibela efakwa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo lokujonga inkqubo.
Uhlobo olusetyenziswe ekubaleni	Inani labafundi abapasa olu vavanyo (ngo-50% nangaphezulu) liboniswa njengepesenti yenani elipheleleyo labafundi ababhale olu vavanyo.

Ishloko sesalathisi	PPI 9.2. I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kwiMathematika
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi abafunda iBanga lesi-3 abangaphantsi kwesi-5 azithathi nxaxheba kwiimvavanyo zokujonga inkqubo (systemic tests).
Uhlobo lwesalathisi	Iziphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulawulwa kwesalathisi ngumsebenzi weSetyana leKharithulam, ngelixa ukunika ingxelo malunga nesibonisi ingumsebenzi weCandelo: loPhando.

Ishloko sesalathisi	PPI 9.3. I-% yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kuLwimi
Ingcaciso emfutshane	Oku kulinganisa umyinge (proportion) wabafundi abathatha inxaxheba kwiimvavanyo zeBanga lesi-6 zokujonga inkqubo (systemic tests) (kuLwimi), baze bakwazi ukuzipasa ezi mvavanyo. Amanqaku okupasa ezi mvavanyo abekwa kwi-50%
Injongo/ukubaluleka	Esi salathisi sibonisa inqanaba jikelele lokuphumelela (proficiency) kwabafundi abahamba isikolo kwisigaba esiphakathi. Esi salathisi sibalulekile nanjengoko silinganisa ukugqwesa kwesistim yemfundo yasesikolweni kwisigaba esisisiseko
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Iinkcukacha ezikwiINgxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Umthombo osisiseko wedatha yingxelo elungiswa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo. Le ngxelo inenani elipheleleyo labafundi ababhala iimvavanyo ekukhutshwe kulo umyinge (proportion) wabapasayo kunye nomyinge wabo bangalupasiyo olu vavanyo. ICandelo: loPhando Kuthathwa kwingxelo yokugqibela efakwa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo lokujonga inkqubo.
Uhlobo olusetyenziswe ekubaleni	Inani labafundi abapasa olu vavanyo (ngo-50% nangaphezulu) liboniswa njengepesenti yenani elipheleleyo labafundi ababhale olu vavanyo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi abafunda iBanga lesi-6 abangaphantsi kwesi-5 azithathi nxaxheba kwiimvavanyo zokujonga inkqubo (systemic tests).
Uhlobo lwesalathisi	Iziphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulawulwa kwesalathisi ngumsebenzi weSetyana leKharithulam, ngelixa ukunika ingxelo malunga nesibonisi ingumsebenzi weCandelo: loPhando.

Isihloko sesalathisi	PPI 9.4. I-% yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kwiMathematika
Ingcaciso emfutshane	Oku kulinganisa umyinge (proportion) wabafundi abathatha inxaxheba kwiimvavanyo zeBanga lesi-6 zokujonga inkqubo (systemic tests) (kwiMathematika), baze bakwazi ukuzipasa ezi mvavanyo. Amanqaku okupasa ezi mvavanyo abekwa kwi-50%
Injongo/ukubaluleka	Esi salathisi sibonisa inqanaba jikelele lokuphumelela (proficiency) kwabafundi abahamba isikolo kwisigaba esisisiseko. Esi salathisi sibalulekile nanjengoko silinganisa ukugqwesa kwesistim yemfundo yasesikolweni kwisigaba esisisiseko
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Iinkcukacha ezikwiINGxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Umthombo osisiseko wedatha yingxelo elungiswa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo. Le ngxelo inenani elipheleleyo labafundi ababhala iimvavanyo ekukhutshwe kulo umyinge (proportion) wabapasayo kunye nomyinge wabo bangalupasiyo olu vavanyo. ICandelo: loPhando Kuthathwa kwingxelo yokugqibela efakwa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo lokujonga inkqubo.
Uhlobo olusetyenziswe ekubaleni	Inani labafundi abapasa olu vavanyo (ngo-50% nangaphezulu) liboniswa njengepesenti yenani elipheleleyo labafundi ababhale olu vavanyo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi abafunda iBanga lesi-6 abangaphantsi kwesi-5 azithathi nxaxheba kwiimvavanyo zokujonga inkqubo (systemic tests).
Uhlobo lwesalathisi	Iziphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulawulwa kwesalathisi ngumsebenzi weSetyana leKharithyulam, ngelixa ukunika ingxelo malunga nesibonisi ingumsebenzi weCandelo: loPhando.

Isihloko sesalathisi	PPI 9.5. I-% yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kuLwimi
Ingcaciso emfutshane	Oku kulinganisa umyinge (proportion) wabafundi abathatha inxaxheba kwiimvavanyo zeBanga le-9 zokujonga inkqubo (systemic tests) (kuLwimi), baze bakwazi ukuzipasa ezi mvavanyo. Amanqaku okupasa ezi mvavanyo abekwa kwi-50%
Injongo/ukubaluleka	Esi salathisi sibonisa inqanaba jikelele lokuphumelela (proficiency) kwabafundi abahamba isikolo kwisigaba esisisiseko. Esi salathisi sibalulekile nanjengoko silinganisa ukugqwesa kwesistim yemfundo yasesikolweni kwisigaba esisisiseko
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Iinkcukacha ezikwiINGxelo

Isihloko sesalathisi	PPI 9.5. I-% yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kuLwimi
Umthombo ethathwe/eqokelelwe kuwo idatha	Umthombo osisiseko wedatha yingxelo elungiswa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo. Le ngxelo inenani elipheleleyo labafundi ababhala iimvavanyo ekukhutshwe kulo umyinge (proportion) wabapasayo kunye nomyinge wabo bangalupasiyo olu vavanyo. ICandelo: loPhando Kuthathwa kwingxelo yokugqibela efakwa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo lokujonga inkqubo.
Uhlobo olusetyenziswe ekubaleni	Inani labafundi abapasa olu vavanyo (ngo-50% nangaphezulu) liboniswa njengepesenti yenani elipheleleyo labafundi ababhale olu vavanyo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi abafunda iBanga le-9 abangaphantsi kwesi-5 azithathi nxaxheba kwiimvavanyo zokujonga inkqubo (systemic tests).
Uhlobo lwesalathisi	Iziphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulawulwa kwesalathisi ngumsebenzi weSetyana leKharithulam, ngelixa ukunika ingxelo malunga nesibonisi ngumsebenzi weCandelo: loPhando.

Isihloko sesalathisi	PPI 9.6. I-% yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kwiMathematika
Ingcaciso emfutshane	Oku kulinganisa umyinge (proportion) wabafundi abathatha inxaxheba kwiimvavanyo zeBanga le-9 zokujonga inkqubo (systemic tests) (kwiMathematika), baze bakwazi ukuzipasa ezi mvavanyo. Amanqaku okupasa ezi mvavanyo abekwa kwi-50%
Injongo/ukubaluleka	Esi salathisi sibonisa inqanaba jikelele lokuphumelela (proficiency) kwabafundi abahamba isikolo kwisigaba esisisiseko. Esi salathisi sibalulekile nanjengoko silinganisa ukugqwesa kwesistim yemfundo yasesikolweni kwisigaba esisisiseko
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Iinkcukacha ezikwiNngxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Umthombo osisiseko wedatha yingxelo elungiswa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo. Le ngxelo inenani elipheleleyo labafundi ababhala iimvavanyo ekukhutshwe kulo umyinge (proportion) wabapasayo kunye nomyinge wabo bangalupasiyo olu vavanyo. ICandelo: loPhando Kuthathwa kwingxelo yokugqibela efakwa ngabaniki beenkonzo bangaphandle abazimeleyo abaqeshelwe ukuqhuba olu vavanyo lokujonga inkqubo.
Uhlobo olusetyenziswe ekubaleni	Inani labafundi abapasa olu vavanyo (ngo-50% nangaphezulu) liboniswa njengepesenti yenani elipheleleyo labafundi ababhale olu vavanyo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi abafunda iBanga le-9 abangaphantsi kwesi-5 azithathi nxaxheba kwiimvavanyo zokujonga inkqubo (systemic tests).
Uhlobo lwesalathisi	Iziphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi

Isihloko sesalathisi	PPI 9.7 Izikolo ezinezinga lokupasa elikukupasa <60% kwiSatifikethi seMatrikhi sikaZwelonke
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulawulwa kwesalathisi ngumsebenzi weSetyana leKharithulam, ngelixa ukunika ingxelo malunga nesibonisi ingumsebenzi weCandelo: loPhando.
Ingcaciso emfutshane	Ukuboniswa kwenani lezikolo ezingaqhubi kakuhle
Injongo/ukubaluleka	Isiphumo sezikolo ezingaqhubi kakuhle Ukukhangela ukuba amaphulo ongenelelo loncedo aluncedo na ekunciphiseni amazanga okupasa aphantsi, ngakumbi kwiindawo ezihlelelekileyo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Ukubala ngokusebenzisa idathabheyisi yeemviwo - ISistim eDityanisiweyo yokuBala iiMviwo (Integrated Examinations Computer System) (IECS)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeemviwo - ISistim eDityanisiweyo yokuBala iiMviwo (Integrated Examinations Computer System) (IECS)
Uhlobo olusetyenziswe ekubaleni	U-Z / W X 100 ubonisa izinga lokupasa lesikolo. Apho u-Z alinani labaviwa abapase ngokweekhrayitheriya zomgaqo-nkqubo weNSC. Apho u-W alinani labaviwa besikolo ababhale izifundo ezisi-7 zokufumana iNSC. Izinga lokupasa lazo zonke izikolo liyahluza ukuze kukhangelwe izikolo ezifezekise izinga lokupasa elingaphantsi kuka-60%.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	ICandelo loLawulo lokuHlola (Directorate Assessment Management)

Isihloko sesalathisi	PPI 9.8 Izinga lokupasa leSatifikethi seMatriki sikaZwelonke
Ingcaciso emfutshane	Ipesenti yabafundi abapasa iimviwo zeSatifikethi seMatrikhi sikaZwelonke ngokupasa uLwimi lwaseKhaya ngo-40\$ nangaphezulu baze bapase ezinye izifundo ezibini ngo-40% nangaphezulu baze ezinye izifundo ezithathu bazipase ngo-30% nangaphezulu.
Injongo/ukubaluleka	Isibonisi sibonisa i-% yabafundi abafumene isiqinisekiso (qualification) seSatifikethi seMatrikhi sikaZwelonke. Kubalulekile ukujonga ukufezekiseka kwesistim yemfundo yasesikolweni kwanokuba iziphumo zemfundo zifezekiseke kangakanani na.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Ukubala ngokusebenzisa idathabheyisi yeemviwo - ISistim eDityanisiweyo yokuBala iiMviwo (Integrated Examinations Computer System) (IECS)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeemviwo - ISistim eDityanisiweyo yokuBala iiMviwo (Integrated Examinations Computer System) (IECS)

Isihloko sesalathisi	PPI 9.8 Izinga lokupasa leSatifikethi seMatriki sikaZwelonke
Uhlobo olusetyenziswe ekubaleni	Ipesenti yabafundi abapasa iimviwo zeSatifikethi seMatriki sikaZwelonke ngokupasa uLwimi lwaseKhaya ngo-40\$ nangaphezulu baze bapase ezinye izifundo ezibini ngo-40% nangaphezulu baze ezinye izifundo ezithathu bazipase ngo-30% nangaphezulu lahlulwe ngenani labafundi ababhale iimviwo.
Imiba engafikelelwanga yidatha	Le datha ikhutshwe kwilECS; naziphi iingxaki kwilECS ziya kuba ngaphaya kwamandla eSebe iWCED nanjengoko ilECS iyiSistim kaZwelonke
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Kufuneka intsebenzo ephezulu
Uxanduva lwesalathisi	ICandelo lezeeMviwo

Isihloko sesalathisi	PPI 9.9 I-% yabafundi abapase ngendlela ebangenisa kwisiDanga
Ingcaciso emfutshane	Ipesenti yabafundi abapasa iNSC ngempumelelo engu-50-59% nangaphezulu kwizifundo ezine ezikhethwa kuluhlu lwezifundo ezibekiweyo kunye nobuncinane be-30% kwizifundo zoLwimi lokuFunda nokuFundisa kwelo ziko.
Injongo/ukubaluleka	Ipesenti yabafundi abanokungenela isiDanga Kubalulekile ukukhangela umgangatho wokupasa nokuqinisekisa ngenkqubela phambili esuka eFET iye eHE
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (uMthetho wama-84 ka-1996), ohlaziyiweyo UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (National Education Policy Act (NEPA), 1996 (uMthetho wama-27 ka-1996)
Iindlela zokungqinisisa	Ukubala ngokusebenzisa idathabheyisi yeemviwo - ISistim eDityanisiweyo yokuBala iimviwo (Integrated Examinations Computer System) (IECS)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeemviwo - ISistim eDityanisiweyo yokuBala iimviwo (Integrated Examinations Computer System) (IECS)
Uhlobo olusetyenziswe ekubaleni	Inani labafundi abapasa iimviwo zeSatifikethi seMatriki sikaZwelonke ngokufumana impumelelo engu-50-59% nangaphezulu kwizifundo ezine ezibekiweyo ezikhethwe kuluhlu lwezifundo ezibekiweyo kunye nobuncinane be-30% kuLwimi lokuFunda nokuFundisa lweziko kwahlulwe ngenani labafundi ababhale iimviwo.
Imiba engafikelelwanga yidatha	Le datha ikhutshwe kwilECS, naziphi iingxaki kwilECS ziya kuba ngaphaya kwamandla eSebe iWCED nanjengoko ilECS iyiSistim kaZwelonke
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Kufuneka intsebenzo ephezulu
Uxanduva lwesalathisi	ICandelo lezeeMviwo